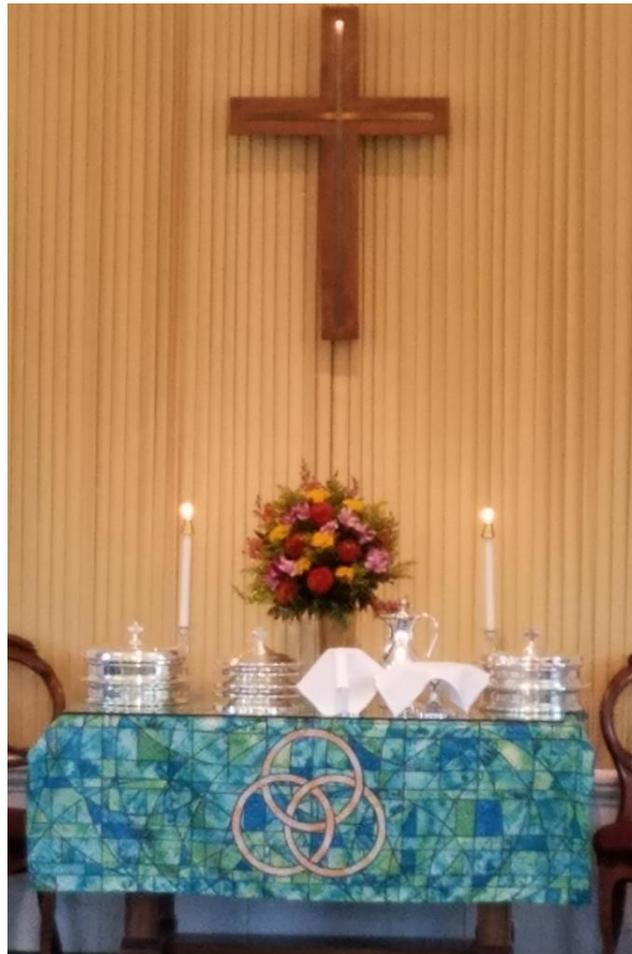


***A church which touches the lives of people of all ages!
We strive to be a church that welcomes all and empowers all in Christ
to share their God given talents.***

**ANNUAL REPORT FOR THE YEAR
ENDED DECEMBER 31, 2018
FIRST CONGREGATIONAL CHURCH OF HANOVER
UNITED CHURCH OF CHRIST**



Edited 02/13/19. This version does not include revisions to the Nominating Committee report made at the Annual Meeting on February 10, 2019. We will update you when the final Nominating Committee report is available.

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Message from the Reverend Eric Stroshine

As Christians we gathered in 2018 for 52 Sundays to gain new knowledge and fresh insights about the world around us through the eyes of an ancient text, the Bible. This means on a regular basis we distinguished our viewpoints from our predecessors in faith, like Moses or Jesus. We may have said, "In contrast to the life of Moses and the Ten Commandments, I believe the Ten Commandments needs more detail because..." or "Unlike Jesus, I believe loving my neighbor as myself is not always feasible because..." Such weekly dialogue with our predecessors enabled us to grow accustomed to being in conversation with others who think differently than we do and showed us the need for careful listening and developing nuanced views of complex issues.

Hearing different viewpoints is something we in the church do not find foreign. In 2018 we read books by a fundamentalist minister and a former Episcopal priest. We shared a Seder meal with a Rabbi from Marshfield and dined at the parsonage with a South African missionary. One of the greatest virtues of the Congregational Church is our tolerance for one another. Our Christian faith tradition and other faith traditions remind us of what we share with others. Jewish, Christian, Muslim, and Hindu scriptures all contain passages telling us to welcome strangers.

What made being a person of faith at FCC Hanover so inspiring is even when we disagreed, we respected the dignity and worth of every human being deserving of engagement. If you don't believe me then you didn't have the opportunity to attend a church Cabinet meeting or an all church meeting in 2018 and listen to a heated but respectful debate on a variety of issues. In short, empathy and an affirmation of our common humanity are virtues we embrace as a Congregational Church. During these divisive times in our country our way of listening and affirming is something we can offer to our fellow citizens.

I read the other day that when scientists finished the sequencing of the human genome, they discovered that all living people are over 99 percent identical in our genetic makeup. Genetic variations between human beings account for less than 1 percent of our differences. The message being that our common humanity matters more than our differences.

Science tells us that we are far more alike than we are different, and religious texts from various faith traditions urge us to welcome the stranger. And yet our political and civic world is marked by division, strife, and intolerance.

Maybe the answer to discord is found in Jesus. I continue to be inspired by Jesus Christ and how he engaged in conversations with people who totally opposed his view of life, like the tax collectors and prostitutes. Throughout his life, he insisted on the rights, dignity, and value of all people. That bedrock belief in our shared humanity motivated Christ to help marginalized and underprivileged people, like children and older adults. He also took the time to engage with wealthy, powerful people, like the Pharisees, who did not always share his beliefs.

In 2018 FCC Hanover continued to strive to be the body of Christ "that welcomes all and empowers all in Christ to share their God given talents" (FCC Hanover mission statement). We welcomed three young people to become a part of our Deacon ministry. We provided a loving and welcome place for anybody who came by to visit our thrift shop even if they didn't purchase something. We brought joy to three families experiencing homelessness by personally buying everything on their Christmas list. We listened respectfully and lovingly to a woman in a same sex marriage who came to worship to tell us about her and her wife providing foster care to dozens of children. You provided me the opportunity to do a sabbatical at a geriatric hospital psychiatric unit where I was able to represent the church beyond the walls of the church in many powerful ways. We worked in harmony with the Hanover Town administration to see a beautiful completion to the window project.

As Christians we have an obligation to seek out those with opposing viewpoints and who live differently than we do, thereby challenging ourselves and testing our ideas. We must remind ourselves continually of what we share with other people, despite differing opinions and lifestyles. In 2019 I look forward to continuing to engage as much as possible with our neighbors beyond the church, searching for our common humanity everywhere, affirming the dignity of all people and seeing ourselves in them.

Message from the Church Moderator

It's incredible to think that my time as Moderator is coming to an end. It has been a pleasure working with the different committees to ensure that their voices were being heard and that we adhered to our bylaws. As I think back to what we've accomplished in 2018 here are a few major projects that did come to fruition:

- Working with Ginny Hunt and the Music Committee to support a congregational vote to raise funds to replace our organ.
- Meeting with Don Remick, Patty Kogut, and Reverend Eric to facilitate a discussion with the church about having effective dialogue with one another when our beliefs, political or otherwise, don't align.
- Collaborating with Reverend Eric, Pam Hoyes, and the Trustees to have an event to thank individuals who donated funds towards our window replacement project.
- Assisting the Human Resources Taskforce in its efforts to create a staff review process that is equitable for all church employees.
- Ensuring that the church functioned "normally" while Reverend Eric was on sabbatical. Bob Sigsby and the Diaconate really led the charge in this respect.
- Conducting a post-mortem on our annual review process to make sure that the 2019 annual report would be on time and available to the congregation at least one week prior to the annual meeting.

There are many major projects that I didn't complete during my tenure that I graciously hand over to Ken Cheo and Les Hoiberg to execute. This dynamic duo will serve the church well in their capacity as Moderator and Vice Moderator for the next few years. I ask that you provide them with the same level of support and candor that you provided to me these past four years.

Finally, I would like to thank Susan, Tina, Reverend Eric, all the committee chairs, and all of the church volunteers for their assistance, guidance, and for their prayers to guide my way!

Respectfully submitted,

Jamaal Thompson

Message from the Youth Christian Education Director

Junior Choir

We have grown the junior choir from five children last year to nine children this year. They have had two performances thus far: the Sunday before Thanksgiving and during the Christmas Eve Pageant church service.

New Sunday School Teachers

We have added two adult Sunday School teachers this year that are not part of the CE Committee. We have also had two classes taught in tandem by youth fellowship students. We look to continue to grow the number of Sunday School teachers in the first half of 2019.

Sunday School Teacher Orientation

We had a Sunday School teacher orientation that enabled the new teachers to gain an understanding of how we build our lessons and run our classrooms on Sundays. It was also a good refresher for existing teachers coming off the summer break. A continental breakfast was served and new relationships were formed.

Dig In Sunday School Lessons

The Dig In Sunday School lessons have proven to be an impactful way to share the word of God with our children. The program allows us to choose lessons, activities, videos and more that are age appropriate for each one of our classroom, preschool to pre-K, Kindergarten to 1st, 2nd to 3rd and 4th to 5th. For 6th to 8th, we use the Grapple program.

Challenges

Despite our successes in 2018, we still face many challenges, including (1) attracting more young families to our church, (2) increasing the number of students in our Sunday School program, (3) increasing the attendance of students in the Sunday School program, (4) increasing the number of teachers in the Sunday School program, (5) shining a brighter light of the rites of passage the students achieve in the 3rd, 6th and 9th grades and (6) further educating the children on how church service works, what each component means and why it's important.

Respectfully submitted,

Stephen Conti

Report of the Church Clerk and Membership Records as Recorded by Church Office

The Call for the Annual Church Meeting for 2018 was posted as required by the Church By-laws on January 28, 2018 and February 4, 2018. There were two calls due to a postponement pending availability of the Annual Report. The Minutes of the Annual Meeting on February 18, 2018 were recorded in the official records of the Church by Jessie Berry, Church Clerk.

Minutes were recorded on the following dates for Church Meetings in 2018:

February 18, 2018

June 17, 2018

October 21, 2018

Minutes were recorded of Church Cabinet Meetings held on the following dates in 2018:

March 1, 2018

June 7, 2018

September 13, 2018

December 13, 2018

The below changes were taken into account for 2018 as recorded by the church office:

SUMMARY

Membership Reported in Last Annual Report: 165

Total Active Membership in 2018, which includes the following: 162

Additions:

Confirmation: 5

Affirmation of Faith: 1

Transfer of Membership: 0

Subtractions:

Deaths: 4

Inactive: 5

The following were accepted by Confirmation: Anthony Berardinelli, Sarah Berardinelli, Lily Mattson, Alexandra Meader and Jacqueline O'Leary.

The following was accepted by Affirmation of Faith: Marianne Christensen.

The following was accepted by Transfer of Membership: None.

The following recordings were entered in 2018 in the official records:

Baptisms: Rachel Elaine Murphy; Isabelle Thompson; Pearl Holda; Ruth Getchell; James Marshall White; Evan Anthony Wolongevicz;

Marriages: Harold and Madelyn (Merrifield) Thomas; Ellie Botelho and Mike Flanagan

Deaths: Robert Smith; Virginia Goddard; Irene Jefferson; Janice Bancroft

All questionnaires and Report Forms required by the Massachusetts State Conference of the United Church of Christ were completed and filed, retaining copies in the Clerk's files.

Respectfully Submitted:

Tina Donovan

Finance Committee – Financial Presentation on Proposed Budget 2019

As presented at the FCC of Hanover Annual Meeting, February 10, 2019

Background

The Church Budget has two (2) parts – Non-Restricted (the Operating Budget) and Restricted (primarily the Building Fund and Outreach & Service Fund ... plus any ongoing Special Projects). The Church Funds – “bank accounts” -- include Operating Accounts (Non-Restricted) and Restricted Funds (such as Endowment, Fair Fund, Christie Fund, etc.).

The Church votes on the Operating Budget at Annual Meeting. As the Restricted Accounts receive designated funds (revenues) throughout the year, and since Restricted Account expense budgets equal annual revenue + any funds in that specific restricted account (e.g. Building Fund can invest what is new income in 2019 plus funds in the Building Fund Account to maintain our campus) a vote here is only to affirm the Building Fund and Outreach & Service funds as noted by congregants on their Pledge cards. *Note: The Church could vote at a special meeting if additional funds were needed for a Restricted area or could vote on Restricted Fund transfers (such as the recent Fair Fund transfers to the Windows and Organ projects).*

The Finance Committee takes a conservative approach to budgeting; however, it tries to provide a growth scenario. Ultimately, the Finance Committee recommends, the Congregation decides, and then the Finance Committee implements with the Treasurer and Financial Secretary.

Operating Budget and 2018 Results

The Operating Budget supports the day-to-day operations of the Church including salaries, non-restricted committee programming, general operating expenses, etc. In 2018, the Operating Budget **Revenue** – primarily from Pledges and Offerings – totaled **\$247,293**. And, in 2018, the Operating Budget **Expenses** totaled **\$246,686** (~70% of this was compensation and benefits). Thus, FCC of Hanover finished 2018 with a surplus of \$607.

For 2018, neither Endowment Fund Transfers or Prior Period Surpluses were required to balance the budget ... good news financially; however, some of the lower expenses were the result of programming which we do want to spend and invest in the community. Lower expenses in operating costs are a sign of strong controls and consistent expense management.

Restricted funds outside of Buildings and O&S, are managed as Restricted Accounts by the Investment Committee at Fidelity according to the approved investment plan. This includes the General Endowment Fund which is an account primarily targeted for future capital asset projects. The annual investment gains and interest on this account are used to grow the endowment base and fund operating costs, if needed. Restricted Funds should be prudently managed and utilized.

Therefore, General Endowment Fund gains should be BOTH reinvested in the General Endowment Fund and utilized for church programs in our community. Other funds, such as the Christie Fund, are used annually for specific purposes while other Funds are used sporadically for special projects (e.g. Fair Fund and Flower Fund used monies in 2018 for special projects).

For the 2019 Operating Budget, **the Finance Committee recommends a balanced budget of \$264,250** that includes utilizing \$7,500 in General Endowment Fund gains and \$5,000 in a Prior Period Surplus. This represents about a 7% increase in both revenue and expenses as compared to 2018 actual results.

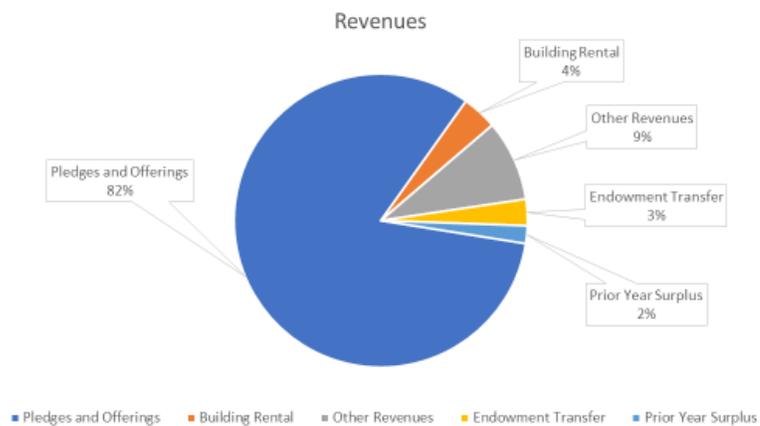
We believe this supports the Church mission and various Committee requests. We have proposed a budget that manages increasing compensation and benefits balanced with the desire to keep or grow programming.

The Building Fund and Outreach & Services revenue budgets will be set by the final Pledge count.

Remaining work on special projects (Windows and Organ) is not part of the 2019 proposed Operating Budget and will need to be raised from Fundraising and/or transfers from Restricted Accounts.

A series of charts and graphs supporting the Proposed 2019 Budget follow. These are the core slide presented at the Annual Meeting.

Proposed 2019 Operating Budget Revenue Sources



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This chart represents the projected sources of revenue for 2019. Weekly pledges and other offerings are by far the biggest income drivers for the Church. Rental income from Riley Hall and the revenues from the Thrift Shop are key contributors as well.

Pledges and Offerings

2019 Target is \$218,750



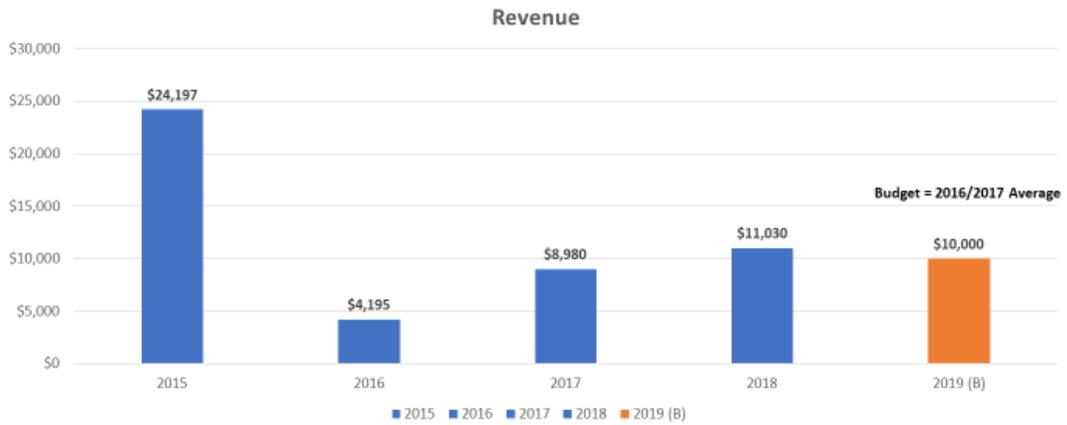
Includes Pledge Income, Various Offerings, Bank Interest and Online Giving Offsets

Annual Growth History
 • 2016 = 1.7%; 2017 = 5.4%; 2018 = 1.8%
 • 3-Year Average = 3.0%

Pledges and Offerings are projected to reach \$218,750 in 2019. This is supported by a Non-Restricted Pledge commitment of \$175,164. The remainder is loose offering, Easter and Christmas Offerings, Bank Interest and On-Line Giving Offsets.

Rental Income

2019 Target is \$10,000



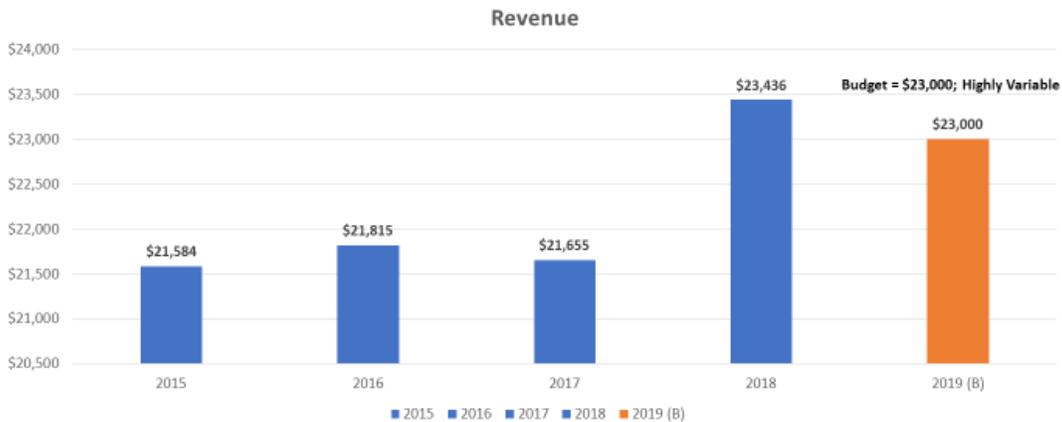
Includes Rental Income for Riley Hall

Note: 2018 Budget Target was \$7,500
 Note: 2015 Included Nursery School Rent and Irish Dance

Rental Income for 2019 is targeted at \$10,000 which is aligned with 2017 and 2018 actual performance.

Other Revenue

2019 Target is \$23,000



Includes Thrift Shop Revenue, Other Donations (Weddings, Baptisms and Funerals), Other Investment Income, Refunds / Returns

Note: 2018 Thrift Shop provided \$19,250 in Other Revenue

Other Revenue, which is primarily driven by the Thrift Shop and donations for various types of functions – baptisms, weddings and funerals. We also have added a placeholder for new 2019 Fundraisers of \$4,000. On the other hand, we have projected the Thrift Shop at \$15,000 even though the Thrift Shop team delivered record revenue of over \$19,000.

A Combined \$12,500 from the Endowment Fund and a Prior Period Surplus Supports the 2019 Operating Revenue Budget

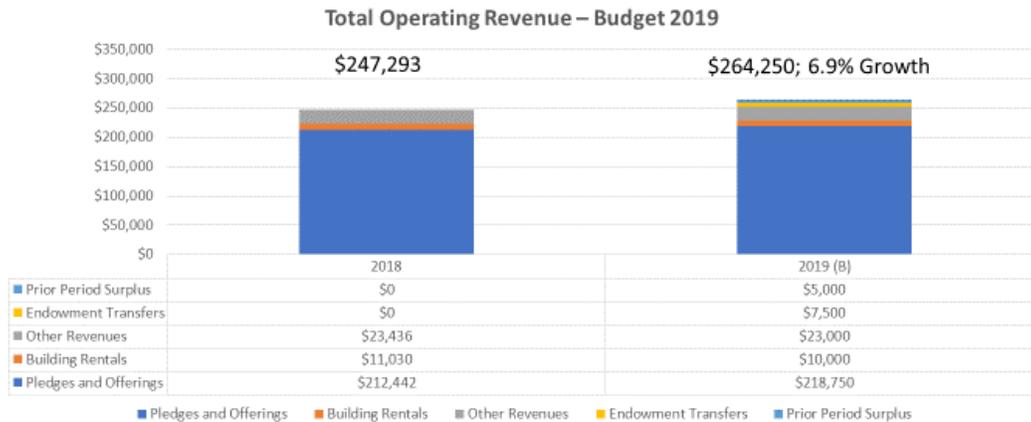
- Minimize usage of the Endowment Income; Rebuild Endowment Fund due to negative 2018 market impact
 - Investment climate is not as positive as it was in 2015-2017
 - **Target a \$7,500 transfer from Endowment Income for 2019 Operating Budget Revenue, if needed**

- In 2018, FCC of Hanover did not need to use a “Prior Period Surplus” to cover expenses as anticipated due to prudent cost control and expense management
 - **Target this \$5,000 “Prior Period Surplus” for 2019 Operating Budget Revenue**

Supports Additional Investment in Our Church Ministries

2019 Operating Budget Revenue

Also Known as Non-Restricted Budget Revenue



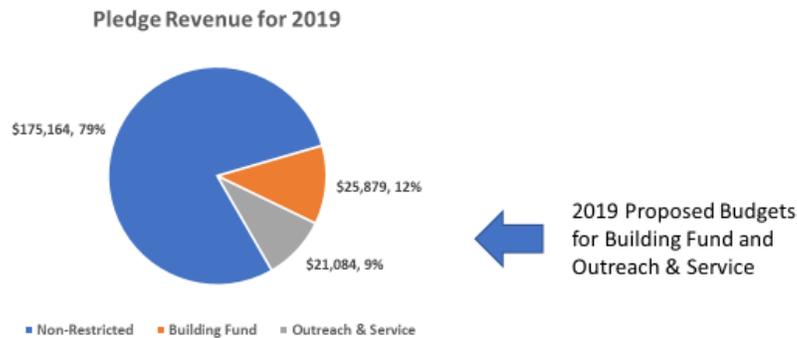
10

The proposed revenue supporting the 2019 Proposed Budget is **\$264,250**, which represents **6.9% growth** and includes a projected **\$7,500** transfer from the General Endowment Fund and utilization of a **\$5,000** Prior Year Surplus.

Update on Pledge Commitments

Key Revenue Driver for FCC of Hanover

- Total Pledges = \$222,127 (as of January 7, 2019)

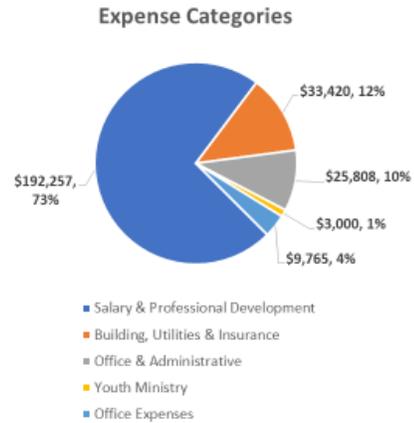


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This chart illustrates the most current Pledge information. **79%** of Pledge Income was designated to Non-Restricted use (i.e. the Operating Budget). **12%** was designated to the Building Fund and **9%** to Outreach & Service. The Finance Committee suggested guideline was **80%**, **10%** and **10%**, so the results were close to this target. The Building Fund budget of **\$25,879** is a significant increase over 2018 expenses of **\$10,334**; however, 2019 projects including the new approach to the Sexton role (using external vendors such as a landscaping company) will more closely align to the higher 2019 figure.

The Operating Budget Expenses are Pressured by Growing Compensation / Benefit Impacts

- Operating Expenses are projected to grow by 7% over 2018
- Congregation approved 2018 salary increases and a **2019 salary pool concept** are reflected in the 2019 figures
- Health insurance projected to grow to \$22,530, up 32% -- this also reflects a Pension Board change to monthly billing
- **Expenses also reflect growth in Committee programming especially CE ... commitment to the children and young families of the church**
- Building expenses (utilities and insurance) holding firm
 - Some historical Sexton expenses are now paid from Building Fund (e.g. landscaping, snow removal)



12

Operating Expenses are projected to be \$264,250, a 7% increase over 2018. The categories of expenses are noted in the chart above. Compensation and Benefits are a big part of this picture. Health insurance costs continue rise significantly in the post-Affordable Care Act era. As a Church, we are committed to ensure salaries are aligned with skills, experience levels and appropriate benchmarks.

We also remain fully committed to fulfilling any of the contractual items associated with the July 2011 Call Letter Agreement with Reverend Stroshine. These are all key parts of the Total Compensation package and are reflected in the 2019 Proposed Budget. This includes any contributions to the House Equity Plan and the Pension Annuity Plan. All payroll taxes, sales taxes, liability insurance, etc. are also fully accounted for in the Proposed Budget.

Proposed 2019 Operating Budget Expenses

Balanced Budget Approach at \$264,250

Category	2018	2019	Dollar Variance	Percent Variance
Operating Income	\$247,293	\$264,250	\$16,957	6.9%
Expenses:				
<i>Salaries & Professional Development</i>	\$181,566	\$192,257	\$10,691	5.9%
<i>Buildings, Utilities & Insurance</i>	\$34,808	\$33,420	(\$1,388)	(4.0%)
<i>Office & Administration</i>	\$20,874	\$25,808	\$4,934	23.6%
<i>Youth Ministry</i>	\$2,010	\$3,000	\$990	49.2%
<i>Other Expenses</i>	\$5,647	\$9,765	\$4,118	72.9%
Total Operating Expenses	\$246,686¹	\$264,250	\$17,564	7.1%
"Net Income"	\$607	---	---	---

¹ Includes impacts of returns and refunds of \$1,781

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This table illustrates the various expense categories. Church programming budgets for CE, Music and other committees are embedded in both the Office & Administrative and Other Expenses line as sub-accounts depending on the type of expense requested by the committee.

Affirmative Vote Required

Proposed 2019 Operating Budget (Non-Restricted)

	2018 Actual	2019 Proposed	Variance vs. 2018 Actual
Revenues:			
<i>Pledges and Offerings</i>	\$212,442	\$218,750	\$6,308
<i>Building Rentals</i>	\$11,030	\$10,000	(\$1,030)
<i>Other Revenues</i>	\$23,436	\$23,000	(\$436)
<i>Endowment Transfer for Operations</i>	\$0	\$7,500	\$7,500
<i>Prior Year Surplus for Operations</i>	\$0	\$5,000	\$5,000
Total Revenue	\$247,293	\$264,250	\$16,957
Expenses:			
<i>Salaries & Professional Development</i>	\$181,566	\$192,257	\$10,691
<i>Buildings, Utilities & Insurance</i>	\$34,808	\$33,420	(\$1,388)
<i>Office & Administration</i>	\$20,874	\$25,808	\$4,934
<i>Youth Ministry</i>	\$2,010	\$3,000	\$990
<i>Other Expenses</i>	\$5,647	\$9,765	\$4,118
Total Expenses	\$246,686	\$264,250	\$17,564
Net Income	\$607	\$ ---	

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This is the proposed 2019 Budget which was presented and approved on February 10, 2019 at the Annual Meeting of FCC of Hanover. This is now the approved 2019 Operating Budget.

Proposed 2019 Operating Revenue (Restricted)

	2018 Actual ¹	2019 Proposed	Variance vs. 2018 Actual
Revenues:			
<i>Building Fund</i>	\$17,932	\$25,879	\$7,947
<i>Outreach & Service Fund</i>	\$20,115	\$21,084	\$969
Total Restricted from Pledges	\$38,046	\$46,963	\$8,917

These amounts are provided directly by the member of FCC of Hanover on their Pledge Cards

¹ Excludes Non-Pledge Revenues

This table reflects the Pledges for Building Fund and Outreach & Service. These amounts were also approved on February 10, 2019 at the Annual Meeting of FCC of Hanover. These are now the approved budget for these Restricted Funds.

Update on Open Special Projects – Windows Replacement and Organ Purchase / Installation

Windows Project

First Congregational Church of Hanover Window Replacement Project January 1, 2017 - December 31, 2018		
Income (Restricted)		
4502 Thrift Shop Income for Window Replacement	1,000.00	Does Not Reflect Fair Funds of \$20K approved by Congregational Vote
4840 Window Replacement	143,509.60	
Total 4300 Restricted Income	\$ 144,509.60	
Expenses (Restricted)		
8190 Window Replacement	150,983.00	
Total 8000 Restricted Expenses	\$ 150,983.00	
Net Income	-\$ 6,473.40	

Funds available for Rear Addition Windows = \$13,527; additional funding needed!

Income		
Memo/Description	Date	Amount
Thrift Shop donation for Window Replacement (total \$1,000)	12/26/2017	1,000.00
Total		\$ 1,000.00
Expenses		
Memo/Description	Date	Amount
Vestry Window Replacement Donation	05/23/2017	5,000.00
Donation	06/06/2017	7,850.00
Donation	06/20/2017	6,250.00
Donation	07/06/2017	30,000.00
Donation	07/18/2017	1,500.00
Donation	07/31/2017	35.00
Donation	08/15/2017	1,900.00
Donation	08/22/2017	900.00
Donation	09/19/2017	1,000.00
Donation	09/26/2017	1,500.00
Donation	10/03/2017	800.00
Donation	10/24/2017	1,000.00
Donation	11/07/2017	524.60
CPC Funds - Town of Hanover	11/09/2017	45,966.00
Donation	11/28/2017	2,000.00
Donation	12/12/2017	500.00
CPC Funds - Town of Hanover	12/12/2017	15,984.00
Sale of Windows	12/20/2017	100.00
Memory of Agnes White	03/22/2018	1,000.00
Total		\$ 143,509.60
Expenses		
Memo/Description	Date	Amount
Deposit - Window Replacement	07/11/2017	-45,066.00
Payment #2 - Window Replacement	11/10/2017	-45,067.00
Payment #3 - Window Replacement	11/10/2017	-19,270.00
Payment #4 - Window Replacement	12/30/2017	-19,270.00
Change Order - Window Replacement	02/16/2018	-5,040.00
Payment #5 - Window Replacement Full Amount	02/16/2018	-19,270.00
Total		-\$ 150,983.00

The Windows Project is partially completed. The Sanctuary, Narthex and Vestry windows have been replaced and the project (Phase I and Phase II) is completed and fully paid for. The remaining Phase III (Rear Addition Windows) remains open. The original estimate from Alpine (the firm that completed Phases I and II) was approximately \$31,000. The Windows Replacement

fundraiser has approximately \$13,500 available. Additional funding in 2019 will be required to complete this project.

Organ Project

First Congregational Church of Hanover Organ Replacement Project January 1, 2018 - December 21, 2018		
Income (Restricted)		
4420 Memorial Fund Income for Organ Replacement	2,000.00	Fair Funds of up to \$20K approved by Congregational Vote
4440 Church Fair (2018 Proceeds)	9,781.96	
4471 Organ Replacement Fund	20,115.00	
Total 4300 Restricted Income	\$ 31,896.96	
Expenses (Restricted)		
8420 Memorial Fund	2,000.00	
8270 Church Fair Fund	9,781.96	
8271 Organ Replacement Fund	14,618.04	
Total 8000 Restricted Expenses	\$ 26,400.00	
Net Income	\$ 5,496.96	

If Organ Project costs are complete, consider returning \$5,496.96 to the Fair Fund for Future Projects.

Memo/Description	Date	Amount
Memorial Fund for Organ Replacement (Phil Goddard)	07/03/2018	2,000.00
Total		\$ 2,000.00
Church Fair Funds	As of 12/31/2018	9,781.96
Total		\$ 9,781.96

Memo/Description	Date	Amount
Donation (Reallocated from Music)	09/04/2018	100.00
Donation	10/09/2018	1,690.00
Donation	10/16/2018	500.00
Donation	10/23/2018	6,000.00
Donation	10/31/2018	550.00
Donation	11/06/2018	900.00
Donation	11/15/2018	1,065.00
Donation	11/20/2018	3,110.00
Donation	11/28/2018	600.00
Donation	12/14/2018	4,200.00
Donation	12/18/2018	100.00
Donation	12/27/2018	1,300.00
Total		\$ 20,115.00

Memo/Description	Date	Amount
Payment - Organ Replacement	10/31/2018	4,000.00
Payment - Organ Replacement	11/20/2018	7,000.00
Payment - Organ Replacement	12/31/2018	3,618.04
Total		\$ 14,618.04

Memo/Description	Date	Amount
Memorial Fund for Organ Replacement (Phil Goddard)	11/20/2018	2,000.00
Total		\$ 2,000.00

Memo/Description	Date	Amount
Fair Fund for Organ Replacement (2018 Proceeds)	12/31/2018	9,781.96
Total		\$ 9,781.96

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The project to bring a new organ and joyous music to FCC of Hanover is almost complete. Once the final costs are known, we can tally the final financials for the project, but it appears to be fully funded without using the full "up to \$20,000" transfer from the restricted Fair Fund (as approved by the congregation). Any untapped Fair Funds will be returned to this fund for future programs or projects.

Finance Committee Commentary

Volunteering is never easy, and I would like to thank Amy Kelly, Les Hoiberg and Ty Gilligan for their service to the Finance Committee over the past year(s). These 3 Church members are moving off the Finance Committee in 2019. Bob Berry and Jim Hoyes are continuing and will be joined by Doug Troupe. There are still 3 openings on the Finance Committee and we seek volunteers for both open 1-, 2- and 3-year terms. A full term is 3 years, but we have open shorter terms. The goal is to implement staggered terms so that only 2 positions out of 6 expire in any given year.

In 2019, we have key initiatives to consider including a Capital Campaign, an Audit (required in the Bylaws) and holding a Financial "Deep Dive" for interested Church members in the Spring.

Lastly, thank you to all Church members for your diligent giving of time, talent and money in 2018 and for your support of the Finance Committee and financial functions of the Church. And, a special thanks to Carol Gillis for her role as Church Treasurer and ex-officio member of the Finance Committee!

Yours in Christ,

James Hoyes

Finance Committee Chair

=====

Post-Annual Meeting Notes and Actions of the Finance Committee:

- *A balance Operating Budget for 2019 of \$264,250 was approved at Annual Meeting*
- *A Building Fund budget of \$25,879 was approved which matches the Pledge amount*
- *An Outreach and Service budget of \$2,084 was approved which matches the Pledge amount*
- *At the February 12, 2019 Finance Committee Meeting, Bob Berry was appointed the Finance Committee designee to the Stewardship Committee and Doug Troupe was appointed the Finance Committee designee to the Investment Committee. These actions are aligned with Church Bylaws. James Hoyes was elected as Finance Committee Chair for 2019.*
- *Cynthia Price-Taylor also agreed to join the Finance Committee for 2019 and this information was passed to Moderator Ken Cheo for inclusion in the Nominating Report.*

Messages from Church Committees & Related Organizations

The following section contains messages from Church Committees, as presented to the congregation by the respective committee Chairperson(s). The messages are shown in alphabetical order based on the name of the Committee.

Called to Care

Reverend Eric Stroshine remains the main provider of spiritual care in our church.

He works with a group of church members named Called to Care to extend a spiritual hand. Called to Care was not able to meet over the summer as Reverend Eric was on sabbatical. We resumed meetings in the fall. At our fall meeting we discussed restarting a prayer chain group.

Called to Care members sign up on a weekly basis to be the caregiver of the week. The caregiver of the week is in contact with the pastor and under the guidance of the pastor will visit church community members or be in contact through cards, meals or phone calls. We have also been able to participate in communion with Reverend Eric during some visits.

Caregivers of the week continue to meet with Reverend Eric on a quarterly basis. Educational programs directed by our pastor have included confidentiality, visitations and communication. Education is an ongoing process. Members of Called to Care are now participating in the devotions that we have during each quarterly meeting.

If you are interested in someone being contacted by a member of Called to Care, you can do so by contacting the pastor. If you are interested in joining this ministry, please contact the pastor. There is no term limit to how long you can be a member of the Called to Care ministry so you can be involved as much as you are able.

Our ministry is prayerful and confidential.

Respectfully submitted,

Linda Gilardi

Christian Education

During this year changes were made to the leadership roles in Christian Education. Jamie Schell continued to serve in her role as Director of Youth Christian Education through June of 2018 with the members of the

Christian Education Committee filling in for special events. We were blessed to have Jamie in her role for so many years and are grateful for the ideas and energy she brought to the youth of our church.

After much discussion the education positions of Director of Youth Christian Education and Director of Special Events were combined and in August 2018 Steve Conti took on this newly combined position. In this role he was responsible for the day to day running of the Sunday School as well as special events. He has excelled in this role to date and brought many new ideas for the church's children. Carol Gillis continued in her role of Director of Youth Fellowship, we are deeply grateful for her service.

Our Sunday School year continued to run from Rally Sunday in September through Children's Sunday in June. The year is marked by several rites of passage for the children including third graders receiving Bibles, sixth graders participating in First Communion and graduating seniors receiving scholarships through the Christie Fund. These rites of passage will continue to be of focus for the Christian Education Committee as they help the children to feel invested in and supported by the members of the church and are signs of a child growing in faith. The year also included the annual Blessing of the Backpacks, an Ice Cream Social for Rally Sunday, and Children's Sunday at which the children created the church service and celebrated a wonderful year with a party outside Riley Hall. The annual Christmas Pageant was filled with laughter and song as so many of our children presented the story of the birth of Jesus to the church. It was wonderful to watch the children grow and take on the different roles from our youngest as the animals who watched over the baby, to our oldest children, taking leadership roles as narrators and helpers.

There were two special events held this year in addition to Vacation Bible School. In May a "preview" night for Vacation Bible School was held. It was a rousing success and the children seemed especially excited for Vacation Bible School. In December "Night in Bethlehem" was held. This event has become a beloved tradition with many children and families in attendance and many volunteers from the church sharing their gifts with the youth.

In August Vacation Bible School was held over three evenings. The church was transformed into a desert island shipwreck and the children learned that in times of trouble Jesus can rescue them. The event was well-attended and the children continued to sing the songs well into the rest of the year.

In September we instituted "Friday Night Sunday School" where the children participate in special activities and lessons on the first Friday of each month. The children then attend the full church service. This change has many benefits, including allowing children who may have conflicting activities to have an opportunity to participate in our Christian education activities, providing an opportunity for outreach as many children and families new to the church have attended, providing the children an opportunity to attend church services and become familiar with worship practices, and offering those who teach frequently the ability to attend more church services. To date the reception has been positive and we are looking forward to continuing this outreach.

The Sunday School and Youth Fellowship program have joined in frequent missions where the younger children help to create items, gifts, crafts, etc. that the older children can use in their Fellowship. For example, the younger children made hearts for the older students to give out to those who donated blood at the Fellowship Blood Drive and ornaments for the Fellowship to give when they visited the rehabilitation center in Abington. This partnership has started a connection between the older and younger students that we hope to continue to grow.

The Christian Education Committee is incredibly grateful and blessed to have so many volunteers to help create memorable and spiritual events for the children of our church. We thank you for your time, effort and acts of faith that you bring to the children. We could not do it without you. I would also like to thank the members of the Christian Education Committee, your investment in our children is truly a gift from God.

Respectfully submitted,

Katherine Gilligan
Chair, Christian Education Committee

Conference Delegate United Church of Christ

In June I was privileged to represent the Church at the annual Conference. It was the second joint Annual Meeting of the Connecticut, Rhode Island and Massachusetts conferences of the United Church of Christ. They made history by voting overwhelmingly to form a new unified Conference in which they will not only do ministry together, but to which they will invite other religious and secular organizations to join. In plenary sessions held at the second annual meeting, the three Conferences voted to approve a covenant agreement and a new set of bylaws establishing the new Conference and elected a new united Board of Directors.

Respectfully submitted,

Karen Tripp

Diaconate

For the first time in some years, the Diaconate has had its full complement of 16 members over this past year. We have a good mix of long-time church members and more newer members. In addition, Caitlin Waugh and Emma Killham, two recent confirmands, have joined us. We will be adding one more teen in the coming year.

In addition to our normal challenge of filling the pulpit during Reverend Eric's summer vacation, we faced the task of hiring a summer minister to replace our pastor while he took his seventh-year sabbatical. Reverend Richard Bartlett was our choice and proved to be a good one. He took on the role of preaching, conducting office hours, and visitation with gusto and experience. We wish to thank him for his calming spirit and deft handling of difficult situations. We also would like to thank Reverend Roscoe Riley, Don White, and Randy Fearon for preaching.

Given that the Diaconate chairman is responsible for conducting Reverend Eric's annual review, our goal was to do so in a systematic manner that could be duplicated in the future. Although we made progress, there is still much that needs to be done in order to ensure that the congregation, as a whole, has some input into the review and that the process runs smoothly as the chairman changes.

Another goal we had was to help provide more seating in the vestry during coffee hour. Through a combination of contributions of chairs and benches, we have been able to do so. One Diaconate member also donated tall tables for people to set drinks and plates on.

Although the choice of communion bread may seem like a small issue, we spent considerable time debating the use of both regular bread and gluten-free bread. In the end, we opted for all gluten-free, in part to demonstrate that the UCC does its best to accommodate the needs of everyone.

Over the past year, we communicated with the Christian Education Committee to work out a way that the Sunday school students could attend as much of the church service as possible. They will now attend church on communion Sundays and come over near the end of the service during the other weeks. Part of the discussion has been to ensure a safe crossing of the street from the Parish Hall to the church building.

As chairman, I wish to thank the other members of the Diaconate for their willingness to continually try to improve our church services and to contribute to many other aspects of the church.

Submitted,

Bob Sigsby
Chairman

Deacon's Fund

The Deacon's fund is used to reach out to guests and members with the love of Christ and is administered confidentially by Rev. Eric. In 2018, \$1968.62 was disbursed and from January 1, 2018 to December 24, 2018. \$2805.66 was donated to the fund. Most of the contributions to the Deacon's Fund are received once a month through a special collection during communion Sundays. Here are just a few examples of how these funds were distributed in 2018: meals for sick church members, welcome bread for church visitors, help with electric bill, food for dinners to welcome newcomers to the church, educational gifts for a third grade class at Cedar School, welcome gifts for newcomers, food for Seder meal, a fruit basket for sick church member, graduation gifts for graduates, food for Lenten Meal series, prayer book for church member, help with a car payment. This fund is a lifesaver for many and offers the light of Christ's hope to those who often are in tough situations. Thank you to all for your generosity!

Respectfully submitted,

Reverend Eric Stroshine

Flower Committee

The Flower Committee is fortunate to have four members this year: Maddie Thomas, Ann Walsh, Cynthia Ness, and myself. Our weekly responsibilities include organizing the altar flower donations, and then giving the flowers to persons in need or to acknowledge others for their dedication to church efforts. Seasonally, we provide an opportunity for the congregation to donate Easter lilies and Christmas poinsettias, and we decorate the entrances to the church with wreaths and urn arrangements. For fall and Christmas we also decorate the entrance to Riley Hall.

Thank you to all who generously donated altar flowers in honor or in memory of loved ones this year. These donations beautified our altar on 35 Sundays. The Flower Fund provided arrangements on the remaining 17 Sundays in honor of many who contribute time and effort to our church operation, properties, and committee work.

During the Easter and Christmas seasons, 48 lilies and 53 poinsettias were donated to grace our altar. Of those, over 20 lilies and poinsettias each season were delivered to the homebound or to those suffering with illness.

In September a temporary team was formed to investigate and complete the tree project which had been delayed from 2013. The members were Elaine Spooner, Donald Springhetti, Wayne Shaw, and myself. This project has been successfully completed. Village Green Landscaping Company planted seven hardy maple trees in front of Riley Hall parking lot at a cost of \$6,100. The following Endowment Funds, designated for plants only, made this possible: the Hopgood Family Fund, the Ladies Aid Flower Fund, the Middlers Fund, the Morton Lord Fund, the Rinear Memorial Fund, and the Sanders Memorial Fund. We are blessed to be able to beautify our church campus. A dedication ceremony is planned for late spring, 2019. A sincere thank you to Elaine Spooner for her persistence and continuing efforts to accomplish this worthwhile project!

Thank you to the Hanover Country Florist for providing beautiful floral arrangements each Sunday. For more than 25 years they have kept the cost of each arrangement to \$18. We sincerely appreciate their generosity to our church, as well as the generosity of all who donate altar flowers throughout the year.

In closing, my sincere thanks to Maddie, Ann, and Cynthia for their weekly commitment, creative decorating skills, and continuing support.

Respectfully submitted,

Lucinda Shaw, Chairperson

Greeting Committee

The Greeting Committee would like to thank all who have generously served as greeters throughout the year, extending hospitality and assistance as needed, making our church family and new comers feel very welcome. A big Thank You to our Christian Ed Team, who have had our Youth greeting on the first Sunday of the month during the fall, a great way to start our Sunday mornings!

Last Spring, the committee responded to discussion regarding a need for an updated FCC photo directory and met with Life Touch Photography, who has worked with us in the past. A smaller more compact directory was selected that can be updated more frequently to keep current with new members and families. Four photo sessions were scheduled, with 100 congregants having photos taken for the directory. The photo directories arrived and were distributed in early October. Extra directories were purchased for Rev. Stroshine to distribute to new members, and directories are also available at the church office for purchase for those who were unable to have photos taken.

The Greeting Committee is recommending an amendment to the bylaw Article 27, regarding a change in name and increased function for this committee. During the June cabinet meeting there was discussion regarding coverage for Sunday morning coffee hour. In addition to the volunteer signup sheets for coffee hour and greeting, the committee agrees that finding coverage for coffee hour and greeting would be a good fit. A name change to "Hospitality Committee" would cover both issues. The Bylaw Committee would need to construct the change in the bylaw and then bring it to a church vote at the February annual meeting.

A Special thank you to Susan Vetterlein, our FCC Office Administrator, for all her time and assistance, coordinating with the Greeting Committee and Life Touch to complete our photo directory.

Respectfully submitted,

Sandra Adami co-chair

Donna Walsh co-chair

Priscilla Cedrone

Ginny Hunt Burbine

Hanover Emergency Food Pantry

The Hanover Emergency Food Pantry has had 689 family visits in the past year. We are serving 120 families this year, about double the number we started out with in 1991. There are many single people who come in as well as families throughout the Town who use our services. The average family is 3-4 people and each family received a gift certificate to Shaw's or Stop and Shop each time they came, as well as enough non-perishables to last for 5-7 days.

We are located at the First Baptist Church at the corner of Webster and Main Streets in North Hanover and are open to receive donations every Monday morning from 9:30 – 11:30 (except when there is a Monday Holiday or a Monday snow day, then we are open on Tuesday for stocking the shelves). Distribution is done on Wednesdays from 12:30 – 2:30 PM at the church.

The townspeople are the backbone of our pantry, and without them we would not be in business. Hanover churches, our first supporters, still provide much of the food we give out each week, but the Boy and Girl Scouts, the Lions Club and the Tri-town Rotary and the schools, are among our most regular supporters, as are the businesses which run food drives throughout the year. We are also grateful to the Postal Service for their ingathering in May; the First Baptist Church, which has graciously allowed us to use their building for so many years, and Shaw's Supermarket, which donates bread and pastries each week for our clients.

Our most urgent needs are cereals, mac 'n cheese, rice and instant potatoes, canned meats, juices, canned fruit, pancake mixes, coffee in "one pound" cans, peanut butter, snacks for everyone (but especially children), toilet paper and paper towels.

I would like to thank those of our church members who have helped at the Pantry during this year: Ruth Hall, Marie Trechok, Cynthia Woods, Sandy and David Vaughn who help stock the pantry and pick up bread for us on Wednesdays mornings. Kim Hannon, from St. Mary's who donated half a year to us, Peter Ness who now works as a part of the team, and Cynthia who also contributes when she can. Al Alexander brings over the food from our church and from the Library. Many thanks to everyone who contributes to the pantry whether in kind or financially.

Respectfully submitted,

Barbara Itz, FCC Hanover Church Representative

Laura's Country Church Fair

The Annual Church Fair was held on a wet windy day, Saturday, November 3, 2018. We held a large lasagna sale in May that was included as part of the Church Fair.

With the vote of the congregation, this year we were able to use some of the Fair proceeds to go towards the purchase of the new church organ.

In the past, Church Fair proceeds have helped in the funding of many church projects. Some of these projects include but are not limited to the church elevator, DVD projector and screen, computer and software, choir stoles, children's choir robes, Labyrinth printed materials, curtains in Riley Hall, replacement of windows in Riley Hall, helping fund pew cushions, tables for Riley Hall, funding a church survey for the Timothy Project, mission trips, Sunday School projects, new appliances for the parsonage, the restoration of the Bells, work needed in Riley Hall and assistance in church window renovation.

The proceeds of the individual tables are as follows:

Food Table	\$757.31
Candy/Cookie Table	\$466.00
Plant Table	\$323.70
Jams and Jellies Table	\$592.00
White Elephant Table	\$357.65
Snack Bar	\$409.30
Knitted Wear Table	\$1075.75
Woodcraft Table	\$306.00
Holiday Decorations Table	\$2195.25
Jewelry Table	\$659.00
Bits and Pieces Table	\$663.00
Progressive Auction	\$222.00
Lasagna	\$1830.00
TOTAL	\$9856.96

We wish to thank all who made the Fair a happy and successful day. Looking forward to your continued support for the 2019 Church Fair, which will be held on November 2nd, 2019.

THANK YOU AGAIN!

Amy Crosby, Karen Tripp, Ruth Hall, Irene MacAskill, Linda Gilardi, Tina Donovan

Memorial Fund

In 2018 memorial donations were gratefully received in memory Agnes White, Kristine Coose, Virginia Goddard, Rev. Gary Talbot and Janice Bancroft for the total amount of \$3025.00.

A portion of the general fund balance has been voted and earmarked for the purchase of the following:

- \$500.00 towards Mission Trip
- \$1000.00 for Christian Education Scholarship given to Nicholas Calabo (\$500) and Lilly Matson (\$500)
- \$93.71 for under seat book rack for choir
- \$25.82 for Care Notes
- \$2000.00 transferred to Music Committee for organ fund in memory of Ginny Goddard
- \$500 given directly to Music Committee for organ fund in memory of Rev. Gary Talbot

Families may request that donations given in memory of loved ones can be used for a specific purpose, or let the committee suggest what is most needed for the church. Family members are notified of how the donations are used. Requests or suggestions from other committees or members of the church will be considered by the Memorial Fund Committee.

I wish to thank all the committee members for their help throughout the past year.

Respectfully submitted,

Susan Alexander, Linda Wall and Sandy Vaughn (Chairperson)
John Wall and Patricia Mosher (Diaconate Representatives)

Merriweds

The Merriweds enjoy Christian fellowship and lend support to the some of the church missions. We began the year with our annual organizational potluck supper and planning meeting. Sponsored events included a Christmas concert followed by a catered dinner, a North River Theater performance, a game night, a ferry ride into Boston and lunch in the North End, lunch on the Cape and a production of South Pacific at the Cape Playhouse in Dennis, an evening at the Church Hill Coffee House in Norwell, and a lobster bake. Many good times! Once again Merriweds members donated gift cards to the Hanover Visiting Nurse Association for their Christmas drive and hosted coffee hour following church.

There are approximately 40 Merriweds members. All adults interested in participating in any or all of our activities are welcomed as members. Notices of Merriweds events are sent out to those on the membership list, are listed in the weekly church bulletin, the Spire, and are posted on the church calendar. Please join us for one of our activities in the upcoming year!

Respectfully submitted,

Sandra Adami & Linda Wall, Co-Chairs

Moonlighters

Once again, Moonlighters had a very productive and enjoyable year.

We are a group of approximately fifteen women who meet on the third Wednesday of the month from September – June for an evening of fellowship, mission projects, crafts and baskets for the Church Fair, etc. Most months we meet in Riley Hall @ 7:00. In July & August several members meet weekly on church fair projects/crafts.

January - we celebrated all our birthdays with a gift grab and birthday cake. We also plan a meal to deliver and serve at Mainspring House in Brockton in February.

February - we prepared and served a meal on the first Sunday in February at Mainspring House. Everyone contributed either a main casserole, vegetable or dessert. Three Moonlighters also served the meal on that Superbowl Sunday. At our regular meeting we planned and began craft projects for the next church fair.

March/April - International Dinner night was postponed until April due to snow. We all contributed and enjoyed a delicious variety of food and fellowship. We enjoyed feasting at the home of Sandy Vaughn this year. We also began planning for our May auction.

May - our ANNUAL YARD, POUND AND PAIR AUCTION Participants brought a wrapped or gift-bagged item that may be a pair, a yard in length, or weigh a pound. These items were auctioned off and all proceeds were given to Friends of the Homeless. All are invited to this fun event!

June – in celebration of the end of the year, we participated in our annual mystery ride to a local restaurant, Meadowbrook in Hanson. A great time was had by all!

July & August – we met once a week (whoever could make it) to work on items for the church fair. Also, members chose a week to weed the gardens around the church property.

September – was our reuniting meeting to change head of committees, plan our year and catch up on summer news.

October - we finished up craft projects and prepared baskets for the Church Fair.

November – we worked the tables at the Fair, as well as assisted with set-up and clean-up. For our regular meeting we prepared and delivered Thanksgiving baskets of goodies to our church shut-ins. This year, 15

church members received baskets from the Moonlighters.

December - Deb Jackman hosted our get-together Christmas party where we ate, laughed and participated in a Yankee swap. In December many members bought and wrapped items for a family in need sponsored by Friends of the Homeless of the South Shore in Hingham. Thank you to Terri Milley for organizing this.

We always welcome new faces to join us in fun and fellowship!

Respectfully submitted,

Dayna Scribi

Music

This has been an exciting year of change and challenge. In early spring, at the suggestion of the Diaconate, the Music Committee assumed the role of choosing hymns for Sunday services. A simple procedure was developed by Ava Sigsby and approved by the minister and music minister that made the process less intimidating. Ava piloted the program in March 2018 and comments throughout the months since have been positive. If members of the congregation have a favorite hymn they have not heard in a while, please contact a member of the Music Committee.

A special thanks to the Memorial Committee for funding book racks that were placed under the pews in the choir loft. This established a place for a few hymnals to be stored. Thanks, too, to Bill Beal and Dave Vaughn for installing the racks and the wooden shelf that rests above the heater. That holds additional hymnals and Bibles as well. This storage space helps with seating when the choir has its full assemblage of singers.

Bell Sunday took place for the first time at FCC during the Advent Season. Worshipers were encouraged to bring bells from home to ring during the hymns and the anthem in celebration of the coming birth. Maddie Thomas made sure there were enough bells available for the children to participate, and Chad accompanied the children as they sang “Go Tell It On the Mountain” to the raucous ringing of bells throughout the sanctuary! Positive comments may have us trying this again next year! Eric, who loves to deliver bits of trivia here and there, told us that in the early years of the church, it was believed that bell ringing kept the devil away. That just may be another good reason to continue this clamorous tradition at FCC.

Both senior and junior choirs have shown growth this year. The senior choir is enjoying a range of members, young and older, and a good balance of voices from bass to soprano. This is helpful when Chad chooses anthems for the Sunday services. Junior choir has more members as the Sunday School has grown. This seems to be a universal truth no matter where one worships. Let's hope it continues at FCC. There is interest in organizing a bell choir at FCC still, but gathering enough players has been challenging. If this is something you would like to do, please let someone on the music committee know. We would love to have a bell choir play those beautiful *Schulmerich* bells on Bell Sunday next year, if not sooner.

Another challenge for the music program was the slow death of the *Ahlborne-Galante* organ that served the church for approximately twenty-five years. With Chad's guidance, he, Sandi Adami, and Ginny Hunt began researching electronic organs built by *Rodgers*. Finding a local dealer, *Steinert & Sons, Inc.*, located at the Natick Mall, they were contacted. The president of the company, Paul Murphy, met with us in the FCC sanctuary in July before the three of us visited their showroom. A floor model Paul had told us about piqued our interest immediately because it was new, had everything Chad felt appropriate for our sanctuary, and was offered at a slightly reduced cost. At the suggestion of Mr. Murphy, and to ensure the quality of the *Rodgers* brand within a church setting, the three of us visited *St. Thomas Aquinas Church* in Bridgewater to assess their *Rodgers* organ. Chad was easily able to play the instrument as Sandy and I listened. We were all impressed with the quality of sound and the range in which Chad could play. The sound system was also assessed as Mr. Murphy suggested we consider purchasing that as well. The music committee determined that the showroom *Rodgers* organ with a new sound system would be the best fit for our church, and fund raising began. After meeting with the church body to gain permission to purchase the organ, the Craft Fair Committee generously gave funding that significantly aided the music committee in quickly achieving its goal to purchase a quality instrument. The down payment was sent in November 2018 with the next installment sent in December 2018. Although some members of the church were hoping to have the new organ installed for the holiday season, it was not feasible. Chad expressed concern that we would have no working organ for the Advent Season and Christmas, and installation was postponed until January. It is hoped that in the spring, a concert of hymn singing and guest vocalists will be planned and held to showcase the new organ.

A group of interested and concerned persons will study and present a plan to the church body in consideration of making changes to the choir loft. It was hoped that this could be done before the organ was installed, but timing was incompatible to the organ purchase. The drums take up some space that a redesign would address and changing seating may find the choir facing the congregation to create a better sound. Another issue involves the organ and *Clavanova* sitting on two separate levels. It is often a challenge, particularly for subbing organists, to step down into the pit that holds the organ. But raising the organ to the same level as the *Clavanova* would interfere with sight lines for the congregation, the organist and the choir. Adjusting the two instruments to the same level and providing steps into the pit may be an alternative. Dave Fiske has offered to redesign the loft and help organize the project. As an architect, he has many ideas that will include changes for updating disabled accessibility, acoustics, seating, etc.

A special thanks to Chad Weirick for another wonderful year of music that speaks to the hearts of worshippers each week. Thanks, too, to Tim Maxwell for accompanying Chad on drums. We at FCC realize how fortunate we are to have two such talented musicians to enhance our Sunday morning services.

Respectfully Submitted,
Virginia Hunt-Burbine

Outreach and Service

The objective of the Outreach and Service Committee is to enable people to make use of their time and talents to help other people.

One of the missions of the Church is to provide a meal for the homeless on the first Sunday of every month at MainSpring House in Brockton. We feed from 120 to 130 people each month.

During 2018 our church also participated in the following missions.

Church World Service Ministries

- a. We sold 81 blankets for a total of \$812.00
- b. We collected 54 Health Kits
- c. We raised \$500.00 for One Great Hour of Sharing

Our other missions consisted of collecting food at Thanksgiving and White Gifts at Christmas to benefit the VNA of Hanover. We collected \$145.00 on Maundy Thursday to benefit the Food Pantry of Hanover. We also made gift donations to benefit the Friends of The Homeless of the South Shore. We also collect and redeem cans and bottles to benefit Heifer International.

Our committee is also responsible for disbursing monies from our budget, which equals 10% of the total Church budget. Below is a list of missions and monies allocated in the 2018 budget.

UCC BASIC SUPPORT	\$7,500.00
MAINSRING HOUSE	\$2,000.00
FCC YOUTH MISSION	\$2,500.00
HANOVER FOOD PANTRY	\$1,000.00
SEAFARERS FRIEND	\$400.00
SOUTH SHORE FRIENDS OF THE HOMELESS	\$1,200.00
UCC LIBRARY	\$50.00
UCC HISTORICAL SOCIETY	\$50.00
TEEN CHALLENGE	\$500.00
HABITAT FOR HUMANITY	\$500.00

Pastor's Discretionary Fund

The Pastor's Discretionary Fund is used in a variety of ways to support church members' efforts, provide opportunities for education of church members, and fund new creative efforts. In 2018, \$779.98 was disbursed and from January 1, 2018 to December 24, 2018 \$2102.00 was donated to the fund. Here are just a few examples of how the fund was used: special assistance to a homeless family, the purchase of Lenten devotional books, a lunch for local clergy, and an annual staff holiday luncheon. Donations are received throughout the year and come from generous church members and by those in the community who have been touched by the love of the church and wish to return the blessing with a gift to the fund.

Respectfully submitted,

Reverend Eric Stroshine

Pastor Parish Committee

According to Church ByLaws, the Pastor-Parish Relations Committee seeks to promote the well-being of the Pastor and offers an opportunity for the Pastor to discuss church, personal, and community matters in a confidential setting. The committee also seeks to foster a healthy relationship between the pastor, various committees, boards, and members of the congregation by facilitating communication. The Pastor-Parish Relations Committee met with Rev. Eric regularly throughout the year to fulfill its role in the ministry of our church.

Respectfully submitted,

Dennis Falcione, Chair
Luke Lukoski and Linda Wall

Prayer Shawl Ministry

The Prayer Shawl participants are always looking for ways to share with the greater community. We have been discussing making large prayer squares and putting them together to make blankets for the homeless. The Prayer Shawl Ministry continues to meet the first Wednesday of the month at 7:30 pm in the church office.

All are welcome to join the Prayer Shawl Ministry. Members of our Church have been donating their time and talents by creating knitted, crocheted, sewn and tied shawls, lap blankets, baby blankets, booties and Seafarers hats. More participants are welcome so that we have more items we can share.

As a member of the Prayer Shawl Ministry you are welcome to come to any or all meetings. If you would like a knitting or crochet lesson either on a continuous or drop in basis please, join us. We have been providing lessons for those interested.

A carrying bag for the shawls remains a part of the Prayer Shawl Ministry.

Throughout the year we have had blessings of the prayer shawls during our Sunday worship services. It is our hope that the shawl helps the wearer feel the loving warmth of our Lord. We have been able to provide prayer shawl for church members, friends and the greater community. If you know someone that might like a prayer shawl, please contact Reverend Eric.

Respectfully submitted by the Prayer Shawl Committee members,

Linda Gilardi

Stewardship Committee

The 2018 event included the following and expenditures for 2018 Stewardship Committee totaled \$548.74.

April/May: The Stewardship Committee facilitated a six-week series on “Spring Cleaning Our Lives” during Sunday morning worship. The series focused on minimalism and challenged church members to remove the physical clutter around their home, needless material things, and digital clutter in their lives, to free themselves up to focus on intentional living and a purpose driven lifestyle to focus on one’s passions and goals.

August: The Stewardship Committee hosted an outdoor family movie night with free popcorn and drinks at the conclusion of Vacation Bible School.

October: The Stewardship Committee kicked off the fall campaign with “Embrace God’s Grace” which was a six-week series that relied upon parables from the Bible to cover aspects of blessing, love, mercy, acceptance, forgiveness, and kindness.

November: The annual Stewardship Campaign concluded with Gratitude Sunday on November 18 and included a thank you brunch after Sunday worship. Pledge cards were distributed and collected.

December 2018/Spring 2019: The Stewardship Committee will be hosting a nine-week seminar for financial planning with Dave Ramsey’s Financial Peace University. Christopher Faddis will lead facilitation of classes.

For 2018: Christopher Faddis and Allison Taylor were co-chairs of the Stewardship Committee and outgoing members. Committee members included Rebecca Wolongevicz, John Fox, Colleen Stroshine and Bob Berry (Finance Committee representative). There was one empty committee seat throughout the year.

Respectively Submitted,

Christopher Faddis

Thrift Shop

The *Silver Street Thrift Shop* located in Riley Hall continues to grow, generating a small but steady revenue source for the mission of FCC Hanover. A pattern of donation has developed that finds members and friends of the church who may be at a loss when cleaning out attics for themselves or for relatives who have moved south, or into over 55 condos, or sadly passed away, continuing to provide a substantial supply of *gently* used products. To move these items along, *This Day Only* sales sometimes help the shopper and volunteer staff move the shop's unique stock along as more items miraculously appear in the drop off room.

Shoppers or browsers alike never know what they may find on display or for sale in the shop. At the time of this writing, the shop is overflowing with holiday items as well as every day items people may need or want. Pans, Pyrex, and pocketbooks (a couple by Vera Bradley, no less!), vintage mixers and food processors, a *Keurig* machine, a *Crate and Barrel* glass cake stand, or *Byers* carolers, glass ornaments with glittery designs, red and green tree skirts, and holiday lights were hot items this season as were the two little singing Christmas trees that made everyone smile when they were turned on. Like the big retail stores nearby, we change our displays depending upon the sales, supply, and the season.

The shop's weekly website photos have proven invaluable in widespread advertising and often bring positive comment. A woman in Connecticut saw a picture of the dishes she had chosen for her wedding registry 30 years ago on our page and contacted the shop. She was trying to complete her set after all these years and replace broken pieces. A couple of months later during a trip to Boston, she made her way to our shop and happily purchased the pieces that we held for her. With a broad smile, she told us that she would now have no excuse not to host holiday gatherings since she had all the pieces she needed to set a complete table for her family.

The Thrift Shop also has many regular customers that visit either on Wednesday or Saturday. Some visit both days! Social chat has turned into friendships when regulars appear. We celebrated when two regulars announced their wedding plans and searched the shop for elegant stemware to use for their wedding toast. Since the shop has lots of glassware, we were easily able to help them with their purchase!

Maintaining a good volunteer force is vital and gives everyone a chance to get to know others from the church that they may not ordinarily have gotten to know as well. Setting up items, changing displays, or discussing prices gives volunteers a chance to share duties and access their more creative abilities. We are fortunate to have Ed Melchin and Dave Vaughn to help with the heavier items we receive such as the occasional hutch, dining room table, sofa or bookcase. Even a large oriental rug can be mighty heavy and awkward to move!

The staff tries to keep prices fair and when we find that we have been given expensive collectibles such as pieces of *Lenox*, depression glass, or *Dedham* pottery figurines, we have all learned how to research the items before pricing them reasonably. Since we are not an antique shop, our prices may be more in tune with the thrift shop consumer looking for something special for his or her home. If there is anything you need, you might want to give us a quick look before heading to *Walmart*, *Target*, or *Macy's*.

2018 Income: \$19,248

Respectfully Submitted,

Sandy Vaughn, Marilyn Melchin and Ginny Hunt-Burbine

Trustees

The Trustees are thrilled to report that 2018 was full of blessings and great improvements for the church! The tireless efforts and 'results driven' mentality of all the members of the Board of Trustees is remarkable. This continued energy and commitment is the fuel for the positive momentum of the church. Thank you all!

First, on May 1 we transitioned the Sexton role from Mike Kokernak to Karen Tripp. As we all know, Mike did an outstanding job in this role and constantly went above and beyond for the benefit of the church. Mike set the bar high for this role and, thankfully, Karen has stepped right in and filled the Sexton role well. Thank you both for this seamless transition.

The Trustees are thankful for the efforts of all our church members contributing to the success and well-being of the church. A special thank you to Bill Beal for all he does to support the church. Bill continues to volunteer his time 4 days a week and the blessing of his efforts and skills are overwhelming! Thank you, Bill, for all you do...we're all blessed for your unwavering commitment to the church.

As we continue to enjoy the new windows in the sanctuary and vestry, we're excited about the progress we've made to help fund Phase 3 - the church's 26 rear windows. Thanks to the contributions of many, we're just about half funded to support this final phase of the project and, based on the relationships and efforts of Mike Wolongevicz, we may be able to complete this sooner than later as we enter the new year. Thank you, Mike, for continuing to push to make Phase 3 an 'under budget' reality!

Next, thanks to Pam Hoyes, Mass Save has provided us huge savings to ensure the Parsonage is more efficient. Specifically, after an efficiency audit was completed, we installed insulation in the attic and a vapor barrier in the basement which has improved the overall efficiency of the home. This is just the beginning as we now focus on the front living area of the parsonage!

Thanks to all. We look forward to continuing the momentum and making 2019 an even more blessed year!

Faithfully submitted on behalf the Board of Trustees,

Bill Blanton, Chairman

Ushers

The Ushering Committee submits the following report for 2018. The committee met with Reverend Eric Strohshine to review and update the usher duties, church security and safety issues.

The Ushering Committee has sixteen members and several alternates who are assigned one week out of the month to cover the regular 9:30 worship service. During the church year we also assign ushers and church members who volunteer to cover the two Easter and Christmas services. Currently we have two openings in the committee and are looking for replacements. Anyone who would like to join the committee please contact any of the ushers or the chairpersons.

The Committee would like to thank all the ushers for their commitment and dedication, and a thank you to Don and Tim Morrison and Dean Larson for their many years of service on the Ushering Committee.

Respectfully submitted,

Al Alexander and Ruth Hall

Youth Ministry Report

Senior High Fellowship (grades 9-12) and Junior High Fellowship (grades 6-8) share a common bond in their faith, so while age appropriate activities for each group may differ, they strive to have equal impact and support the mission of our church. Junior High Fellowship meetings focus on developing relationships by incorporating their Christian Education lessons. During Sunday school, this group participates in service projects. JHF meetings strive to balance those activities with others that are "just for fun". During 2018 this included an overnight at Riley Hall, and a day at Canobie Lake Park. Senior High Fellowship members no longer attend classroom CE, instead they focus on "faith in action" by applying lessons they have learned. In 2018 SHF began "First Sunday" meetings where we attended worship together and then met over breakfast.

In September 2018, with many youth moving from Junior High/Middle School to High school, it made sense to hold joint fellowship meetings in order to provide the best experience and resources for all. The Youth Fellowship participated in the country wide youth group “Souper Bowl of Caring” event. During the Children’s Message they brought awareness to the food insecurity that exists in our own community. The many bags of food and close to \$200 donated went to the Hanover Food Pantry. They hosted the Easter Sunrise Service Pancake breakfast. They were leadership team members at the CE sponsored summer Vacation Bible School, Friday Night Sunday school and “A Night in Bethlehem”. They led the “Blessing of the Backpacks” on Rally Sunday. Additionally, the groups sent “Care Packages” to our many church members away at college and holiday remembrances to those that are unable to attend service each week. We ended 2018 with a Christmas gathering and a Yankee Swap.

In the spirit of New Beginnings, Youth Fellowship collaborated with members and/or committees of the church, were supported by the congregation and served the wider community, strengthening the impact of service. Some of the activities:

- Meal of the Month Ministry – on “Casserole Sunday” the group made dessert, salad and vegetables, and then travelled to Mainspring House to serve the much-appreciated dinner.
- Service with Carepacks.org of Weymouth- gratitude cards made by Sunday school students and assembling care packages that were shipped to active duty military around the world.
- Hosted a blood drive to benefit Dana Farber Cancer Center/Brigham and Women’s Hospital.
- Colony Place Rehabilitation Visit – spent an afternoon visiting with residents helping to decorate their Christmas trees. They delivered close to 100 ornaments made by the Sunday school students to each resident during their visit.

In late June the Youth Mission Trip team (the 15th annual trip!) travelled to Albany, GA to serve with the Fuller Center for Housing. The Fuller Center is an ecumenical Christian organization started by the founder of Habitat for Humanity that partners with local families in need to provide safe and affordable housing. The team worked at a nonprofit conservation park one day, and installed insulation, soffits and shingles on two new home builds. The day that the group helped replace the roof on the house of a woman who had raised 16 children – including fostering and adoption – was the highlight of the trip. Ms. Sarah opened her home to the group and inspired them with her humble and grateful spirit. It was an honor to be able to spend time with this woman who had given so much of her heart to so many young people throughout her life.

Our youth are blessed to belong to a church family that shows them unconditional love and caring, reinforces the teachings of Jesus and strengthens them to live out their Christian faith as they venture outside the walls of our church.

I look forward to the continued growth of the Youth Ministry and am thankful to the congregation for their generosity of time and resources that they dedicate to our youth.

Respectfully submitted,

Carol Gillis, Director of Youth Ministry

Nominating Committee Report

The Nominating Committee Report was modified for this year's annual report. The Year Current Term Ends denotes the Calendar Year that the committee member's term ends. Committee members will continue to serve through the official expiration of their term which is the date of the annual meeting when new committee members are formally voted in by the church. For example: if the term ending date is listed as 2019, the actual term will end at the annual meeting in February 2020. Renewable indicates whether a term can be extended as defined by the by-laws. The number of positions for each committee takes into account recommended by-laws supplied by each committee's chair/co-chair. The church will vote during the 2019 annual meeting.

*indicates leadership position or committee members must be members of church.

+indicates non-members can serve in this leadership position or on this committee.

OFFICERS AND COMMITTEES 2019-2020

Moderator*	Ken Cheo	2020 (2 year term)	
Vice Moderator*	Les Hoiberg	2020 (2 year term)	
Church Clerk*	Tina Donovan	2019 (1 year term)	
Financial Secretary*	Elaine Backer	2019 (1 year term)	
Assistant Financial Secretary*	Mary Dunn	2019 (1 year term)	
Treasurer*	Carol Gillis	2019 (1 year term)	
Assistant Treasurer*	Les Hoiberg	2019 (1 year term)	

Board of Trustees

Member Name	Year Joined	Year Current Term Ends	Term Length	Renewable
Bill Blanton	2015	2020	3	N
Mike Crosby	2018	2020	3	Y
Ted Adami	2015	2020	3	N
Pam Hoyes	2015	2020	3	N
Wally Reed	2018	2020	3	Y

Finance Committee

Member Name	Year Joined	Year Current Term Ends	Term Length	Renewable
Jim Hoyes (Chair)	2015	2020	3	N
Bob Berry	2017	2019	3	N
Douglas Troupe	2019	2021	3	Y
Cynthia Price-Taylor	2019	2020	1	Y
Open Position (2-year remaining term)	-	2020	3	Y
Open Position (full 3-year term)	--	2021	3	Y
Carol Gillis (Ex Officio)				
Elaine Backer (Ex Officio)				

Christian Education Committee				
Member Name	Year Joined	Year Current Term Ends	Term Length	Renewable
Kerstin Adami-Barrett	2018	2020	3	Y
Kate Gilligan (Chair)	2016	2021	3	N
Jennifer Jones	2016	2021	3	N
Jennifer Bunar	2017	2019	3	Y
Andrew Talbot	2017	2019	3	Y
Kim Crimi	2017	2019	3	Y
Beth Stevens	2015	2020	3	N
Nicole Conti	2015	2020	3	N

Diaconate				
Member Name	Year Joined	Year Current Term Ends	Term Length	Renewable
Robert Sigsby (Chair)	2016	2021	3	N
Marianne Christensen	2018	2020	3	Y
Michael Hoiberg	2014	2019	3	N
Marilyn Melchin	2017	2019	3	Y
Al Alexander	2017	2019	3	Y
Bob Meader	2017	2019	3	Y
John Wall	2018	2020	3	Y
Jack Shea	2018	2020	3	Y
Deborah Shea	2018	2020	3	Y
Hal Thomas	2018	2020	3	Y
Randy Fearon	2018	2020	3	Y
Barbara Itz	2019	2021	3	Y
Sarah Taylor	2019	2020	1	Y
Emma Killham	2019	2020	1	Y
Caitlin Waugh	2019	2020	1	Y

Flower Committee				
Member Name	Year Joined	Year Current Term Ends	Term Length	Renewable
Cindy Shaw (Chair)	2018	2019	2	Y
Cynthia Ness	2018	2019	2	Y
Ann Walsh	2018	2019	2	Y
Maddie Thomas	2018	2019	2	Y

Hospitality Committee				
Member Name	Year Joined	Year Current Term Ends	Term Length	Renewable
Ginny Hunt (Co-chair)	2018	2019	2	Y
Priscilla Cedrone (Co-chair)	2019	2020	2	Y
Betty MacDonald	2019	2021	2	Y
Patricia Mosher	2019	2021	2	Y
Jessie Berry	2019	2021	2	Y
Susan Conant	2019	2021	2	Y

Investment Committee				
Member Name	Year Joined	Year Current Term Ends	Term Length	Renewable
Richard Zawalich (ex officio)			No Terms	
Hal Thomas			No Terms	
Deborah Zawalich			No Terms	
Board of Trustees Rep			No Terms	
Finance Board Rep				

Memorial Fund				
Member Name	Year Joined	Year Current Term Ends	Term Length	Renewable
Susan Alexander	2015	2020	3	N
Linda Wall	2016	2021	3	N
Sandy Vaughn (Chair)	2014	2019	3	N
Diaconate Representatives:				
John Wall	2018	2019	1	Y

Music Committee				
Member Name	Year Joined	Year Current Term Ends	Term Length	Renewable
Maddie Thomas	2018	2020	3	Y
Ann Walsh	2018	2020	3	Y
Andrew Talbot	2018	2019	1	Y
Ava Sigsby (Co-Chair)	2018	2019	1	Y
Priscilla Cedrone (Co-Chair)	2017	2019	3	Y
Sandra Adami	2019	2021	3	Y

Outreach and Service				
Member Name	Year Joined	Year Current Term Ends	Term Length	Renewable
Karen Tripp (Co-Chair)	2017	2020	2	N
Cynthia Ness	2019	2020	2	Y
Dayna Scribi	2019	2020	2	Y
Tina Donovan	2019	2020	2	Y
Betty Meader	2016	2020	1	N

Pastor Parish Relations Committee				
Member Name	Year Joined	Year Current Term Ends	Term Length	Renewable
Luke Lukoski	2018	2020	3	Y
Dennis Falcione	2018	2020	3	Y
Kimberly Waugh	2019	2021	3	Y

Stewardship Committee				
Member Name	Year Joined	Year Current Term Ends	Term Length	Renewable
Chris Faddis (Chair)	2016	2021	3	N

John Fox	2017	2019	3	Y
Rebecca Wolengevicz	2017	2019	3	Y
Colleen Stroshine	2016	2021	3	N
Lynn White	2019	2021	3	Y
Bob Berry (Finance Representative)	2019			

Ushering Committee				
Member Name	Year Joined	Year Current Term Ends	Term Length	Renewable
Al Alexander	2018	2020	3	Y
Ruth Hall	2018	2020	3	Y

UCC Conference Delegates				
Member Name	Year Joined	Year Current Term Ends	Term Length	Renewable
Karen Tripp	2017	2020	2	N

MINUTES OF ANNUAL MEETING – FEBRUARY 18, 2018

RECORDED BY CHURCH CLERK

The 289th Annual Meeting of the First Congregational Church, UCC of Hanover was called to order by Moderator Jamaal Thompson on February 18, 2018 at 10:50 AM. Reverend Eric Stroshine gave the opening prayer.

VOTED: Motion was made, seconded and carried to waive the reading of the minutes of the February 5, 2017 Annual Meeting. The Report of the Church Clerk is available on page 40 of the Annual Report.

NEW BUSINESS

Nominating Committee: Jamaal asked for any changes by the Nominating Committee. Mr. Adami reported that Walter Reed should be added as a member of the Board of Trustees. Michael Wolongevicz should be removed from the Board of Trustees for fear of a conflict of interest, as he is a consultant. He was not listed on the final version of the Annual Report. Bob Sigsby said there are some additions to Diaconate. Hal Thomas, Randy Fearon, Emma Kilham and Caitlin Waugh should be added. Per Jim Hoyes, Deborah Springhetti is joining Finance and will remain as a financial representative on the Investment Committee.

VOTED: Motion was made to accept the changes to Committees, seconded and carried unanimously.

Jamaal thanked everyone for their hard work on Nominations, the best in the 10 years he has been here. Jamaal reported that the Nominating Committee Report, including the changes, will be republished.

Ava Sigsby had a question regarding T-Mobile on the Trustees Report. The report states that the T-Mobile project is ongoing. Per Pam Hoyes, at the last meeting of the Trustees, it was decided that the steeple could not be used for the project. The Massachusetts State Historical Commission has recommended not changing the steeple. The T-Mobile consultant is looking in another direction, perhaps a free-standing antenna near Riley Hall. Michael Wolongevicz will do some research on an alternative type of tower.

Finance: Per Jim Hoyes, Finance updates are available in the Annual Report on pages 9-20 with commentary notes. The financial foundation of the year is very strong, ending with just under \$80,000 in the combined operating accounts. The overall endowment is over \$535,000. The general endowment continues to grow. The budget was balanced by moving the approved \$15,000 from endowment gains to the operating budget. Looking ahead, the organ will need to be addressed – this could be a separate fundraiser. The painting and repairs of the windows by Bill Beal, Jack Shea, and Mike Kokernak have been an incredible savings to the church.

Pam Hoyes added the MA Save did an energy audit of the parsonage and found it needs major insulation and a vapor barrier. Reverend Eric is going on sabbatical this summer and that may be a good time to do the necessary work.

Jim stated the 2017 Budget was on target. Loose offerings were ahead of plan, rentals were ahead of plan, and expenses were well managed. The proposed 2018 Budget (page 20) is for \$262,347. A conservative approach has been taken for rentals.

Priscilla Cedrone asked where the Thrift shop and Fair funds are shown. Jim explained that they are both part of the General Operating line found on page 11. Jim thanked the outperformers on the Thrift Shop income.

Hal Thomas mentioned there is no money in the Budget for pay increases. A discussion ensued about how the process works. In 2017, any raises given were executed. Per Carol Gillis, staffing changes in C.E. resulted in funds that were not used. Per Carol it is up to individual committees to approach the Finance Committee with proposed salary increases, so that Finance can make a financial recommendation. Going forward, in 2018, it is the hope of the Cabinet to have a Human Resource Committee that would be able to assist in a more organized fashion. Jim stated that there are two ways to approach salaries... 1) You could enter an average 3% in the budget ahead of time, OR 2) Have salary increase recommendations and then find the money. Ideally, it would be better to have the money included in the budget. Jim suggested

that we have a group look at salaries, including the total compensation package, and market comparison evaluations. The salary increases can be made retroactive to January 1, 2018.

Jack Shea made a motion that allocations for recommended salary increases be completed by May 1, 2018, with a retroactive component to January 1, 2018, based on performance. This motion was seconded, but then additional discussion occurred. Colleen Stroshine stated that raises should not be solely based on performance but should also have a cost of living component considered. She proposed amending the motion to include cost of living. Jack suggested that an H.R. Committee should have a base amount in mind. The H.R. Committee for the time being consists of Jamaal Thompson, Carol Gillis and some legal guidance.

VOTED: New Motion was made to vote to have a comprehensive review of staff which will include performance and cost of living considerations to be completed by May 1, 2018; with any recommendations retroactive to January 1, 2018. Motion was seconded and unanimously accepted.

VOTED: Motion was made to accept the proposed Budget of \$262,347; Seconded and unanimously accepted.

OTHER BUSINESS

Windows Project Update: Phases 1 and 2 have been completed at a total cost of \$150,983. These phases were covered by the Copeland Grant, funds from the Town of Hanover and fundraising totaling \$162,500. The remaining \$12,000 - \$13,000 from fundraising will be applied to Phase 3 - the rear windows. There will still be shortage of \$20,000 to raise for Phase 3. A thank you to David Fiske for his work with Alpine. Volunteers have saved the church \$22,000 on repairs to the windows and painting. Hal Thomas recommended a dedication of the windows, inviting the town and thanking them for the \$80,000 donation. Discussion followed as to when to have a dedication; Hal recommended that we not wait until Phase 3 as the town donated the money for the historic part of the church. Due to the construction at Center School, there will not be a Hanover Day celebration this year. Jim felt it would be good to have the dedication before Town Meeting (first Monday in May). Volunteers to help Pam on a committee for the dedication include Maddie Merrifield, Jack Shea and Ginny Hunt. They may aim for April 22, 2018 – Earth day – as a date.

VOTED: Motion was made by Jamaal to adjourn the meeting if there was no other business; Seconded and voted unanimously to adjourn the meeting at 12:00 PM.

Reverend Eric gave the closing prayer.

Respectfully submitted,

Jessie Berry
Church Clerk