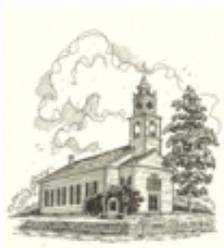


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**The Eliot Church of South Natick
45 Eliot Street
Natick, Mass. 01760**

January 5, 2023

NOTICE OF ANNUAL MEETING

OF

THE ELIOT CHURCH OF SOUTH NATICK, INC.

Pursuant to the bylaws of The Eliot Church, this is notice that the Annual Meeting of the Eliot Church of South Natick, Inc. will be held immediately following the morning worship service on Sunday, February 5, 2023.

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

At this meeting we will also:

1. Receive and vote on the Treasurer's Report
2. Vote on the proposed budget for fiscal year 2023.

Your attendance is earnestly requested.

Carol Hildebrand, Clerk of the Church

**The Eliot Church of South Natick
Annual Meeting Minutes
February 6, 2022**

The Annual Meeting of the Eliot Church of South Natick, Inc. was held immediately following worship service on Sunday, February 6, 2022.

The meeting was called to order at 11 am.

by Rosemary Driscoll, Moderator.

Quorum was established with 30 members present.

Adam opened the meeting with a prayer.

Rosemary called for a vote to approve the minutes of 2021 Annual Meeting

On a motion duly made and seconded, it was unanimously

VOTED:

To accept the minutes of the Annual Meeting, February 7, 2021.

Rosemary presented a proposed change to Article XIX, Endowment fund, Section A, of the Eliot church bylaws:

The proposed change states that undirected financial bequests shall be allocated to the endowment fund.

On a motion duly made and seconded, it was unanimously

VOTED:

To accept the proposed change in the Eliot Church bylaws.

Rosemary asked if there were questions for any committees other than the Finance Committee based on the annual report and led a review of the committee reports. There was one question:

Membership report. A question was asked about how many total members the church has.

Adam stated that we currently have 106 individual members in total, with about 50 to 60 active members.

On a motion duly made and seconded, it was unanimously

VOTED:

To accept all committee reports (excluding Finance Committee).

Finance: Chris Lindquist led a discussion of church finances and the proposed budget for FY2022.

There were two points of clarification:

- There was one query regarding undirected bequest allocations prior to the new bylaw change and the treasurer answered that this was the church's first undirected bequest.
- A financial shortfall is predicted for 2022 and there was a query as to why. Chris outlined several reasons, including accounting and reporting procedures for the change in rental parties as well as an upfront payment to a new insurance provider.

Rosemary made note of our generous foundation donors:

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

On a motion duly made and seconded, it was unanimously
VOTED:

To accept the 2022 budget as presented.

Bill presented plans for the pledging campaign for 2022, with a goal of \$55,000 in pledges. There is a physical pledge form as well as a pledge form online and members are encouraged to pledge by whatever means they prefer. Bill further commented that pledging via the Vanco account is convenient and that the assistant treasurer will help parishioners set that up as needed.

On a motion duly made and seconded, it was unanimously
VOTED:

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

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

On a motion duly made and seconded, it was unanimously
VOTED:

To adjourn the 2021 Annual Meeting of the Eliot Church at 11:51 AM.

Respectfully submitted,

Carol Hildebrand
Clerk of the Church

Minister
Annual Report 2022
Rev. Dr. Adam Tierney-Eliot

This is my 20th report of this kind to the Eliot Church. This year we made a little progress toward whatever the “new normal” will be. Since our last annual meeting we have had a full year of in-person worship. We have been creative with our programming as we negotiated our way through a time when enormous pressures have been inflicted upon organized religion. We have continued to support each other while looking both inside and outside ourselves for inspiration and action. We have lost a lot, but we have gained more both as individuals and as a congregation. I pray that this year we will continue to seek and find our new direction in a changing world. We may be a small congregation but we are a mighty one! Thank you all for your work and for your presence in our church community.

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

Also I want to thank the staff. Tara, Felicia, and Stephen have been tremendous colleagues and an endless source of support to me as we adapted our jobs and ministries to the new reality. Of course we said goodbye to Tara mid-year as she sought out new and exciting ministries. Her presence and her gifts are still felt in our congregation to this day. As I said last year—and the year before—working in a house of worship is an ancient profession. Our job descriptions are centuries—even millennia--old. It is a challenge to adapt such a system but we have. I am grateful for the willingness to adapt and move forward.

Finally, thanks to all of you! As always in a small church, there have been no “back benchers” this year. We get quite a bit of work done and “punch over our weight” in the community. Thanks go to everyone who volunteered in one of our ministries or for one of our committees. Also, just showing up to church (online and in person) while maintaining good cheer about our present and future has been a source of strength for all of us. I feel blessed to have spent this year with you. What could have been a draining slog has been energizing. Thank you!

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

In Memoriam:

This year we lost three long time and beloved members. Glenna Jennings died this summer. I officiated her service in June. Willard Hunnewell and Mary Thompson both died during Advent. We remembered them both during worship on Sunday morning and hosted a memorial service for Willard at church. I also officiated his committal at Mount Auburn Cemetery.

What Will We See in The Future?

2023 looks like another year of discernment and growth. I have a number of projects tied to the church and my sabbatical. We have a nascent podcast. I have a fairly extensive weblog. We have had guest preachers and ministers during my away time. You members of the church have been doing some visioning and planning as well. This is a year about “what comes next.” I am looking forward to finding out what that is!

Moderator Report Annual Report 2022

Is it possible that 2022 was a normal year at The Eliot Church? In some ways yes and others not so much.

The pandemic eased enough for us to have in-person services all year long, which is normal but very exciting after two years of restrictions. Chris Lindquist took the lead on keeping the streaming of Sunday services available to those near and far. Several other volunteers are now trained and able to share that load.

Right after last year's Annual Meeting, we were thrilled to return to our Annual Eliot Ski Weekend in NH—thanks, Aileen Zogby, for organizing and facilitating. It was a great turnout and a fun-filled weekend!

The big event in Spring was Tara Humphries' Ordination in April. With Tara taking the lead in organizing, there was help from Adam and several co-event planners (you know who you are). What a beautiful and love-filled day that was! The sanctuary was filled with Eliot church folks, Tara's friends, and colleagues. All had gathered to celebrate Tara as she took that big step into ministry. The day was tinged with sadness only because we knew that Tara's time with us was ending in June. Tara accepted a position in Portland Maine, and we have missed her this year.

Much of my spring and summer was spent working with Adam and Margaret to plan Adam's sabbatical coverage for September 2022—June, 2023. Adam has designed a somewhat unconventional sabbatical, splitting it across three parts: October/November; February/March; May/June. We were thrilled to hire two great Sabbatical Ministers to cover those slots: Ned Parker (the first two sections) and Matt Carriker (for the final section). Several other out of pulpit ministers have helped fill in various weeks. This sabbatical time also provides the congregation the opportunity to step back and think about our future.

Several meetings have been held with a group of lay leaders to look at how the church is doing: financially, physically, and organizationally. Much of the discussion has centered on our current and near-term financial status. Finances are tight at the Eliot Church (you will read and hear more about this in other reports included in this document). We have been extremely fortunate to have had a long-term tenant for Memorial Hall until June 2021 (The Riverbend School). Our current tenant, St. Benedict, has extended their lease for an additional year (through June 2024) with one more year's extension likely. Sprint chose to end their long-term cell tower lease in September. We are currently in discussions with Verizon to rent the steeple; however, that income will be less than Sprint. While we are not in immediate financial peril, there is a lot of uncertainty about the long-term finances.

We lost three beloved church members this year: Glenna Jennings, Willard Hunnewell and Mary Thompson. All will be missed.

Thank you to all who have stepped up in many ways large and small to keep our community chugging along.

Rosemary Driscoll, Moderator

Buildings and Grounds

Annual Report 2022

Memorial Hall

St. Benedict continues to be an excellent tenant, having replaced Riverbend in September of 2021. They did some interior repainting and the building looks great. We recently signed a lease extension through August 31 of 2024. It looks likely that they will also exercise their option to go through August of 2025.

For the first 8 months of their tenancy they paid a reduced rent (about half of this reduction was paid by Riverbend) but they will now be paying full rent for all of 2023. The rent will increase starting September of 2023 due to inflation – the exact amount yet to be negotiated.

The building has only required minor repairs: furnace, exterior ramp and ceiling tiles in the basement. Some of this was charged to St. Benedict under the triple net lease but we paid for some deferred maintenance that predated their occupancy. The major hassle was that the fire alarm system kept sending an alert that it had a dead battery requiring repeated visits and expense. Since this was a new system it was our contention that it should have been replaced under warranty and we did not pay for the continuing resets/new batteries. The company (Keyes North Atlantic) finally did replace the system and we have not been billed nor dunned for the open invoices so hopefully the problem is solved.

Church Building

There was no major work or expense associated with the upkeep of the church building in 2022.

In April the parlor thermostat was replaced and in December the sanctuary thermostat failed and was replaced with the thermostat from the basement which, in turn, was replaced with a new thermostat.

A window pane was replaced behind the organ in the choir loft in May.

In November, a sleeve was installed on the railing along the south side of the west-facing walkway from Union Street to allow a railing section to be removable for landscaping equipment access.

In December, the outside light fixtures on either side of the front doors of the church were repaired.

The most significant change in the church was the removal by Sprint of their cell tower equipment in the steeple and the associated equipment in the basement.

Parsonage

It was a quiet year at the parsonage in terms of repairs. The dishwasher required some attention, as did the upstairs toilet. We are planning to level the doors to the upstairs bedrooms, which refuse to close. We will also be doing some exterior painting in the spring.

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

Landscape Sub-Committee

The landscaping committee was busy in 2022, starting with Spring cleanup and mulching. The vegetable beds were moved to give us a broader gathering space outside, and the old beds were overseeded with grass. A generous donation allowed us to plant six rhododendrons behind the church, and we have started a perennial border near the veggie gardens.

Worship Committee

Annual Report 2022

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

Services

The coronavirus pandemic subsided considerably in 2022, and church services were held in-person, with viewing online available as well. In the first part of the year, Adam of course anchored the conception and execution of Sunday services, yet he also had great support from Assistant Minister Tara Humphries, who delivered sermons and contributed greatly to other aspects of the church's operation.

During Lent the state and the Natick schools lifted most mask restrictions, and Eliot followed suit with a mask-optional policy. We also welcomed the return of services that had a full complement of hymns, led ably as always by Stephen on piano. Adam and Tara performed the preaching duties, and Tara continued the Time For All Ages virtual series with readings of *The First Disciples* and *The Island Where The Feelings Lived*.

In late March, Tara delivered a two-part sermon series called "On Anger." The March 27 sermon was followed by the first Lookout Hangout of the year, in which participants discussed the "On Anger" series and did some socializing. In March and April, Adam delivered a striking sermon series entitled "Aspects of Character."

On April 2, Tara was ordained into the ministry in a well-attended ceremony at the church (with a reception afterward at the Riverbend School). She completed her service at Eliot in early June, and was greatly missed.

Through the Easter season the weather warmed, and the flowers bloomed. The Maundy Thursday Communion Service, and Easter Sunday itself, were highlights. Sunday, May 8 featured the dedication of two trees in the side yard, by the Dimmick family and the Otte/Hunsicker family. The summer season followed, and was customarily light, with some lay services.

The church kicked off the new year of worship with Ingathering in mid-September, and the customary water ritual. Adam then began a multi-part sabbatical, and Ned Parker, who is the Associate Dean for Institutional Advancement at Andover Newton Seminary at Yale Divinity School, led the services on Sept. 25, Oct. 2., and Oct. 9. Ned's themes in the three services were faith, hope, and love. His work was entertaining and insightful.

On Oct. 23rd the service was led by Ned's colleague Christine Geeding, Andover Newton's Church Relations Assistant. The 30th saw the return of Adam to the pulpit, who had finished the first part of his sabbatical. The next week featured his biannual election sermon, this one called "Faith in Democracy," which helped the congregation to process the insanity of our political environment.

In November the church (with much guidance from Adam) held a lay-led service on the theme of kindness, in honor of National Kindness Day. This format will be more common in the future, since the church no longer has an intern or Assistant Minister.

During the Advent and Christmas season, we enjoyed strong lay participation in services, particularly for readings. The Christmas Eve service (a single service this year) was notable for its lay participation. Many young congregants, especially those of college age and slightly beyond, gave readings and musical performances.

Let us not forget the Christmas Pageant on December 18. Cecil B. DeBill, aka Bill Seymour, freshened up the script and engineered a majestic production. DeBill's skill--in writing, recruitment, training, and direction--is frankly unmatched.

I should add in conclusion that Adam not only has led services, but also has composed a number of "Letters from Pastor Adam" that, while not strictly part of worship, have enriched the spiritual lives of the congregants.

Youth RE

Tara continued the Time For All Ages virtual series in the first half of the year, but the youth RE program has been modest, because of the small number of children in the congregation.

Adult Education

This was also a modest year for Adult Education. Adam has planned a series on walking meditation, and Pub Theology will return in January.

Respectfully submitted,

Rich Geckle

Music and Arts Committee Annual Report 2022

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

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

Stephen James continues to play preludes, postludes, musical interludes and fortunately as a result of easing restrictions, we returned to singing all hymns. These pieces were carefully planned in consultation with Rev. Adam Tierney-Eliot, or guests, in parallel with the worship theme. In addition, we enjoyed the performances from guest soloists including violinists Janny Joo, Heidi Braun-Hill and Zenas Hsu, cellist Hyun-Ji Kwon, clarinetist Hunter Bennett, flutist Alison Parramore and Conor Eliot on the trumpet.

For our spring community concert, we partnered with the Bacon Free Library to host Jazz guitar duo Birt and Harley on the lawn.

In October, we hosted a recital including Stephen James with vocalist Jennifer O'Brien and clarinetist Hunter Bennett.

In early December, we hosted a Jazz Group, Portrait in Jazz, who performed an array of holiday songs while children were able to make crafts.

For 2023, we are excited to collaborate with Natick Public Schools music program to host student recitals.

Deacons Annual Report 2022

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

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

After annual meeting, Carol Hildebrand will move out of the group and be replaced by Lee Manuel.

After two years affected by COVID-19, we're back to normal operation, although masks are available at the door and some attendees choose to wear their own masks.

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

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

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

funeral services and the Christmas Eve service. Although normally we do two services on that day, this year we did a single service at 5:00.

Respectfully submitted,
Margaret Lindquist

Membership Committee Annual Report 2022

- The Eliot Church fielded a small but mighty team in the New Life 5k on May 7th. The event benefits New Life Furniture Bank of MA and its mission to provide essential home furnishings to those in need.
- An Eliot contingent participated in the pro-choice rally in Boston on May 14th.
- Starting in May, a group of Eliot folks gathered for a series of Vote Forward letter writing sessions and together wrote several hundred letters to encourage voting.
- We held a Summer Picnic on August 28th.
- The church sponsored the Oldtown Photo Calendar Competition on October 16th and over 140 people attended. The event was in its 17th year in 2022.
- We held our 9th Jack O'Lantern contest on October 30th.
- We continue to post banners on the church with thought-provoking messages for the many drivers who pass by. We rotate the banners in an unpredictable manner, to keep people guessing.
- We held off on a few traditional membership activities due to the long tail of the pandemic. We hope to bring back the Chili Competition in 2023.

Respectfully submitted,

Tod Dimmick, Chair



The Oldtown Calendar Annual Report 2022

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

The 17th Oldtown Photo Calendar Competition took place on October 16th, 2022. It was a sunny day and a steady stream of visitors came through the show. 142 people cast ballots. More than that came to the show. A common word from visitors, as they toured the photographs, was “wow.”

33 photographers entered about 70 photographs. Many of the entrants were first timers. The photographers were of all ages, used all types of equipment, and as usual their creativity provided a beautiful perspective on our community.



Suzi Fresco Johnson, Mallard on Fiery Pond in Fall naturescatchphotography.com @suzi.naturescatchphotog

The Oldtown Calendar 2023

Celebrating Communities along the Charles River made famous over a century ago in Oldtown Folks, by Harriet Beecher Stowe

Our calendar supply was sold directly by the church, by our partner nonprofit groups (Natick Service Council, Morse Institute Library, Natick Historical Society, Bacon Free Library), and by local businesses on our behalf, including supporters Charles River Coffee House and Tilly & Salvi’s Bacon Street Market. Other copies were given to advertisers and winning photographers, and used for promotion.

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

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

Respectfully submitted,

Tod Dimmick
Chair, Oldtown Calendar Project

Financial Summary:	
2021 Year End Balance	\$ 7,876.00
2022 Year End Balance	\$ 12,006.00
Gross Income	\$ 4,130.00
Outstanding Expenses	\$ 2,659.37
Net Income	\$ 1,470.63

Religious Education Committee Annual Report 2022

Our Religious Education program reflects the number of families with children currently active in the church. Despite the small number of children, several notable events occurred during 2022.

- In the first half of 2022, Tara's "Time for All Ages" readings and commentary continued.
- Several families participated in the Family Promise fund-raising walk on the Natick Rail Trail in May
- We had two confirmands (Desmond Eliot and Evie Geckle) and younger children received bibles on June 5 (Tara's last official Sunday).
- In October, a number of children participated in the Jack O'Lantern contest.
- In December, several families attended the Family Jazz concert and craft activities.
- There was great multi-generational participation for the Christmas Pageant.

With our reduced staff this year (no intern after the summer) and small number of children, the RE program has been limited. But we thank the families and committee members for their efforts.

Service and Inreach Committee Report Annual Report 2022

During 2022 the membership of the Service Committee lost two members and gained two others. Loretta Lillios and Allison Nelson-Eliot moved off the committee and Katie Scott and Carole Lodding joined us. We thank Loretta and Allison for all their work with the group. Aileen Zogby continued to take the lead on Inreach and Margaret Lindquist was chair.

Many of our traditional support activities have returned but in some cases been retooled due to the pandemic. Garden donations from the church garden were delivered consistently from mid-summer to mid-fall, in the form of carrots, potatoes, tomatoes, zucchini, and more.

Family Promise has reopened and Open Door dinners have resumed with our first dinner taking place in October 2022. Our usual drive for Thanksgiving dinners was replaced by a Thanksgiving-focused food drive spearheaded by Carole and Katie. We were able to resume Christmas giving tree gift purchases.

Inreach to our own members was provided consistently throughout the past year, in the form of coordinated home visits and bereavement support, with the support of our minister and congregant friends.

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

Respectfully submitted, January 13, 2023,
Margaret Lindquist, Chair

TREASURER'S REPORT

Fiscal Year 2022

(January 1 – December 31)

Account	December 31, 2021	December 31, 2022
Operating Account	\$73,477	\$87,490
Capital Account	\$124,321	\$124,771
CD – 12 month	\$65,023	\$65,330
Brokerage	\$2,599	\$1,695
Old Town Calendar	\$7,876	\$12,006
Total	\$273,296	\$291,292
Endowment Total	\$700,177	\$637,682
(Hunnewell Component)	\$121,054	\$101,378

Real Estate Assets

	<u>Assessed Value</u>
45 Eliot St. (Church)	\$ 993,800
40 Eliot St. (Memorial Hall)	\$1,394,200
14/16 Pleasant St. (Parsonage)	\$ 740,500

RECONCILIATION

(Includes All Accounts)

Opening Balance		\$273,296	
Plus...			
	Oldtown Calendar Change	\$4,130	
	Undeposited Checks 2021	\$2,300	
	Revenue	<u>\$194,421</u>	
		\$200,851	
Less...			
	Operating Expenses	\$175,991	
	Capital Expenses	\$0	
	Outstanding checks 2021	\$3,864	
	Undeposited checks 2022	<u>\$3,000</u>	
		\$182,855	
Closing Balance		\$291,292	

Since our revenues exceeded our operating expenses a total of \$10,000 will be transferred from the Operating Account to the Capital Account. This is an acceptable amount of "saving" against future capital needs and reflects the continued generosity of our members during a difficult period.

Respectfully submitted,

Bill Seymour
Treasurer

ASSISTANT TREASURER'S REPORT

(Excludes Old Town Calendar)

Fiscal Year 2022

January 1 – December 31, 2022

Pledge	\$52,907	
Gift (non-pledge or gifts over pledged amount)	\$20,334	
Subtotal (Goal was \$65,000)		\$73,241
Plate (Cash and Check)	\$ 2,336	
Received from Endowment General	\$16,000	
Hunnewell Endowment Component	\$ 2,000	
Sprint/T-Mobile	\$35,449	
Memorial Hall Rental	\$43,907	
Value of parsonage housing	\$21,600	
Praying Indians Contribution	\$ 450	
Concerts	\$ 967	
Miscellaneous	\$ 398	
Church Rental	\$ 765	
Interest income	\$ 757	
Investment change	\$ -170	
Correction	\$ -3,279	
Total Revenues	\$194,421	

Respectfully submitted,

Jackie McBride
Assistant Treasurer

Stewardship (aka Canvass) Committee

Annual Report 2022

The Canvas Committee encourages financial stewardship of the Eliot Church. While pledges are not required of church members or friends, they are an important part of budget planning and the maintenance of church operations.

For 2022 we lowered the pledge goal to \$55,000 and received pledges of \$52,907 from 25 households. However, a number of generous households donated significantly above their pledged amount and the total member donations amounted to \$73,241. This included 15 households who gave \$2,000 or more. The total number of giving households was 37, up from 35 in 2021.

Taking an historical look, the dollar amount of member donations has been remarkably consistent for over ten years, declining slightly from a peak of \$85,000 in both 2011 and 2012 to the current level of ~\$75,000 for the past three years. Note however that the number of households giving/pledging has declined while the average amount of the pledges has increased: 46 households pledged in 2011 and 58 households donated. Also note that the \$73,000 donated this year equates to \$55,000 in 2011 dollars after accounting for inflation.

For 2023 the Canvass campaign will begin, as it did in 2022, at Annual Meeting and will continue with follow up phone calls immediately following. Once again we encourage everyone to pledge, no matter the amount, as it demonstrates a commitment to the church and helps us budget. And, as always, it is a pledge that can be revisited if your financial circumstances change.

Respectfully submitted,

Rosemary Driscoll

Bill Seymour

Endowment Annual Report 12/31/22

Brief History: The Endowment was formed in 1989 through an initiative of several church members concerned about contributing in a manner that would help ensure the long-term financial stability of Eliot Church. Since inception and through December 2022, the Fund has received a total of \$314,692 in individual gifts, with \$48,000 in gifts received in 2022 from the estate of a former member. In April 2018, assets in the Louisa Hunnewell Trust were transferred from private trustees to the Church Endowment where it is being held as a separate component to honor the donor. Prior to 2009 all returns, and dividends were reinvested in the growth of the Fund. In 2009, however, a distribution policy was approved and a total of \$129,000 has now been distributed to the Church including \$18,000 transferred to the operating fund in July, 2022.

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

Guidelines for Use: The Endowment Committee established guidelines that, once the balance of the Fund for the three previous years exceeded an average of \$225,000 the Endowment Fund would consider making distributions of up to 3.5% of the three-year moving principal average, to the Church Operating Budget on an annual basis. In 2018 the Endowment Committee approved moving to a five-year moving average to smooth out growing market volatility while still providing a stable and growing distribution to the operating fund. The five year moving average (2018-2022) is now \$588,986. The Endowment Committee intends to grow the Fund through income earned plus market appreciation, gifts, and bequests. Simultaneously, the Committee believes the Endowment Fund, a perpetual vehicle, should contribute to the current financial needs of the Church in a fiscally responsible manner while balancing the needs of current and future generations.

Current and Historical Data: The chart below depicts the five-year moving average calculated since year end 2012. The 2022 calendar year end total of \$637,683 (\$536,804 basic endowment plus \$101,374 Louisa Hunnewell component) was 8.9% lower than the 2021 year end total, a lesser decline than the popular stock indices and similarly invested funds.

Year End	Balance	5 Year Average	Annual Distribution
12/31/12	\$223,448		
12/31/13	\$298,566		\$16,500 All Prior Years
12/31/14	\$321,852		\$8,500
12/31/15	\$322,427		\$10,000
12/31/16	\$351,571	\$303,523	\$10,000
12/31/17	\$400,522	\$338,988	\$11,000
12/31/18	\$465,572	\$372,274	\$12,000
12/31/19	\$540,842	\$416,186	\$13,000
12/31/20	\$600,661	\$471,834	\$14,000
12/31/21	\$700,177	\$531,554	\$16,000
12/31/22	\$637,683	\$588,987	\$18,000

The endowment committee is proposing a distribution of \$19,500 from endowment this year (pro-rata between the two components) which amounts to 3.31% of the five-year moving average or a similar percentage distribution as last year. This represents an 8.3% increase over last year's distribution and reflects growth in the five-year year moving average.

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

Initiatives: The Endowment Committee has adopted the following initiatives. First the Committee has formally recommended, and the Parish Committee has approved, that communication to the members about, and solicitation of donations for the Endowment Fund, should be a responsibility of the Parish Committee and the Canvas Committee. Second, the Committee has endorsed a policy of active and transparent communication to Church members about the existence, purpose, policies of the Endowment. Third, the

Committee has endorsed making available to donors' multiple avenues of donation, including pledges, gifts, and bequests, both restricted and unrestricted, subject to the limitations set forth in the Bylaws.

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

FOUNDATION AND SUSTAINING DONORS:

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

Respectfully Submitted,

John Wilkins, Chairman
William Seymour, Treasurer

January 13, 2023

**Finance Committee
Proposed Budget Fiscal Year 2023**

Below is the summarized fiscal year 2022 budget, alongside the fiscal year 2023 budget and fiscal year 2022 actuals.

Non-Rental Income	2022 Budget	2022 Actual	2023 Budget
Pledge, Capital, and Gift Income	\$55,000	\$73,241	\$55,000
Plate	\$3,000	\$2,336	\$3,000
Endowment Distribution	\$15,500	\$16,000	\$16,500
Hunnewell Endowment	\$2,500	\$2,000	\$3,000
Functions/Events	\$0	\$0	\$0
Concerts	\$750	\$967	\$750
Praying Indians Contribution	\$400	\$450	\$400
Interest	\$200	\$757	\$800
Investment Change		-\$170	
Misc.	\$3,000	\$398	\$0
Correction		-\$3,279	
Income Subtotal	\$80,350	\$92,700	\$79,450
Rental Income			
Memorial Hall Rental	\$41,106	\$43,907	\$61,656
Cell Tower	\$42,230	\$35,449	\$10,000
Parsonage Allowance	\$21,600	\$21,600	\$42,000
Event Church/Hall Rental	\$0	765	\$0
Rental Subtotal	\$104,936	\$101,721	\$113,656
Total Income	\$185,286	\$194,421	\$193,106
Expenses			
General and Administrative	\$7,000	\$4,444	\$7,000
Institutional	\$3,000	\$5,052	\$12,300
Staff	\$150,000	\$137,874	\$164,631
Non-recurring Unusual	\$0	\$0	\$0

Building and Grounds Operating	\$31,757	\$24,570	\$30,000
Religious Education	\$4,213	\$256	\$1,350
Music	\$3,100	\$2,915	\$3,090
Service	\$2,000	\$340	\$2,000
Membership	\$1,100	\$187	\$1,100
Operating Expense	\$202,170	\$175,638	\$221,471
Operating Income Less Operating Expense	-\$16,884	\$18,783	-\$28,365
Contribution to Capital Budget	\$20,000	\$10,000	\$20,000
Net Difference	-\$36,884	\$8,783	-\$48,365
Capital Expenses	2022 Budget	2022 Actual	2023 Budget
Capital Account Balance	\$124,321		\$124,771
Replace Church Basement Doors and Frame	\$5,000		\$5,000
New Sign, West Corner	\$2,000		
Banners	\$300		
Flags	\$16		
Storage Chest, Chairs for Lawn	\$400		
Window repair/re-pointing			500
Parsonage Exterior Painting 2.5 Sides			\$2,000
Parsonage Upstairs Doors			\$250
Total Capital Expenses	\$7,716		\$7,750

Commentary:

2022 was a year of financial challenge for the church countered by the ongoing generosity of its members and some judicious expense reduction. In the end, we had a positive balance for the year despite having budgeted for a loss. We do face additional challenges next year, as well as some increased costs, so our outlook for 2023's budget is less optimistic.

Income: Our income exceeded expenses by \$18,783 in 2022. This outcome was due both to better-than-anticipated income and lower-than-expected costs. Multiple families exceeded their pledge amounts this year, for which we are extremely grateful. This increased generosity helped offset the negative impact of Sprint exiting its cell tower contract with us in November, resulting in total income exceeding our budgeted amount by \$9,135. We are currently in negotiations with Verizon to replace Sprint and have been told they will move in by year's end, though no sooner than September. When the installation is complete, Verizon will pay a monthly lease rate of between \$2,000 and \$2,500/month, \$1,000 to \$1,500/month lower than Sprint's final rate, due to

changes in the cell tower lease market over the past years. We are still in negotiations with Verizon over the specific rate.

As a result of this year's balance, the budget proposal recommends that we contribute \$10,000 to our capital budget against future capital expenses while retaining the remainder for use in 2023 to help close the expected gap in income.

Please also note that the Parsonage Allowance under Rental Income has now almost doubled to \$42,000. This was done on the advice of the UCC that the minister's rental allowance should be more in line with actual rental values in the area. While this increase has a positive impact on the overall Income total for 2023, some costs, in particular the minister's pension allowance and social security payments, also increase as a result.

Expense: Overall operating expenses were lower than expected for the year for several reasons, including our decision to not hire an intern for the 2022/2023 term, lower-than-expected increases in utilities costs, and lower spending on some committee programs. As a result, operating expenses were \$26,532 lower than budgeted.

Looking Forward: Next year will be particularly challenging for the church financially. As noted, our cell tower income will decrease by at least \$12,000 annually going forward. Based on a notification from Natick, we anticipate that utilities costs will increase significantly as well. Finally, the increase in parsonage rental allocation creates an ongoing increase in staff expenses.

There is good news, of course. St. Benedict's School extended their lease for Memorial Hall through the end of 2024, and they retain an option for another extension through 2025. And, as always, we benefit from the commitment of both time and financial support from our members.

Thank you to everyone without whom this report would not be possible: Treasurer Bill Seymour, Assistant Treasurer Jackie McBride, Endowment Chair John Wilkins, Moderator Rosemary Driscoll, and the rest of the Parish Committee.

Respectfully Submitted,

The Eliot Church Finance Committee

Chris Lindquist (Chair), Jennifer Dimmick, Don Eburne, Nora Field, and John Wilkins

THE ELIOT CHURCH OF NATICK

Nominations for Officers and Committee Members, and Committee List

Elected members' names are followed by a term - such as "(2024)". Terms are 2 years unless otherwise noted, and finish at the end of the year specified. Appointed members' names are not followed by a term.

Moderator, Rosemary Driscoll (2024)

Treasurer, Bill Seymour (2023)

Clerk, Carol Hildebrand (2023)

Assistant Treasurer, Jackie McBride (2024)

Parish Committee

Worship, Rich Geckle (2023)

RE Chair, TBD

Service Chair, TBD

Finance Chair, Chris Lindquist (2024)

Membership Chair, Tod Dimmick (2023)

B & G Chair, Rotating

Member at Large, Katie Scott (2024)

Member at Large, David Lodding (2024)

Buildings and Grounds

Brad Peterson (2023)

Lee Manuel, Parsonage (2024)

Sam Wolman, Church Building (2023)

Landscaping Sub-Committee

Carol Hildebrand

Carole Lodding

Aileen Zogby

Deacons

Rosemary Driscoll (2024)

Lee Manuel (2024)

Margaret Lindquist (2024)

Bob McBride (2024)

Jackie McBride (2024)

Jen Israeloff (2023)

Endowment (Term of 4 years)

Ben Otte, (2026)

Jennifer Dimmick (2024)

David Lodding (2025)

John Wilkins, Chair (2023)

Finance

Don Eburne (2023)

Jennifer Dimmick (2024)

Chris Lindquist, Chair (2024)

Nora Field (2023)

Membership

Tod Dimmick, Chair (2023)

Roseda Warren (2023)

TBD, (2024)

Music Committee

Lee Manuel

Annie Otte, Chair (2024)

Bill Seymour

Stephen James, Music Director (ex-officio)

Oldtown Calendar

Tod Dimmick

Nominating

Rosemary Driscoll

Lee Manuel

Tod Dimmick

Religious Education

Carol Hildebrand (2024)

Annie Otte (2023)

TBD, (2023)

Service

Katie Scott (2023)

Carole Lodding, (2023)

Margaret Lindquist (2024)

Aileen Zogby (2024)

Worship

Music & Arts, Annie Otte (co-chair)

Adult RE, Rich Geckle (co-chair)

Deacons, Margaret Lindquist