

First Congregational Church of Hancock

United Church of Christ

Report for the Annual Meeting

Feb. 1, 2026

(postponed from Jan. 25, 2026 due to weather)



*Watercolor by Gordon Ross (1921-2019)
Hancock Summer Resident*

MISSION STATEMENT

The mission of our church is to be Christ-centered in service and worship. Inspired by God, we will nurture and minister to the spiritual needs of the congregation. We will reach out with love, support, and understanding to everyone in the greater community.

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Annual Meeting Warrant – 2026

**First Congregational Church of Hancock
*United Church of Christ***

**Notice of Congregational Meeting
*Annual Meeting Warrant – 2026***

To the members of the First Congregational Church of Hancock, United Church of Christ, Hancock, New Hampshire, who are qualified to vote in the affairs of the Church, you are hereby notified that the Annual Meeting of the Church will be held in the Church Vestry on **Sunday, January 25, 2026 at 11 a.m.** to act on the following articles:

Article 1. To see if the Church will vote to accept the minutes of the January 26, 2025 Annual Meeting.

Article 2. To hear a bylaw update progress report from the Church Council, and to see if the Church will vote to continue to suspend *Section 2 A. Eligibility, Elections, and Terms of Office* of the Constitution and Bylaws for a term of one year leaving all current Church Officers, Members of Ministries, and Other Elected Officials in their current positions. Further, to charge the Church Council with coordinating the creation of new by-laws to be presented to the Congregation for vote no later than May 1, 2026.

Article 3. To hear and act upon the Report of the Treasurer.

Article 4. To see if the Church will vote to adopt the 2026 budget as proposed by the Church Council.

Article 5. To hear and act on the printed reports of the work of the Church and the vital statistics.

Article 6. To transact any other business that may legally come before this meeting.

Given under our hands this 10th day of January, 2026.

Neal A. Cass, Moderator

Amy Wilson, Church Council Chair

Opening and Affirming Covenant

I give you a new commandment, that you love one another. Just as I have loved you, you also should love one another. (John 13:34)

There is neither Jew nor Gentile, neither slave nor free, nor is there male and female, for you are all one in Christ Jesus. (Galatians 3:28)

We, the First Congregational Church of Hancock, United Church of Christ, affirm that we embrace the need to be a diverse, fully-inclusive congregation. We attest that we are an Open and Affirming church, believing that each and every one of us is created in God's image. Based on the above scriptures, we celebrate all and affirm the dignity and worth of every person.

All are welcome to participate fully in the life and mission of this church, including people of all sexual orientations, gender identities and expressions, ages, races, cultures, family configurations, economic circumstances, physical, cognitive or emotional abilities, education, or spiritual background.

We seek to grow together in a safe and nurturing community of Christian faith. We strive to demonstrate in all ways that, no matter who you are or where you are on life's journey, you are welcome here.

We commit ourselves to the ongoing work of being an Open and Affirming congregation, one that lives out the teachings of Christ and believes that God is still speaking to us.

2025 Annual Meeting Minutes

First Congregational Church of Hancock, UCC Annual Meeting 2025 January 26, 2025

The 2025 Annual Meeting was called to order at 11:00 am by Moderator Neal Cass.

Opening Invocation: Beth Simmons

Neal Cass paused the meeting to remember people who died in 2024:

- Bob Fogg
- Elinor Johnson
- Steven Fillebrown
- Beth Simmons added: Gloria Neary

Article 1. Approval of the 2024 Annual Meeting Minutes: To see if the Church will vote to accept the minutes of the January 28, 2024 Annual Meeting.

Motion by Peter Beblowski: *I move that the Church accept the minutes of the January 28, 2024 Annual Meeting.*

Seconded by Dave Anderson

Discussion: No discussion

Vote: Unanimous

Article 2. Approval to suspend a portion of the bylaws: To see if the Church will vote to suspend Section 2 A. Eligibility, Elections, and Terms of Office of the Constitution and Bylaws for a term of one year leaving all current Church Officers, Members of Ministries, and Other Elected Officials in their current positions. Further, to charge the Church Council with coordinating the creation of new by-laws to be presented to the Congregation for vote no later than November 15, 2025.

Motion by Amy Wilson: *I move that the Church suspend Article IV Section 2 A. Eligibility, Elections, and Terms of Office of the Constitution and Bylaws for a term of one year leaving all current Church Officers, Members of Ministries, and Other Elected Officials in their current positions. Further, to charge the Church Council with coordinating the creation of new by-laws to be presented to the Congregation for vote no later than November 15, 2025.*

Seconded by Sarah Hale

Speaker: Amy Wilson explained that the current bylaws were last amended in 2014 and do not reflect how things are running at present. The Council would like to carefully review and update the bylaws. Over the last few months, the Council has been engaged in a visioning process that will set up the review process.

Discussion:

- Chris Streeter has volunteered to fill a Delegate position. He also nominated Hailey Streeter as Youth Delegate to the Conference.
- Chris Streeter nominated Rick Duerdin for the Operations Committee

Vote: Unanimous

Article 3. To hear and act upon the Report of the Treasurer.

Motion by Kathy Anderson: *I move that the Church accept the Treasurer's Report as presented.*
 Seconded by Chris Streeter.

Discussion: Dave Anderson presented the Treasurer's Report:

- We had a good year, exceeding our goals in several areas and ending the year with a small surplus.
- Pledges came in higher than expected
- Fundraising far exceeded expectations. (over \$18,000)
- We did not need to withdraw any funds from the Housing Fund.
- We applied for and received a \$5000 grant from the Ella Anderson Fund which went toward our portion of Meetinghouse Maintenance.
- Amy Wilson thanked Dave for all his work.

Vote: Unanimous

Article 4. To see if the Church will vote to adopt the 2025 budget as proposed by the Church Council.

Motion by Chris Streeter: *Mr. Moderator, I move that the Church adopt the 2025 Church Budget as presented.*
 Seconded by Amy Wilson.

Speaker: Chris Streeter began by thanking members of the Operations Committee and all the work

- Pledges are down by \$8000, so in order to balance the budget certain **something is missing**
- Vestry Reserve Fund will not be added to this year.
- Meetinghouse Reserve Fund will receive less this year.
- Neal asked about "Council Projects": Chris Streeter explained that in 2024, the Council initiated a community discussion circle, and feels that going forward it will be **something is missing**.
- Dave: Salary and Housing Compensation will receive a cost of living increase of 2.5%

Vote: Unanimous

Article 5. To hear and act on the printed reports of the work of the Church and the vital statistics.

Motion by Sarah Hale: *Mr. Moderator, I move that the Church accept the reports of the work of the Church and vital statistics as presented in the Annual Report.*
 Seconded by Dave Anderson.

Discussion: Dave Anderson directed attention to the Helping Hands report. The fund has assisted many people throughout the year. We have invested some of our fund, keeping a healthy balance ready to disperse as needed. Amy does a lot of work managing requests.

Amy: There were several projects to address regarding Meetinghouse maintenance which we share with the town. In 2025, we are expecting to spend \$10,000. And, in 2026, we expect a major project on the steeple.

Vote: Unanimous

Article 6. To transact any other business that may legally come before this meeting.

- Chris Streeter: Shared a message from Joe and Debbie Neely, who have recently purchased property in Hancock but are currently living in Los Angeles. Concerned about them because of the wildfires, Chris checked in with them and let them know about our upcoming fundraiser. They are OK and were very grateful for the message and efforts of the Hancock church on behalf of people who have lost homes and/or possessions in the fires.

Motion to adjourn was made by Dave Anderson. Seconded by Peter Beblowski. Vote: Unanimous
Meeting was adjourned at 11:35 am

Quick Look at 2025

Community Appeal: **56** donors, **12** first time donors

Stewardship: **23** pledges, **2** new. In 2025, **24** pledges, **2** new.

Average number at worship per week: **21**

Number of musicians: **5**

Number of Hancock Residents helped by Helping Hands: **18**

Fundraisers: **6**

Non-member volunteers involved in fundraising: **11**

Members involved in fundraising: **12**

Non-member volunteers involved in Outreach fundraising projects: **18**

Active Members: **33***

*those who show up at least semi regularly in the year for worship or fundraising and have confirmed their faith

Lay Leaders who help with weekly worship: **21**, **5** are not members

Number of donation organizations members have given to through the church: **14**
UCC 5, Samara, CWS school kits, Helping Hands, End 68, Grapevine, World Central Kitchen (California wildfires), Avenue A (in addition to the Grapevine), Peterborough Food Pantry (donation of portion of Tempting Tastes) and support for a homeless woman with medical issues.

Brunch Churches (introduced in 2025): **9**

Rentals in the Vestry (does not include church meetings or fundraising): **16** one time rentals, plus **8** recurring rentals

Rentals in the Sanctuary: **3** music organizations equalling **8** performance, plus **1** memorial services

Christmas Eve attendance: **75**, only **10** were regular/ weekly attendees.

Proposed Slate of Council for 2026

Per the 2026 Warrant: “for a term of one year leaving all current Church Officers, Members of Ministries, and Other Elected Officials in their current positions.”

Church Officers

Chair of the Church Council: Amy Wilson

Vice Chair of the Church Council _____ (vacant since 2022)

Moderator: Neal Cass

Clerk: Sarah Hale

Treasurer: Matthew Hale -new for 2026

Ministry of Spiritual Nurture (Deacons)

Chair: _____ (Council in 2025)

Peter Beblowski

Ministry of Outreach

Chair: Kathy Anderson

Moe Baptiste

Ministry of Operations

Chair: Christopher Streeter

Kathy Anderson (Outreach)

Jane Richards Jones (Clerk)

Gary Ryer (Town of Hancock MeetingHouse Committee)

Matthew Hale (Treasurer)

Rick Duerden

Dave Anderson **he was asked to continue and he agreed**

Other Elected Officials

- **Financial Assistant:** Linda Coughlin
- **Nominating Committee:** (three members for 1 year.* Has fallen to the Council the past 3 years)
 - _____
 - _____
 - _____
- **Delegates to the Granite State Association meetings and the Annual Meeting of the NHCUCC:**
 - Neal Cass
 - Chris Streeter
 - Hailey Streeter
- **Appointed Officials:** Appointed by the Church Council
 - Pastor-Parish Relations (three members) : Mark Wilson, _____, _____
 - Personnel (three members): _____, _____, _____
 - Auditor: _____ (not necessary by NH Law, is in our 2014 By Laws)
 - Historian: Robbyn Jackson (vacant for past 10 years) **volunteered for 2026**

Report of the Treasurer

Our church had a good year financially in 2025, with income once again exceeding expenses by a considerable amount.

Our operating income as of the end of 2025 was \$133,187.11. Our Reserve Funds, Designated Gifts, and Special Offering/Pass-through income was \$20,013.65, bringing our total receipts to \$153,200.76.

Our operating expenses were \$126,631.77. Our Reserve Funds, Designated Gifts, and Special Offering/Pass-through expenses were \$22,855.84, bringing our total expenses to \$149,517.61.

Summaries of our income and expenses are printed on the following pages, along with reports on our endowment and pastoral housing funds, memorial funds, and Helping Hands funds.

Here are a few things to highlight:

Our Identified Pledged income for the year came in at \$46,855, which was 131% more than our budget target of \$43,560. Thank you to everyone for your commitments in making and fulfilling, and even exceeding, your pledges. Our Identified/Not Pledged line, however, was less than budgeted, which probably reflects decline in the number of people attending church who are not members.

Our fundraising income was \$21,915.29, well over our \$18,000 goal. Major fundraising events were two very successful yard, pie and clothing sales in the spring and fall and the now-traditional Tempting Tastes dinner/dessert/auction in November.

Our Community Appeal brought in \$12,590, well over the \$11,000 goal. Jane Richards-Jones wrote very effective Community Appeal and Stewardship letters and we thank her and the many generous residents and friends who respond to them.

We withdrew \$14,781.25 from our Pastoral Housing fund this year, most of the \$15,000 budgeted. It's always a guessing game in mid-December to decide how much of the budgeted amount to withdraw. Some years we haven't made the budgeted withdrawal at all, but this year it looked like we needed the money to balance the income and expense sides of the budget. In the last week of December, we received more than \$5,000 in pledged and non-pledged contributions and we had a good Christmas offering of more than \$1000, so we probably could have pulled less money from the Pastoral Housing fund. We are carrying over \$6,555.34 in our Operating Budget for 2026.

On the Reserve Fund side of the budget, we transferred from the operating budget \$6,500 into the Meetinghouse Capital Reserve fund and \$500 into the Organ Capital Reserve fund. That money will carry over from year to year. We also allocated a \$2,819.58 Distribution Deficiency Check from the Leland/Gardner Memorial Fund into the Meetinghouse Capital Reserve Fund.

On the expense side, our operating expenses of \$126,631.77 came in at 103 percent of our \$122,668.97 budget. Most of our property expenses were higher than budgeted, and we have adjusted our forecasts for the 2026 budget.

Thanks to everyone for their financial contributions, dedicated work to raise money and commitment to seeing that our church grows and prospers.

Respectfully submitted,
Dave Anderson, Treasurer

2025 Financial Summary Income

	Budget	Year to Date	% of 2025 budget
OPERATING INCOME			
Offerings:			
Prepaid Pledges & Gifts	2,650.00	2,650.00	100%
Identified/Pledged	35,655.00	46,855.00	131%
Identified/Not Pledged	6,091.00	1,380.00	23%
Loose Offering	1,799.29	1,579.00	88%
Easter Offering	120.00	185.00	154%
Thanksgiving Offering			
Christmas offering	1,000.00	896.00	
Special Gifts		-	
Community Appeal	11,000.00	12,590.00	114%
Gifts	500.00	639.10	128%
Gifts for Heating Oil	300.00	300.00	100%
Property/Fundraising Income		-	
Fundraising	18,000.00	21,915.29	122%
Fundraising, Property Maintenance (IceOut)	400.00	500.00	125%
Property Use	4,500.00	4,155.00	92%
Investment Funds		-	
Endowment Withdrawal	4,000.00	3,999.96	100%
Endowment Interest/Dividends	1,600.00	2,224.30	139%
Housing Fund Withdrawal	15,000.00	14,781.75	99%
Non-Profit Checking Interest	100.00	87.79	88%
Planned Giving Income		-	
Leland/Gardner Memorial Fund income	11,000.00	11,627.50	106%
Miscellaneous Income	50.00	730.74	1461%
Faith Based Budgeting	5,000.00	2,187.00	44%
Total Income	118,765.29	129,283.43	109%
Carryover from Previous Year	3,903.68	3,903.68	
<u>TOTAL OPERATING INCOME</u>	122,668.97	133,187.11	109%
	Budget	YTD	% of Budget

RESERVE FUNDS (carry over)	Budget	YTD	% of Budget
MeetingHouse Capital Reserve Fund (44176.42)		9,319.58	
Vestry Capital Reserve (21,651.87)		-	
Organ Capital Reserve Fund (3105.00)		500.00	
Sabbatical Pulpit Supply (178.40)			
TOTAL RESERVE FUNDS		9,819.58	
DESIGNATED GIFTS (Supplement Operating Income)			
(Carryover from Prior Year)			
Sunday School Offerings (17.85)		-	
Designated Gifts:			
Pastor's Fund (3,399.55)		-	
Deacons Ministries (939.84)		20.00	
Music Ministries/General (1302.30)		430.85	
Village Ringers/Bells Specific (146.39)		-	
Outreach Ministries (956.01)		100.00	
Child Sponsorship (582.00)		330.00	
Youth Ministries (131.00)		171.58	
Flower Contributions (1,708.63)		736.64	
MeetingHouse Painting		-	
CWS Kit (167.64)		89.00	
Property (1180.87)		-	
Cancer Fund (1,546.20)		-	
Ducky Gardner Estate Gift (2,752.51)		-	
Memorial Gifts (5953.70)		250.00	
TOTAL DESIGNATED GIFTS		2,128.07	
SPECIAL OFFERINGS & TRANSFERS (Pass-throughs)			
Special Offerings:			
One Great Hour of Sharing		230.00	
Strengthen the Church		205.00	
Neighbors in Need		-	
Veterans of the Cross		150.00	
CWS School Kits		-	
Transfers from Endowment		-	
Miscellaneous Pass Thru Receipts		7,481.00	
TOTAL SPECIAL OFFERINGS & TRANSFERS		8,066.00	
TOTAL RECEIPTS		153,200.76	

2025 Financial Summary Expense

	Budget	YTD	% of 2025 Budget
OPERATING EXPENSE			
Ministry of Spiritual Nurture (Deacons)			
Pulpit Supply	1,200.00	600.00	50%
ONA materials		-	
Music	400.00	124.00	31%
Worship & Coffee Supplies	700.00	228.77	33%
Journey to Bethlehem	100.00	-	0%
Marketing	100.00	-	0%
Youth Ministries & Summer Youth Program	-	-	
Adult Education	-	-	
Postage and Marketing	-	390.00	
Ministry of Outreach			
OCWM (Basic Support)	2,500.00	2,500.00	100%
Membership Dues	600.00	-	0%
Local Outreach Programs	100.00	-	0%
Ministry of Operations			
Stewardship	525.00	-	0%
Property:			
Utilities	4,700.00	4,792.14	102%
Maintenance & Supplies	1,500.00	4,393.91	293%
Required Maintenance & Inspections	3,500.00	5,851.12	167%
Vestry Heating Oil	5,500.00	6,321.15	115%
Church Propane	2,000.00	2,034.94	102%
Internet	600.00	999.31	167%
Insurance	11,328.00	12,515.52	110%
Vestry phone		173.43	
Fundraising expense	500.00	721.55	144%
Church Council/Administrative Expense			
Website/Communications	1,200.00	1,188.00	99%
Office Expense	3,000.00	2,754.84	92%
Council Projects	1,000.00	1,253.45	125%
Miscellaneous Expense	100.00	40.00	40%
Pastoral Ministry			
Salary	12,431.00	12,431.04	100%
Housing	36,000.00	36,000.00	100%
Health & Dental Insurance		-	

	Budget	YTD	% of Budget
Pension	6,780.00	6,778.36	100%
Pension (Pre-tax TSA contribution	941.25	970.64	103%
Withholding (Pre-Tax Annuity contribution)	(941.25)	(970.64)	
FICA Allowance	3,704.97	3,705.00	100%
Automobile Allowance	500.00	280.00	56%
Professional Expense	300.00	295.24	98%
Continuing Education		-	
Support Staff:			
Organist/Musicians	12,000.00	11,400.00	95%
Sexton	1,500.00	1,210.00	81%
Worker's Comp. Insurance	1,300.00	650.00	50%
Pastor/Parish Relations Committee		-	
Delegates		-	
Capital Expenses			
Transfer to Meetinghouse Capital Reserve	6,500.00	6,500.00	
Transfer to Organ Capital Reserve	500.00	500.00	
Payment, Prior Period Withholding Taxes		2,325.00	
Withholding Taxes		(2,325.00)	
TOTAL OPERATING EXPENSE	122,668.97	126,631.77	103%
	Budget	YTD	
1 RESERVE FUNDS			
3 Meetinghouse Capital Reserve Fund		10,393.36	
Vestry Capital Reserve		1,037.00	
2 Organ Capital Reserve		-	
Sabbatical Pulpit Supply		-	
5 TOTAL RESERVE FUNDS		11,430.36	
6			
8			
9 DESIGNATED GIFTS (Supplement Operating Expenses)			
10 Sunday School Outreach		-	
11 Designated Gifts:			
12 Pastor's Fund		-	
13 Helping Hands fund		-	
14 CWS kit expenses		259.26	
15 Property		474.05	
16 Deacons Ministries		-	
17 Pulpit Supply		-	

18	Music Ministries/General		360.00	
19	Organ Specific		-	
20	Village Ringers/Bells Specific		-	
21	Outreach Ministries		916.53	
22	Child Sponsorship		632.00	
23	Youth Ministries		103.99	
24	Flowers		443.65	
25	Meetinghouse Painting		-	
26	LCHIP Grant MH Expense		-	
27	Ice Out & Advertising Reserve		-	
28	Cancer Fund		-	
29	Ducky Gardner Estate Gift		-	
31	Memorial Gifts		-	
32				
33	TOTAL DESIGNATED GIFT EXPENSES		3,189.48	
34				
37				
38	SPECIAL OFFERINGS & TRANSFERS (Pass-thru)			
39	Special Offerings			
40	OGHS		230.00	
41	Strengthen the Church		205.00	
42	Neighbors in Need		200.00	
43	Christmas fund (VOC)		150.00	
44	Transfers to Endowment			
45	Miscellaneous Pass Thru Expenses		7,481.00	
46				
47	TOTAL SPECIAL OFFERINGS & TRANSFERS		8,266.00	
48				
49	TOTAL EXPENSES		149,517.61	

Proposed Operating Budget Income 2026

	2025 Budget	YTD	% of 2025	2026 Budget
OPERATING INCOME				
Offerings:				
Prepaid Pledges & Gifts	2650	\$2,650.00	100.0%	\$ 3,100.00
Identified/Pledged	35655	\$46,855.00	131.4%	\$ 42,500.00
Identified/Not Pledged	6091	\$1,380.00	22.7%	\$ 6,000.00
Loose Offering	1799.29	\$1,579.00	87.8%	\$ 1,800.00
Easter Offering	120	\$185.00	154.2%	\$ 150.00
Thanksgiving Offering				
Christmas offering	1000	\$896.00	89.6%	\$ 900.00
Special Gifts		\$0.00		
Community Appeal	11000	\$12,590.00	114.5%	\$ 12,000.00
Gifts	500	\$639.10	127.8%	\$ 8,100.00
Gifts for Heating Oil	300	\$300.00	100.0%	\$ 300.00
Property/Fundraising Income				
Fundraising	18000	\$21,915.29	121.8%	\$ 18,000.00
Property Use	4500	\$4,155.00	92.3%	\$ 4,500.00
Investment Funds				
Endowment Withdrawal	4000	\$3,999.96	100.00%	\$ 4,000.00
Endowment Interest/Dividends	1600	\$2,224.30	139.0%	\$ 2,000.00
Housing Fund Withdrawal	15000	\$14,781.75	98.5%	\$ 15,000.00
Non-Profit Checking Interest	100	\$87.79	87.8%	\$ 75.00
Planned Giving Income				
Leland/Gardner Memorial Fund income	11000	\$11,627.50	105.7%	\$ 14,413.00
Miscellaneous Income	50	\$730.74	1461.5%	\$ 50.00
Faith Based Budgeting	5000	\$2,187.00	43.74%	\$ 2,865.66
Total Income	118765.29	\$129,283.43	108.9%	\$ 135,753.66
Carryover from Previous Year	3903.68	\$3,903.68		\$ 6,555.34
TOTAL OPERATING INCOME	122668.97	\$133,187.11	108.6%	\$ 142,309.00

Proposed Operating Budget Expense 2026

	2025 Budget	YTD	% of 2025 Budget	DRAFT 2026 Budget
OPERATING EXPENSE				
Ministry of Spiritual Nurture (Deacons):				
Pulpit Supply	1200	600	50.0%	\$ 1,000
ONA materials	0			
Music	400	124	31.0%	\$ 200
Worship & Coffee Supplies	700	228.77	32.7%	\$ 300
Marketing	100	0	0.00%	\$ 100
Youth Ministries & Summer Youth Program	0			
Adult Education	0			
Postage and Marketing	0	390	390.0%	\$ 400
Ministry of Outreach:				
OCWM (Basic Support)	2500	2500	100.0%	\$ 2,500
Local Outreach Programs	100	0	0	\$ 100
Ministry of Operations				
Stewardship	525	0	0	\$ 500
Property:				
Utilities	4700	4792.14	102.0%	\$ 5,000
Maintenance & Supplies	1500	4393.91	292.9%	\$ 4,500
Required Maintenance & Inspections	3500	5851.12	167.2%	\$ 4,000
Vestry Heating Oil	5500	6321.15	114.9%	\$ 6,500
Church Propane	2000	2034.94	101.7%	\$ 2,500
Internet	600	999.31	166.6%	\$ 1,000
Insurance	11328	12515.52	110.5%	\$ 13,000
Vestry phone		173.43		\$ 175
Fundraising expense	500	721.55	144.3%	\$ 600
Church Council/Administrative Expense:				
Website/Communications	1200	1188	99.0%	\$ 1,200
Office Expense	3000	2754.84	91.8%	\$ 3,000
Council Projects	1000	1253.45	125.3%	\$ 1,000
Miscellaneous Expense	100	40	40.0%	\$ 100
Pastoral Ministry:				
Salary	12431	12431.04	100.0%	\$ 13,884
Housing	36000	36000	100.0%	\$ 36,000
Health & Dental Insurance		0		
Pension	6780	6778.36	100.0%	\$ 6,984
Pension (Pre-tax TSA contribution)	941.25	970.64		
Withholding (Pre-Tax Annuity contribution)	-941.25	-970.64		

FICA Allowance	3704.97	3705	100.00%	\$ 3,816
Automobile Allowance	500	280	56.0%	\$ 500
Professional Expense	300	295.24	98.4%	\$ 300
Continuing Education		0		
Support Staff:				
Organist/Musicians	12000	11400	95.0%	\$ 12,000
Sexton	1500	1210	80.7%	\$ 1,500
Worker's Comp. Insurance	1300	650	50.0%	\$ 650
Pastor/Parish Relations Committee		0		
Delegates		0		
Capital Expenses				
Transfer to Meetinghouse Capital Reserve	6500	6500		\$ 10,000
Transfer to Vestry Capital Reserve Fund				\$ 9,000
Transfer to Organ Capital Reserve	500	500		
Payment, Prior Period Withholding Taxes		2325		
Withholding Taxes		-2325		
TOTAL OPERATING EXPENSE	122,668.97	126,631.77	103%	\$ 142,309

Report of the Church Council Chair

As I reflect on this past year, the first thing that comes to mind is gratitude. It is truly remarkable how much our small group has accomplished through commitment, determination, and love.

We began the year by rethinking our leadership structure, recognizing that our 2014 By-Laws no longer reflect how we operate today. The absence of a Vice Chair since 2022, when Jane Richards Jones stepped down for health reasons, and the blanks in the slate that never filled, has highlighted serious challenges. Without all roles filled, essential tasks are sometimes missed or handled at the last minute, and there is little time to plan for the future as the day-to-day demands are too much for too few. This gap brought us to the present moment, where we must reconsider our leadership model—there simply isn't a clear next generation to train and bring into leadership. As a result, we have to define how to move forward with what we currently have, knowing that although our methods are working, they are not sustainable. If any one person steps away, knowledge is lost, tasks are forgotten, and the burden on remaining leaders increases.

An example of this over-absorption of roles is the Council Chair position itself, which has gradually taken on office administration, IT, Head Lay Leader, and leadership of the Helping Hands Fund. The role has worked for me because of my skill set and interests, but it has also deterred others from stepping up. Since 2020, when Roberta Bell stepped down as Chair of the Ministry of Spiritual Nurturing, and no one was able to fill that role, the Council has absorbed those functions as well. Additionally, without volunteers for the nominating committee, Council has also absorbed that responsibility. To ensure Rev. Beth isn't burdened by administrative tasks, the Council—primarily the Chair—has taken on the role of Church Secretary and Administrator. These are the main reasons why the Council has requested changes to the By-Laws: so we can devise a plan that truly reflects how we work together—remarkably well, but not sustainably—and to guard against burning out our dedicated volunteers.

Early in the year, the Council gathered for three mini-retreats at the Vestry to reflect on who we currently are as a church and who we aspire to become. I led the group through a process to identify our Core Values, Core Focus, and our 1-, 3-, 5-, and 10-year targets. The most valuable part of this process was examining both past and present members and activities, which

highlighted the strength and resilience of our community. We created a list of members whose time and energy have sustained the church and discussed what sets us apart within Hancock—what we do that no one else does.

We also explored the importance of having the right people in the right roles, rather than simply filling positions. The group considered our ambitions for the next decade and the obstacles in our way. (I recall Chris mentioning he hoped *to be retired from the Chair of Operations in 10 years!*) The process pushed us to distill our identity into just a few powerful words. Out of this, we chose Connect, Support, and Love. We agreed to sit with these words for six months to a year to see how they resonate in practice. I believe we have found that they serve us well and may help shape our leadership structure in the future.

Following our mini-retreats, the Council committed to participating in a UCC training focused on church vitality. Dave, Beth, Rick, and I attended a session at the NH UCC conference office alongside members from two other churches. This experience prompted us to focus on growing our membership, especially in the 'Connect' area, which we identified as a weaker link in our congregation. While we excel at deepening relationships once people join us, we have room to improve at reaching out to invite new people in.

Over the past year, we, plus Kathy, Peter and Sarah have met monthly with our trainer, Paul Nickerson, and have come to understand that connection is the key to ensuring our church's future. In 2026, we will put what we have learned into practice by teaching the congregation how to connect more intentionally with the community. Specific plans include more personal invitations, and strengthening our presence within Hancock and neighboring areas. Our goal is to create pathways for new relationships and ensure the vitality of our church for years to come.

One of the greatest strengths of our church leadership—whether elected officers, appointed positions, or committee volunteers—is our ability to collaborate and support one another. Individuals take ownership of tasks and see them through, and new ideas are welcomed, discussed, and encouraged. We recognize and honor the need for rest, ensuring that everyone's well-being is respected. I cannot overstate my gratitude for how this group manages so much with ease, grace, and genuine care for one another.

As we look ahead, our path is clear. In 2026, we will align our By-Laws with how we truly function as a church, ensuring our structure is both effective and sustainable. Our focus will be on

deepening connections—not only by inviting people in, but by genuinely listening to the needs of those in Hancock and beyond. Sustainability means creating systems where leadership roles are shared, knowledge is passed on, and no one person carries too much. We have learned the value of adaptability, communication, and care. My hope for the coming year is that we continue to build on our strengths, welcome new voices, and ensure our church remains a vibrant, supportive presence in the community for years to come.

As you read this, consider your skill set. One way to strengthen a community is to have each member have a meaningful role that supports the whole. No task or responsibility is too small. Over the years, members and friends have taken on specific tasks: baking communion bread, washing communion linens, opening doors, providing food for fellowship or events, keeping track of candles, providing flowers, setting up window lights, writing cards, shoveling, changing light bulbs, and the like. THANK YOU! It has made a world of difference!

If you feel inspired to get more involved or have ideas for connecting with our wider community, I encourage you to reach out to Council. We have tasks that need an owner and we would love to hear from you.

With Gratitude,

Amy Wilson, Council Chair

Report of the Ministry of Operations

The Ministry of Operations is responsible for the Church and Vestry buildings, all maintenance and capital projects, as well as fundraising and finance. All are integrally connected. We work to maintain the health of our community and buildings through developing budgets and fundraising plans to encompass the whole picture. While the work is daunting at times, it is also very rewarding and fun to participate in the Fundraising we do each year.

PROPERTY

In January we hired Rodney Hixson to replace the hot water heater in the Vestry. It was leaking and after 23 years it was recommended that it be replaced. In February after an inspection had been completed of the fire and emergency exit signs in Vestry, it was recommended to replace several of the emergency lights. We hired Bacon Electric of Antrim who completed all necessary work to make the building safe. In March Nevan Cassidy was hired to repair the west window in the Vestry kitchen; the bottom of the window rotted and could no longer be opened.

Matthew Hale oversaw the project of getting Fidium installed in both the Church and Vestry, this gave us better internet and landline cost reduction. Because of the installation of Fidium we were able to have a new modem installed in the Vestry for better alarm service coverage. We did need to once again hire Bacon Electric to run the new wires from the second floor of the Vestry Kitchen to the basement. This change has made a huge difference in committee members not being called at all hours of the day and night because of a lost signal with alarm cell signal.

We have once again contracted with Monadnock Pest service for rodent control in the Vestry.

We are continuing to work with Alex Pendlebury of Pendlebury Masonry and Design of New Boston, who are very experienced in the restoration of old brick buildings. This spring they will be doing the pointing up of the mortar and cleaning of the brick on the front of the building. The cost of this project is \$15,000. The West side of the building will be done at a later time.

FUNDRAISING

In May and October, we continued with our yard/pie/clothing sales. These events continue to be very successful. The total revenue from these events has continued to grow. This year's two sales netted \$15,556.57. These two events involve a big commitment from the committee members as well as many people from the community that are willing to help. In June many of the committee members sold hot dogs for the blindfolded canoe race held at Norway Pond. This is a fund raiser for the Grapevine in Antrim; we donated all proceeds from the hot dog sale to the Grapevine. In August, we had our Old Home Day hot dog tent, although this event does not generate the income in comparison to other fundraising events the committee feels this is an important stewardship event for the church, another way to connect with the community. In November, we had Tempting

Tastes, which once again was very successful thanks to the excellent auctioneering by Neal Cass! We set a record for sales of this event, of \$5,700.00. The operations committee and Church council unanimously decided to donate 10% of the revenue from the event to the Peterborough Food Pantry. This was a fun event and one more way to reach members of the community. The bidding was lively with most items going well above the stated value. We are very fortunate to have a dedicated group of Church and community members who help us make our fundraising efforts such a success. In particular, the yard/pie/clothing sales and Tempting Tastes were this year's stars. The fundraiser events brought in over \$21,915.29. Exceeding budget goal by \$4,000!

Stewardship

Our Stewardship pledges and the community appeal form the backbone of our Church budget, so we take this mailing very seriously in Operations. The letter, pledge card and return envelope are mailed to Church members in November in hopes that the pledges will come back in time for us to do budget planning in January. We always need to encourage an increase in pledge each year to meet the rising costs of maintaining our buildings, salaries and other expenses. We are very grateful for speedy and generous responses!

In addition to our pledges, we also count very heavily on the community appeal donations to help support our Church. That appeal letter was sent out in early August to a targeted list of community members, this year's appeal brought \$12,590.00. I would like to thank Jane Richards Jones for writing both of these letters and coordinating the entire process.

I would like to recognize and sincerely thank David Anderson for 14 years serving the finances of the church, 6 years as assistant treasurer and 8 years as the Church treasurer. These are two very important jobs. As treasurer Dave tirelessly oversaw all the finances of the church, which is a big job, serving on the Church council and the ministry of operations and attending at least two meetings a month if not more, as well as countless hours maintaining the everyday finances of the Church. We are fortunate to welcome Matthew Hale to the role of treasurer. He and Dave have been working together for the last several months to ensure a smooth transition.

Respectfully submitted,

Chris Streeter, Chair Ministry of Operations

Members include: Jane Richard Jones secretary, Dave and Kathy Anderson, Matthew Hale and Gary Ryer. Sue Shute ex-officio member

Report of the Ministry of Spiritual Nurture (Deacons)

Individual and mass emails were sent as an outreach to both members and friends of the church once again in order to keep personal conversations going and to let people know *'we are thinking of you'*. Many people have responded that they like to be remembered and enjoy their connection to the church.

The Ministry of Spiritual Nurture is currently a committee of one. As chair I consult with the Church Council and share the responsibility informally among members and friends of the church.

At this time, I would like to acknowledge the many people who helped by assuming Deacon duties at various times and during the many church events helping to nurture the spiritual well-being of each other: Eric Anderson, Kathy and Dave Anderson, Maureen Baptiste, Linda Blicher, Roberta Bell, Jenn Booth, Cathleen Calmer and Paul Merritt, Neil and Rachel Cass, Bonnie Castor, Barb Caverly, Linda Coughlan, Richard and Cheryl Duerden, Molly Flower Epping, Marie Fogg, Sue Francis, Donna Geer, Sarah, Matt, Alice and Owen Hale, Ric and Lois Haskins, Judy Heyliger, Robbyn Jackson, Peter Johnson, Jane Richards-Jones and Phil Jones, Diane and George Kidd, Terri and Mark Lombardi, Patricia, Scott and James MacFarlane, Jim and Linda Mason, Amy Marcus and Wes Bockley, Sarah, Eric, Zeph, Wren and Milo Marean, Tom and Diane Newbury, Martha Pinello, Gary Ryer and Megan Wood, Kin Schilling, Marcia Schwartz, Sue and Phil Shute, Beth, Matt, Rowan, and Robbie Simmons, Jody and Rick Simpson, Chris, Diane, and Hailey Streeter, Dick and Josie Warner and Amy, Mark and Luke Wilson. If I have left anyone off this list, I sincerely apologize for the oversight.

A special thanks goes out to our musicians: Carol Hamilton, Jerry Reneau, Barbara Summers, Lisa Lipkin and Kyle Trombley, who keep thoughtful and wonderful music in our service every week. Thanks also goes out to the musicians who utilize their talents for special occasion music, 'The Village Ringers', Pamela Stevens and Ron Levy.

Thank you all, Peter Beblowski

Report of the Ministry of Christian Outreach

In 2025, we continued to support the UCC's 5 for 5 program, providing money to the five different outreach ministries included in the list below.

OCWM (Our Church's Wider Mission) Basic support	\$2,500
One Great Hour of Sharing	\$230
Strengthen the Church	\$205
Neighbors in Need	\$200
Christmas Fund (Veterans of the Cross)	\$150

OCWM is funded through our operating budget. The others are funded through donations to four special offerings during the year.

We continue to support Samara Arellano Vasquez, an Ecuadorian student. Samara, who will turn 8 years old on Feb 27, 2026, lives in Guayaquil with her mother, father and a younger sister. She is a 3rd grader. In her letter from November 2025 she wrote "I passed school with very good grades. I am affectionate, and my teacher appreciates me a lot. We also went on a family outing... We ate chocolate ice cream with Oreo because we like that flavor."

We started the year with \$582 available at the end of 2024 to support Samara. In 2025 we added \$330, bringing our income side to \$912. On the expense side, we spent \$632. Our expenses were \$200 for gifts, and two 6-month payments of \$216 each to Children International. We will need to raise more money to support Samara in 2026.

We organized a Comfort Food for California Dinner following the horrific fires in January 2025 that affected the Los Angeles metropolitan area and San Diego County in California. On February 8, we served chicken pot pie to over 60 people and had 19 take-out meals, with help from a multitude of church members and friends. Comfort Food for California raised \$2,835. That amount was passed on to World Central Kitchen.

In May, we organized a "Gather for the Grapevine" dinner to support the Grapevine Family and Community Resource Center of Antrim NH. We served Beef Bourguignon to over 60 people with 15 to-go meals, also thanks to help from church members and friends. This event raised \$1,602, which was passed on to the Grapevine.

In June, the church also raised \$300 by selling hot dogs at the Grapevine's blindfold canoe race on Norway Pond and donated that to the Grapevine.

A Monadnock area resident who is homeless and facing significant medical issues has been in need of support for housing. In September our committee and the church council voted to use \$916 from Outreach designated gifts to help this individual. Church members and friends donated another \$820 to help pay for housing costs.

We continue to send two or three cards and notes each week to members of the congregation and friends to keep in touch.

Moe Baptiste and Kathy Anderson

Report on End 68 Hours of Hunger

The greater Hancock community continues to be fantastically generous in supporting the ConVal End 68 Hours of Hunger program, which provides food for students to take home for the 68 hours of the weekend. Our church has collected boxes of cereal and oatmeal and other miscellaneous non-perishable items since 2016, when the all-volunteer program began in the ConVal School District.

In 2025, we collected 2,010 food items, with a retail value of \$10,165!! (In 2024 we collected 1,718 food items with a retail value of \$ 3,816.79. Yes, prices have changed, and also this is not a perfect system for determining the retail value.) We collected 913 boxes of cereal, with a retail value of \$4,109, 199 boxes of oatmeal worth \$ 595, and 898 other items with a value of \$5,461! That is so much generosity. And it goes a long way to feed hungry children. The End 68 hours of Hunger has filled bags of weekend food for up to 207 school children every week this school year.

Thank you to all who contribute. And thank you to Peter Johnson and Ric Haskins who deliver the donated food from our church to the End 68 Hours collection site in Peterborough.

Moe Baptiste and Kathy Anderson

Helping Hands Fund Report

The Hancock Helping Hands Fund was established following a generous anonymous donation to the town of Hancock. It is intended to provide financial assistance to residents of Hancock who need help meeting their living expenses. When town officials determined that towns were not legally allowed to manage such funds, they asked the church to take over the management duties. Requests for assistance are reviewed by the Council Chair and remain confidential as they go through an approval process by the Church Council. In most cases, payments are made to vendors, not to the individuals requesting Assistance.

The Helping Hands Fund is in a separate bank checking account, not part of the church's account. The balance in the Helping Hands Fund account on Dec. 31, 2024 was \$39,794.08.

During the year, the Council approved 20 requests for assistance totaling \$12,978.04. These requests included help with rent payments; fuel oil, electric bill and propane payments; auto repairs, auto registration and auto finance payments; gasoline payments; an income-tax payment; and dental work. The fund also received \$925 in donations during 2025. These came from four different individuals or families.

The checking account earned \$32.09 in interest during 2025. At the start of 2025, the Helping Hands Fund also held a certificate of deposit for \$129,563.34. In November 2025, that CD reached maturity. Because the interest rate offered at renewal was so low, the CD was not renewed and the balance of \$133,981 was deposited back into the Helping Hands checking account. The balance in the Helping Hands Fund account on Dec. 31, 2025 was \$161,712.13.

Dave Anderson, Church Treasurer

Hancock Meetinghouse Oversight Committee

Completed Work in 2025 and plan for 2026, 2027

Work	Est. Cost	Actual	Notes
	To the church		
Repair the broken board in the entry	0	0	Complete
Consult Margaret Dillion of S.E.E.D.	250	0	
Repair Slate Roof	500	0	Carried to 2026
Repair and Painting of the North Wall	8500	8500	
Other:	<1000		
New ladder to the bell tower	2000	1500	Money taken from Clock Reserve Fund
Estimate cost for the church in 2025			
Church Total for 2025:	9250		
Total spent on Meeting House in 2025		8500	
2026 Plan	Church share	Total Est.	
Exterior Wall lights	1500	3000	
Consult Margaret Dillion of S.E.E.D.	250	500	
Repair Slate Roof	500	1000	
Contingency at 10%	175	350	
Estimated total	2425	4850	
2027 Plan			
Painting the Steeple and other	\$67,500	135,000+	50% of total

Report of the Church Clerk/Vital Statistics 2025

Covenant of Membership (Salem Church Covenant, 1629)

*We covenant with the Lord and with one another and doe bind ourselves in the presence of God,
to walke together in all his waies, according as he is pleased to reveal himself unto us in his
blessed word of truth.*

New Membership

No new members in 2025

Removals from Membership - By Death

Janet Evelyn Currier Caskey
April 22, 1931 to February 2, 2025

Friend of the Church

Fred Louis Geer
October 31, 1933 to July 17, 2025

Endowment Funds 2025

Prepared by Dave Anderson, Treasurer

	Balance on	
	<u>12/31/2024</u>	<u>12/31/2025</u>
Operating:		
General Account	\$ 53,734	\$ 57,188
Karl Upton (Use of Interest Only)	\$ 42,771	\$ 49,040
Sub Total	\$ 96,505	\$ 106,228
Designated Gifts:		
D. Baldwin Gardner Flower Fund	\$ 23,856	\$ 27,353
Wilbur Fund (Interest for Children's Camp)	\$ 7,327	\$ 8,401
C. Kinney Music Fund	\$ 17,278	\$ 19,510
Sub Total	\$ 48,461	\$ 55,264
Endowment Fund	\$ 144,966	\$ 161,492

The Pastoral Housing Support Fund was established in March 2010 with proceeds from the sale of the parsonage. The fund is to be used toward pastoral compensation.

12/31/2021	12/31/2022	12/31/2023	12/31/2024	12/31/2025
\$171,745	\$145,869	\$159,588	\$174,364	\$186,773

Memorial Funds Report

Jan. 1, 2025 to Dec. 31, 2025

Total available as of Jan.1, 2025	\$5,953.70
Expended in 2025	(\$0.00)
Added in 2025	
Fred Geer	\$250.00
Available, Jan.1, 2026	\$6,203.70

Memorial funds breakdown, Jan. 1, 2026

Ernest Cass	\$997.35
Jack Carlson	\$39.00
Brad, Bess, Bill and Marty Bradley	\$400.00
Sandi Bandieri	\$650.00
Fred Heyliger	\$350.00
Natalie Cass	\$1,172.35
Eleanor Fillebrown	\$195.00
Bob Fogg	\$1,950.00
Steve Fillebrown	\$200.00
Fred Geer	\$250.00
Total	\$6,203.70

Pastor's Annual Report 2025

“Hope is often misunderstood. People tend to think that it is simply passive wishful thinking: I hope something will happen but I’m not going to do anything about it. This is indeed the opposite of real hope, which requires action and engagement.”

– Jane Goodall, *The Book of Hope: A Survival Guide for Trying Times*

The quote above is from the book that a handful of us read together over Advent this year, and it is one that I believe encapsulates our little congregation so well. We are a congregation of hope, and it is not the passive wishful kind, but the active, engaged, persistent hope that just does not give up and is willing to keep trying new things.

One of the biggest new things we tried was also the most recent: experimenting with an extended seven-week Advent to give us more space for the season outside of it being simply the lead-up to Christmas. I heard some positive feedback, and for me, personally, I felt much more grounded and less pressured to cram all the Advent meaning into a few Sundays. We are committed to doing this for two more years before we decide to continue or not.

Across the rest of the year, while our Epiphany star word was WATER and we engaged with a number of water stories from the Bible, our word could also have easily been LISTEN. This was a year where we gathered in Circles, first sporadically, and then as a regular practice with a group of regular attendees, and practiced true community and engaged listening, a welcome break from the need for discussion or debate.

Mid-summer, I began offering community office hours on Tuesday mornings at Fiddleheads Cafe. There is never an agenda or need for an appointment; I am simply visible (with my “The Pastor is In” sign) and available for anyone to chat. Over the course of six months, I had conversations with over forty distinct people, some more than once. Many more said a quick hello or mentioned an appreciation for my being there in that way. A few people were a part of our congregation; most were not. Often the chats were on topics not directly related to church; a number were deeply personal and heartfelt.

While I held office hours outside of the church buildings, I also worked on sprucing up my study in the Vestry. After a group clean-up and clean-out of the entire second floor, I finished painting my study, put in a couple of new chairs and started moving in my books and other belongings. Matt also helped with re-arranging some furniture to create a gathering space in the big room. I'm looking forward to using these spaces much more in 2026!

A group of us began a vitality coaching process with Paul Nickerson, focused on connecting with new people. We've been stretching outside our comfort zones and considering ways to build trust and relationships with people in our community.

One new thing we tried was setting up a table (and our bumper-stickered Beetle!) in front of the Meetinghouse for Old Home Day in order to connect with people beyond the transactional nature of our hot dog stand. We gave away a lot of stickers and had some good conversations. My only critique was that I think we need to be even more bold and clear with our message of welcome.

I always like to look not only at what went well, but at what didn't. A planned "God in the Garden" series of retreats didn't get off the ground due to lack of registrations. In addition, our numbers in worship and at some events seemed a little low. I think the retreat was just early; it wasn't time yet and we'll bring it back another year. I wonder if the other lower numbers *in the church* have to do with our extra engagement *outside of the church*. Though we have talked about not judging our "success" as a church by Sunday morning attendance, perhaps this is what that can look like.

Overall, I think we were exactly the faith community we needed to be this year, a beacon of hope amidst really difficult political and social turmoil. I trust deeply that we have the courage and strength to continue to follow Jesus and be such a light.

With the hope of the resurrection,
Rev. Beth Simmons