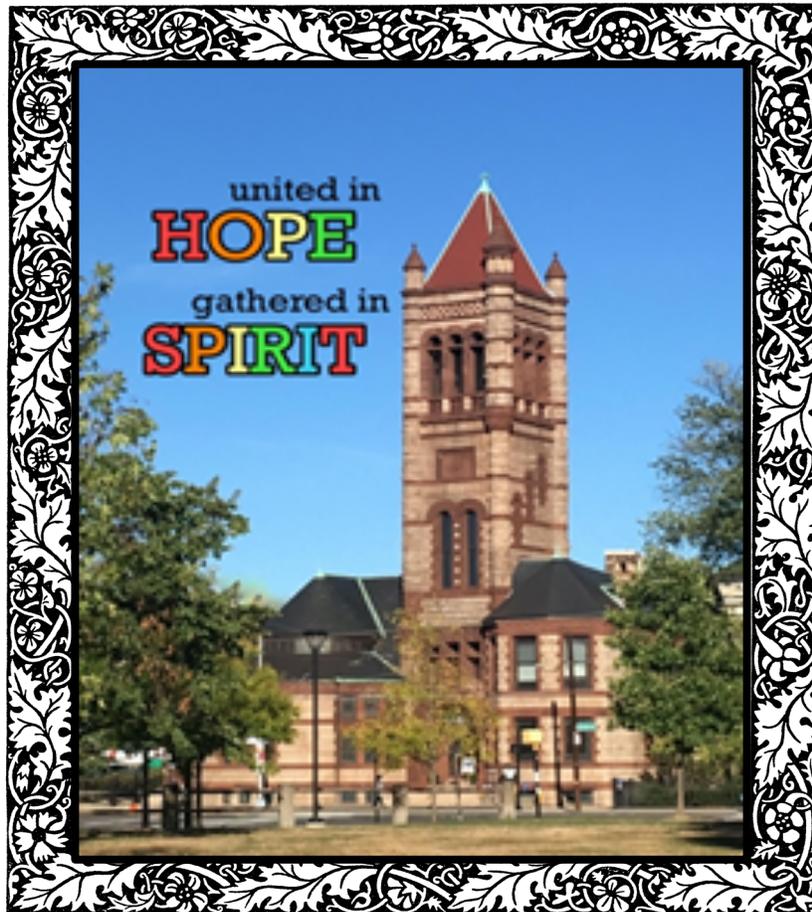


Harvard–Epworth United Methodist Church



2020 Annual Report

Presented on December 13, 2020

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INTRODUCTION

To the 2020 Annual Report of the Harvard-Epworth United Methodist Church Presented to the Church Conference on December 13, 2020

The Harvard-Epworth United Methodist Church's ministry is blessed by many individuals who through their "prayers, presence, witness, gifts and service" answer God's call. This Annual Report highlights the mutual commitment of these people, of every age, to their journey of faith and to their Christian discipleship through this church's ministry, even during a year where a pandemic caused such disruption.

This Annual Report represents the continuation of a long tradition of ministry within Harvard-Epworth United Methodist Church. A ministry that has persevered through many societal challenges over the years. The countless people through the years who have served in Christ's name within this church are the strong roots from which we continue to persevere and grow today. We celebrate knowing that what we have done together in 2020 is not only for today, but builds a foundation for tomorrow.

Our Annual Report this year attempts to capture the Spirit which lives in this place and we hope that through these words and numbers that the reader gets a sense of how God guides our ministry and our lives. We rejoice that our ministry is focused on being able to adapt and meet the changing needs which we face, even if that means not being able to meet in person. It has been a blessing that through a quick transition to livestream worship that we continued to grow in numbers of people involved and in the programs of mission and ministry which make a difference in people's lives. Thanks to each person who gives of their resources and of themselves to enable our church's ministry to come alive. We look forward to the possibilities God will put before us in the years ahead.

The Annual Church Conference, held on December 13, 2020, at which the 2020 Annual Report was presented, was presided over by our District Superintendent, Rev. We Chang. This document and the ministry it represents are offered to the glory of God and as a testament to our faith and service in Christ's name.

2020 Report of the Pastor

by Rev. Herb Taylor

This has been a very different year, filled with adaptation and resiliency as we have responded to the new reality of ministry within the midst of a pandemic. Despite what our world was going through the focus in 2020 continued to be on growing worship attendance and discipleship through inspiring greater involvement, encouraging lay ministry, development of adult education and small group opportunities, improving the building as a tool for ministry, and building relationships. We were able to quickly transition in March to livestreaming our worship on YouTube and I am surprisingly glad to report that in 2020 worship attendance, as measured by viewers of our livestream worship (both on Sunday morning and later in the week) was significantly higher than in 2019. Our focus on inviting people into membership however was challenged as we were not able to easily encourage people along from worship attendance to membership with in-person “Introductions to Membership” as we had in the past. Therefore, we only welcomed 7 new members in the first quarter of the year, and did not have new members join since then. However, I can report that the beginning of our stewardship campaign has gone very well with us exceeding the total pledged in the same initial period last year and with six new pledges. Also, although we had a number of babies born in late 2019 and early 2020 in the church family, because of safety concerns we have had only one baptism in 2020. So, with all the chaos and uncertainty we faced as a society in the past year, I am glad to say that I continue to rejoice that this church has played vital role to play within society and has within it dedicated people who are willing to give the time, effort and love necessary to coordinate its ministry.

Many have been involved during this very different year to bring this church family together and to enable it to offer hope and love to all who are touched by its ministry. The Director of Music, co-Lay Leaders, SPRC, Womens Group, Young Adult and University Student Ministry Director, Choirs, and so many others lead our church family to a closer relationship with each other and with Christ. The Director of Children and Youth Ministry and caring volunteers in our Sunday School, youth group, Children’s Church and nursery ensure that children feel welcomed, loved and encouraged. The Adult Education program provides multiple opportunities for people to grow in their faith. The Church Council, Trustees, Controller, Co-Treasurers and Financial Secretary, as well as those ensuring our livestream and other new virtual ministry offerings are all working, in many “behind the scene” ways enable the church to provide for its programs of mission, ministry and fellowship. A special thanks to all of our staff for the many gifts they bring to our church family. To these people, and to so many others who in a multitude of ways help to make our church what it is today, and what it will become tomorrow – Thanks!

This year we also continued to focus on a number of physical improvements to our beautiful church building, including new and efficient lighting for the sanctuary, interior storm windows for the library and office, a project to ensure access to the tower, repairing the slate roof, re-capping two chimneys, and a new satellite dish to provide for our internet needs, including better livestreaming for our worship.

We also are blessed with our building partners who are using are space, including Allium Montessori School who is in the front basement on weekdays, and has done significant improvements

to that space and the downstairs foyer. Also in 2020 we welcomed the New Connection Seventh Day Adventist church which meets in the Vestry Hall on Saturday, which along with a Korean speaking congregation and a Mennonite Congregation which meet in the afternoon on Sundays enables our church to be used by four congregations. Because of safety concerns around COVID, it has been unfortunate that our very active church building has not been used as often as groups like AA, NA and other support groups, as well as many of our community music groups have not been meeting.

Even within the midst of the pandemic the ministry is filled with wonderful opportunities to join with others in study, fellowship, service and counsel. Our year-long “Journey through the Bible Study” and small groups have been meeting through Zoom and are filled with learning, sharing and laughter. We started a monthly in-person contemplative mid-week worship service which was done for under 20 people and with COVID safety protocols in place. We have also had three separate virtual “Tables of 8” through Zoom, in June, August and October and this brought together approximately 25 to 50 people each time to talk about our individual calling and our calling together. The commitment of our church to those in need and those in crises is expressed through our support of numerous groups, the Pastor’s Discretionary Fund, and the greater mission of the United Methodist Church. We continue to provide campus ministry with the Wesley Foundation, and the Catalyst initiative, as well as our work with BU School of Theology through the “Creative Callings” program continues to look at the future of “church.” Through a grant they received from the Lilly Foundation our congregation was chosen to be a part of this Creative Callings program at BU School of Theology, and we are focused on creating a “culture of call” within Harvard-Epworth. This is being accomplished through an intentional focus on call within worship, as well as numerous specific program opportunities through our Catalyst initiative that invites people to reflect on, discern, discover, and act on their calling.

As we look forward to 2021, there are many exciting new initiatives in process, with great hope we will be meeting in person again by Spring. Through all of us supporting our church with our prayers, presence, witness, gifts and our service, and with God’s guidance we will move toward making these visions become realities. I am honored to be the pastor of Harvard-Epworth and look forward to the joys and the challenges of the coming year as I join the church family in a journey of faith, service and discipleship – bringing transformation to our lives, our community and our world.

Respectfully submitted,

Rev. Herb Taylor

Report of the Music Director

The past year has certainly offered many challenges to Harvard-Epworth's ministries, as it has to any organization that involves people gathering together. We made the decision in March to suspend the Adult Choir and the Bell Choir for the duration of the pandemic, and to ask musicians from the congregation to sing or play solos as Special Music in our live streamed worship services. The response has been enthusiastic and wonderful. Those who shared their talents in 2020 include: Tom Akbari, Dave Bryant, Hollie Grosklos, Kathy Hess, John Nesby, Andrew Ray, Donegan Rudd, Chris Smalt, and Sarah Taylor. Many thanks to you all!

We all long for the day when we can safely gather again in worship, and sing together in harmony as a choir. We are deeply grateful to all those who participated in the Adult Choir in the first months of 2020 before the pandemic hit: sopranos Janet Allen, Kathy Hess, Iulia Mogosanu, Donegan Rudd, and Sarah Taylor; altos Barbara Cracknell, Hollie Grosklos, Maeve Hedstrom, and Pam Jaques; tenor John Regier; and basses John Nesby, Jeff Pugh, Chris Smalt, Charles Stewart, and Noah Wizo.

Many people have told me that the music in our live streamed services has been a joy and blessing to them. That is wonderful to hear. I'm humbled and grateful to be even a small channel of God's grace and peace in these trying times.

For 24 years, the Concert Series has been a prominent part of Harvard-Epworth's musical life. But less than one month after the Orpheus Guitar Duo's amazing concert in February 2020, the lockdown started and the Concert Series was temporarily put on hold. But we are exploring ideas about going forward with a Concert Series in 2021 -- perhaps with live streamed concerts, or performances with limited attendance, masks, and social distancing.

Respectfully submitted,

Terry Halco

Report of the Co-Lay Leaders

As we look back on the last year, we celebrate the vibrancy and mission of our congregation and our collective commitment to uphold the church by our prayers, presence witness, gifts and service during the challenges of the Covid-19 pandemic. 2020 has been a trying year for many of us and a complicated year in our nation, but the congregation at Harvard-Epworth provided a Spirit-led stability and commitment that stood in the face of the confusion and chaos facing our world.

As we enter into the renewing and bright season of Advent, we take time to reflect and give thanks for the year that has passed and look forward to an even brighter 2021. Separated physically by the pandemic, we gathered in the Spirit to find so many ways to grow in our fellowship and in our Christian faith. Thanks to the leadership of Dom Mejia and our deacon, Natalie Hill, our University Student and Young Adult activities thrived. Natalie and Dom also launched the Circuit, a new virtual campus ministry. Our Bible studies, Adult Forum, Youth group and Sunday School continued our focus on Christian Education; the Tables of Eight and Creative Calling initiative helped connect our congregation virtually and form renewed community; and our strong foundation in social justice was reinforced amidst the challenges of the pandemic.

The committees that organize and direct these activities continued to serve the needs of our growing congregation. The committee reports in this compilation are testament to the accomplishments of each committee and each individual member. In 2020 Christian, Education, Finance, Mission and Outreach, Nurture and Hospitality, and Welcome and Evangelism committees worked to enable each of us to live our spiritual calling and to serve where our gifts were needed.

Harvard-Epworth continues to thrive! Our congregation includes relatively transient and more established members, and every year we hold up those treasured members who leave us for other pastures. This year we especially celebrate the gifts of those who have moved away after years of study or work in Cambridge and Boston. We keep in touch through Zoom, social media and prayers and celebrate when they return for visits. And as a welcoming congregation, we always embrace new friends and invite them to worship, learn, commune and serve with us.

The health of our congregation, the joy of our youth, university students and young adults, and our drive to live as Christ taught us—to love all, to serve the poor, to use our gifts, to be good stewards of the earth—gives us reason to approach 2021 with great hope for everything it may bring as the production and distribution of a COVID-19 vaccine is imminent!

Respectfully submitted,

Graham Kelder and Carissa Young,
Co-lay leaders

Staff/Pastor Parish Relations Committee Report

The following chart represents current staff positions at Harvard-Epworth UMC.

Pastoral Staff	Music	Administrative/ Support Staff	Christian Education	Adjunct Staff
Pastor <i>Herb Taylor</i>	Director of Music <i>Terry Halco</i>	Office Administrator <i>Ryan Harrison</i>	Director of Christian Ed. (Children and Youth Ministry) <i>Alyssa Burlison</i>	Director of Catalyst <i>Steven Dry</i>
Director of Young Adult & University Student Ministry <i>Dominic Mejia</i>	9 AM pianist <i>Dave Bryant</i>	Director of Communications <i>Kirby Pendergast</i>	Nursery Supervisor <i>Cecilia Nunez</i>	Deacon <i>Natalie Hill</i>
	Bell Choir Director <i>Pam Jaques</i>	Office Assistant <i>Nancy Steffens</i>		Ministerial Intern <i>Jamison Rudd and Sarah Harbaugh</i>
		Cleaning staff <i>Saulo & Estilina Souza</i>		Candidates for Ministry <i>Graham Kelder</i> <i>Sinu Je</i> <i>Ho Lee,</i> <i>LaTonya Zibi</i>

REVIEW PROCEDURES

Originally, the first SPRC meeting was scheduled for an in-person meeting to be held in March, 2020. However, due to the current COVID-19 pandemic, all meetings were set virtually.

The full SPRC conducted a Zoom meeting with ordained staff (Pastor and Director of Young Adult & University Student Ministry) and Director of Music who worked 20 or more hours. Each individual SPRC member met one part-time staff virtually or by phone. The part-time staff included Office Administrator, Director of Communications, Office Assistant, Director of Christian Ed. (Children and Youth Ministry), Director of Catalyst, 9 AM pianist, and Bell Choir Director. After each individual committee member prayed about which part-time staff she/he would like to support and to interview for the annual review, each let the SPRC chair know his/her decision during the first meeting.

Before the first meeting, the SPRC Chair sent its members and Pastor a revised draft of annual review questions, review procedure guideline, SPRC organization descriptions, staff job descriptions, the 2019 staff annual review (including all staff review). Depending on the availability of part-time staff and SPRC members, they were suggested to meet one time in summer and the other in fall before September 30, 2020. The SPRC member supported the assigned staff person throughout the year and conducted the annual review.

The purpose of the annual review was to understand the church staff's responsibilities, performance and experiences in the development of Harvard-Epworth's ministry. The specific interview areas included describing (1) staff responsibilities, (2) the most and least enjoyable aspects

of their jobs, (3) any barriers/obstacles that inhibit the performance of their jobs, and (4) special skills, if any, (book, study, conference, webinar, etc.) would assist them in the development of Harvard-Epworth's ministry.

Before conducting the Pastor's annual review in November, the Chair sent Pastor and the committee members the 2020 staff annual review (results of their individual interviews). During the Pastor's interview, the SPRC conducted his annual review and discussed about any issues that were uncovered in the interviews with individual staff, and recommendations for staff salary increases.

****Please, note that the following SPRC related materials have been digitalized and kept in Google Drive folder which will be available for the 2021 SPRC Chair and Pastor:**

Annual Review Directions, Annual Review Questions, Job Descriptions, SPRC Organization Descriptions, 2019 Staff Annual Reviews, 2020 Staff Annual Reviews, 2019 Staff & Pastor Parish Relations Committee Report and 2020 Staff & Pastor Parish Relations Committee Report.

ADMINISTRATIVE AND SUPPORT STAFF/VOLUNTEER

- In 2021, a new position, the Digital Media Consultant will be created. The consultant will use social media (e.g., Instagram and Facebook) to show our church's presence. Those social media will be used as communication tools. The goals are to introduce our church to young adults and help us connect to them.
- In 2021, a Digital Task Force team will be launched. The Digital Task Force team and the Digital Media Consultant will work together to set a specific goal to contribute to our church's mission.
- Technical assistance during the virtual worship service has been of enormous importance to H-E's worship experience. Generously, Mike Thomas and Philip Tan have been volunteers during the Sunday virtual services in 2020. Another person will be trained starting in December, 2020. Alyssa Burleson and Dom Mejia will also join the Technical Assistance Team. In 2021, each person is likely to serve as technical assistant once a week.
- This year Pastor Herb has established a committee to support the ministerial intern. The SPRC was therefore no longer responsible for this position.

Respectfully submitted,

Youn Joo Oh, SPRC Chair

Children and Youth Ministries Report

Sunday School

Prior to the start of the pandemic, Sunday school was offered as usual from 10-11 am each Sunday morning. Godly Play took place downstairs for children ages 3- 3rd grade, and Youth Sunday School was held in the balcony for students grades 4-12. When it became clear gathering in person was no longer safe, we opted to offer asynchronous Christian Education for the months of April and May. More information about this ministry offering can be found under Online Engagement.

Beginning in September, Sunday School is offered via zoom. In order to prepare for this, with the help of volunteers and Pastor Herb, we packed and delivered nearly 20 “Sunday School Kits” which included journals, playdough, craft materials, and of course, candy. In order to be mindful of shared devices, bandwidth, and the amount of time our young people are already online, Sunday School lasts 25 minutes each week. Children ages 3-4th grade meet from 10-10:25, and Youth meet from 10:30-10:55. Each week we have time to check in and fellowship, watch and discuss a short bible lesson, and complete a craft or activity. We tend to have 5-10 youth and children join each week.

Online Engagement

Throughout this time, we have offered several forms of online engagement. In the initial uncertainty of the pandemic, we chose to offer asynchronous Christian Education through the form of video lessons and curriculums to be completed as a family each week. These were offered for the months of April and May in place of Sunday School. We also created a WhatsApp Group for our HEUMC Parents as well as a COVID-19 resource document that includes religious and secular resources for navigating this time with children.

In June, after hearing that many congregants were missing one another, we launched our Family Devotional Summer Series. This series premiered on our YouTube account and featured a different member of our church sharing a devotional. Additionally, I have continued to host a caring conversation each Friday afternoon since the spring and check in with our families via email frequently.

Special Events

As we close our calendar year, we are looking forward to a couple of special events. The first is an Advent Mail Out. All of our children and youth will be receiving an Advent devotional, coloring pages, and a Christmas Card in the mail the week of November 29th, 2020. We are also working to create a Christmas Pageant Video which will premiere via zoom immediately following service on December 20th, 2020.

The past year in ministry has posed unexpected and unique challenges. However, our Children and Youth Ministries have continued to thrive and grow in new ways during this time. Many thanks to our volunteers for pouring into our young people, and to our families for being such a bright light within our church. I am immensely blessed to be a part of this ministry team and congregation.

Respectfully submitted,

Alyssa Burleson

Director of Children and Youth Ministries

Adult Forum Report

The Adult Forum meets each Sunday morning from 10 to 11 a.m. The range of topics covered is inspired by requests and offers made by the congregation. The themes covered are diverse but aim to explore intellectually and spiritually challenging topics. Spring 2020 Adult Forum sessions included a Tale of Two Covenants: What the Bible Really Says about How Christians Should Think about Judaism; a two-part series on Bartolomé de las Casas; Splendid Epworth: The History of Mission at Harvard-Epworth; a Bible study on First Corinthians; Korean Christianity; several sessions on call; a two-part series on Super Tuesday and the Massachusetts presidential primary; the Massachusetts Bible Society; and prayer and spirituality in the New Testament. Topics covered in the Adult Forum in fall 2020 included the Circuit and Campus Ministry; Picturing Political Power: Images in the Women's Suffrage Movement; four sessions on politics and religion in the U.S.; Frances Willard; stewardship; Charles Stewart on The 2020 Presidential Election; a post-election discussion; Dennis Carlone on faith, politics, & the issues facing Cambridge; and a four-session Advent Bible Study.

We look forward in 2021 to exploring an array of exciting new topics!

Respectfully submitted,

Graham Kelder

Edward L. Mark Lecture Report

The annual Edward L. Mark Lecture was delayed by the onset of the COVID-19 pandemic. Dr. Christopher H. Evans, Professor of History of Christianity and Methodist Studies at the Boston University School of Theology, delivered the 2020 Mark Lecture via Zoom on Sunday, October 4 on “This Work Cannot Be Done by Proxy”: Frances Willard and the Conservative Radicalism of a 19th Century Methodist Woman.” Professor Evans’ teaching and scholarship focus on the history of Christianity, American religion, United Methodist history, and ministry studies. He is the author of several books, articles, and reviews including, *The Faith of Fifty Million: Baseball, Religion, and American Culture* (co-edited with William R. Herzog II), *The Kingdom is Always but Coming: a Life of Walter Rauschenbusch* that received an Award of Merit for the best work in history/biography from *Christianity Today* magazine, *Liberalism without Illusions: Renewing an American Christian Tradition*, and *Histories of American Christianity: an Introduction*. His latest book, *The Social Gospel in American Religion* was published by New York University Press. Prof. Evans is also the author of a forthcoming biography of Frances E. Willard. An ordained elder in the Upper New York Annual Conference of the United Methodist Church, Dr. Evans has lectured, preached, and taught in numerous church and professional settings and been a presenter at several academic conferences.

The Edward L. Mark Lectures were established in 2001 to honor the ministry of Rev. Edward L. Mark, pastor of Harvard-Epworth from 1964 to 1996. Each year the lecture series brings to Harvard-Epworth a distinguished scholar of theology, biblical exegesis, church history or historical Jesus study. Bishop Krister Stendahl, retired dean of Harvard Divinity School and bishop of Stockholm (and long-time friend of Ed Mark and Harvard-Epworth), delivered the inaugural lecture. Subsequent lectures have been delivered by Marcus Borg, E. P. Sanders, Paula Fredriksen, Luke Timothy Johnson, Ellen F. Davis, Amy-Jill Levine, Elaine Wainwright, Richard A. Horsley, Gary A. Anderson, Stephanie Paulsell, Patrick S. Cheng, Jennifer Knust, Kevin LaGree, David Hempton, the Rev. Dr. Bruce L. Chilton, and Dana Robert.

Prof. Gary Dorrien of Union Theological Seminary, considered by many to be the leading social ethicist in the United States, is scheduled to deliver the 2021 Mark Lecture.

Respectfully submitted,

Graham Kelder and Herb Taylor

Welcome and Evangelism Committee Report

It has been a wonderful blessing over the past year to serve as a chair of Welcome and Evangelism Committee and a member of Harvard-Epworth UMC. The call to Christian hospitality is a call both to the individual and to the church at large. As believers, we are to be welcoming people. However, how does the gathered church welcome guests when our church is in various stages of gathering and re-gathering, virtual and physical? How does a global pandemic affect our call to care for the guests/newcomers/outside? Our Committee members have been thinking through the lens of three broad categories - both philosophical and practical:

1. Providing “Virtual Options”

In March, all of us were forced to reckon with our online presence. Under Pastor Herbs leadership and with the help of our tech team, our committee began to work to connect with the newcomers and existing members in new and innovative ways. During the Sunday service, we connect in the live chat section and identify those new to our church, and help them take their best next step. Via email communications and Zoom meetings, we answered routine questions regarding the church such as our weekly virtual menu, connected newcomers to current members, and explained our vibrant ministries. We have focused on helping newcomers prayerfully consider our church as a family they’d like to worship and fellowship with as we continue to grow together and to get through difficult times.

2. Crafting a Good Social Media Strategy

Social media strategy allows us to reach out to people across multiple channels across multiple touchpoints and allows our church members to talk to multiple audiences at the same time. On the Harvard Epworth YouTube Channel, we launched the new initiative called "Voices of Harvard Epworth" During the online reality that we find ourselves in, it is difficult for new people to get a sense of who we are as a church. We have invited friends to submit a video that introduces themselves and says what they find special about our church. We believe this is a great way for newcomers to get a sense of this ministry we share together.

3. “Go and Tell” must accompany “Come and See”

We believe that the very best guest services models don’t just focus on those guests who come to us. The New Testament puts both go and tell and come and see on display. However, if a pandemic has taught us anything, it’s that our “come and see” environments can be impacted before we know what hit us.

The measure of innovative church in this season is not who can be cool or cutting edge, but who can connect and care. That’s why we did double down our efforts to be a church for the community, not just a church in the community. We challenged our members to live sent, caring for our neighbors and providing for the most vulnerable. We provided chances to connect with local ministries, not trying to reinvent the wheel but coming alongside already-existing entities to serve them, for example, The Friday Café and the Outdoor Church. We have prayed together that the Holy Spirit would reveal needs in our community, and that we’d have the obedience and courage to meet those needs. Tables of 8 was a wonderful opportunity for us to discuss this. We have done all of these not so we can make much of our church or our resources, but to make much of the love of Jesus for the people around us.

Never in our lifetime have we faced a leadership challenge like we are currently facing. Let’s rise to the test, love our people, and help those on the outside feel like there’s a place for them inside. I wish to thank all of the members of the Welcome and Evangelism Committee who graciously served Harvard-Epworth UMC by offering their prayer, time and talents. We are looking forward to more opportunities next year sharing the Love of Jesus!

With deepest gratitude,, Erin Kipeum Lee

Mission/Outreach/Social Justice Committee Report

Throughout the challenging year of 2020, H-E U.M.C. has continued to share generously from our yearly mission and outreach budget as well as from an impressive outpouring of second mile giving. Although we have not been able to serve through our physical works this year due to COVID-19, our committee has remained busy and contributed through prayers and gifts – in many parts of the world, from Cambridge to the greater Massachusetts region and beyond. Our combined funds to date, comprising of our Operating Budget, donations to the September Local Needs offering, multiple specific second mile giving opportunities for congregations in need, and a portion of the church's budget surplus, totaled \$19,141, most of which we anticipate distributing in mid-December. It is worth noting that this impressive sum does not even yet include our Thanksgiving offering! Also, this is in addition to our giving through our UMC mission shares.

Recipients of these funds include 26 organizations within the U.S. (18 in Boston/Cambridge) and five outside the U.S. Not only do local causes represent the majority of organizations funded, they account for over half of the funds, followed by national causes and international national causes in roughly equal amount. Our international efforts were in large part in support of natural disaster/COVID relief with \$1000 going to the church in Puerto Rico we supported monetarily and with our efforts on the mission trip in 2018 after the damaging hurricane for which it is still in recovery. Outside our usual support for national disaster relief and our ongoing commitments to the Outdoor Church and the Sanctuary Coalition, this year we increased our focus on hunger and housing locally due to the challenges resulting from the pandemic, increasing our support for The Friday Café, Our Place, Transition House, Family UMC in Chelsea, Calvary UMC in Lewiston, ME as well as including a new local charity Furnishing Hope. We also increased our funding of Thrive Communities, due to the increased awareness in 2020 of the challenges and shortcomings within our criminal justice system across the country.

As in previous years, we partner with the Outdoor Church and the Friday Café to care for our neediest neighbors. Although meal distribution to the homeless in Harvard and Central Squares with the Outdoor Church's sandwich ministry has been on hold since March, and the Friday Café's weekly procedures have changed due to the pandemic, we have continued to support these group monetarily in other modified ways. We have also maintained our commitment to the Cambridge Interfaith Sanctuary Coalition through financial support. Also, we are happy to continue to support the Allium Wildflower school fostering the symbiotic relationship we have with them as they are one of the few groups to continue to use our building at this time and help us thrive in our greater community.

Keep your eyes and ears out for continued ways to serve our community as we close out 2020 and we look forward to a fruitful year of service in 2021 (hopefully maybe in person ☺).

A special note of thanks mentioned briefly in the first paragraph, I would like to reiterate on behalf of the mission and outreach committee and the congregation at large. Thanks again to all who gave generously in the second mile giving opportunities this year. In the midst of all the challenges of 2020 we raised \$1360.00 for Family UMC in Chelsea to help a largely immigrant congregation hit especially hard by the economic downturn, raised \$2000 for Calvary UMC in Maine, for their meal outreach program hindered by the pandemic and had one of the largest September local needs offering tallies in recent memory, raising \$5600.00!

We thank everyone for their contributions this year and look forward to channeling the congregation's generous spirit in more giving and volunteer activities in 2021.

Respectfully submitted,
Mark Fitzgerald

Nurture and Hospitality Committee Report

The Nurture and Hospitality Committee was created in 2015 “to oversee the many ways that we connect by sharing food together”. This involves coffee hour after Sunday service, community luncheons, women's group dinners, men's breakfasts, and hosting special events at our church. This committee plays “a vital role in keeping Harvard-Epworth the welcoming community we know and love ourselves to be”. This committee met as needs arose, and was in electronic communication throughout the year. Multiple groups are involved, and are led by the following coordinators.

1. **Coffee Hour** (Regina Kelder, Sarah Bailey). Until late March 2020, Coffee hour after the 11am service continued to provide one of the main avenues whereby Harvard-Epworth connects with its members, and visitors. Coffee Hour Ambassadors continued to oversee coffee hour each month, and we welcomed new volunteers. We thank all the volunteers who supported Coffee Hour this year with their time, and culinary talents. We hope to resume Coffee Hour when our church services return to the sanctuary. We thank Barbara Cracknell, who faithfully donated milk and cream for Coffee Hour. George Savage also provided delicious baked goods on many Sundays, and this was greatly appreciated.
2. **Community Luncheons** (Katie Carlone). These potluck luncheons bring members of our church and the community together in fellowship. The Chili Cook-off, sponsored by the Young Adult(s) Group was held on March 1, 2020. We look forward to these community luncheons in the future.
3. **Women's Group** (Katie Carlone). The Women's Group met on a monthly basis, at dinners in members' homes, and then virtually during this year.
4. **Men's Breakfast** (Rev. Herb Taylor). Each month, the men of the church gathered at Andy's Diner for food and conversation. During the pandemic, this group met virtually.

The Pivot:

The Coronavirus pandemic of 2020 (COVID-19) dramatically changed all of our lives, including the work of this Committee. When our church needed to transition to virtual church services in April 2020, our Committee embarked on new opportunities to serve. Our Committee members offered their culinary talents to serve the homeless neighbors in our community. This was through two programs that support the homeless ministry at First Church in Cambridge. These programs are The Friday Café and the Evening (Restaurant) Meals Program. Our members created bag lunches in their homes to distribute at the Friday Café. They also baked sweet treats to accompany the restaurant meals in the Evening Meals Program. Together, these two programs serve over 120 meals each day, five days a week, to our homeless neighbors in Cambridge.

Additional Activities:

The “Tables of Eight” dinners were held virtually this fall. We held Tables of 8 in June, August and October, with each time having two nights with 30 to 50 people participating each time we did virtual Tables of 8. During these virtual “dinners”, members shared their hopes for our ministry, and we learned more about each other.

In November, our Committee members baked treats and delivered them to 30 members of our church family, many of whom have been staying at home due to the COVID-19 pandemic. We hope the baked treats will enable these members to feel love, peace and God's strength during this challenging time.

I wish to thank all of the members of this Committee who enthusiastically served Harvard-Epworth United Methodist Church by offering their time, talents, and ideas. When the COVID-19 pandemic forced us to postpone many of our activities, our members offered their culinary talents to serve our homeless neighbors in Cambridge. Our Committee members include Regina Kelder, Lucy Wilhelm, Margie Lawson, Katie Carlone, Sarah Bailey, Nancy Akbari, Christie Dennis, and Lucy Ballard. We welcome ideas and thoughts from the congregation.

Respectfully submitted,

Carmon J. Davis

Report of the Director of University Student and Young Adult Ministry

The onset of the COVID-19 pandemic rapidly reshaped the contours of young adult ministry and my role within Harvard-Epworth. As our young adult and student offerings shifted online, I began to develop both asynchronous, synchronous, and hybrid offerings for those I'm commissioned to serve.

Asynchronous

In partnership with Rev. Natalie Hill, we launched The Circuit, an online ministry campus found at thecircuitonline.org. I produced a podcast for The Circuit that explores the connections between faith and pop culture. I also contributed to monthly asynchronous worship offerings.

For the broader worshipping community at Harvard-Epworth, I produced a weekly devotional podcast.

Synchronous

I offered a variety of purely synchronous opportunities for young adults. These included regular check-ins, monthly game nights, monthly movie nights, and one-on-one pastoral conversations. All of these occurred virtually and had no outside preparation material or resources associated. I also contributed regularly to the all-church "Journey Through the Bible" study and the live-streamed worship services through sermons, prayers, and behind-the-scenes support. Also, I held weekly "Caring Conversations" that were accessible to anyone in our congregation.

Hybrid

We have learned that the most effective ministry offerings at Harvard-Epworth combine aspects of asynchronous and synchronous ministries. We've offered several book clubs, life groups, and studies that utilize at-home practices and activities coupled with regular discussions over video chat. The book clubs require reading, the life groups ask participants to engage in daily prayer practices, and the studies ask participants to prepare or reflect beforehand. These ministries have led to fruitful conversation and new opportunities to perceive the Holy Spirit at work in our midst.

Overview

I'd estimate we regularly connect with around thirty young adults between all the young adult ministries offered at Harvard-Epworth. This estimate fluctuates with the seasons and what is being offered at any given moment. We've had to adjust and attempt a variety of forms of ministry over the last few months. Some offerings were well-received and attended; others were not. I have been delighted with the level and depth of engagement from the book clubs and life groups. I believe these offerings will continue to build communities of support, develop young adult volunteer leadership, and bear witness to God's Good News in the future. These forms of ministry will be key in maintaining regular, meaningful gatherings of young adults in the coming year.

We are blessed with a community of young adults who are compassionate, curious, thoughtful, deeply invested in social justice, and faithful. It is a constant joy and profound privilege to journey alongside them.

This will be my last academic year serving at Harvard-Epworth. I will move back to Ohio in June to begin the next chapter of my life. I'm so thankful for the years of support and love that I've received from Harvard-Epworth, and I hope the offering of my prayers, presence, gifts, service, and witness have strengthened this community of faith.

Respectfully Submitted,
Dominic J.S. Mejia
Director of Young Adult and University Student Ministries

Report of Rev. Natalie Hill, Deacon

In 2020, my primary ministry has been through the Wesley Foundation, a Boston-Cambridge Ministry in Higher Education, serving as Protestant chaplain at MIT. Programs initiated in the Fall semester of 2019, including Sunday worship and weekly fellowship meals, were growing in attendance at the start of the Spring semester of 2020. However, when the campus shut down in March, we were faced with the challenge of creating virtual ministries that would meet the changing needs of students.

It quickly became clear that students were experiencing “Zoom burnout” from all of their coursework being online, and many did not want to spend more time on Zoom for extracurricular activities. In response, I worked with Harvard-Epworth’s Director of Student and Young Adult Ministry to establish a virtual “campus ministry” platform that is fully online and offers a range of both synchronous and asynchronous opportunities for connection and faith formation. I have also developed a TikTok outreach ministry to reach a younger and more diverse population than our other ministries currently reach.

I also continue to provide counseling focused on helping individuals recover from eating disorder.

Although I am saddened by the set-back COVID caused in the development of an in-person community at MIT, I am grateful to have the opportunity to continue ministry in new and creative ways online.

Respectfully Submitted,
Rev. Natalie L. Hill

Report of the Wesley Foundation Treasurer

The Wesley Foundation in Cambridge owns and operates the 27 Avon Hill St duplex as the parsonage for Harvard-Epworth and rents the other half. This summer our long-term tenant left. We used the opportunity to improve the rental unit at a cost of \$15,000; we expected to make back this investment in approximately 2 years by bringing the rental unit up to market-rate rent. Unfortunately, COVID19 has severely impacted the market for multi-bedroom units. After 3 months sitting empty, we agreed to a short-term lease (through July 2021) \$500/mo below our previous tenant in the hopes that the rental market recovers next year. The upshot is a -\$14,550 reduced income for 2020. I expect this is a momentary speed bump. When rental conditions improve, I encourage the board to re-pay the money spent on capital improvements.

The Wesley Foundation, a Boston Cambridge Ministry in Higher Education (WF/BCMHE), is our ecumenical 501c(3) non-profit that supports local campus ministry. The major sources of income are the United Church of Christ, local churches like Harvard-Epworth, the Wesley Foundation in Cambridge, and individual gifts from current board members and past alumni. At the time of this writing, I project WF/BCMHE will receive about 80% of its budgeted income for the year. Expenses are almost entirely salaries and remain at expected levels. Last year's surplus means that we are in a good position to weather the discrepancy between income and expenses.

Detailed profit-and-loss statements and balance sheets will be available after the close of the calendar year.

Respectfully Submitted,

Warren R. Brown

Treasurer, Wesley Foundation in Cambridge

Treasurer, Wesley Foundation, a Boston Cambridge Ministry in Higher Education

Catalyst and Creative Callings

Catalyst is a spiritual innovation hub focused on exploring and building new ways for young adults to engage their calling. In 2020, Catalyst focused on achieving this mission through our Entrepreneur League program and the Creative Callings grant.

Entrepreneur League (www.entrepreneurleague.org)

Entrepreneur League is a community of entrepreneurs committed to caring for their spiritual and professional lives. Innovators meet on a monthly basis to discuss the challenges of entrepreneurship and hold one another accountable to their goals.

Creative Callings Grant

As part of our three-year commitment to Boston University School of Theology's Creative Callings Hub, we advanced our calling work in the form of small group book studies, discussions, and a discernment program called 40Form.

- **Let Your Life Speak Book Study.** Over 50 people joined in reading Parker Palmer's *Let Your Life Speak*, with a smaller subset of the group joining for weekly conversation about each chapter. At the end of the series, we invited 6 participants to share about the transformation they experienced through the conversations.
- **"Out of Chaos" Webinar.** We hosted a book launch event for Liz Segran's *Rocket Years: How Your Twenties Launch the Rest of Your Life*. Based on extensive analysis, Segran traces how the decisions we make in our 20s impact our long term career, relationships, health/wellness, friendships, and even faith.
- **40Form Lenten Journaling Practice + Small Group.** We designed an online 40-day Lenten journaling practice to help people reflect on themselves and discern their vocation. Each day during Lent, participants received an email from 40Form with a single question for them to reflect on. We had 256 participants with 50.1% average open rate per email.
- **DormForm.** In mid-July, Dom Mejia joined the 40Form team to help build out a discernment program for campus ministries and university chaplaincies. Building on the success of 40Form, we designed a similar online discernment curriculum for college and university chaplains and campus ministers. DormForm included daily questions sent straight to students' inboxes, a facilitator guide for the chaplain to organize weekly gatherings, and marketing materials to build their group.
- **40Form/CORE.** We refreshed our original 40Form program based on user feedback from our Lenten devotional. Now branded 40Form/CORE, we offer both individual and cohort-based curriculum for discernment. In October, Boston University awarded Harvard Epworth a grant of \$10,000 to continue our work with the 40Form program into 2021.

Respectfully Submitted,

Steve Dry
Director of Catalyst

Report of the Communications Director

I am grateful to have been compiling Harvard-Epworth's weekly email newsletter for six years. As in previous years, the main part of my role has been preparing our weekly email newsletter, which is sent out on Thursdays via bulk emailing service Constant Contact. Serving as an introduction to newcomers and an update for longtime members, the email includes specifics about the upcoming worship service, a letter from Herb Taylor, announcements from/about groups and events, and logistical information for new visitors.

Last year, I ended my report stating that my goal for the coming year would be to "gain new people while keeping our email open rates [35%] steady." Both of these goals have been met, although, keeping with the theme of this extraordinary year, they were not accomplished in a way that could have been anticipated.

In past years, the sign-ups would cluster around the start of the academic year and around Easter, but this year, of course, did not follow those patterns. However, we added 60 new email contacts (so far) this calendar year. Of those, 24 signed up via the website form. In past years, we had more new contacts (128 in 2019, 133 in 2018, 184 in 2017) but the website number was much smaller, both numerically and as a share of the sign-ups (only 10 last year). The sign-up data reflects the fact that, right now, visitors and newcomers no longer enter the church through the doors on Mass Ave, where they might write their email in the booklet at their pew. Instead, they join services (or indicate their curiosity about doing so) with a mouse click.

The "open rate" for emails sent from the church has stayed the same over the past year, around 35%. The newsletter's open rate has stayed consistently around this number, while other announcements and emails vary depending on the size of their audience and timing. Constant Contact commends the overall open rate as being 10% above our "industry average." This is especially exciting when you consider that the number of emails sent by the church has increased by nearly 300% since the start of the pandemic. From March 1, 2019 to November 1, 2019, our Constant Contact account sent 44,958 emails from newsletters to announcements to smaller groups like the Young Adults. From March 1, 2020 to November 1, 2020, we sent 146,542 emails, now including virtual menus, Zoom information, and links to livestreamed worship.

Over the next year, I hope to keep growing the newsletter and to update the format to suit its readers. In October, Constant Contact changed their format options and retired the template that I had previously used to create the newsletter. The new format is sometimes cut off by some email providers (including Gmail) when opened on a desktop computer and requires readers to click onto a web page to read the whole thing. Since 77% of our readers use computers/laptops to read the newsletter (instead of mobile phones), this is an issue. I have been in touch with Constant Contact customer service about it and hope to reach a satisfactory solution soon that does not require that we remove too much of our content.

If anybody is interested in more detailed data on contacts/open rates from Constant Contact, or if you have any other questions/concerns/feedback about the weekly newsletter, please don't hesitate to contact me directly at kirbypen@gmail.com.

Respectfully Submitted,

Kirby Pendergast

Website and Technology Report

In 2020, Mike Thomas helped Harvard-Epworth release a large update to the church website. This new site included a more modern and responsive design. The site also has more advanced security and more sophisticated search engine optimization (SEO).

Harvard-Epworth continues to improve people's ability to discover Harvard-Epworth on Google. This is achieved through SEO tools on the website and the free advertisement that Google offers to not-for-profit organizations. The private church directory that was launched in 2018 continues to be available for members of Harvard-Epworth to share their contact info with others.

Due to the COVID-19 pandemic in 2020, Harvard-Epworth began streaming Sunday morning services on YouTube. In order to stream our service, Harvard-Epworth purchased a camera designed for web streaming and an audio interface to connect the sound system in the sanctuary to the camera. Great thanks goes to Philip Tan and Mike Thomas for putting together the hardware and software necessary for livestreaming our worship service on YouTube.

In addition, Harvard-Epworth updated its internet service provider to the satellite internet provider, Viasat. The former internet connection could not provide the required bandwidth to stream the service. Zach Manke also helped update the network infrastructure in order for the camera in the sanctuary to have a direct connection to the internet.

Respectfully Submitted,

Mike Thomas and Herb Taylor

Report of the United Methodist Women 2020

The women of HEUMC met monthly for fellowship and spiritual support. We gathered around bounteous and delicious potluck tables in a couple of women's homes early in the year. During the pandemic, we've continued to meet monthly through Zoom. An advantage of these virtual meetings is that some women continue to participate even after they've left the immediate area. Another advantage is that older women say that they can now hear better than when we crowded into tight living rooms.

In 2020, the UMW received \$1880.89 from the James Woolson fund invested with the United Methodist Foundation of New England. This endowed fund has provided a steady stream of income for generations. We combine these funds with those left over from the previous year to support local, regional, and international missions.

District UMW	400
Turimiquire (Venezuela)	330
On the Rise (Cambridge)	330
Justice for our Neighbors (New England)	330
Transition House (Cambridge)	330
Thrive (New England)	330
Total	\$2,050

Sincerely,

Kathy Hess
UMW Treasurer

Board of Trustees Report

In 2020, the Board of Trustees completed many projects focused on improving the state of Harvard-Epworth's property, equipment, and future investment enhancing the church's continuing ministries and vitality. Primary expenses centered on the building's structure and systems, as well as on improving the functioning of various spaces. The Trustees recognize the work of the many volunteers who assisted in management, renovation, and repairs enabling these successes.

Sanctuary Lighting: With the help of funds given by a generous donor, the trustees completed a project which brought new lighting to the sanctuary. Each of the spotlights are now LEDs and the flourescents were upgraded so that all the lights are more energy efficient and more pleasing.

Interior Storm Windows: New interior storm windows were installed in the Library in the Spring of 2020 to minimize heating costs, ensure noise reduction and privacy. Interior storm windows were also installed in the office to improve heating efficiency and reduce noise.

Touchless Faucets and Toilets: In response to the COVID pandemic and to prepare for the new more sanitary requirements that people will expect, the toilets and faucets in each bathroom, as well as the faucets in the kitchen were made touchless.

Tower access: In the summer and fall of 2020, work was done in the tower to enable and improve access to the space above the sanctuary, the roof, and the top of the tower. New ladders were installed and new landings were constructed.

Roof work: Also in the summer and fall of 2020 work was done on the slate roof to repair and replace slate shingles which were missing or broken.

Chimney repair and capping: A leak in the sanctuary that had been occurring for over the year was finally diagnosed as coming from deteriorating flashing where one of the chimneys met the roof. Therefore, this flashing was removed and replaced and repair was done on the chimney to ensure that this leak was stopped. Also, two chimneys had new caps put on so that to improve the building envelope and eliminate the possibility of future leaks.

Exterior Doors: A new rear door was installed in the back of the church behind the sanctuary in order to replace a non-functioning door, so we could improve both accessibility and security. Also, panic hardware was installed in the ramp door to improve both accessibility and security.

Installation of Satellite Dish: A new satellite dish was put on the flat roof of the church in order to provide better internet access for our livestream worship.

Our normal workdays where church family members come to help with specific projects and cleaning at the church were curtailed because of the COVID pandemic and the inability for us to come together.

Projects to be pursued in 2021 include implementation of a new access-entry system for the church; continued work on the stained-glass window support; and continued evaluated alternatives to improve accessibility to all patrons on all floors; and strategies and documentation to ensure safe and well-cared community areas at Harvard-Epworth.

Respectfully submitted for Alexis Smith

Harvard-Epworth UMC Membership Report

Total Membership at January 1, 2020	515
Received in 2020 as Profession of Faith	5
Transferred from other United Methodist Churches	2
Transferred from other Churches	0
Transfer to other United Methodist Churches	1
Deceased	0
Withdrawn	0
Total Membership at December, 13, 2020	521
Total Baptized in 2020 between ages 0 and 12	1

Note: Our goal in the coming year is to continue to go through the membership records and determine the exact number of active and involved members which we have within the church. We know that our present membership count is inflated by numbers of people who left the church years ago, but from whom we never received transfers of membership or a notice of their death. We began this process in 2017 to discover those who were deceased or who have transferred to other churches in our membership records but not recorded as such. We continue to present names to this year's Annual Church Conference of people who have not respond to our correspondence and from whom we have no knowledge of or further information for and so we propose taking them off our membership records after presenting to the Annual Church Conference for two years. During 2021 we will continue the process of getting to a more accurate membership count.

Report of the Intern – Graham Kelder

My summer 2021 internship at Harvard-Epworth United Methodist Church, under the supervision of Rev. Herb Taylor, significantly shaped, enhanced, and confirmed the call I feel to act as a bridge between the church and the world as both a professor of government and a deacon.

My internship included leading an Adult Forum on Christian prayer and meditation and the production of a 26-page bibliography on this subject that was made available to the congregation. I also led a special summer 2020 Adult Forum series on the history of politics and religion in the United States (including the production of over 500 PowerPoint slides) that mirrored the course I teach at Suffolk University every semester as a professor in the Political Science and Legal Studies Department. I preached three sermons: “What’s So Special about John Wesley? Responsible Grace!” on May 24, 202 (UMC Heritage Sunday/Aldersgate Sunday); “Finding God in the Means of Grace” on July 19, 2020; and “Out of Many, an Intercultural, Planetary One” on the difficult text of Matthew 15:21-28 (Jesus’ encounter with a Canaanite woman). I also did research, selected the specific passages on which the studies would focus, and prepared lesson plans for two Bible (1 and 2 Kings and Esther) studies as part of Harvard-Epworth’s “Journey through the Bible” series. I worked with Pr. Herb Taylor and Dom Mejia to plan and lead the August 5, 2020 contemplative prayer service, Harvard-Epworth’s first in-person service since the onset of the COVID-19 pandemic.

I am very grateful for the opportunity to have served the community in this capacity and for the superb mentoring and supervision provided to me by Pr. Herb Taylor. Margie Lawson, as chair of the internship committee, also played a vital role in the success of my internship, and I extend my heartfelt gratitude to her as well.

Respectfully submitted,

Graham Kelder

Report of the Intern – Sarah Harbaugh

As the Ministerial Intern at Harvard-Epworth United Methodist Church this fall, my goals for the semester were to explore roles in worship and learn about developing curriculum for small groups. With help and direction from Rev. Herb Taylor, other church staff, and the congregation, I have made great progress toward these goals. I hope to further discern and develop my call to ministry through my engagement with these tasks and objectives in the spring.

To explore roles in worship, I worked with Rev. Taylor in various aspects of Sunday morning worship services and monthly contemplative services. In the past three months, I have had the opportunity to preach, give the children's message, read scripture, and give the pastoral prayer in worship services. Assembling and studying the worship components helped me in preparing for these tasks. I look forward to preaching again in January 2021 and continuing to participate in leading worship next year.

I have also helped prepare for and lead the church-wide Wednesday evening bible study and a Young Adult Ministries book club. To prepare for these tasks, I did research for the relevant topics, prepared a study outline to lead from, and developed discussion questions for the group meetings. Through these experiences, I learned about developing curriculum for both long-term and short-term small group studies.

In addition to these tasks, I met weekly with Rev. Taylor to discuss and reflect on my experiences in ministry. In these conversations, Rev. Taylor posed many questions that were deeply helpful in forming and expressing my beliefs and my calling to ministry. These conversations in connection with the fulfilling work I have done at Harvard-Epworth has affirmed me in my call to ministry and have given me great hope and excitement for my ministerial work to come.

Respectfully submitted,

Sarah Harbaugh

Extension Ministry Report
Rev. Ann Haywood-Baxter, MDiv, BCC
Chaplain, Boston Children's Hospital

As the Covid-19 pandemic took hold in the US and the nation went into stay at home mode, I continued to work on site at Boston Children's Hospital as a hospital chaplain. At first I was terrified because there were so many unknowns about the transmission of Covid-19. I worried not just for myself, but for my family, my co-workers, my neighbors, and all of the patients and families I work with. Working in the hospital was fatiguing and exhausting. Everyone was in crisis. Day to day the hospital policies related to infection control were changing and it became necessary to slow down and intentionally check and double check what precautions were required to visit each patient. I made the decision to focus on the basics of ministry- showing up, listening well, praying, learning, and having fun. Eight months into pandemic living, I feel safe working in the hospital and I am have recommitted to the basics of self-care, self-compassion, getting enough sleep and rest, and healthy living. I am fortunate to be part of the initial team of Stress First Aid providers at the hospital and this training helped me during this time of great uncertainty and stress. I also want to acknowledge the generous role that my family serves during this time. From the beginning of the Covid-19 pandemic, my family wore masks when outside of our home, washed their hands, and physically distanced from people not in our household unit. Together we agreed to do all that we could to remain healthy so that I could continue serving in ministry at Boston Children's Hospital and that we as a family could contribute to the healing of the world.

Another focus of my year- anti-racism. This year I dedicated time to further educate myself about US history related to slavery, institutional racism, voter suppression, the Civil Rights Movement, and what it means to be anti-racist. I recently joined the Equity, Diversity, and Inclusion Council of Boston Children's Hospital and I am proud that Boston Children's is committed to be an anti-racist hospital that is using its resources to dismantle institutional racism and eliminate inequity in healthcare.

My hopes for the year ahead include continuing to serve as a chaplain at Boston Children's Hospital, going on retreat, spending more time outside, and savoring this time with my immediate family. My hopes for the world center on healing and wellness. May all people have safe housing, clean water, healthy food, access to health care, and access to education. May God lead each of us in using our gifts and resources for peace, justice, and healing. Amen.

Respectfully submitted,

Rev. Ann Haywood-Baxter
Chaplain, Boston Children's Hospital

Stewardship Committee Report

The 2021 stewardship campaign, “United in Hope, Gathered in Spirit” was conceived to encourage us to think carefully on stewardship during a pandemic. The Committee put forth an extended schedule of activities, including Stewardship Sharing at worship on the fifth Sunday of longer months throughout the year, conversation during October’s online Tables of Eight, and discussion at Adult Forum on October 25. The Stewardship Committee met in September and October to prepare for the campaign and set a goal to increase pledges for 2021, even as we worship and communicate online, from 2020’s all-time high of 111 pledges and 2019’s 98 pledges.

Stewardship season lasted from November 1 to Stewardship Sunday, November 15. It included in-person stewardship testimony during service from Carolyn LaRose on November 8 and Audrey and Dave Bryant and Cassie Lignelli on November 15.

Pastor Herb Taylor, in consultation with the committee, during the week of November 2 authored and mailed stewardship letters, including the “step chart” listing pledge levels and a pledge card, to potential new and established pledgers. It included a festive stewardship theme graphic created by Carolyn LaRose. An anonymous donor offered a match for each new pledge up to a total of \$5,000.

On Stewardship Sunday, pledges were collected through the church website’s online pledging link. We received on Sunday and in the days immediately before, 52 pledges, including 4 first-time pledges, totaling \$213,353. (This can compare with past year’s Stewardship Sunday results: 11/10/19: 62 pledges, 11 first-timers, \$211,272; 11/11/18: 63 pledges, fifteen first-timers, \$207,218; 11/11/2017: 58 pledges, 7 first-timers, \$208,711.)

Additional pledges were offered in the days after Stewardship Sunday. By Sunday, Dec. 6 we had received 85 pledges totaling \$292,120 (which is a dollar amount greater than received in the same period in past years. The 2021 Final Stewardship Tally won’t be known until after the Church Conference but we expect to reach or exceed our goals.

These are the year-end totals from past years: 111 pledges (21 first-time), \$296,972, in 2020; 98 pledges (19 first-time), \$282,298 in 2019; 100 pledges (14 first-time), \$284,996 in 2018; 103 pledges (25 first-time), \$283,983 in 2017; 86 pledges (19 first-time), \$246,680 in 2016.

2020 Stewardship Committee: Dennis Carlone, Katie Carlone, Lynette Cole, Neil Harper, Kathy Hess, Abby Hill, Carolyn LaRose, Pastor Herb Taylor, Chairperson Tom Akbari

Respectfully submitted,

Tom Akbari
Chair

Finance Committee Report

This year saw another major transition in the financial management of the church. Sarah-Louise is now the church Controller, in charge of reconciliation and reports, and Gwen and Bogdan are co-Treasurers, in charge of paying bills and managing payroll. Our new on-line Quickbooks facilitates this system, and has enabled Vicki, the church Financial Secretary, to record weekly deposits directly into Quickbooks.

The Finance Committee performed its annual review of internal controls and procedures, and reviewed document retention. Budgeting remains one of our easiest tasks, as church income and expenses are in good shape. On-line giving has grown -- which is a good thing -- but we encourage large pledgers to issue checks from their bank bill pay to avoid the 3.3% credit card transaction fee.

Special thanks to Sarah-Louise for successfully applying for Payroll Protection Plan monies at the start of COVID-19, and for cleaning-up the on-line Quickbooks system from its initial build last year. The Finance Committee plans a full audit in 2021.

Respectfully Submitted,

Warren Brown
Chair, Finance Committee

Report of the Financial Secretary

The Financial Secretary (FS) performs several functions in the financial activities of the church. The FS picks up the offerings from each Sunday's services (or makes appropriate arrangements), and also collects contributions and payments (i.e., for building use) that have been mailed to the church office.

Beginning in August 2015 Harvard-Epworth introduced simple and secure electronic giving using the service Pushpay.com. As of August 2019 the online giving platform was changed to Tithe.ly, and Pushpay was discontinued as of 12/31/2019. The FS has administrator access to the online account information and records the contributions. In 2020 online giving in Tithe.ly has been utilized by 81 individuals through October. Recurring payments average \$3,133 per month.

Named contributions (including Tithe.ly) through October 2020 were received from over 178 individuals.

The FS counts the offering and other receipts and determines the appropriate giving category for each item. For each week, the FS records the source, amount, and category of all contributions, using the *Donation* software program from Software4Nonprofits, and deposits the funds into the church bank account (Tithe.ly funds are deposited directly). The FS records the deposits under appropriate categories (accounts) in QuickBooks.

Pledges are submitted online or by pledge card and are recorded in *Donation* and on a Microsoft Excel spreadsheet, and the FS reports donors/pledge amounts to the Pastor and the Stewardship Committee chairperson. Those who pledge are notified of their contributions for the calendar year-to-date in late October. In January, the FS sends complete year-end contribution summaries for tax purposes to everyone with donations recorded during the preceding year.

Respectfully submitted,

Vicki Murphy

2021 Budget with Comparison to Prior Years

INCOME	Budget 2021 Draft	Budget 2020	Actual 2019	Actual 2018	Actual 2017	Actual 2016
REGULAR CONTRIBUTIONS						
Pledges	275,000	282,000	269,131	281,084	282,571	242,651
Pledge match/Other Incentive	5,000	4,500	5,850	4,300	10,000	10,748
Unpledged offerings	20,000	23,000	31,829	36,846	22,575	22,034
Easter/Christmas	8,000	8,000	9,029	9,129	8,895	6,893
Alumni Gifts	2,000	2,000	1,350	1,355	1,325	2,000
Misc/Individual Donations				4,851	1,460	653
Wesley Foundation	5,000	5,000				
	315,000	324,500	317,189	337,565	326,825	284,979
PROGRAM INCOME						
Music fundraising	0	0	0	0	0	0
Amazon.com	100	100	122	130	99	0
Transfer Catalyst Grant	35,000	35,000	28,631	34,341	39,321	13,598
Transfer Creative Callings Grant	10,000		1,714	0	0	1,362
Church History Income			3,580			
	45,100	35,100	34,047	34,471	39,420	14,960
BUILDING INCOME						
Building use	67,500	65,000	71,480	53,727	56,108	37,027
Youth on Fire	0	0	0	0	0	7,844
Basement use	0	0	0	0	0	5,845
	67,500	65,000	71,480	53,727	56,108	50,716
INVESTMENT INCOME						
Music Fund income	500	500	0	500	500	500
	500	500	0	500	500	500
SPECIAL APPEALS						
Local benevolences	3,500	3,500	7,170	3,788	2,413	1,256
Special Sundays and general benevolences	4,500	4,500	2,838	20,803	5,038	5,010
	8,000	8,000	10,008	24,591	7,450	6,266
Miscellaneous Income			1,163			
TOTAL INCOME	436,100	433,100	433,887	450,854	430,304	357,421

EXPENSES	Budget 2021 Draft	Budget 2020	Actual 2019	Actual 2018	Actual 2017	Actual 2016
PASTOR						
Salary	77,293	76,528	74,300	72,135	69,750	60,750
Accountable reimbursements	4,000	4,371	4,244	4,120	4,075	3,394
Health insurance	23,000	21,264	22,607	18,984	17,628	16,320
Housing Exclusion	10,143	10,043	9,750	9,750	9,750	8,250
Pension	12,521	12,397	13,039	11,882	12,962	10,430
	126,957	124,602	123,940	116,871	114,165	99,144
STAFF						
Substitute organists	600	800	800	650	370	370
Child care	810	1,890	1,190	1,215	1,685	0
Music Director	32,509	32,188	31,250	30,385	29,500	29,000
Early service musician	3,000	3,000	2,800	2,765	2,665	2,480
Office assistant	4,680	4,680	4,160	4,882	4,305	4,500
Ministry Interns	1,600	3,500	4,441	2,809	1,500	1,375
Bell choir director	720	1,800	1,560	2,460	2,400	2,340
Communications Manager	4,368	4,160	3,900	3,640	3,380	3,120
Church Administrator	18,382	18,200	14,968	10,515	14,120	13,733
Christian Education Director	7,681	6,689	5,754	4,175	2,090	5,187
Catalyst Director	25,000	25,000	25,000	25,000	25,000	12,500
Deacon (salary and housing exclusion)			9,426	9,152	2,560	0
University Student/Young Adult	17,653	15,252	2,535			
Digital Media	2,400					
Pulpit supply	300	300	150	150	0	0
FICA/workers comp/benefits	11,858	10,255	9,290	7,950	8,244	6,719
	131,561	127,713	117,224	105,748	97,820	81,324
CONFERENCE MISSION SHARES						
World Missions	9,801	10,463	10,411	10,365	10,426	10,771
New England Missions	10,858	10,641	10,065	9,383	9,381	9,594
Ministry Support	26,572	29,281	27,605	25,887	25,918	27,071
	47,231	50,385	48,081	45,635	45,725	47,436
BUILDING MAINTENANCE						
Maintenance and repairs	5,000	6,950	6,724	8,677	7,637	4,520
Cleaning service	15,860	15,860	15,800	15,375	14,410	11,700
Snow Removal	750	1,250	327	600		
Property insurance	21,500	19,750	19,353	18,347	17,631	16,152
	43,110	43,810	42,204	42,999	39,678	32,372
HEAT AND UTILITIES						
Telephone	1,250	1,250	1,282	1,113	1,471	1,237
Electricity	5,750	7,000	4,303	5,708	5,269	5,738
Gas	6,500	7,750	4,051	5,614	4,271	4,318
Water	525	525	132	334	189	231
Sewer	1,600	1,600	509	1,155	613	709
	15,625	18,125	10,277	13,924	11,813	12,233

ADMINISTRATION						
Office supplies/miscellaneous	2,650	3,500	5,394	3,522	3,731	3,115
Postage	250	350	247	757	650	571
Photocopying	2,750	3,250	2,992	3,072	1,459	1,133
Sundries	1,750	2,000	1,670	1,515	2,229	1,847
Payroll service	2,800	3,000	2,951	2,779	2,527	2,666
Electronic Giving	2,000	1,000	1,889	1,659	1,482	1,588
Parking	350	350	253	138	370	500
	12,550	13,450	15,396	13,442	12,449	11,421
WORK AREAS						
Stewardship	600	1,000				
Education	2,800	3,250	1,223	2,668	1,335	1,874
Church retreat	0	250	0	0	0	0
Harvard Chaplains	0	0	0	0	200	200
Music	1,200	1,600	1,172	1,099	1,207	1,118
Worship	2,750	1,000	847	608	678	646
Young Adult Ministry (former Brunch Bunch)	3,500	3,500	2,290	1,469	1,902	2,393
Campus Ministry/Wesley Foundation donation	10,000	10,000	8,500	8,500	7,500	0
Catalyst Program	10,000	10,000	1,694	6,728	12,408	142
Welcome and Evangelism	3,000	3,500	1,207	2,690	2,433	0
Hospitality	1,200	2,200	1,460	2,205	1,381	2,553
Church History			7,287	1,500	0	
Future Ministry Initiatives	0	2,500	0	0	0	
Ministry Candidate Expenses			1,000		250	
Creative Callings Program	10,000		1,714			
	45,050	38,800	28,394	27,467	29,293	8,926
BENEVOLENCES	8,000	8,000	16,632	8,500	8,000	7,000
	8,000	8,000	16,632	8,500	8,000	7,000
SPECIAL APPEALS						
Local benevolences	3,500	3,500		3,788	2,413	1,256
Special Sundays and general benevolences	4,500	4,500	3,207	20,803	5,038	5,010
	8,000	8,000	3,207	24,591	7,450	6,266
TOTAL EXPENSES	438,084	432,885	405,355	399,177	366,394	306,122
SURPLUS (DEFICIT)	-1984	215	28532	51677	63910	51299

Report of the Nominating/Leadership Committee For Harvard Epworth United Methodist Church Conference – December 13, 2020

Church Council Chair – Audrey Bryant **Co-Lay Leaders**– Mark Fitzgerald & Bailey Wang
Controller – Sarah Louise Adamczyk **Financial Secretary** – Vickie Murphy
Co-Treasurers – Bogdan & Gwen Savych **Lay Member** – Charles Stewart
Membership Secretary – Anne Harper

Staff Parish Relations Committee (in addition includes co-lay leader and lay member)

<u>2021</u>	<u>2022</u>	<u>2023</u>
Nancy Bevington (Chair)	Richard Baxter	Nancy Akbari
Leah Sirmin	Regina Kelder	Stephen Deloney
Clara Zundel	John Nesby	Lane Lambert

Trustees

<u>2021</u>	<u>2022</u>	<u>2023</u>
<i>TBA</i>	Dennis Carlone	Kathy Hess
Alexis Smith (Chair)	Bailey Wang	Chris Smalt
Charles Stewart (Treasurer)	Danny Brundage	Lynette Cole Sullivan

Finance Committee

Chair – Warren Brown
Members –Richard Baxter, Jason Heustis, Janet Kerr, John Regier
Controller – Sarah Louise Adamczyk Financial Secretary – Vickie Murphy
Co-Treasurers – Bogdan & Gwen Savych Trustee Treasurer – Charles Stewart
Wesley Foundation Treasurer – Cassie Lignelli Auditor – Dan Smith

Stewardship

Chair – Tom Akbari
Members –Dennis Carlone, Katie Carlone, Lynette Cole Sullivan, Abby Hill, Carolyn LaRose, Youn Joo Oh

Nurture/Hospitality

Chair – Carmon Davis
Members – Nancy Akbari, Sarah Bailey, Lucy Ballard, Christie Dennis, Margie Lawson, Anneliese Tung, Lucy Wilhelm
Coffee Hour Coordinators – Regina McEnery and Sarah Bailey and Margie Lawson
Community Luncheon Coordinator – Katie Carlone
Women’s Group Coordinator – Katie Carlone

Outreach/Mission/Social Justice

Chair –Mark Fitzgerald
Members –Pebble Brooks, Liz Costa, Grace Killian, Joseph Koos, Adele Kraus, Margie Lawson, Bonnie Okun, Jayne Piepenburg, Lynne Reiss, Carleton Tsui

Internship Committee

Chair – Margie Lawson

Members – Lucy Ballard, Joseph Koos, Lane Lambert, Cassie Lignelli, Lynne Reiss

Welcome and Evangelism

Chair – Erin Lee

Members – Sarah Anderson, Janie Booth, Karen Dashevsky, Teele Guidici, Anne Harper, Graham Kelder, Cassie Lignelli, Sheba Matthew, Andrew Ray, Sarah Taylor, Mats Terwiesch

Email Newsletter – Kirby Pendergast.

Website- Mike Thomas

Facebook – Donegan Rudd & Lane Lambert.

Instagram – Donegan Rudd

Christian Education

Children and Youth Ministry Director – Alyssa Burlison

Sunday School Teachers – Sarah Louise Adamczyk, Nancy Akbari, Tom Akbari, Ann Haywood-Baxter, Warren Brown, Laura Burke, Cassie Lignelli, Jamison Rudd, Donegan Rudd, Cael Tan, and Sarah Taylor

Adult Forum Coordinator – Graham Kelder

Ed Mark Lecture Coordinator – Graham Kelder

Worship Teams

Christmas/Easter Decoration Coordinator – Kathy Hess

Usher Coordinator – Lane Lambert

Communion Stewards – 9am - Joanna Fischer, Lynne Reiss

11am – Joan Doolittle and Steve Barylick, Sarah Bailey, and Nancy and Tom Pendergast

Vestment Team – Richard, Ann Haywood, Micah and Hannah Baxter

Altar Flower Coordinator – Janet Allen

Church Council

Chair – Audrey Bryant

At Large Members – Sarah Bailey, David Bryant, Christie Dennis, Kathy Hess, Bonnie Okun, John Regier

Wesley Foundation/BCMHE Board

Co-Chairs – Simon Williams and Audrey Bryant

2021

2022.

2023

Heather Wakefield

Philip Tan

Cassie Lignelli (Treasurer)

Charles Stewart

Simon Williams

Zach Manke

Board Appointed: *TBA*, Audrey Bryant, Daniel Bell

Ex-Officio: Bishop Sudarshana Devadhar, D.S. Rev. We Chang, Rev. Herb Taylor

Nominating Committee

2021

2022

2023

Tom Akbari

Lucy Ballard

Janet Allen

Lane Lambert

Kathy Hess

John Regier

Respectfully Submitted,

Nominating/Leadership Committee: Rev. Herb Taylor and Tom Akbari, Janet Allen, Sarah Bailey, Lucy Ballard, Kathy Hess, Graham Kelder, Lane Lambert, Bonnie Okun, and John Regier

Harvard-Epworth United Methodist Church is a church community where people are invited, equipped and sustained in using their talents and gifts to live out their faith.

Harvard-Epworth is a member of the Reconciling Ministries Network which welcomes all people, regardless of race, gender, ethnicity, sexual orientation, age, ability, marital status or financial condition.



Pastor	Herb Taylor
Director of Music	Terry Halco
Univ. Student & Young Adult Ministries	Dominic Mejia
Children & Youth Ministries	Alyssa Burleson
Church Administrator	Ryan Harrison
Director of Catalyst	Steven Dry
Deacon and MIT Chaplain	Natalie Hill
Director of Communications	Kirby Pendergast
Ministerial Intern	Sarah Harbaugh
Pianist for 9:00 a.m. Service	Dave Bryant
Bell Choir Director	Pam Jaques
Office Assistant	Nancy Steffens
Harvard Korean Chaplain - Retired	Raymond Kahng



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