

**The Annual Report  
of  
THE FIRST BAPTIST CHURCH IN BEVERLY**



2022-2023



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# THE ANNUAL REPORT OF THE REVEREND JULIE FLOWERS



*“We begin to find and become ourselves when we notice how we are already found, already truly, entirely, wildly, messily, marvelously who we were born to be.”* -Anne Lamott

To My Very Dear First Baptist Family,

To the already-found, already truly, entirely, wildly, messily, marvelously just who each of us is people who make up this beloved church family, this group of people known as The First Baptist Church in Beverly,

What a year!

The pictures above encompass only a small sampling – but an apt one, I think – to help capture some of the flavor of what it is to be in ministry here at FBC Beverly. One never knows what *exactly* one might find oneself doing – whether vacuuming the chancel in slippers holding Baby Jesus from the 5 p.m. service in one’s arms at 10:15 p.m. before the 11:00 Christmas Eve service; serving up hot dogs, sausages, sno cones, and cotton candy wearing sassy paper hats at a Committee Carnival; or joining together with God’s beloved children out in the wide world to show and live our shared conviction that *all* of God’s people are indeed God’s beloved children and to show our support and pride in and with and for our LGBTQIA+ siblings in God’s family; or more. That more could be preaching, teaching, laughing, sharing, showing up, cooking food, moving furniture, playing icebreaker games, visiting in hospitals, meeting with families to plan a funeral for a loved one, presiding at weddings, making YouTube short videos with **Esther**, advocating for housing justice, giving out candy at Downtown Trick or Treat...the list goes on and on and on, and the list is filled with the moments that make up the life of a loving, growing, caring, thriving church.

Frankly, these are also the moments – the silly and the serious – that make it such an honor and privilege and joy to be one of your ministers and to have the privilege to walk this journey together with you all. Thank you for allowing me – and for allowing **Daniel** and me together – that privilege.

I’ll return to my aforementioned “what a year!” exclamation now because this has been, indeed, a year to celebrate!

In my last Annual Report for the 2021-2022 church program year, I reflected on the ways in which that year, coming out of the global COVID-19 pandemic, had not been exactly the year we had anticipated, writing, “leading into this 2021-2022 program year, I hoped and anticipated more of a *usu-*

*al* year with you all. However, living through moments of history – like through a global pandemic – does not allow us to fully guess at or anticipate what might be ahead (not that we ever can see fully and clearly what the future holds, but life in a global pandemic comes with its own unique uncertainties!), and the 2021-2022 program year – although wonderful in many of its own ways! – has not been the year I think most of us hoped or expected in terms of relief from COVID, nor a fuller sense of what our new normal might be.”

While it was true that 2021-2022 was not the year of normalcy for which we had hoped, it did set us on the path toward that new normal we have been steadily building together, a path that led us directly to *this* 2022-2023 program year, a year of (re)Creation; a year of joy; a year of celebration; and a year of growth. I think we have now come to realize that this building of what is yet to be in a post-pandemic world will not be a project with a firm end date; instead, it is a new reality in which we live, one that has been reshaped and is left open for our re(Creating), our (re)Newing, our (re)Envisioning as we go, which is certainly cause for our (re)Joicing, as well. (re)Defining our expectations in a way that centers us firmly in a place where the creativity, the flexibility, the playfulness, the changing, the trying of new ideas, and the welcoming of new people is the norm allows us to be fully open to all that God has in store for us as a church family and to continue growing as a church in new and engaging ways.

Our journey together saw many moments of creativity, caring, and joy together this year. If I pick up from where our last Annual Reports left off, we began that trajectory with Summerfest, a series of playful and invitational community events on Beverly Common (and once indoors in Wilbur Hall (the church gym) due to rain). Aided in our spreading the invitation to Summerfest events by our ever-creative and talented Communications Associate **Sherri Kohley**, our Summerfest evenings found church family members and community members alike playing lawn games, enjoying live music, getting glitter tattoos, making tie-dye shirts, and enjoying ice cream truck treats together. Summerfest *also* provided Daniel and me with the opportunity to begin honing our comedic staff YouTube videos, starting with a Summerfest-themed series that found us playing (or attempting to play) bocce, kickball, frisbee and more in the church office wing. This series featured outstanding cameo performances from Office Manager **Pat Haight**, Facilities Manager **Jeremy Weir**, and even church-member-visiting-to-do-planning-for-her-wedding **Faith (Barbin) Millar**. More than that, though, this video series – and Summerfest itself – reminded us of and centered us in an important truth: our times of play and creativity, just as our times of prayer and worship and praise, are moments when God is at work and are moments that help to build our bonds and connections as the church family and as the family of God.

After a thought-provoking summer worship series reflecting on the poetry of Amanda Gorman and her book *Call Us What We Carry*, we entered the new church program year with Rally Day Sunday introducing this year’s Annual Theme (re)Creation, a theme through which we have explored our call to creation care and love of God’s creation as it pertains to our creativity, our willingness to answer the call to love and care for ourselves and one another, the ways in which our recreation and play are part of the divine call and plan, and the ways in which we are entrusted, indeed, with stewardship of God’s physical created world and its creatures.

In October, we celebrated a joyful milestone moment and a moment of our own continuous (re)Creation as a church family, as we celebrated the official Installation of **Dr. Daniel Johnson** as our Associate Minister here at First Baptist Beverly. In his time at First Baptist – both prior to his

stepping into the Associate Minister role and since – Daniel has been a gift to the church family and staff alike, bringing his thoughtful theological understanding, his excellent teaching and preaching skills, his creative worship and program planning gifts, his caring pastoral presence, and his excellent sense of humor all into the mix here. Working with Daniel has been a joy and a gift, and I feel privileged that we two, together, have this shared call to serve FBC Beverly and to consider, faithfully and prayerfully, how to continue to move together into the next steps of the church’s journey and history. Daniel continues, as well, in the Ordination process for The American Baptist Churches, USA, so we can look forward with joyful expectation to a Service of Ordination for Daniel in the future. At this moment, however, I urge us all to *also* remember our call as a church family to support ministers in the Ordination process, those seen as having gifts and talents and a call to ordained ministry, as Daniel so clearly has and is, and to uplift Daniel as he walks the ordination path with our prayers, our care, and our love.

Our Youth Fellowship programs got rolling along in the fall, with the dedication and attention of amazing volunteer Youth Advisors with whom I am so grateful to work: **Cassie Bartolo, Kelsey Belis, Maddie Beauchesne, Adam Constantine, Heidi Keating, and Dave Thomson** (Middle School) and **Cassie Bartolo** (again!), **Joe Boccia, Emily Feldman, Jack Hadley, Abby Johnstone, and Rachel Schneider** (Senior High) give of themselves fully, dedicating their Sunday afternoons and evenings every week of the program year, to ensure our youth ministry programs are those that create a space of welcome and hospitality, care and community – not to mention fun! – for young people in the church *and* the wider community. We are truly fortunate to have a church where young people are so welcomed and valued – and that goes for our children’s ministries and classes, as well, thanks to Daniel and his team of dedicated and talented children’s teachers, leaders, and caregivers (a shout out here, too, to my co-teacher of the monthly Youth Sunday School Class, **Jerry Karaganis!**). Being a church where children and young people know they are welcomed, valued, seen, uplifted, and respected has long been central to the calling of First Baptist Beverly, and it is a core calling I feel, personally, as one of the ministers of the church. Children and young people are central to the heart and family of God right alongside adults, and I am heartened to see our church family continue to believe, profess, and uplift this truth – and to create a church where this truth is lived.

Our Advent worship series and experiences saw us moving toward Christmas Eve with equal parts thoughtful reflection, hopeful expectation, and joy. We were also privileged to receive the beautiful and moving gift of a new Nativity Scene for the front of the sanctuary (as well as a gorgeous wooden set for learning the story through play in our Littlest Learners room) in memory and honor of Jan Armstrong, thanks to her family. Those Nativity Scene pieces enhanced our worship experience and our telling of the Christmas story beautifully and fully, in ways that matched the deep, abiding, and joyful faith of Jan herself, and they will do so for years to come. They also gave rise to more moments for joyful play and connection, becoming actors themselves in a YouTube shorts Advent series that found countless staff members, from **Esther to Pat to John to Jeremy** (not to mention Daniel and me) appearing in videos with these Nativity Scene figures, who became regular office team members around the church throughout Advent. They made photocopies, struggled to fill out their tax documents, sang in the choir, offered gentle critique on my worship ideas, and even stole Daniel’s salad (looking at you, sheep!) in a light-hearted series that reminded us, once more, that at the heart of God’s story – and at the heart of the Christmas story – is an abundance of joy, connection, and love. We certainly have come to love these Nativity figures abundantly, and we look forward to their return year after year!

Our Lenten worship series led us to Easter with a creative and engaging look at *The Transformative Elements of Lent*, a series that invited us to consider the transforming power of Lent and of the Easter story itself through the lens of the transforming elements of God's creation (Fire, Air, Water, Earth, Metal, Space, Wood, and Heart). This series invited communal participation in many ways, from adding colorful fabric to the cross week by week to represent each element, to a shared collaging and puzzle art project (thanks to **Lydia Ames** and **Buck Shupp** for their work to make this project a reality!), to a joyful after-worship community art-through-fire and rain gutter regatta event coordinated by **Pam** and **Dave Constantine**.

After Easter we have moved apace toward this, the almost-close of this program year - but not without two amazing special Sundays in Children and Youth Sunday as well as a stunning Music Sunday planned, coordinated, and directed by our amazing Music Director **Dr. Esther Chang** and with beautiful and moving music from all our choirs and guest musicians. Thank you to Esther for the expertise, gifts, and incredible talent she brings to her work and to our staff every day; we are so lucky to work together with her.

Thank you, too, to the many musicians of our church family who add beautiful voices and ringing and playing and song to our praise and prayers to God each time we gather.

Our year - and all the hope and joy it brought us, from the programs touched on here, to the connections made across tables at programs like Theology on Tap or my Gospel of Peter Class and more or in a joy-filled Inquiry Class and the welcome of incredible new members even more fully into the life of the church - cannot be contained in the pages of this (already too long) Annual Report. What a joy in and of itself to have *too much* good news to capture in written word!

The guy pictured below has been waiting in my office chair for a meeting for a while, so I should draw this report to a close. That said, I cannot close this report without one more word of thanks to the entire Staff Team here at First Baptist Church, with whom it is truly my gift and joy to work each day. The church is well-served by this team, as is God. Thank you to **Daniel, Esther, Pat, John, Jeremy, Sherri, Abby, Eva, Sarah, Emily, and Jack** for *all the countless things* you do and for *all the countless hours* you put into them! I could not hope for a better group of people with which to work!



Thank you, too, to YOU, the church family - the already-found, already truly, entirely, wildly, messily, marvelously just who each of us is people who make up this beloved church family. There's no one else with whom I'd rather be on this journey.

So let's keep at it!

Shalom and much love,

Julie

## THE ANNUAL REPORT OF DANIEL JOHNSON Associate Minister



“I am an Associate Minister at the First Baptist Church in Beverly.” Last year when I wrote my little piece for the FBC annual report, I had never had occasion to utter those words in my life, but the possibility that I would soon have to do so was definitely on the horizon. At the time I was in the midst of preparing for a candidating Sunday at the church. One week later I would receive and accept a call from the church to fill the open minister’s position, and three weeks after that was my first official Sunday as a new minister at FBC. Fast forward another three months, and I was formally installed in

a service that left me feeling both affirmed and grateful to serve such a thoughtful, gracious, and welcoming community. Along the way, I received all kinds of support, encouragement, and guidance from members of the congregation, from the church staff, from denominational (TABCOM) leadership, and from friends far and wide.

I also received many, many, many chances to practice saying “I am an Associate Minister at the First Baptist Church in Beverly.” Even so, I must confess that those words do not always come naturally to me, even after almost a full year into this new gig.

A little change in punctuation can change a lot, however, because I have found that I actually have no trouble saying “I am an Associate Minister” at the First Baptist Church in Beverly. That is to say, while I am *at* FBC—whether in the building itself or somewhere else actively engaged in the work that the church has called me to do—it is rather easy for me to assume that identity as a “minister.” Moreover, I believe that we have been able to do a lot of good work in the year since I first assumed that identity.

Perhaps most notably, our church hour Christian Education program has continued to provide loving, nurturing, spiritually stimulating, age-appropriate environments for children from infancy through the elementary years, even while adapting to changing needs and conditions. **Eva Oliveira** and **Sarah Mascioli**, along with a small but hardy volunteer corps, crafted and implemented a multi-centered, multi-modal education program for the elementary-aged classroom that is both sustainable and adaptive to the varying composition of the class from week to week. **Abby Johnstone** and her committed team of volunteers continued to offer a space of free play, creativity, and spiritual engagement in the Littlest Learners room, which they were able to share with the community as a whole through absolutely precious video and other art projects at several points throughout the year. And in response to an emergent need, **Todd Ames**, **Susan Johnson**, and a small crew of youth helpers helped us to furnish and open a brand new Infants and Toddlers room to welcome the very smallest members of our community each Sunday. In the last two months, **Emily Harting Feldman** has taken the lead role in coordinating the volunteers who rotate through that room, and she will continue to ensure that the room’s tiny tenants receive consistently excellent care in the year ahead.

The work of Christian education for children and youth has extended beyond the church hour as well. The Middle School/Senior High Sunday School class met roughly once a month after worship on Sunday mornings. Many thanks to **Jerry Karaganis** and **Rev. Julie Flowers** for offering

the young people in that group substantive, relevant, relatable encounters with matters of faith in an environment that encourages free inquiry and mutual care. We have also been able to revive our Parents' Night Out program, which is both a service to the broader community and an opportunity to share God's love with the children who come. Julie and I now take turns leading our marvelous team of volunteers to deliver that program on one Friday each month. And **Dr. Esther Chang**, with some help from our Sunday School teaching crew, offered younger children chances to gather after worship each month to sing songs of faith. The resulting musical offerings of the Children's Choir were highlights of the worship services in which they performed.

We have also provided opportunities for adults to learn and grow in their understandings of Christian faith. The Word Searchers adult Bible study has met on most Sundays following worship. Outside of a short Advent interlude during which we studied some of the early church hymns about Jesus that made their way into the Bible, the group's focus through most of the year has been on the gospel of John. The group's intensive (but still rather rushed!) reading of John has been aided by the reading of Jamie Clark-Soles's book *Reading John for Dear Life* alongside it. Our weekly hybrid Lectio Divina meetings give adults another opportunity to hear, meditate on, and share our diverse understandings of various passages from the Bible. In addition, as we made our way through the poetry of Amanda Gorman's *Call Us What We Carry* in our summer preaching series last summer, we offered two weekly talk-back sessions – one in person and one online – during which attendees were encouraged to share their own understandings of the scripture readings and poems highlighted in the sermon from the previous Sunday.

This spring we had the great pleasure of offering the first Inquiry Class for potential new church members in three years. The class had nine students at the outset, eight of whom were able to complete the four weeks of the course together. All eight have since expressed their interest in joining FBC; the first four of them were formally received into membership in early May, while the remaining four will do so in a couple of additional waves over the coming months.

We have also had the joy of putting together a whole range of special events to foster connections with various segments of the church community and the broader Beverly community. Our Summerfest events celebrated "Community on the Common" on four Fridays through the summer, while the return of a full Rally Day slate of events kicked off the fall and introduced our program year theme of *(re)Creation*. Our first ever Committee Carnival gave the many committees and working groups of the church a good chance to present what they do to others who may wish to join them in their work, and it gave all in attendance a good excuse to indulge in cotton candy, sno-cones, hot dogs, and carnival games. A game night provided adults an opportunity to come together for a relaxed evening of food, fun, and games, while a family screening of *Jesus Christ, Superstar* helped the community to step into the spirit of Holy Week.

Yet another special opportunity to engage with and celebrate the church community – both local and global, both present and past – came not in the form of an event but as a whole season and a theme. Prompted by the decision of **Ed Armstrong** and his children **Tracey Armstrong**, **David Armstrong** and **Amy McCay** to use some of the funds given in memory of their wife and mother Jan Armstrong to secure new Nativity sets for use in the Littlest Learners room and in the sanctuary, we focused special attention on the elements of the Nativity throughout the season of Advent. In our Advent sermon series, in reminiscences and pictures offered by community members of their own Nativity sets and the memories attached to them, in weekly devotional prompts focused on Nativity traditions from around the world, and in a series of playful videos featuring both real people and our new office mates from the new Nativity set, we were encouraged to imagine the Nativity figures, along with our own selves and each other, as living

characters caught up in the ongoing drama of God's incarnation.

On the more technical side of things, we continued to build our capacity with respect to the audio and video production aspects of our worship services, both in house and on our livestreams. This included bringing an additional camera online; reconfiguring the array of audio, video, and lighting control equipment for easier task distribution and workflow; making greater use of the capabilities built into the control and production systems; and training new members for the rotating team of A/V tech volunteers. **Jack Hadley** has now ably taken on the leadership of that team, which includes **Liliana Ames, Dave Constantine, Scott D., Emmett Flowers, Luke Oliveira, and Richard Stone.**

Again, when engaged in efforts such as these, along with the regular work of the committees on which I serve (much of which is described elsewhere in this annual report), I have found it relatively easy to think and speak of myself as a "minister." You may note, however, that I have generally used "we" words in describing that work here. I can assure you that this is not an instance of using the royal "we," whether just to sound more formal or to convey a presumptuous sense of importance. Rather, it is simply a reflection of the fact that all of the work described here really is "we" work. None of it would happen without the contributions of whole teams of people—from the extraordinarily talented and committed staff of the church to the uniquely gifted, inspiring, and faithful members of the broader church community. All of you are a huge part of why it has been so easy for me to say "I am an Associate Minister" at the First Baptist Church in Beverly, and I thank you for that.

I should also note that there are actually a few other places outside the confines of the FBC community where I have become comfortable saying the whole thing: "I am an Associate Minister at the First Baptist Church in Beverly." The first is wherever the members of the Beverly Multifaith Coalition have gathered. It has been a great joy for me to help (re)convene this diverse group of Beverly faith community leaders on a regular basis. Our gatherings afford us the opportunity to support and encourage each other in our personal lives and ministry work; to meet with city officials and other community leaders; and to plan shared events like the Easter sunrise service at Lynch Park, the Longest Night service here at FBC, a public presentation on mass incarceration with Sean Ellis at Endicott College, and the annual Homecoming Interfaith Service. A second comfortable place outside of FBC has been in various gatherings of the Essex County Community Organization—most notably with the ECCO Clergy Caucus, the huge group of fellow learners that came together over several weeks for the organization's School of Prophetic Action, and the collection of activists in the newly formed (and still forming!) ECCO Beverly Housing Justice Group.

Beyond these spaces, however, my adjustment to thinking of and calling myself a "minister" has admittedly been rather slow. I imagine that my this will change as I continue down the path toward ordination that TABCOM's Commission on Ordained Ministry has laid out for me. The next major step along that path will involve the completion of the Extended Clinical Pastoral Education program at Beverly Hospital from October through April of the coming year. I look forward to the growth in skills and self-understanding that participation in such an intensive program of ministry training will surely bring, and I am grateful for the church's ongoing commitment to walk this path along with me.

Thank you for allowing me to serve as an "Associate Minister at the First Baptist Church in Beverly" —even as I continue to figure out just what in the world that means!

Peace,  
Daniel C. Johnson

# THE ANNUAL REPORT OF THE MODERATOR ~(re)Creation

Last Year I ended my report with these words:

*It goes without saying that we were so excited to be back together again in person. There is a wonderful energy present and it is stirring...*

*God's Work? To be continued...*

Our theme last year “Stir Me from Placidness” began germinating the seeds of what 2022-2023 would be about and how we would begin to create our new normal. There was clearly Divine energy in these seeds!

We couldn't wait to burst past the Pandemic and continue to breathe new life into our programs with a keen understanding of what we learned through the Pandemic and an awareness of new needs of our church family. As we look around at our Sunday Worship service we see so many new faces and many children. We have added new classes and strengthened our education program with credentialed educators; our commitment in action. There are programs we brought back such as Parents' Night Out, Delightful Dinners, the return of our Holiday Fair, and other programs that continue to engage all ages with fun and learning.

In June of 2022 we called **Dr. Daniel Johnson** as our Associate Minister and began growing into our new Leadership structure. We have witnessed a constant flow of rich ideas and strong collaboration between our Ministers. It appears this leadership model is successful. We witnessed excitement and enthusiasm in the presentation of traditions with joy, fun and deep meaning.

Our Committees continued their work and embraced the depth of need within many Community groups supporting the work of Amirah and Refugee Immigration Ministry (RIM) to name two. Our meal program continues to service the community and fill this need. I encourage you to read the Committee reports for the significant details.

Our Music Program under the direction of **Dr. Esther Chang**, continues to be a source of joy and inspiration for our spiritual journey. Our Music Program is and has been extraordinary. This year the Worship Music Ensemble came into being bringing with it another source of inspiration. Talk about energy! I won't spoil the experience if you haven't seen them; come see for yourself!

As we cautiously relaxed some of the imposed safety practices and were together in person, we held onto the technology that challenged us yet kept us connected during the pandemic, and made it part of the way we worship and meet together. This embrace of technology comes with a responsibility to keep our system secure and sensitive information safe. Therefore a Cyber Security initiative was presented by Staff Administration (**Tracey Armstrong** and **Pam Constantine** Co-Chairs) and the assessment process has begun.

I am so grateful to the Ad Hoc Moderator Role Committee who met and gave not only their time but very thoughtful analysis and discussion. Although the effort to re-imagine the Moderator Role with the addition of a Vice Moderator position that would share the important function did not come to fruition this year, it is my hope that we have laid the groundwork for evaluation of these positions in the future. My sincere thanks to **Brenda D., Heidi Keating, Lisa LaPlante, Eva Oliviera** and **John Thomson**.

This year my term as Moderator comes to a close. I am deeply grateful to all of you for your trust in me during these different and difficult years and your willingness to walk this journey with me trying something different at every turn. Thank you for the blessing of your collaboration.

Thank you to **Terri McFadden** and **Pam Constantine** for stepping in as Clerk Pro Tem and taking the meeting minutes. Thank you to **Sherri Kohley** who worked her magic for each meeting and communications.

FBC continues to be blessed with wise and dedicated Ministers and staff. We are fortunate to have **Rev. Julie Flowers** and **Dr. Daniel Johnson** leading us on our journey. Thank you to both of you for your trust and collaboration on this journey.

Blessings,  
Gloria T. Stoneham,  
(Outgoing) Moderator

# THE ANNUAL REPORT OF THE DIRECTOR OF MUSIC

A big SHOUT OUT to all who participated in the 2022-2023 season of worship here at FBC!!!

Music can fill our hearts with God's love like no other medium. Words can reach our minds. Sounds can sooth our emotions. But the word of God expressed through the rhythm and vibrations of the gift of music can move our souls. It has been a great experience filled with hard work, dedications, laughter (funny ones, you know who you are!), and moments of transformation as we live life expressing ourselves to each other and to the One who made us.

The Sanctuary Choir is a fast paced, high volume, group of singers. Through singing and contributing each Sunday, in one way or another, we have developed a bond and cohesiveness that allows us to tackle many styles and genres of music - quickly! Most recently, we performed Mark Hayes' "Te Deum" which featured a wide range of sounds - from the bombastic orchestral sound of timpani, strings, brass, and choir - to the ethereal sounds of chant-like voices over sustained strings. This offering filled our hearts as we sang and played "Oh, Lord, In Thee, Have I trusted. Never will I be forsaken." "OUR TRUST IS IN THEE"

The Celebration Ringers can do anything with a bell! Ring! Ding! Chime! Jingle! Tinkle! Clang! Clank! ... and Thump! (And probably other things too!) What fun it is to hear the sounds of our rich Christian melodic heritage expressed through this timeless, simple - yet intricate sound. All of their musical selections featured many of the multifaceted sounds of a bell with an uplifting and worshipful ambiance.

The precious voices of our Children's Choir stir our hearts with the innocence and vitality of youth. In music, we all communicate with God at the most basic level - through our childlike hearts. Jesus said, in Luke 18:16 - "Let the little children come to me, and do not hinder them, for the kingdom of God belongs to such as these." The voices of our children open our hearts to tenderly seek God in a profound way.

The highlight of this year has been the formation of Worship Ensemble. This praise band has added a creative, fun, and dynamic atmosphere to our services as they perform and sing together with our congregation through the sounds of contemporary music. The musical presentations made by this group are custom tailored and arranged for FBC Worship Ensemble by **Bruce Redington**. We are fortunate to have Bruce with his talent in the area of musical compositions and arrangements. Most recently, our Worship Ensemble ended our season with a medley of songs performed and sang by our congregation over the past several Sundays. We all can't wait to hear more from them as they continue through the summer months!!!!

This year, our community celebrated the FBC Director of Music Emeritus, **Robert Littlefield**, as he recently performed his farewell recital. Prior to my coming to Beverly, Robert led our congregation and music ministry for more than 37 years! I will always remember and be appreciative of the support he has given me, as well as to the music community here on the North Shore.

Finally - I would like to say that Music is a collaborative experience. I continue to be amazed by the talented and selflessly tenacious contributions of the musicians of our FBC community. Our church family carries a legacy and reputation for excellence in music built by all who have participated in music making over the years. I would like to extend my gratitude to our church staff. I love how wonderfully we work together in carrying out the vision for our growing church. Thank you Julie, Daniel, John, Sherri, Jeremy, and Pat for all your work and helping me to do my job with a smile!

Respectfully submitted,  
Esther Chang



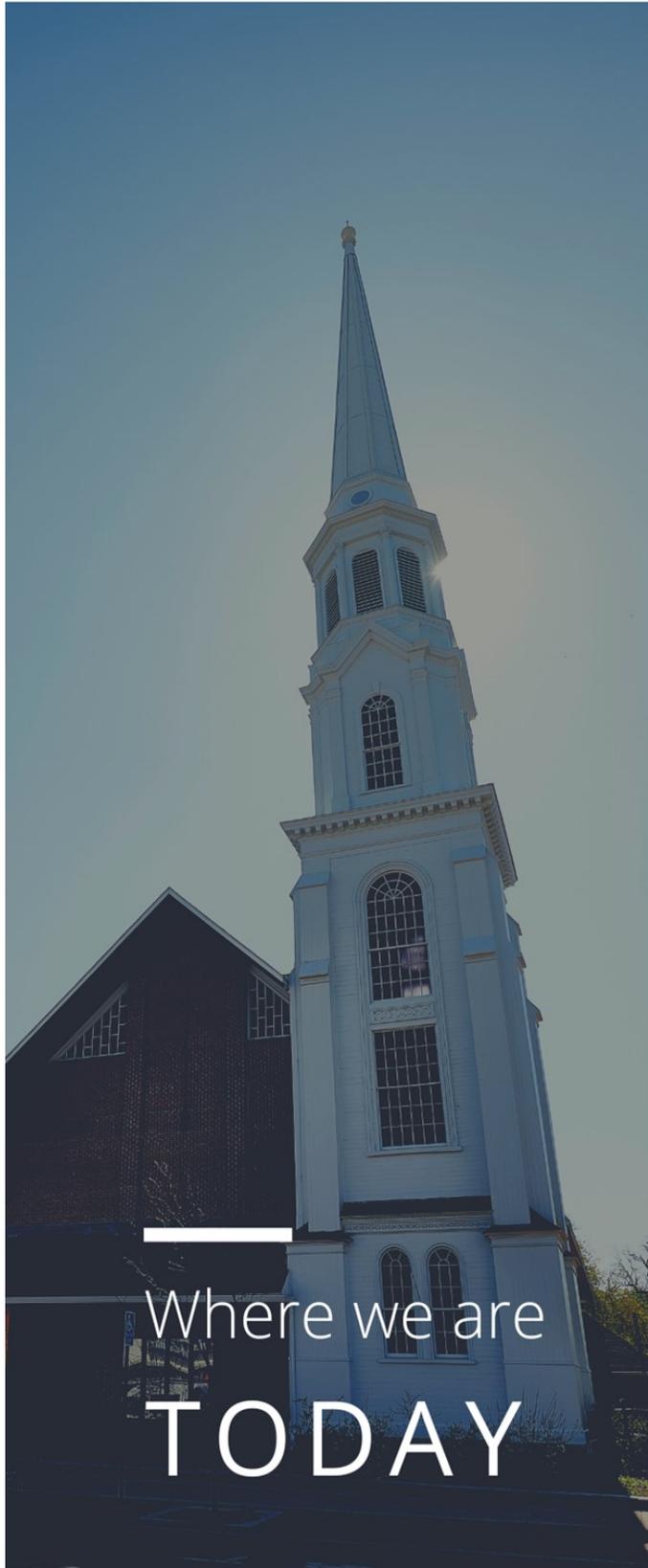
JUNE 2022-JUNE 2023

# ANNUAL REPORT

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FOR THE FIRST BAPTIST CHURCH IN BEVERLY  
PREPARED BY COMMUNICATIONS ASSOCIATE,  
SHERRI M. KOHLEY





Where we are  
**TODAY**

*How did this past year go?*

## FBC IS IN FULL SWING POST-PANDEMIC

It was another banner, bustling year at the First Baptist Church in Beverly and the over-arching sentiment is: **WE ARE BACK!** As I prepare to celebrate my second year anniversary at FBC, I can joyfully say that this is the busiest and most exciting time yet to work for the church in the area of Communications!

We had set four main goals as part of our Communications Strategy for 2022 which included:

- 1) Branding focus on our website and logo
- 2) Increasing YouTube Engagement
- 3) Engaging more on social media channels
- 4) Launch Podcast: "Come Let Us Worship"

In addition to making strides on these initial goals, we also packed in more direct-mail print pieces this year (one for Rally Day, for Advent and then for Lent), and we heavily publicized the Barbershop Chorus Concert held here for the first-time ever to raise funds for the Summer 2023 Service Trip. Additionally, we focused on logo redesigns for Harborlight Nursery School and our Service Trips as we continue to keep our imagery fresh, vibrant & functional.

I'd be remiss not to mention the true highlight of the year being my first time ever visiting Beverly from May 5-7 where we had the opportunity to hold two professional photo shoots, meet everyone in person who works and attends FBC, and to participate in events such as Parents' Night Out, the Harborlight Homes luncheon & Sunday Worship! *Continue to page 3 for metrics on how we are meeting our goals, and how my recent trip to Beverly impacted my vision for 2023-2024!*

First, to finish addressing our strategy from last year. We did a lot of refreshing yet have more work to do in this area! Our website has a fresh look and feel, so we decided to bring our weekly newsletter, *The Bulletin*, up to speed as well with an affordable redesign in January of 2023. It now marries the look of the website for a more cohesive brand. Per our recent photo shoots, this summer may be the perfect time to reinvigorate our website overhaul and update our web banners, imagery and anything else that needs finesse on the site. We've continued using our classic FBC line drawing logo for the time being across communication platforms.

Regarding our YouTube engagement, at this time last year we had **121 YouTube subscribers to our FBC Beverly Channel and we are presently at 174 subscribers, for a nearly 44% increase.** What is more impressive, however, has to be the highly engaging and successful YouTube Short campaigns led by Julie and Daniel's creative vision, and Daniel's wonderful editing abilities, to receive **over 5,095 views during the Advent Season!**

As far as our continued engagement on our primary social media channels, Facebook and Instagram, Rev. Julie did an excellent job of regularly posting live reels from fellowships and other events which appealed to our younger audiences (while I posted *steady-as-she-goes* with custom graphics to Facebook and Instagram as well announcing major events, updates, etc. on a near-daily basis.). This combined approach toward communications helps us to span our broader demographic.

Finally, a huge thank you to Pam Constantine for bringing back our "Come, Let Us Worship" podcast starting on February 12, 2023!

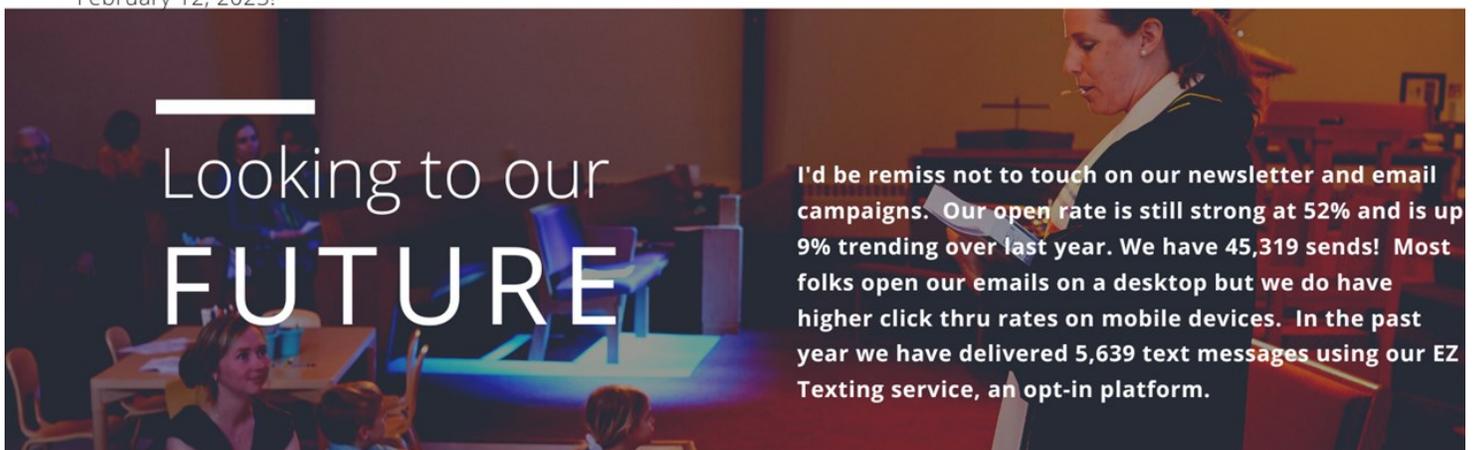
**FBC BEVERLY'S COMMUNICATIONS STRATEGY FOR 2022**

**01 BRANDING: OUR WEBSITE & LOGO**  
 There's an urgent need to make the website both functional & fresh. Additionally we need an updated logo available in a variety of formats (Peter C. to help on this front?)

**02 YOUTUBE ENGAGEMENT**  
 Expand our virtual audience by growing subscriber base on YouTube and potentially create a YouTube Worship Sign In.

**03 ENGAGE ON SOCIAL MEDIA**  
 Put more of a "face" on social media through personalized approach & new tactics. Goal is to see growth in all areas especially FB & Instagram.

**04 LAUNCH PODCAST: "COME LET US WORSHIP"**  
 Featuring a Call To Worship, Scripture Reading, Prayer, Sermon & Musical Element.





—  
 Pull up a  
**CHAIR**

*Our vision for 2023-2024*

## CONTINUING MEANINGFUL COMMUNICATIONS & UPPING THE ANTE

At FBC, we all work together as a cohesive team. Our teamwork and open communication is at the foundation of how we position the church and increase involvement, growing our programs.

In the coming year, I'd like to focus on:

- 1) Updating our website
- 2) Running more formal, effective social media campaigns heightening awareness of FBC locally in Beverly and farther reaching in the U.S. and abroad.
- 3) Continue the exploration of new communication technologies and
- 4) See if there are ways to improve our quality of graphics.

What stones have we left unturned? How can I better connect with the local Beverly community counterparts & get us better media placement after seeing the lay of the land?

It feels like there's more to market and communicate now than ever at FBC Beverly as...

# We are BACK!



## THE ANNUAL REPORT OF THE BOARD OF DEACONS

As Deacons, it has been our pleasure to serve the congregation and ministers at Sunday Worship services, seasonal special services, and additional gatherings as needed. We enjoy preparing the Sanctuary for worship and, in partnership with our volunteer greeters, welcoming and speaking with folks who come to take advantage of all that we have to offer as a church. We prepared and served Communion on the first Sunday of each month.

Happy to see COVID go, we no longer insist on mask usage at services but do have them as well as hand sanitizer available at the door.

Our cohort has been happily invigorated this year with the addition of several younger members as well as some gentlemen.

In October, we planned the social reception after **Daniel's** Installation with considerable joy.

In November, **Julie** and **Daniel** gave information about the use of the Community Impact Unit of the Police Department as a resource for maintaining a safe and calm narthex during services.

During Advent, **Elly Flowers** facilitated the Gift of Heat collection for Beverly bootstraps.

In January, the Deacons participated in the Committee Carnival which was held in the gym after church. At our booth visual information was displayed and **Sharon, Priscilla, Amy, and Karen** were on hand to talk with people as they came by about what deacons do and their interest in same. Also in January, long-time member **Dave Antonuk** passed away and deacons assisted the family by being at the service and helping greet the caterer. We organized the clean-up after the reception.

In April, **Marty** and **Sarah**, brand new Deacons, polished the offering plates and other items in preparation for Easter rendering them unrecognizable.

Three of our deacons dealt with serious medical issues for several months this year and were seriously missed. Other members were able to pull together and handle all the duties in our usual efficient and happy fashion.

In April, we met with seven graduates of the recent Inquiry Class and enjoyed getting to know them as they described the many ways that they are already active in our church. **Lydia Ames, Todd Ames, Dan Cott, Ruth Cott, Susan Johnson, Vicki Riel-Smith** and **Laura Stanton** were voted into church membership and will be presented to the congregation in May and June.

**Elly** has recruited the Greeters throughout this year and posted those names in the Deacons cabinet for easy reference.

Throughout this year, **Priscilla** assisted by **Sharon** has taken detailed minutes of each meeting and distributed them in a timely fashion.

Respectfully submitted,  
Karen Popadic

**Members of the Board:** *Priscilla Douglas, Elly Flowers, Eva Oliviera, Luke Oliviera, Marty Lincoln, Sarah Blanchard, Karen Popadic, chair, Sharon Hutchinson, Gail Anderson, Bryan Vosseler and Amy McCay*

**Youth Deacons:** *William Johnstone, Maggie Skelley, Bella Karaganis, Isabel Winn*

# THE ANNUAL REPORT OF THE CHURCH HISTORIAN

As the pandemic has continued to recede this church year, FBC started up programs that had been on hold and began new activities as well. Some boards and committees began to meet in person, while others met via Zoom or hybrid meetings, with some people on-line and others attending in person. Activities that the congregation engaged in included Middle School and Sr. High Youth Fellowship, the vocal and bell choirs and the new Worship Ensemble. Friends and members also enjoyed Lectio Divina, Zoom Coffee Hour, Monday pickleball, Word Searchers Adult Bible study, Theology on Tap, Parents Night Out and several book groups. On-going community outreach programs including the Monday Night Supper and Saturday lunch continued each week. The Prayer Shawl Ministry and Lay Visitation both continued their work. Working through partnerships with various organizations including Harborlight Nursery School, River House, Beverly Bootstraps, Harborlight Homes, Family Promise and others, we engaged with the wider North Shore community. During Advent we were excited to see the new creche figures, donated in memory of Jan Armstrong by her family. Many newcomers have made First Baptist their new church home in these past months and we are delighted to have them join us. The many children who join **Julie** and **Daniel** at stepsitters each Sunday never fail to bring smiles. The main theme this year was *(re) Creation*, for Advent we had a Celebration of the Stories, Scriptures and Songs of the Season and leading up to Easter we learned of the Transformative Elements of Lent.

The following is a brief outline of some of the many things we engaged in during the Church year of 2022 and 2023.

## 2022

### Summer

Children and Youth Sunday and the Annual Meeting  
Paddle-A-Thon  
Celebration honoring **Rev. Jaimie Crumley**  
Choir party  
Summerfest  
Discussion Group on "Second Thoughts"  
Reading Along and Talking Back

### Fall

Fellowship Kickoff  
Word Searchers Adult Bible Study  
Women's Retreat to Grotonwood, joined by **Rev. Cindy Maybeck**  
**Rev. Daniel Johnson's** Installation  
Rally Day  
Downtown Trick-or-Treat

Parents Night Out returns  
Applepalooza Pie Making  
Holiday Fair  
Beverly Holiday Parade with Middle School Fellowship

## **Winter**

Lectio Divina  
Hanging of the Greens  
Sing A Long with Esther – Children’s choir  
Music Sunday  
Longest Night Service  
Jesus’s Birthday Party  
Christmas Eve Candlelight Service  
Christmas Day Worship  
Supper and Sweets on New Year’s Eve  
Beverly Main Streets Celebration of the New Year

## **2023**

Northshoremens Chorus Concert fundraiser for the Summer Service Trip  
Summer Service Trip informational meeting about Plymouth, N.C.  
Souper Bowl fund raiser  
Delightful Dinner  
Committee Carnival – learning about the many opportunities to service our community

## **Spring**

Lenten Book Study: The Gospel of Peter  
New Infant and Toddler Room opens  
Labyrinth Walk in the Chapel  
Worship Ensemble Debut  
ECCO School of Prophetic Action  
Adult Game Night  
Pizza Party & Movie Night  
Palm Sunday Breakfast by our Senior High Youth and Advisors  
Maundy Thursday Worship Service  
Ecumenical Easter Sunrise Service at Lynch Park  
Easter Worship Service

Delightful Dinner  
Earth Day Beverly Clean-up  
Yom HaShoah Holocaust Memorial Service  
World Labyrinth Day  
Children and Youth Sunday  
Music Sunday  
Annual Meeting

We're back and it has been quite a journey!

*Respectfully submitted,  
Terri McFadden, Church Historian*

# THE ANNUAL REPORT OF THE STAFF ADMINISTRATION COMMITTEE

This fall the Committee updated and standardized performance-review forms keyed to the job descriptions for all paid positions (except for Section Leaders) and developed a formal and transparent schedule to review all employees annually. Employees and their supervisors each completed and shared with each other their portions of the form. Employees and supervisors then met to discuss their evaluations and to create together a narrative and set goals for the upcoming year. The Committee will meet with **Rev. Julie Flowers** later in the program year to evaluate accomplishments related to the overall team goals she set earlier in the year. The feedback about this now-annual evaluation process has been positive from both staff and supervisors. As part of this process, all job descriptions were updated, an organizational chart was created for all positions, and work has been undertaken to create a single repository for this information on the FBC shared network, with appropriate document security applied.

In response to the increase in numbers of children attending our Sunday School/Littlest Learners programs, the committee worked with **Dr. Daniel Johnson** and Christian Education to add two paid educator positions for our elementary-aged classes (**Eva Mallon** and **Sarah Mascioli**) and to reevaluate the job description for our Educator and Coordinator of the early childhood class (**Abby Johnstone**). Daniel also redefined the Video Tech position to reflect how that position has evolved with our return to in-person worship. **Jack Hadley** is now filling that position.

Additionally, **Dr. Esther Chang** has (re)created the Worship Ensemble to provide contemporary music and instruments to enrich our musical offerings, and **Bruce Redington** has been hired as Worship Ensemble Leader.

The Committee also celebrated the good work of the staff with the annual Staff Appreciation event which was held in early May 2023 at the home of committee member **Jerry Karaganis**.

In response to concerns about FBC's ability to fend off increasingly sophisticated cyber-attacks, and a desire to update FBC's computer use and security policies, **Tracey Armstrong** led a search for companies to evaluate our financial and cyber security. At a Church Council meeting on March 26<sup>th</sup>, Staff Ad presented a proposal developed after extensive research. This proposal requested an allocation of resources to address overall security procedures, policies and practices of First Baptist. After discussion, the Council voted to hire Baker Newman Noyes (BNN) for an Information Security and Accounting Risk Assessment and Planning Engagement and authorized Staff Ad to then hire a firm for an Atomic Controls engagement with the expectation that the total project would land at about \$15,000. In general, the expectation is that the cost of being proactive will be ongoing, but it is critical to avoid a more expensive problem. Tracey has now connected the relevant parties at FBC, Harborlight Homes and BNN and the project is progressing.

In the proposal presented on March 26, Staff Ad also noted that in the future, FBC should seek to engage a third-party vendor such as KnowBe4 for annual FBC Team training. And, importantly, Staff Ad recommended to Church Council that FBC consider establishing some form of an Enterprise Risk & Compliance Committee of FBC, focused on matters such as those covered by the proposed engagements outlined in the March 26 proposal, and to evaluate measures to address evolving risk in the future, and mitigation strategies.

It is a great pleasure to work with the wonderful staff of First Baptist Church (including **John Thomson** who, although a volunteer, generously approaches his role as Treasurer as though a paid staff member). The Staff work together with great energy, synergy, creativity and fun, and the growth in numbers of attendees at worship and other church events is a testament to how well all work together. These are exciting times for FBC!

Respectfully submitted,  
Tracey Armstrong and Pam Constantine, Co-Chairs

**Members of the Committee:** *Tracey Armstrong, Pam Constantine, Lindsay Ducharme, Jerry Karaganis, Gloria Stoneham, and Joshua Sykes*

## THE ANNUAL REPORT OF THE STEWARDSHIP COMMITTEE

The start of the annual fall stewardship drive began with the spark of an idea when **Brenda D**, the chair of the Missions Committee, reported that the committee planned to honor **Cindy Shupp** for her many years of service as chair of the Missions Committee and coordinator of many, many mission trips, with the suggestion that this occur during the first week of the stewardship drive. Our committee thought that this was a wonderful idea and decided that we should devote the following two Sundays to honor other members who had devoted long years of service to a position that they were now retiring from.

So the 2023 pledge drive season began with **Doris-Ann Vosseler** giving a recognition of **Cindy Shupp**, followed the next Sunday by **Elly Flowers** and **Karen Popadic** honoring

**Julie Karaganis** who was leaving her long time position as president of Harborlight Nursery, followed on November 20, the official Pledge Sunday, by **Gloria Stoneham** recognizing our extremely devoted church clerk of many years, **Debby Blanchard**. These testimonials were very moving representations of the many people who devote significant time, talent and faithfulness to the mission of the First Baptist Church and make its existence possible. The season continued with **Eva Oliviera** giving a video about her family's involvement with the church and **Scott D** contributing a Bulletin article about how his family's involvement in the church has grown over the years.

**Pam Constantine** contributed her considerable technological skills by designing a tripartite pamphlet with colorful photographs and commentary on the church's many accomplishments during 2022. These pamphlets appeared on the church's electronic sites and were placed in the pew racks in the sanctuary. Our ministers preached inspirational sermons on the stewardship theme, and **Sherri Kohley**, our Communications associate, made the 2023 pledge card available online as well as creating many articles that appeared in various social media over the stewardship season.

Thank you so much to the many people who helped make the 2023 pledge drive such a successful one! By the end of January 2023 when the final report was presented at the church's mid-year meeting, the results were 66 pledges and gifts from donor-advised funds for a total of \$ 197,107. This figure was \$ 15,992 more than was pledged and gifted in the previous year, and included five new pledges for \$ 4,452.

There's no doubt that the pandemic years have been challenging ones. The pledge drive for 2020 was the church's most successful one ever with a historic record-breaking \$ 205,367 committed, finally achieving the Stewardship Committee's long time goal of breaking the \$ 200,000 milestone. Then out of the blue in March 2020, Covid 19 hit with a wallop, affecting every aspect of the global society we'd been living in. The amount pledged in 2021 declined to \$ 196,933, and then even further in 2022 as the pandemic's effects continued, to \$ 181,978.

The results of this year's 2023 pledge drive of \$ 197,107 which is once again heading upward toward the \$ 200,000-plus figure of 2020 is an affirmation of the church's renewal as (hopefully) the pandemic begins to fade and the long-anticipated "new normal" is beginning to take shape. There's been an affirmation of the new leadership under **Rev. Julie Flowers** and **Dr. Daniel Johnson**, a re-awakening after the many challenges of the two pandemic years, and a re-commit-

ment to the church's programs, both those already established and the many new ones recently created. It's wonderful to see both old and new faces in the sanctuary again and online, and so many children of all ages swarming around the playground and crowded onto the steps during stepsitters. As former minister George Tooze often said, "The floods have receded, and the voice of the turtledove is once again heard in the land."

Thank you so much to those who have faithfully pledged for so many years, to those who committed to making a pledge for the first time, to those who are not official pledgers but contribute regularly through electronic or other means, and to those who contribute the "old-fashioned way" by putting a check or cash into the collection plate during the worship service on Sunday mornings. You are an essential part of making the service and work of the church possible, from its beginnings in 1801 to the present moment and on into the future. The Stewardship Committee and the church as a whole are grateful for your support, and the committee will continue to look for new ways to meet the challenges as the church continues to evolve and grow.

Respectfully submitted,  
Loyce Thomson

Respectfully submitted,  
Loyce Thomson

**Members of the Stewardship Committee:** *Pam Constantine, John Thomson (Treasurer), Loyce Thomson (chair), Laura Blanchard Bitler (special consultant) and Pat Haight (Financial Secretary).*

## THE ANNUAL REPORT OF THE MISSIONS COMMITTEE

The Missions Committee had a rather full church year in which we have been both fundraising and planning for the much anticipated return of our summer service trip (formerly referred to as mission trip). Given that this will be our first trip in 5 years, we felt that it was important to focus on retelling our service trip stories through Mission moments during multiple worship services in January. We are very pleased to have a mixed age group of 22 new and veteran faces willing to adventure to Plymouth, NC to continue our church tradition of serving others in this special way.

For those who wish to serve others locally, on Saturday June 3<sup>rd</sup>, we will host a Service Saturday morning event (formerly Super Missions Saturday), where FBC volunteers of all ages can participate in various local service projects both at the church and in the greater Beverly community. To date, the projects are still being finalized but we will be working with Family Promise North Shore Boston, Inc., Green Beverly, Harborlight Homes, Harborlight Nursery School, as well as the FBC Lunch Program.

The lunch program has continued to run smoothly, largely due to the amazing kitchen coordination and cooking efforts of **John and Eileen Hadley**. Additional thanks go to our weekly team leaders **Gail Anderson, Liz Crean, Chris Goudie, and Cindy Shupp**, to **Terri and Ed McFadden** for preparing one meal a month, as well as to our volunteers who show up once a month to serve. Because the Hadleys are planning to step down into a smaller role within the program this coming fall, the committee will be providing support during the transition to new leadership. Among the biggest considerations is whether the Kitchen Coordinator position should become a paid position, given the time commitment needed in order to maintain and potentially grow the program to further meet the needs of the population it serves. The committee sincerely thanks the Hadleys for their years of hard work, creativity and dedication, especially throughout the pandemic. Their leadership and service will truly be missed.

This church year had a good mix of traditional and new fundraisers, mostly benefitting the service trip. December 2022 saw the return of Beverly's in-person annual downtown New Year's Eve event, during which this church serves dinner to the community. Although the turnout was very low compared to previous years, volunteer enthusiasm was high! This past January, we hosted the Northshoremens Barbershop Chorus for a concert and raffle. This was an all-ages show with an a cappella group which sings a unique "Barbershop-style" of close 4 part harmony. We were pleased with the turnout and earnings and are hoping to be able to partner with the Northshoremens again. On Super Bowl Sunday, we enjoyed the congregation's excitement for our Soup-R-Bowl Soup Sale. And currently, this month, the Committee has reestablished a fundraising campaign for ABC/USA Offerings (America for Christ, One Great Hour of Sharing, World Mission Offering, and Retired Ministers and Missionaries), which for the past three years had been funded from the committee's budget.

We also have several longer term projects in the works including collecting and archiving past service trip memories, updating and re-energizing the service trip section of the church website (many thanks to **Pam Constantine** for getting us started by creating the map that shows the many places we have visited and served!), and considering how this church might be able to make local service opportunities more accessible for Beverly and North Shore communities.

Many thanks to **Julie Flowers**, as well as **Sherri Kohley** and **Cindy Shupp** for their support with this committee, and also to committee members.

**Members of the Mission Committee:** *Liz Crean, Emily Feldman, Terri McFadden, and Doris-Ann Vosseler.*

Respectfully Submitted,

Brenda D.

## THE ANNUAL REPORT OF THE SOCIAL CONCERNS COMMITTEE

In May of 2022 our committee was meeting with Friends of Afghan Nationals a small group of Beverly citizens who took upon themselves to provide support to a local family from Afghanistan. This group was looking for a Church to sponsor them to broaden the support systems for this family. There were many meetings about potentially joining this group and many members of FBC offered their legal and financial guidance. When the family moved to New York, this led the Committee to look at other formally organized groups to partner with in order to support Refugee families new to the US. The committee sees this as a real need and believes in spreading the word to the FBC and local community so those interested in becoming an added support to the families that are assimilating into the community and a new culturally different society than they are used to. This led us to Partner with Refugee Immigration Ministries. A luncheon was held this year and opened to the public to introduce the Community to RIM and get to know their mission. Barbara Bran-Weir has become an active member of the steering committee. It is our role to foster awareness of the needs of the family being supported by RIM, Fund-raise and encourage the volunteer efforts which are needed to meet the various family members' needs. The need at present is a "Car."

In December the Committee took a collection of donations made by the FBC family to River House for the residents. FBC Family always come through with very generous support to our community's needs.

Amirah is doing great things with their service to victims of trafficking and violence. They are expanding their outreach and programs. Our committee approached the Church Council for \$10,000 from the New Initiative Fund to be given to Amirah to support their growth and expansion efforts. This was gratefully received by Amirah.

ECCO's focus has turned to Housing Justice. There is a small, active, working group which anyone is open to join who is passionate and has the time to put into the work of research communication with banks, zoning boards etc... It is very interesting and productive work to see what can be done to use resources already available to us to bring more affordable housing to the Beverly community. Paul Drake is the Beverly coordinator of the work group which Daniel has become an active participant of.

We held a cleanup day April 22<sup>nd</sup> which consisted of cleaning up the streets around the church, Bow St., Ellis Square, Cabot and Abbot Streets and down to Veterans Park. We appreciate the time the volunteers gave that morning.

Our committee has spent much time devoted to how to run a movie series, what topics to focus on etc... since there are so many important matters in our present society requiring attention. We settled on the Environmental theme. We will be sponsoring the showing of Wall-E at the Cabot on June 7<sup>th</sup> with hopefully the support from Change is Simple to partner on an activity for youth. We plan to raffle off several books for different aged youth who attend.

We continue to support and raise awareness about our natural resources primarily water and the dwindling Ipswich River Watershed. The Paddle-a-thon will be a family event for all this year. Social Concerns would like to sponsor a family to go and enjoy the events on June 17<sup>th</sup>. There will be music, paddling, education, story telling and a scavenger hunt. This a wonderful opportunity to meet new people, gain an improved understanding of environmental issues and enjoy the river. It has been a pleasure serving on this committee with such a passionate group of members: Thank you, **Barbara, Bill, Lucy, Ron, Sue and Daniel.**

Respectfully submitted,

Leslie Brennan, Chairperson

**Members of the Committee:** *Barbara Brann-Weir, Leslie Brennan, Ron Brennan, Sue Kingston, and Bill Schneider.*

# THE ANNUAL REPORT OF THE MEAL PROGRAM

The meal program is back to normal, no COVID restriction or masks required by any of the guests who attend. The number of people who attend the lunch has been maintaining around 20-24 people each weekend with about 10 to-go meals. All the food is given away at the end. We have asked if guests could bring their own Tupperware, to save money, but for now, they seem happy to use the containers the program supplies.

The last 12 months (June 2022 - May 2023) average cost was \$150.00/month (\$35.00/Meal), up about 5% from the previous year. The Meal Program has returned to using the church dishes, flatware, coffee mugs and red cups to avoid the cost of paper and plastic. The third Monday supper, put on by Temple B'nai Abraham is still a to-go meal. TBA donated another \$1,500.00 for take out for take out containers to be purchased. These items, (meal container, small clamshells, soup containers, tee shirt bags, napkins, plastic flatware) are kept separate from other Mission items. These costs are being tracked separately.

Still actively rescuing food: this past year the best sources have been Depot Diner, Green Beverly and Shaw's in Ipswich, which we have reconnected with. The idea of approaching local restaurants to supply a meal for ~ 40 once a year is still being worked on but want the businesses to recover a little while longer.

**Gary and Karen Land** of Marblehead continue to donate 40 box lunches from Jersey Mike's in North Beverly for the first Saturday of every month. They check in each month making sure an increase is not needed.

The model of the four teams, one for each weekend has worked out well. One person has stepped up to prepare one meal a month. This is done for the fourth Saturday, so that team just heat and serve, maybe prepare a salad. Hoping to expand this to take some burden off the Saturday volunteers.

As of September 1, 2023, or so, we (**Eileen and John**) will be stepping down as meal coordinators. We will still be involved, but no longer wish to be as involved as we are. We will continue to rescue food, prepare a meal once a month and do the fifth Saturday meals, and of course work with any replacement until that person(s) is comfortable.

It has been fun,  
Eileen and John Hadley

# THE ANNUAL REPORT OF THE PRAYER SHAWL MINISTRY

The Prayer Shawl Ministry has been up and running as usual during the 2022-2023 year.

Our hard-working knitters and crocheters have been busy producing:

\*Shawls and blankets for church members, families, and friends

\*Carseat/cradle/crib blankets and carriage robes for baby dedications

\*Prayer squares for the MGH Cancer Center

\*Blankets for this year's four graduating high school seniors

\*The Shriners and a few other hospitals are still on hold due to their strict pandemic rules still in place

\*A new project begun very recently is making lap blankets for end-of-life patients at Beverly Hospital

At our April meeting, we celebrated the life of **Margaret Blotcher**, a faithful prayer shawl group member and special friend, who, sadly, lost her life after a long and courageous battle with cancer.

She contributed so many beautiful knitted and crocheted items, including over a thousand prayer squares, which brought comfort to many patients in cancer treatment, as well as those grieving the loss of loved ones, or those simply feeling troubled in mind or spirit. Margaret always carried a few with her for times when she would encounter random souls in need of someone to reach out and touch them with a little bit of comfort and kindness. That's just who she was. She will be thought of with love and missed by so many.

As always, the Prayer Shawl Ministry is open at any time to new members looking to put to use knitting and/or crocheting skills already acquired, or those looking to learn a new skill in either area. New friends are always welcome.

**Current members include:** *Suzanne Harlow and Andrea Stackpole, Co-Chairs, Doris-Ann Vosseler, Sharon Duysen, Sharon Hutchinson, Marty Lincoln, Gloria Stoneham, Ami Stockellburg, Elaine Cunningham, Kathy Auld, and Arlene Collins.*

Respectfully submitted,

Suzanne Harlow and Andrea Stackpole

## THE ANNUAL REPORT OF THE SPIRITUAL LIFE COMMITTEE

Our Spiritual Life group began the year talking about a retreat that **Bryan Vosseler** was going to lead at the Alcyon Center in Maine. The retreat was entitled “Freeing the Soul from Fear” and Bryan was asked to do it as an Alumni of the Alcyon’s Spiritual Direction Program. He sent out emails to individuals within the church that may have been interested in attending the June 1-4 event. Two people from the church were able to sign up to attend: **Sharon Hutchinson** and her daughter **Kate**.

The co-chairs - **Bryan Vosseler** and **Lisa LaPlante** along with **Sharon Hutchinson** - began preparing for the FBC committee carnival on February 5th. We were able to make a list of retreats, lenten programs and activities that the Spiritual Life Committee has taken on over the past decade or so. We also had a slide presentation as well as a collection of books and healing oils for people to see and touch as they stopped by our booth. Because of our efforts, we were able to attract a new member: **Sarah Blanchard**.

Lisa was the Spiritual Life representative for the Advent planning committee and Bryan was the Spiritual Life representative for the Lenten committee. It was decided that, during Lent, the Spiritual Life group would bring out the Labyrinth and decorate it based on each week’s Lenten theme. This included decorating it with votive candles for the transformative element of fire, with potted plants for the element of earth, with prayer flags waving with the force of fans for the element of air and vases of water for the element of water.

Finally, **Sharon Hutchinson** led the group in preparing for World Labyrinth day on Saturday May 6th. She taped a labyrinth onto the Narthex rug, she was able to get printouts about labyrinths and other wellness activities and, with all that, we were able to invite the community to enter the church and enjoy the labyrinth. In total about 10 people participated. The Spiritual Life group is leaving the labyrinth on the rug for the time being for people to use as needed.

The Spiritual Life Group wishes everyone to feel the peace of God’s hands. The group had a wonderful year thinking about the June retreat, attracting new members, using the labyrinth to match with Lenten’s themes and opening up the labyrinth to the wider community. We hope to continue exploring contemplative life here at First Baptist in Beverly.

Respectfully submitted,

**Bryan Vosseler, co-chair**

**Members of the Spiritual Life Group:** *Bryan Vosseler (co-chair), Lisa LaPlante (co-chair), Marty Lincoln, Sharon Hutchinson, and Sarah Blanchard.*

## THE ANNUAL REPORT OF THE LAY VISITATION TEAM

The Lay Visitation Team continued throughout the past year with its sacred work of offering a caring and attentive presence to those in the FBC community who, on account of age or infirmity, often cannot stay connected with the community on their own. The gifts of time, companionship, and listening ears that the team provides help to remind those in their care that they are valued, remembered, and loved.

The team meets monthly, generally on the second Monday of each month. In addition to praying for and sharing updates concerning each community member under the team's care, the group usually devotes a portion of each meeting to discussing a book or topic pertaining to their work.

In this vein, over three separate months the group read and discussed a work of fiction titled *The Secret Diary of Hendrik Groen, 83 1/3 Years Old*. This forthrightly honest, occasionally hilarious, occasionally heartbreaking, but ultimately uplifting account of one man's experience in a Dutch retirement home prompted the group to consider at length a wide range of issues that the residents of assisted living facilities often confront.

One of the topics thus raised was that of medical aid in dying, which the team subsequently decided to consider at greater length. While the topic is often framed as a divisive political issue with respect to which we might offer opinions, the group discussion instead simply recognized it as a real option that may soon be made available to certain medical patients in the Commonwealth of Massachusetts, and thus as part of the reality with which some members in the team's care may one day wrestle.

Then in the last two months, the team engaged a pair of discussions about the issue of loneliness (as distinct from "aleness"). In light of pandemic related concerns expressed about the so-called "epidemic of isolation" and recent research concerning the health impacts of persistent feelings of loneliness, the team considered how it might address the issue as it presents itself among some members on the team's care list.

Yet the heart of the Lay Visitation Team's work consists not of group discussions but of actual contact with community members under the team's care. That is to say, it consists of the ministry of presence that they offer. A full accounting of that ministry would be impossible to produce, but some measure of its scope may be found in a few numbers summarizing the team's activities. Over the last six months, since the middle of November, members of the team have initiated at least 436 distinct contacts with a total of 45 separate members of the FBC community, or over 70 recorded contacts per month. These include 252 notes or cards sent, 4 social media messages delivered, 100 telephone calls, and 80 in-person connections of some kind. The vast majority of those contacts (85% of them, to be precise) were with 20 members on the team's care list, who are the primary focus of the team's attention. Three of those individuals died over the course of the year, so the active care list currently stands at 17 members of the church community.

Respectfully submitted,  
Daniel Johnson,  
on behalf of the Lay Visitation Team

**Members of the team:** Sarah Blanchard, Barbara Brann-Weir, Suzanne Harlow, Sue Kingston, Marty Lincoln, Ann Murray, John Thomson, Loyce Thomson, and Daniel Johnson, Minister.

# THE ANNUAL REPORT OF THE CHURCH HOME COMMITTEE

It has been another busy year for the Church Home committee. The following is a list of projects completed this year.

1. New kitchen ranges
2. Install new water bottle fill station
3. New bathroom vent fan for office wing restroom
4. Replace heat pump for heating system
5. Completed installation of new windows in Nursery school area
6. 4 new computers
7. Repaired parking lot lighting
8. New bike rack for parking lot
9. Completed all city inspections
10. Welcomed Troop 2 of Beverly BSA
11. Major basement cleanout and removal of piano from choir loft

I would like to thank all the members of the committee for their hard work.

Sincerely submitted,  
Buck Shupp, co-chair

**Members of the Church Home Committee:** *Dave Constantine, Elly Flowers, Ed McFadden, Andy Mott, co-chair, Buck Shup, co-chair and Jeremy Weir, Facilities Manager.*

# THE ANNUAL REPORT OF THE HARBORLIGHT NURSERY SCHOOL

## **Website**

Harborlight Nursery School is building a beautiful new website that will be user friendly and more visually inviting to parents who are looking to enroll their children in our school. The hope is that it will be up and running before summer break.

## **The busy school**

Each of the classrooms have been busy with meaningful learning for the kids! The Red Room finished up a study called "All Things Spring." The Blue Room theme was "Insects" and the Green Room is working on themes within the period of the Industrial Revolution, offering kids hands on activities and meaningful play. We watched butterflies hatch in 2 classrooms!

## **Mother's Day Tea and Muffins with Mom/ Doughnuts with Dad**

We celebrated moms (or a child's special adult) with a "tea" in the Red Room as well as Muffins with Mom in the Green and Blue Rooms. In June we will host doughnuts with dads!

## **Dance a thon May 30 and 31**

The Dance and Glow-a-thon sponsor sheets have gone home. As our annual fundraiser, kids will collect sponsors and dance in the "dark" gymnasium with glow sticks and party lights. The event will conclude with Popsicles in the classrooms to thank the kids for some hard work! We are looking forward to some fun!

## **Fundraisers**

On June 8, The Cookie Monstah of Beverly is allowing us to collect 15% of all sales from 3-6 p.m. as a community fundraiser. This includes all sales of HNS families and anyone else who visits during that time frame.

Next year our Art Fundraiser will be with Square 1 Art.

## **Covid Tests/PPE**

I have used up more than 100 Covid test kits that were close to expire by placing them in the church. We have another box in the school and the last free shipment on the way.

There are hundreds of bottles of hand sanitizer (that smells awful) as well as hundreds and hundreds of masks and boxes of gloves.

## **The Play Yard**

The climbing structure has some rust spots that need sanding. Jeremy has offered to ask the Mission group to sand and paint that small area.

The kids have been loving the new sandbox. It is a 6x8 foot area with built in benches. At times the entire Red Room is in there playing with room to spare. Jeremy has also offered to ask the Mission group to waterproof seal it for me. This will be especially helpful as I can't fully bend the knee yet.

## **Budget Items**

It would be helpful if we had a specific budget for Early and Extended Care Activities as the cooking club costs us some money out of pocket.

## **Extended Care Teacher pay/staff raises?**

I have had two teachers apply for the salaried extended care position as we try to increase the hours to 4:30 next school year. One person turned it down and I am not sure if the other will accept it at the \$18 an hour as she currently earns \$20. I had a third person interview today for it.

### **End of year beach ceremony**

Our end of the school year beach day is scheduled for Wednesday and Thursday June 14 and 15. Like last year, parents will meet us at the beach where we will read a story, sing some songs, have a drink and a snack and simply enjoy our time together as an HNS family.

New this year, I have asked staff to assign a Candy Bar Award to every child for a really fun recognition at the beach. (Example: The Whoppers Award goes to the students who tell the most outrageously detailed story. The Skittles Award goes to the child with the most colorful ideas, etc.) It's a fun way to treat the kids and also let parents know how special we see the children. Every child will be dismissed to his or her parents at the beach.

### **Enrollment**

Enrollment is up a bit from last year. We hope to grow it further this summer!

Respectfully submitted,

Billie Jean Chouinard



MIS-

SION

*Collaborating with communities to cultivate just, equitable and sustainable housing opportunities vital to the health and strength of the individuals and communities of our entire region*



## Impact 2022 and 2023 Goals Housing as a way toward Social Justice, Health, and Stability

2022 was a pivotal year for Harborlight, as we ushered in the most robust years in our history of affordable housing development. Anchor Point, Beverly, Phase 1 (of 2) was completed and occupied by year end, 38 two and three bedroom deeply affordable family homes. Maple Woods in Wenham, eleven years in the making, broke ground at the end of December (45 elder units), Granite Street Crossing, Rockport (families and seniors, 23 units), in process since 2017, began construction, as did Beverly Village for Living and the Arts, a renovation to create senior housing at the former Briscoe Middle School (85 units of elder housing, 6 live/work artist studios, a

joint venture with Beacon Communities. The housing crisis remains front and center both in our region and across the state, with essential workers unable to secure safe, decent, affordable homes. We stand firm in the belief that everyone deserves a home, in all communities across the North Shore, and we stand tall on the shoulders of those who support this critical work and housing mission. We continue, with your investment, to advance projects that are making deeply meaningful impact.

HH currently supports 459 housing units in nine North Shore communities, and we are under development in two other communities, impacting 12 total; we provide homes for over to 650 people, and have 409 homes in the project pipeline. Over 600 names comprise the HH housing waiting list.

## CURRENT PROPERTIES

- Our supportive living portfolio consists of Harborlight House (Beverly) for 30 low-income elders and two H.E.A.R.T. homes (Peabody) which serve eight very low-income elders in need of access to 24-hour assistance.
- Our low-income elder housing (most with significant supportive services) consists of Beverly's Turtle Creek (109 units) and Turtle Woods (67units); Rockport's Pigeon Cove Ledges (30 units) and Rockport High School Apartments (31 units); and Whipple Riverview Place (10 of units) in Ipswich.
- Our family housing portfolio encompasses three communities: in Beverly, 22 below market rate family units (eight buildings); also in Beverly, Hardy Street (6 units) and Anchor Point (Phase 1, 38 of 77 units); in Marblehead, the Sewall Building (4 family units); and Gloucester is home to the Community Land Trust of Cape Ann (51 first-time buyer units), for which HH acquired the land and responsibility to monitor the permanent affordability of the homes.
- For individuals and those with disabilities, Firehouse Place of Hamilton is a multi-use project with four affordable housing units (25% of all residents are considered disabled). It is also home to the Acord Food Pantry.
- Housing with case management and supportive services for formerly homeless individuals is available at Boston Street Crossing in Salem (26 units).

Each of our properties offers supportive services for health and personal care, as well as life enrichment activities and social connections. This comprehensive approach allows seniors to age in place for as long as possible, offering an environment that encourages activity, connection, and engagement. Likewise, it supports families in myriad ways as they work to maintain independence and stability.

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Note that as we look to 2023, we mark 60 years since Harborlight House opened its doors, setting the path to for an effort that would provide homes for thousands of people over the decades - because FBC said YES!

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## PROJECT PIPELINE

### **Granite Street Crossing, Rockport: Seniors, Families & Seniors (23 Units) -**

#### **UNDER CONSTRUCTION**

Granite Street Crossing, located at 5 Granite Street, Rockport, is the site of a former greenhouse which will be the site of 23 units of housing. This is our first intergenerational project, with 17 elder homes and 6 family townhomes. Close to the commuter rail, it will be a mixed senior/family

development with 10% set aside for formerly homeless families. The units are for those at 30% - 60% AMI or lower. There were over 500 applicants for the lottery for these 23 units, the need is great. Working extensively on design with Granite Street neighbors over two years, it is a contextually sensitive re-use of a difficult site, creating transportation-oriented and service enriched multigenerational housing. This project was awarded in 2021 by DHCD and has been awarded over \$500,000 in local support.

**Maple Woods, Wenham: Affordable Senior Living (45 Units) - UNDER CONSTRUCTION**

HH is proposing to build an affordable, senior housing complex for people over the age of 62 in Wenham, for which permits have been unanimously approved. The units are for those at 30% - 60% AMI or lower. This project was recently awarded funding by DHCD to begin construction. The project has received \$1,000,000 in local funding commitments, as well as regional, state and federal sources. This project will: 1) meet a need for affordable housing with on-site services for fixed income seniors; 2) allow Wenham to reach the housing goal of getting over the 10% threshold for 40B. The housing lottery is currently open through September 1<sup>st</sup>.

**Agawam Village, Ipswich (94 units) Joint Venture with Ipswich Housing Authority - UNDER RENOVATION**

In partnership with the Ipswich Housing Authority, HH will be completing substantial renovations and capital improvements to 94 existing units for seniors and families. 4% LIHTC equity and HUD loan will finance the work. HH will be lead on schedule, budget, financing, relocation (on-site). This project is underway in April 2023.

**Beverly Village for Living & the Arts, Beverly: 85 Units + 6 Live/Work Artist Studios (91 Units) - UNDER RENOVATION**

HH has partnered with Beacon Communities to redevelop an historic Beverly building, formerly the site of the middle school. This project received a funding award in 2021 by DHCD and began construction in 2022. Beverly Village for Living & the Arts (BVLA) will be a state-of-the-art, environmentally respectful, and historically sensitive new community that extends the beloved Briscoe School's service to the community for decades to come. Our team's redevelopment goal is to create unique mixed-use, inter-generational community that provides much needed independent living senior (55+) affordable housing and integrated wellness services, while supporting community arts and public gathering spaces. Currently in the pre-development stage.

**Catalyst Housing, Hamilton: Family Housing (24 Units) - UNDER CONSTRUCTION late 2023**

HH is working with The Haven Project of Lynn to create 24 units of studio apartments for homeless young adults (age 18-24) who have aged out of foster care. This will be in an existing building in downtown Lynn. The effort will be a supportive service model with services provided by The Haven Project. This effort has been funded and will begin construction in 2023.

**Anchor Point, Beverly (39 of 77 Units) PHASE 2 - CONSTRUCTION late 2023**

The affordable housing project will provide, in Anchor Point 2 (Phase 2 of two phase project), 39 additional multi-bedroom units. Of the total project, there is a 20% set aside for homeless families. The remainder will be designated for individuals and families at 60% AMI or less. Phase 1 was completed and occupied in 2022 (38 units).

The Anchor Point community includes The Lighthouse Center, a place for education and wellness, for which HH is embarking on a capital fundraising initiative to support the project. The Lighthouse Center will provide on-site childcare, tutoring, case management, cooking/nutrition classes, constructive youth activities, playgrounds, community gardens and more. *This project must be completed using philanthropy, for which a capital campaign is underway, co-chaired by FBC's Tracey Armstrong.*

**Windward Crossing, Rowley (28 Units): Mixed Use Senior Housing & Homes for Developmentally Disabled Adults - Pre-Development 2023 and Application for Funding 2023**

New construction, integrated housing including 20 supportive senior units, five home units with the Department of Developmental Services and three private ownership condos (owned and funded by supporting families). The site will also include a community center. The land for this project has been donated, and zoning for mixed use was approved by the town. Next steps include schematic site plan, civil engineering and permitting. This is a partnership with the Cusack Family with supportive DDS units and senior supportive via DHCD.

**Asbury Commons, Hamilton: Family Housing (45 Units) - PERMITTING PHASE**

HH's most recent project added to the pipeline is Asbury Common in Hamilton. The 100% affordable development will consist of family mix units from 1 - 3 bedrooms. This project is in now in the permitting phase, with all necessary permits obtained in early 2023. It will soon enter the application for funding stage.

**Harborview Place, Gloucester: Elder Supportive Housing (20 Units) - PRE-DEVELOPMENT PHASE**

A collaboration with the Gloucester Housing Authority, Harborview Place will offer 20 deeply affordable senior units with intensive services for elder adults. With views of Harbor Cove, this will be a new construction project.

The Chart notes the above-mentioned projects as well as others newly underway, both independently and in joint venture partnerships.

Project	Location	Type	# Units	% Affordable	# Homeless units	Sponsor	HCP to manage	Stage	Projected construction
<b>Agawam Village</b>	Ipswich	Senior/Family	94	100%	0	JV: HH/IHA	0	Predevelopment, HUD refinancing, projected closing Feb 2023	2023-2024
<b>Anchor Point 1</b>	Beverly	Family	38	100%	8	HH	3 8	Complete! Fully occupied by December 2022	2021-2022
<b>Anchor Point 2</b>	Beverly	Family	39	100%	8	HH	3 9	Awarded funding, closing summer 2023	2023-2024
<b>Anchor Point Lighthouse Center</b>	Beverly	Education, Daycare, health				HH	Y	Philanthropic fundraising. Note: most of fee deferred. 46% of goal raised	2024-2025
<b>Asbury Common</b>	Hamilton	Family	45	100%	5	HH	4 5	40B hearings underway	2025
<b>Briscoe</b>	Beverly	Senior	91	93%	0	JV: Beacon/ HH	0	Closed December 2022; construction underway	2022-2024
<b>Catalyst Housing</b>	Lynn	Supportive - Homeless Young Adults	24	96%	23	JV: HH/Haven Project	2 4	Awarded, closing June 2023; Awarded Community Project Funding and ARPA	2023-2024
<b>Granite Street Crossing</b>	Rockport	Senior/Family	23	100%	3	HH	2 3	Under Construction; Late Summer 2023 completion	2022-2023
<b>Harborview Place</b>	Gloucester	Supportive Senior	20	100%	0	HH	2 0	Site awarded from Gloucester HA via RFP. Permitting starts 2023.	2025-2026
<b>Maple Woods</b>	Wenham	Supportive Senior	45	100%	0	HH	4 5	Funded, closed Dec 2022. State award of \$1.9M gap filler. Construction underway.	2022-2023
<b>Windward Crossing</b>	Rowley	Developmental Disabilities and Seniors	25	100%	0	JV: HH/ Cusack Family	2 5	Permitting completed. Funding applications 2023.	2024-2025
			Total:	444	259				
			units	7					

*Thank you for being at the forefront of this mission.*