



Annual Report 2016-2017

“Believing in a community that unites all people”

June 4, 2017

- ⊕ **The year in review**
- ⊕ **Program information**
- ⊕ **Committee reports**
- ⊕ **Financial & budget data**
- ⊕ **And more!**

Unitarian Universalist Church of Worcester

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Our Mission Statement

The members and friends of the Unitarian Universalist Church of Worcester covenant to be a congregation of love, hope and justice inspiring people to take on the challenges of a changing world.

Our Covenant

IN CONSONANCE WITH THE PRINCIPLES AND PURPOSES of the Unitarian Universalist Association, we the members and friends of the Unitarian Universalist Church of Worcester covenant to sustain and support a courageous and caring community by:

- Bringing our best selves to form a welcoming, loving, and inclusive community of faith;
- Creating an atmosphere of celebration and worship in a safe environment;
- Providing opportunities where diverse people and points of view are respected and open-hearted, and open-minded discussion of our differences is encouraged;
- Treating each other with kindness and respect;
- Approaching conflicts with a spirit of humility and with the respectful intent for peaceful resolution;
- Engaging in and encouraging spiritual and intellectual growth across the lifespan;
- Fostering social justice and positive transformation in our community and in the world at large;
- Growing and maintaining the resources necessary to support the missions and ministries of this congregation;
- Fostering fellowship and enjoying each other and the unique gifts that each person brings to our community.



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AGENDA ~ ANNUAL MEETING ~ June 4, 2017

Call to Order William Derr

Certification Report David Schowalter

Review of Agenda William Derr

Minutes of 2016 Annual Meeting David Schowalter

Statement from the President..... William Derr

Statement from the Minister Rev. Aaron Payson

Treasurer’s Report Mary Fitton

Report of the Board on Nominations William Derr

Vote on Slate of Nominees William Derr

Presentation of FY 2018 Budget John Odell (Board of Management)

Budget Questions Board of Management & Rev Aaron Payson

Vote on Budget William Derr

Litany of Installation Board and Congregation

Adjourn Annual Meeting William Derr



“Believing in a community that unites all people”

Reports of Professional Staff and Elected Officers

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ANNUAL MEETING MINUTES, June 5, 2016

Call to Order: Bill Derr called the meeting to order at approximately 12:06 p.m.

Quorum Certification:

Clerk Dave Schowalter certified a quorum with 66 out of 183 members of record in attendance.

Agenda and approval of Minutes of the 2016 Annual Meeting :

The agenda for the meeting was reviewed by President Bill Derr, then Dave Schowalter asked if there were any concerns or questions about the minutes of the 2015 annual meeting.

A **MOTION** was made and seconded to approve minutes of the June 7th, 2015 Annual Meeting as published in the Annual Report. The **MOTION PASSED** unanimously.

Statement from the President:

The president's statement included good and bad news regarding the budget. He announced that an amount larger than the pre-approved 5% of investments was recommended by the board to be included in the budget in order to create workable operating finances. This was followed by the good news that Bobbie Mawdsley had bequeathed approximately \$264,000, which has been added into the church's endowment. 5% of the endowment can be used each year for operating expenses. Still, the largest source of income is from pledges. Bill wants to make sure everyone understands it requires generosity from all of us to keep the church running. He explained the loss of some of our higher pledgers this year. Also, the auction and the gourmet dinner were not held this year. Bill is confident of the church's ability to improve finances in years to come, due to talent of staff and lay leaders, the new governance policy system, and the congregation's willingness to adapt.

Statement from the Minister:

Minister Aaron Payson had given thanks to the congregation during today's service, but he took the time to honor and thank the following people during the Annual Meeting: intern Beau Rivers, wishing her well in her future endeavors; Cheryl Leshay, Campus Minister; David Miller, Minister

Emeritus; Paul Marr, Technology Committee Chair; Betty Jenewin, photographer; Margos Stone, Finance Chair; Bob Whitney, Pledge Secretary; Kim McCoy for his building administration work; Nancy Hancock, organizer for lunch with the minister, and unofficial assistant to Kim; and Mary Fitton, Treasurer. Aaron also honored Lynn Ritchie, de facto parish nurse, who will be leaving the area. He expressed special appreciation that he has been able to work here long enough for his children to stay in one school system, developing roots in the community, and lasting friendships through the church and the community.

Treasurer's Report:

Treasurer Mary Fitton explained that, as of the end of April, 83% of the church year, we have spent 83% of planned expenses, right on target. Some expenses are higher, some are a little lower. On the income side, pledging is only at about 72% as of the end of April. Building income was at 118%, however. Fundraising was at only 16% (though it is important to note that the yard sale has not happened yet). Mary implored the congregation to have neighbors and friends to come to the yard sale. She thanked Lynn Ritchie again, reiterating the Minister's sentiments. Mary also mentioned that Denise Darrigrand will take over as collector in the next year.

Nominating Committee Report:

Bill Derr welcomed Debbie Merrill and Joe Zawielski to the nomination slate as new board members. He called for any additional nominations from the floor and none were heard.

Donna LaMura called a **MOTION** to vote for the slate of officers as published. The **MOTION** was seconded and **PASSED** unanimously.

Presentation of the 2016/2017 Budget:

John Odell, member of the Board of Management, presented next year's proposed budget. John explained that there was a remaining deficit, even after increasing fundraising and making budget cuts. He reiterated that the primary cause of the deficit was the loss of some significant pledges, resulting from members either moving away or no longer able to pledge for other reasons. We were



ANNUAL MEETING MINUTES, June 5, 2016

approximately \$80,000 short of income for meeting all of the original budget requests. The church will be looking for increased financial obligations from partner organizations. The board did, however provide level funding of staffing, which the board thought was critical to continued operation and growth potential. The budget proposal includes only token amounts to partner organizations, such as the Clara Barton District and the UUA. The additional funding required from investments, over and above the standard 5%, totals to \$14,500.

Questions about the Proposed Budget:

It was asked what additional fund raising events would be held and who is the fund raising team. John and Aaron mentioned some additional events in the planning stage, but stressed the need to increase membership, which requires everyone's efforts. Several groups are planning these fundraising events, which will also try to bring in non-members from the community. In addition, the church will be requesting more from the non-members who receive mailings from the church, and groups who use the building.

Concern was raised over the hourly wage for office assistant. June Davenport, Human Resources chair, explained that the office assistant is under 50% time, and the church is following UUA guidance on her hourly rate accordingly.

Concern was raised over the parking lot condition and how it makes entry difficult for those with disabilities. It was confirmed that repairs are in the proposed budget.

Upon being questioned, John confirmed that the additional \$14,500 is included in the total that will come from investments, as reported in the proposed budget.

Upon questioning, Margos Stone reported that the church investments total to approximately \$600,000.

Larry Raymond made a **MOTION** to accept the budget as proposed by the board, which was seconded.

The **MOTION PASSED** with 1 opposed, 3

abstaining and the remainder voting in favor.

Leadership Recognition:

Bill recognized departing board members Paul Vigneau, Sam Ganesan, and Larry Raymond. Aaron recognized Committee on Ministry departures, Greg Aldrich, Joan McGinn, and Mara Pentlarge.

Litany of Installation:

The president said some words and directed the church leaders to read the Litany.

Adjournment:

A **MOTION** was made for adjournment at approximately 1:01 p.m. and seconded. The **MOTION** passed unanimously.

Minutes submitted respectfully,

Dave Schowalter, Clerk



MINISTER'S REPORT

Because of you, this year. . .

- 366 people have a spiritual home. (188 Members, 80 Active Non-Members, 69 Children, 29 Youth)
- 142 people (on average weekly) benefited from regular weekly worship services including 42 regular Sunday morning worship services, 11 summer services, 9 Soulful Sundown services, and 4 special Holiday services.
- 7 families celebrated the life of a beloved in a Memorial Service led by your Minister and/or hosted at our church including our own Greg Gustafson, Sue Whitney and Steve Jasperson.
- 3 couples had a Minister and/or place to begin their life together in Marriage.
- 69 children benefited from 7 Religious Exploration programs designed to nurture their (and their family's) spiritual development and empower them to act on their beliefs to meet the challenges of a changing world.
- 29 youth benefited weekly from our Youth Group.
- Adult Faith Development programs provided opportunities for spiritual refreshment, conversation, dialogue, and social witness.
- On average 65 households a month in the area did not go hungry because of our support for the Loaves & Fishes Food Pantry.
- 21 families were not lost to homelessness through our work with the Interfaith Hospitality Network of Worcester.
- 215 people were served by Hotel Grace, Worcester's Winter Overflow Shelter thanks to ongoing efforts by members of this congregation and a host of community partners
- 16 community groups called our church home.
- 1265 people (on average weekly) were exposed to the message and activities of this congregation and our liberal religious movement through social media.
- 127 email communications about the activities of this church were produced and 442 people (on average weekly) received at least 3 regular

weekly communications throughout the church year.

- Monthly 50/50 Collections continue in support of area not-for-profit agencies and church programs.
- \$2700 was raised to assist families in need in our community through our Emergency Fund (Minister's Discretionary Fund).
- \$2000 will be contributed to the wider Unitarian Universalist movement (New England Region and Unitarian Universalist Association). However, our congregation's "Fair-Share" is \$14,400.

Because of you, we continue to be a Congregation of Love, Hope and Justice inspiring people to take on the challenges of a changing world!

This year we continued with the challenge of changes to our systems of governance and the opportunity to experiment with other ways of organizing ourselves to accomplish the difficult tasks raising more income and shifting responsibilities to Minister, Staff and Board, as well as continuing our stellar RE programs.

The Board established a priority of growing the congregation in members, fiscal resources, and congregational vitality. We added 10 new members to our congregation this year. And because of a number of retirements and moves from the local area could lose a few more than this in membership by the end of FY2017. Which suggests that we are holding our own in terms of formal membership. Our pledge campaign produced over \$8000 more than it did last year thanks to the hard work and dedication of our Stewardship Team (Cris Heffernan, David Schowalter and John Odell (all aka "Iron Blimp"). We witnessed the successful transition of our first refugee family and launched a new Standing On the Side of Love Taskforce which is leading efforts in support of the local sanctuary movement. Member Services began a new Faith Forward program to introduce members and friends to the variety of opportunities for spiritual growth and service in our congregation.

Minister's Report

There are many unsung heroes of this congregation who have worked quietly behind the scenes to make our community the vibrant and welcoming place that it is. I want to especially thank:

- Paul Marr for his continuing work with our technology. His tireless efforts have improved our sound and video systems, office technologies, and worship recordings.
- I also want to thank Ruth Silver, Nancy Hancock, and Judy Savage for their HoSTing efforts. Because of this hospitality ministry we continue to enjoy refreshments on Sunday morning and a well-organized and clean kitchen.
- Denise Darrigrand continues to contribute to this congregation in a host of ways, working our welcome table on Sunday mornings, book-keeping, serving as a representative on the Jericho Road Worcester Board, as our Collector, volunteering for the food pantry, and coordinating various fundraising efforts including the yard sale.
- Mary Fitton is our tireless Treasurer who has worked countless hours behind the scenes to pay our bills, organize our finances, and oversee the maintenance of our accounting system.
- Margos Stone and Bob Whitney have put in countless hours as our pledge secretaries and to over-see our Sunday morning collections process. And who, along with Ed Clary and Tom Pierce maintain our investment portfolios.
- June Davenport who spends countless hours updating, researching and educating the leadership of this congregation on Human Resources matters.
- Mike Peckar and Mimi Allen who also serve on the Jericho Road Worcester Board.
- Matt & Kate Bejune for hosting our family Game Nights this year.
- Kathy Cooper for facilitating our FlowerPower Fundraiser.
- Dianne & Kim Mann, Kristen Payson, Paul & Diane Vigneau and Linda Morse for their Dinner Fundraising efforts.
- Maya Desai and Sean Divoll for the Ferry Beach Weekend leadership.
- Nancy Hancock for her Lunch w/ the Minister leadership and her continuing devotion to our Buildings & Grounds.
- Cris Heffernan, David Schowalter and John Odell for their incredible Stewardship efforts.
- Lee Hill for her Usher & Greeter coordinating efforts.
- Betty Jenewin for her wonderful Photography.
- Rachel Peckar, Vickie Cox-Lanyon, Jen Landry, Betty Jenewin and Cris Heffernan for our outstanding website.
- Dianne Mann, Denise Darrigrand and Mary Monica Miner for their SNAP Team outreach.
- Joan McGinn, Mara Pentlarge, Christine Lynch and Ilona Forgeng for their leadership with the Standing on the Side of Love Taskforce.
- Diane Mann, June Davenport, Marilyn Martin, Sue Crossley and many others for their Refugee Ministry efforts.
- Dan Secor, Marilyn Martin, Barbara Wahlstrom and Ken Basye for their continuing service on the Committee on Ministry.
- Susan Crossley, Linda Morse, Denise Darrigrand, Barbara Wahlstrom, and Doris Horgan for their continuing efforts on the Parish Service Team.
- Craig & Deb Van Batenburg for their wonderful Electric Car event!
- Kristy Johnson Erikson and Robin Mitzcavitch as well as a host of others for a wonderful Fall Craft Fair.
- Christine Lynch has volunteered valuable time to assist with weekly mailings from the office.
- Dianne Mann, and Betsy Wood have been our go-to people for all things Food Pantry.
- William Derr has quietly and ably presided over our Board of Management.
- David Schowalter has kept the Board organized as Clerk.

Minister's Report

- Drew Lanyon for his buildings & grounds volunteering.

These and so many others are the reason that we continue to be and grow as a congregation. My many thanks to all who do so much for this congregation!

Many thanks to Matt Johnsen for his continuing excellent musical service as our Director of Music and to our wonderful choir.

Robin Mitzcavitch continues to prove why she is such a star in this congregation. As our beloved Director of Religious Exploration and staff liaison to the IHN and HoST Teams, as well as a consummate fundraiser and all-around excellent presence here, gives me a sense of pride and joy to have such a phenomenal colleague and friend.

Jennifer Landry is very much the axis around which this congregation spins. She ably and skillfully coordinates the day-to-day calendar, rentals, communications and other information maintained by the office. She is an outstanding colleague with a near impossible task of trying to make everyone happy and all things possible with limited space and physical resources. She is also a wonderful colleague and friend.

Steve McNally is the quiet, diligent, and faithful guardian of our property. Because of him we have a clean facility, a groomed landscape, and maintained equipment. He is a tireless presence who has endeared himself to many. He too is a wonderful colleague and friend.

This year we benefited from a variety of cooperative efforts including working with the St. John's Catholic Church and Net of Compassion ministries as well as the City of Worcester and a host of individual volunteers to establish a Winter Overflow Homeless Shelter. This effort continues and will, we hope, evolve into an ongoing presence in Worcester. We also received a grant from the Worcester Arts Council through the Mass. Council for the Arts to bring the theatrical troupe to work the Worcester West Advisory Board of the Department of Children & Family Services to host a

performance by the LGBTQI youth theatrical troupe "True Colors". My hope is that we can continue to expand these cooperative ventures in the coming years and continue to seek a variety of sources to fund them. We are especially grateful this year to the Worcester Arts Council for their generous grant in support of the "And Still We Rise" performance.

We face a variety of challenges in the coming year. Our fundraising goals continue to be a challenge and an opportunity. We must continue our efforts to grow in membership and make more significant progress on our governance experiment. This is a lot. And we continue to be a vibrant example of a faith community connected to the world in many important ways. Through our religious exploration across the life-span, our continuing justice and social transformation ministries.

Respectfully submitted,

Rev. Aaron Payson



RELIGIOUS EXPLORATION AND EDUCATION DIRECTOR'S REPORT

The Religious Exploration Committee and I feel the 2016/17 Religious Exploration Year was a success. We did run with fewer families than last year and a smaller youth group, but were able to keep all programs running with good attendance and excitement.

We used curricula from the UUA Tapestry of Faith Program, the UUA and UCC Our Whole Lives (OWL) Program as well as from Bibleodeon, a Shelter Rock Church Publication, and the Spirit Play Program by Nina Penfold.

I would like to thank our RE team and all the lead teachers and advisors as well as the Coming of Age mentors and classroom assistants. It takes a lot of devotion from our volunteers to keep programs staffed, important, fresh and fun. Our goal is to allow the freedom of exploration – religious and personal - to every child, every Sunday morning and evening and beyond.

This was a Coming of Age year, which we run every two years. COA is a program that involves a lot of additional commitments of my time, and that of my COA assistant, who this year was Jenny Delgizzi. Also, many adult mentors stepped up to make this a life-changing year in a young teen's life. This year we worked with 14 teens, and as usual, it is a magical and rewarding experience for me and many others. As a result of some discussion with parents and caregivers of the COA grads, we have developed an "interim bridge year" for this group to ease them into the Youth Group experience next year. This is a new and important change. I feel it is necessary to keep this group connected and engaged while not overwhelming them as they move into a different area of church involvement and social interaction. The class will begin with Teen OWL in September 2017. Then, the teens have agreed to meet as a separate group: "The Rainbow R.A.T.s" for three Sunday mornings per month, and then one Sunday evening together with the existing Youth Group doing a specially planned project.

Here is a snapshot of all that we did in our 2016/17 Religious Exploration Year:

- We kicked off the COA year with an outing with mentors and their mentees at Camp Blanchard canoeing and spending time getting to know one another.
- Later in the afternoon, the Youth Group kicked off at Camp Blanchard as well with canoeing and a cookout.
- Robin and the Host Coffee hour team introduced the Fair Trade business again to UUCW. Run monthly by Jenny DelGizzi, profits help UUCW to be able to afford to serve Fair Trade coffee year-round.
- Service/ Mission trip to Deep Roots Shelter in Elkton, Maryland - 18 teens and chaperones from our UUCW Youth Group traveled, lived and worked at the shelter for four days over the Indigenous People's Day weekend.
- Many families and teens walked the annual CROP Walk to raise awareness for hunger issues across the globe and to help fund our own Loaves and Fishes Food Pantry. The COA class walked with their mentors as well.
- UNICEF Halloween Carnival and Trick or Treat for UNICEF - All children participated to raise money and awareness for children in poor areas who need educational supplies, food, clean water, and basic life needs. The COA class ran the program.
- Annual Food Drive and Thanksgiving Bags - Children prepared Thanksgiving Fixing Bags for more than 75 Loaves and Fishes Pantry clients.
- Many from the RE Team help to rejuvenate the annual Craft Fair Fundraiser.
- Families put together many gift shoeboxes for ACE African Children Program in Worcester.
- RE sponsors the annual "One Church-One Book" read - This year Betty Jenewen facilitated the multigenerational book discussion. The book was the graphic novel "El Deafo," by Cece Bell.

Religious Exploration and Education Director's Report

- Vickie Cox-Lanyon and the RE Team, Aaron and I prep for the Vespers Pageant - All children have an opportunity to participate in "The Light of Life."
- Robin set up the annual holiday UUA Bookstore this year during the Craft Fair and for three weeks afterward.
- The RE had a visit from a therapy Alpaca, "Fin" from the Sunny Knoll Farm in Rutland. We also welcomed "Laddy" the service dog from NEADS, and his owner, who spoke about service animals to our children. These special visits added to our continued discussions on how we care for animals and what animals give us in return.
- Youth Group leads their annual Youth Group Sunday Service titled "Strength in Unity" - a successful service ministered to a full house in the sanctuary.
- The Religious Ed Team goes on its annual retreat and plans the 2017-18 RE year. Much of the planning revolved around the fact that Robin will be taking a three-month sabbatical from Dec. 18, 2017 to March 18, 2018.
- Many children participate in our annual Easter Egg Hunt.
- We run OWL for nine fourth- to sixth- grade children - They graduated with a cake and gifts and certificates in April. Thank you to our dedicated facilitators Ana Gregory and Jennifer McCullough.
- The 2016/17 Coming of Age class of 14 teens is highly successful. They graduated May 14.
- The Youth Group combines with the First Unitarian Youth Group in Worcester for an overnight retreat.
- We continued again this year with a Rotation Classroom Workshop experience - the theme was "Mindfulness." Our children experienced the practice of mindfulness via three modalities: art, movement and meditation. Thanks to Debra and Joe Zawielski, Ana Gregory and Laura Secor for facilitating these workshops.
- We wrap the year up with a "Mindful" Sunday, an RE Fun Day, and an RE Sunday Service and

picnic afterward. On RE Sunday in the evening, we will have a bridging ceremony for our graduating Youth Group participants.

Our children have continued to be involved with a variety of outreach education and experiences throughout the church year. From work service trips for high school youth, to local efforts with the IHN Family shelter for families, the women's march and the science march, and the immigration rights march, children of all ages are getting involved. Other areas of outreach involvement were The Loaves and Fishes Food Pantry, Heifer International, UNICEF, the Hat and Scarf Drop City Project, food, clothing and shoe drives. They volunteered inside our own walls with the craft fair, coffee hour, book sales, and as classroom helpers. Our children are learning about and practicing love, respect, and justice. This is the best part. This makes me proud to do this work.

Curriculum and Programs: "A Tapestry of Love and Learning"

In addition to the rich assortment of multi-age learning, outreach, and activities described above, most Sundays are devoted to the following curriculum/programs and to developing a sense of belonging to a Religious Education class of similar-age children.

Spirit Play Pre-Kindergarten-Kindergarten

Wonderful Welcome Grade 1

Connections Grades 2 and 3

Bibleodeon Grades 4 - 6

OWL (Our Whole Lives) Grades 4 - 6

Coming of Age Grades 7 and 8

High School Youth Group Grades 9-12

Registration and Attendance Numbers

- **Number of children and teens registered = 89**
- Average total Sunday attendance = 58 kids and 21 adults, including Sunday am & pm programs
- Current active members in High School Youth Group: 18

Religious Exploration and Education Director's Report

The 2016-2017 Religious Education Committee:

Ana Bediako

Claire Breyton

Vickie Cox Lanyon

Cori Henry

Lee Hill, Teen Liaison

Kim Napoleone

Respectfully submitted,

Robin Mitzcavitch

Director of Religious Exploration and Education



PRESIDENT'S REPORT

This church year was another great one at the UUCW! It was our second year of experimenting with the policy governance system. Under the new system, the board has been able to focus all of its energy on crafting policies and having productive discussion about major issues that could potentially have a great impact on the congregation and its mission. One example of this is when the board was considering sponsoring a Boy Scout troop. The board had a discussion that carefully considered every perspective on the issue and the benefits and possible problems. After the initial board discussion, the board met with the congregation. At that meeting it was apparent that many congregants had differing opinions about sponsoring a Boy Scout troop. Given the differing opinions, the board decided to form a task force that will gather more information about the congregation's thoughts about hosting a troop. Next year the board plans to use the information gathered by the task force to decide between not sponsoring a troop or having the congregational vote on sponsoring a troop.

As part of the new Policy Governance model, the board set annual goals for itself and Aaron at the board retreat in August. Aaron's goal (as chief executive of the church) was to form and begin to implement a plan to improve internal and external communications. Improved communications should help inspire increased membership and pledge units. Aaron, with the help of the staff and many volunteers, has made a lot of progress toward this goal. The biggest achievement is a much improved website. The new site is more easily accessible and has a lot more information about the many things that are happening at the church. The website will make it easier for people outside our church to learn more about the UUCW and our programs. Aaron has also been working to have the website be better

connected to various social websites so that it will be easier for information posted on the church website to be available on those social network sites. Starting in June, the board will begin the process of formally evaluating Aaron on his progress toward better UUCW communications.

At the August retreat, the board set a goal for itself to develop a communications policy to increase the ease of access to church resources among our current members and the larger community. The board is putting the finishing touches on a new UUCW Communications Policy. It is important that church organizations have a communications policy so that there is a clear understanding of how staff and volunteers interact with the public, members, and the media. At the UUCW, we value the plurality of our opinions and viewpoints on many subjects. In an official capacity, however, it is important that the church speak with "one voice," and provide a consistent message to the public. Without a clear policy, it would be possible, for example, for a newspaper reporter to obtain two or more different, possibly even opposing, sets of information when writing a story about the church. Another problematic example would be if separate volunteers developed separate social media accounts under the UUCW name. Having a clear policy ensures that the public and our membership gets a consistent message from the church. The UUCW Communications Policy covers the following areas: media relations, social networking, using a cellphone while driving, electronic media, and political contributions and lobbying, an important aspect of political communication.

Respectfully submitted,

*William Derr
President*



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Reports of Committees and Coordinators

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HUMAN RESOURCES

In June 2016 H.R. provided notification of annual salary and benefit changes for fiscal year 2016-2017 to all Church employees with copies to the President of the Board and Treasurer. Copies of all updated agreements were also sent to the Minister for inclusion in employee files held in the Minister's Office. In addition, the contract for the Minister was reviewed and updated, and all other staff agreements were reviewed for accuracy. H.R. notified the UUA of new salaries so Life and Disability Insurance premiums would be adjusted accordingly.

During the year changes in tax exposure due to the Affordable Care Act were reviewed for relevance to our health care benefits and a summary was published to the President of the Board, the

Treasurer and the Minister. Changes to the Federal Labor Standards Act required some considerable research and evaluation to determine the course forward and the appropriate implementation plans and schedule.

A staff compensation and benefits proposal has been prepared and provided as input to the fiscal planning process for 2017-2018.

Respectfully submitted,

*June Davenport, Chair
Human Resource Committee*

Committee Members and Contributors:
Beth Posner-Waldron

INVESTMENT COMMITTEE

For the first 10 months of the church fiscal year, from July 1, 2016, to April 30, 2017, the UUCW Investment Fund had a gain of 11%, or \$65,353. This compares to a gain of 13.7% for the S&P 500. The portfolio total on April 30, 2017, was \$615,061. \$40,000 has been withdrawn from the Investment Fund for the church budget during the fiscal year. As of April 30, 2017, 80% of the portfolio was invested in stocks, 17% in bonds, and 3% in cash. The estimated percentage of socially responsible funds (including bonds) was 81%.

Our investments at this time include the Fidelity 500 Index Fund, Parnassus Core Equity Fund, Fidelity Contrafund, Vanguard Wellington Fund, Fidelity Mid Cap Value Fund, Oakmark Fund, Fidelity OTC Portfolio, Fidelity Select IT Services Portfolio, Glenmede Large Cap Core Fund, Fidelity Balanced Fund, Janus Flexible Bond Fund, Fidelity New Markets Income Fund, Fidelity Government Income Fund, Fidelity Low Priced Stock Fund and the Fidelity Mid Cap Index Fund.

Respectfully submitted,

*Margos Stone, Chairman
Edward Clary
Robert Whitney
Thomas Pierce (Ex Officio)
Mary Fitton (Ex Officio)*



INTERFAITH HOSPITALITY NETWORK

Interfaith Hospitality Network is a family homeless shelter program that unites religious congregations to assist homeless families. IHN of Worcester is located at 91 June Street, Worcester, MA.

This year we continue to partner with the Interfaith Hospitality Network as a “Host Congregation”. As a “Host Congregation”, we agree to cover 2 weeks at the shelter- providing hosts, dinner, breakfast, lunch and miscellaneous supplies, and overnight hosts. We also agree to provide 2 charter members who act as coordinators and board members. This year, the IHN task force is Sue Neaz and Robin Mitzcavitch. Linda Morse has agreed to help out with the task force this year. We also agreed to support IHN financially by fundraising \$2000 per year. We held a “Cool Beans” Coffee House, and a 50/50 collection to raise some of those funds. We hope to have a team walking at the May 15th “Walk for the Homeless” at Elm Park. We have asked to have a \$2000 line item put into our 2017/18 church outreach budget to be able to offer a sustaining pledge to this worthy organization.

This year we have hosted for 2 weeks and have filled in on numerous “emergency” occasions at the 91 June Street house. We have had a multitude of volunteers step up for each of our hosting weeks to serve in various capacities. The thing that is very encouraging to see are whole families volunteering at the shelter. It makes such a huge difference to the children at the shelter to have some kids come in and hang out with them.

Sue Neaz has assisted IHN with their many fundraising efforts. She has done a wreath Sale for IHN at our Annual Holiday Craft Fair, Collects Shoes for IHN’s annual shoe drive, and promoted the organization within our community to raise awareness and financial assistance for grocery gift cards, and other household needs for the shelter.

This year the Youth Group has assisted in hosting twice and completed a paper goods drive for the IHN house.

IHN is still working toward the goal of paying off the mortgage at 91 June St., they are within

reasonable sights of doing this with continued fundraising efforts and support.

I am proud to part of a church that so readily lends its heart and hands to families in need at the IHN Shelter.

*Respectfully submitted,
Robin Mitzcavitch, DRE and
Charter Member of IHN*



LOAVES & FISHES FOOD PANTRY

The Food Pantry recently celebrated its move to our church eight years ago. I am so proud of what we have accomplished in those years, and remain grateful to Betsy Wood for her continued involvement in the operations of the pantry.

We average 63 households on a monthly basis. On average, 36 of them receive Social Security or disability income, 16 are employed, 7 are unemployed and the others receive income from a variety of sources. These are people for whom the struggle to put food on their plate is real. We are pleased to serve them – both physically and spiritually.

It has been a very busy year for the pantry. Here are some highlights:

- We saw a change in leadership within our committee. Sue Neaz resigned, and we will miss her calm guidance, yet we are pleased to welcome Linda Morse and Mimi Allen, who both have an interest in food justice, to our committee.
- U.S. Rep. James McGovern visited the pantry and assisted in distributing food. He gave special thanks to all our volunteers and was able to speak with many of our folks regarding the challenges they face.
- Massachusetts Sen. Harriett Chandler visited the pantry as well. She was amazed at the work we do.
- Sue Neaz admirably coordinated the CROP Walk. Forty-three walkers from the UUCW walked, raising a total of \$1,843. This is the major funding source for the pantry.
- We received an \$800 grant from the United Way for the purchase of eggs. This allows us to distribute a dozen eggs to each family every month.
- We received a grant in the amount of \$1,200 to purchase laptop computers for our SNAP team. This will allow us to assist clients and others to apply for SNAP benefits, perform advocacy work and do SNAP outreach. We are working to maximize benefits for those who come to our pantry. Denise Darrigrand established outreach

to Abby's House, and we are looking forward to additional outreach at the Interfaith Hospitality Shelter.

- We continue to work with other Food Justice Organizations in our area:
 - ◇ We regularly attend meetings of the Central Massachusetts SNAP Coalition.
 - ◇ We helped formulate a plan for implementation of the SNAP H.I.P Program. This program will assist anyone in the state who receives SNAP to purchase fruits and vegetables at a farmer's market.
 - ◇ We helped our clients write what our pantry means to them and what SNAP means to them on a "Paper Plate" Campaign through the Worcester County Food Bank. Many of these plates were read into testimony by U.S. Rep. James McGovern.
 - ◇ We provided testimony at the Massachusetts State Capital regarding funding for the Massachusetts Emergency Food Assistance Program. One of our clients came with us and testified as well.
- We are excited to begin work with the Regional Environmental Council (REC). Soon we will begin purchasing fresh fruits and vegetables from them for our distributions. And, we may have a stop at the church from the REC Mobile Farmer's Market van.
- Lastly, Linda Morse has been instrumental in beginning a recipe book for our clients. This recipe book should enable our folks to be able to better utilize dried beans and other products we receive from the Worcester County Food Bank.
- A heartfelt thank you to all the volunteers who continue to make this mission possible.

Finally, it is my great pleasure to serve our folks and our clients. I could never have imagined how much this work would enrich my life. For that I am eternally grateful.

*Respectfully submitted,
Dianne Mann*



COMMITTEE ON MINISTRY

The Committee on Ministry this year has continued efforts for the proposed transition to becoming the Committee on Right Relations. Last June representatives of the board met with the Governing Board for updates on this transition. CoM wrapped up discussion on last year's Congregation Survey.

In October, board representatives attended a workshop in Barnstable entitled Living into Right Relations sponsored by the New England Region of the UUA. The board was able to gather information that was helpful to be used in the proposed transition. Two significant items of information was gathered from this workshop. First, it is apparent that this is a trend that is being embraced by a large portion of UU congregations. Second, it was obvious that the work our board has done has shown that our congregation is at a more advanced stage in the implementation of this transition. Over the course of the year, many discussions have taken place regarding both specific and general examples of how intracongregational conflicts can

be resolved. The board researched several conflict resolution models in an effort to implement one specifically tailored to meets the needs of our congregation.

The board has shifted focus on concentration of the UUCW Covenant of Right Relations. Surveys have begun with the hopes of 1) increasing congregational aware of our current Covenant and 2) get an idea on how members feel the UUCW is doing in regards to the Covenant. The goal is to create awareness that the Covenant is a living document with the ideals practiced by all congregation members.

Respectfully submitted,

*Marilyn Raymond, Co-Chair
Dan Secor, Co-Chair
Rev. Aaron Payson
Ken Basye
Barbara Wahlstrom*

PARISH SERVICES

Our committee continued to address the needs of our congregants in their times of need. We sent a total of 10 cards to those who had surgery, lost a loved one, or were going through difficult times.

We were able to provide 5 meals to those recovering from surgery and illness. 15+ follow up phone calls were made. We just recently participated in two Memorial Services. The first one was for Sue Whitney, a long time member and previous President of our Congregation. Bob Whitney, her husband, provided a beautiful sit down dinner for those who attended. The second Memorial was for Steve Jaspersen, another long time member of our Congregation. Parish Services provided the food, helped to serve and clean up.

We held monthly meetings in which Aaron would share names of those in the congregation that needed to be followed. We discussed appropriate actions and types of care.

We also provided questions to be included in the church wide survey. We were able to identify those who would be willing to help with meals and emergency transportation. We hosted 1 coffee hour this year.

Our committee is one that cares deeply and strives to provide emotional and physical support of the individuals in our congregation.

*- Respectfully submitted by
the Parish Service Committee,*

*Susan Crossley, Carole Carmichael,
Denise Darrigrand, Doris Hogan,
Linda Morse and Barbara Wahlstrom*



STANDING ON THE SIDE OF LOVE TASK FORCE

Our church's Standing On the Side of Love Task Force formed organically as the result of the inauguration of the current president as an instrument to resist oppressive policies and promote egalitarian ones. We decided to become part of the UUA (Unitarian Universalist Association's) Standing on the Side of Love social justice initiative.

The Task Force has been meeting weekly after Sunday coffee hour, and we share information from various progressive organizations whose meetings members have attended. Likewise, we sign petitions and share resources from other community groups.

We have a self-study guide to help direct our actions, "The Third Reconstruction: How a Moral Movement is Overcoming the Politics of Division and Fear" by Rev. Dr. William Barber, of "Moral Mondays" in North Carolina. This book, along with other progressive "how to" resources, help us with the political conceptualization of the work we do.

We have decided to align our goals with UUMass Action, the political arm of the UUA which is currently working on a minimum wage hike of \$15, prison reform, climate justice and escalating inequality.

In the last few months, members have attended meetings and trainings on immigration reform, due to the Muslim ban and the threat of deportation for many undocumented workers in the greater Worcester community. In addition, the Board of Management and the congregation voted to become a Level 2 Support Church, which entails providing, food, money, language interpretation, English classes, legal help and transportation to sheltered immigrants. In the event of an ICE raid (Immigration and Customs Enforcement), it might involve church members resisting ICE officers and protecting immigrants from being arrested, using non-violent passive resistance methods

There are currently no individuals or families in shelter, but we continue to be trained in the event of the need for our services.

While we have focused lately on the issue of immigration, we are by no means a single issue group. Women's issues, fair pay and climate justice are also areas of concern, among others.

Mara Pentlarge, with help from Joan McGinn, organized a People's Climate Justice March in Rockport on April 29th. This march coincided with the church's Women's Runaway Weekend in Rockport, so we imported it with us to Rockport, and had 97 participants.

The group will continue to meet to deal with social justice challenges in our community and in our world.

*- Respectfully submitted by
the Standing on the Side of Love Task Force,*

*Joan McGinn, Mara Pentlarge, co-chairs
Ilona Forgeng, Susan Crossley
Denise Darrigrand, Christine Lynch*



Board Coordinator: TECHNOLOGY

Past Year Accomplishments:

Sound & Video

1. I purchased/donated a new handheld microphone (SAMSON) for the pulpit.
2. I purchased/donated a new mixer for the sanctuary; this mixer has more microphone inputs and has a USB connector for external recording for computers. I moved the old mixer to Matt Johnsen's area for need of microphone, MP3 player music, and guitar connection. (Used last September when Jim Scott was here)
3. I replaced the main amp because the old one failed. I repaired the old amp (Bridge Rectifier), and it is now in fellowship hall, along with the AKG wireless microphone, for any announcements in fellowship hall.

Wish list for upcoming year

1. An additional 32- to 40-inch LCD/LED TV/ DVD for a classroom along with mounting hardware for the wall and designate it for that classroom. This can be used as a feature when renting space for outside organizations to do presentations or meetings. (Still open & not addressed)
2. A new LCD projector for the sanctuary and a screen (Permanent Mount) can be pricey. As of now nothing has been addressed about this. Also, window shades for the window near the pulpit would be advisable. (Still open & not addressed) (Shades are not a Tech Committee issue) LCD/LED projector: With the new computers, VGA is going away on many laptops, which are using HDMI or Display Port connectors. Also, the current model limits the max DPI resulting in no picture when out of range
3. Sound: More microphones and extra amplification for events, suggested hardware will include instrument pickups, piano, guitar et cetera as well as additional spot lighting. Cables XLR/Snake for multi microphones. If we get more hardware, visiting performers and musicians may find this beneficial. Also, special services will benefit. (Still open & not addressed)
4. New Item: I built and donated the office computer about five years ago, and I feel it may be time to consider replacing it. There

5. are no issues with the current computer but it is getting old, and we should be thinking about a replacement. This may be an office issue, traditionally the tech committee had dealt with the computer.
5. Monitors for the office computer. These units are getting old but are still OK, but just in case one fails, we should think about replacing them.

Respectfully submitted,

Paul G. Marr, Technology Coordinator



“Believing in a community that unites all people”

Other Items

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FISCAL YEAR 2017-2018 SUMMARY BUDGET

REVENUES	FY2018 Proposed
<i>Pledge Payments Received</i>	
Prior Year Collected	\$ 1,000
Current Year Collected (incl. prepaids)	\$ 191,465
Subtotal: Pledge Collections	\$ 192,465
Subtotal: Plate Collections	\$ 5,200
Subtotal: Fund Raising Receipts	\$ 15,000
Subtotal: Facility Use Fees	\$ 9,300
Subtotal: Other Operating Income	\$ 10,050
<i>Transfers</i>	
Investment Transfers	\$ 61,341
Subtotal: Transfers	\$ 61,341
Total: Revenues	\$ 293,356
EXPENDITURES	
Minister: Salary & Housing	\$ 71,893
Minister: Benefits	\$ 31,749
DRE: Salary	\$ 42,699
DRE: Benefits	\$ 15,527
Music Director Salary	\$ 16,298
Office Administrator Salary	\$ 17,044
Office Administrator Benefits	\$ 2,449
Sexton Wages	\$ 9,757
Childcare Expenses	\$ 1,113
Payroll Tax Expense	\$ 11,798
Worker Compensation Expense	\$ 1,200
Subtotal: Compensation	\$ 221,527
<i>Ministries and Programs</i>	
In-Reach Programs	\$ 2,120
Minister's Professional Expenses	\$ 5,500
Out-Reach Programs	\$ 2,500
RE Program	\$ 5,600
RE: Professional Expenses	\$ 2,400
Worship Service Expenses	\$ 3,550
Music Director Professional Expenses	\$ 750
Subtotal: Ministries and Programs	\$ 22,420
<i>Office and General Operations</i>	
Congregational Expenses (Includes PT Bkkpr)	\$ 13,830
Office Expenses	\$ 9,504
Subtotal: Office and General Operations	\$ 23,334
Subtotal: Facility Expenses	\$ 26,075
Capital Reserve	\$ -
Total: Expenses	\$ 293,356
Revenues less Expenses	\$ -



UUA & New England Regional Office Liaison

This year we've relied on the UUA (Unitarian Universalist Association) in a variety of ways.

Religious educators take advantage of their training for various levels of classes in the religious education curriculum.

The Committee on Ministry attended one of their workshops on becoming a Committee on Right Relations.

The Standing on the Side of Love Task Force uses the social justice resources of UUMass Action to help determine its focus, goals and actions.

Policy Governance is being used by the Board of Management to govern the church. The Board has

decided to extend the three-year evaluation period to help determine its impact.

The sudden resignation of Rev. Peter Morales in March was a surprise and a sadness, but it underscores the importance of having a diverse group of people in high leadership positions.

Respectfully submitted,

*Joan McGinn, liaison
UUA and New England Regional Office*

PLEDGE SECRETARY

For the church fiscal year - July 1, 2016, through June 30, 2017 - the church has 117 pledges for a total of \$192,351. Through April 30, 2017, the church has received \$156,722, or 81% of the total amount pledged.

We thank everyone who has made and kept his or her pledge of support to the church. The church depends on the pledges of its members and friends for more than 75% of its operating budget.

Respectfully submitted,

*Margos Stone
Bob Whitney
Pledge Secretaries*



2016 - 2017 STAFF & LAY LEADERS

Professional Religious Leadership

Minister: The Reverend Aaron Payson
Minister Emeritus: The Reverend David Miller
Affiliated Community Minister:
The Reverend Cheryl Leshay
Director of Religious Exploration & Education:
Robin Mitzcavitch
Music Director: Matthew Johnsen

Church Staff

Office Administrator: Jennifer Landry
Custodian: Steve McNally
Nursery Assistant: Kris Johnson

Volunteer Staff

Collector: Denise Darrigrand
Bookkeeper/Data Entry: Denise Darrigrand
Office Admin. Volunteer: Christine Lynch

Board of Management

President: Bill Derr
Past President: Larry Raymond
Treasurer: Mary Fitton
Clerk: David Schowalter
Members at Large:
Maya Desai, Cristina Heffernan, Brian Keyo,
& John Odell

Board Committees

Building and Grounds Committee:
Kim McCoy & Nancy Hancock
Bylaw & Governance Committee:
Tom Pierce & Bill Derr
Committee on Ministry: Dan Secor
& Marilyn Martin Raymond
Finance Committee: TBA
Human Resource Committee: June Davenport
Investment Committee: Margos Stone
Pledge Secretary: Margos Stone

Ministry Groups

Accessibilities Task Force: TBA
Campus Ministry Committee: Sue Neaz
CROP Walk: Sue Neaz
Daytime Book Group: Kim Napoleone
Evening Book Group: Nancy Hancock
Fair Trade Sales: Jenny Delgizzi
Food Pantry: Dianne Mann
Fundraising: Denise Darrigrand
HoST: Nancy Hancock, Ruth Silver
Interfaith Hospitality Network Task Force:
Sue Neaz
Jericho Road Worcester: Mimi Allen,
Denise Darrigrand & Mike Peckar
LGBTQI & Allies: TBA
Lunch w/ Minister: Nancy Hancock
Member Services Committee:
Denise Darrigrand
Parish Services Committee: Susan Crossley
Refugee Ministry: Susan Crossley
Religious Exploration Committee:
Robin Mitzcavitch
Sanctuary Aesthetics: Susan Crossley
Standing on the Side of Love Task Force:
Joan McGinn & Mara Pentlarge
Stewardship Committee: Cristina Heffernan,
David Schowalter & John Odell
Technology: Paul Marr
UU Connections: Joan McGinn
Worship & Music Arts: Matthew Johnsen
& Rev. Aaron Payson



A LITANY OF INSTALLATION

Please join in reading this passage responsively.
The lines in **boldface** are to be read by the congregation.
Lines in *italics* will be read by the new Board of Management.

As our elected leaders you hold the interests and needs of this congregation as a sacred trust.

We accept this responsibility.

Leaders are stewards of the spirit of cooperation in this congregation.

We will be faithful stewards.

Leaders take responsibility for moving this congregation forward.

We will generate energy and enthusiasm for our common work.

Leaders embrace challenges with optimism and courage.

We embrace the challenges before us with optimism and courage.

Leaders call forth the leadership gifts in others.

We will encourage new leaders.

We will accept leadership in our turn.

We will share our common work as broadly as possible.

We will follow your leadership with responsible trust.

We will strive to deserve your confidence.

We will speak out on the issues before this congregation.

We will respect your opinion and be guided by your needs.

We will rejoice in all that we do together as a congregation.

We rejoice in the bold adventure that is our congregation.

– Mary Gail Harrison, Unitarian Society of Hartford



THE SEVEN PRINCIPLES

THESE ARE SEVEN PRINCIPLES which Unitarian Universalist congregations affirm and promote:

- The inherent worth and dignity of every person;
- Justice, equity and compassion in human relations;
- Acceptance of one another and encouragement to spiritual growth in our congregations;
- A free and responsible search for truth and meaning;
- The right of conscience and the use of the democratic process within our congregations and in society at large;
- The goal of world community with peace, liberty, and justice for all;
- Respect for the interdependent web of all existence of which we are a part.

Unitarian Universalism draws from many sources:

- Direct experience of that transcending mystery and wonder, affirmed in all cultures, which moves us to a renewal of the spirit and an openness to the forces which create and uphold life;
- Words and deeds of prophetic women and men which challenge us to confront powers and structures of evil with justice, compassion, and the transforming power of love;
- Wisdom from the world's religions which inspires us in our ethical and spiritual life;
- Jewish and Christian teachings which call us to respond to God's love by loving our neighbors as ourselves;
- Humanist teachings which counsel us to heed the guidance of reason and the results of science, and warn us against idolatries of the mind and spirit;
- Spiritual teachings of earth-centered traditions which celebrate the sacred circle of life and instruct us to live in harmony with the rhythms of nature.

These principles and sources of faith are the backbone of our religious community.

