



ANNUAL REPORT

2019-2020

101 Forest Avenue
Swampscott, MA 01907
uucgl.org

**Unitarian Universalist Church of Greater Lynn
Annual Report 2019-2020**

Board, Committee, and Task Force Reports

Clerk: Annual Meeting June 2, 2019

Board of Trustees

Vision of Ministry

Governance Committee

Treasurer and Finance Committee

Grants Committee

Properties Committee

Church Reopening Task Force

Home Base Task Force

Sanctuary Task Force

Staff, Ministry Team, and Group Reports

Parish Minister

Acting Interim Director of Community Life and Learning

Music Ministry

Business Administrator

Church History Ministry Team

Green Sanctuary Ministry Team

Membership and Hospitality Ministry Team

Pastoral Care Ministry Team

Social Justice Ministry Team

Unitarian Universalist Women of Greater Lynn

Unitarian Universalist Church of Greater Lynn
Annual Parish Meeting
June 2, 2019

The meeting was called to order by President Scott Nowka at 10:40 a.m. Scott introduced Michael Celona, Vice President and acting Clerk, to review the rules of procedure for the meeting.

Michael Celona reviewed the rules and asked that those members eligible to vote please raise their hands. It was announced that a quorum was present and the meeting began.

Michael Celona introduced the 2018 Annual Report and asked for discussion items. Scott offered an amendment that Cliff Charney will be serving on the Grants Committee again. Scott asked for a motion to accept the 2018 Annual Report as amended. A motion was made and it was voted to accept the 2018 Annual Report as amended. The vote to accept the Annual Report was unanimous.

Scott Nowka presented the recommendations for the new slate of 2019-2020 officers and Board of Trustees. The recommendations are as follows:

2019-2020 Board of Trustees Officers:

Past President: Scott Nowka

President: Michael Celona

Vice President: Eileen Cummings

Treasurer: Sarah Cecil (through 2020)

Assistant Treasurer: Rebecca Greene

Clerk: Jeff Gunther

At Large: Suzanne Forgione (through 2020)

At Large: Jeff Gunther (through 2021)

At Large: Mark Vander Linden (through 2022)

At Large: Ruth Griffin (through 2022)

Dean McKennon pointed out that Jeff Gunther's name has been mentioned twice and the discrepancy was clarified.

A motion to accept the proffered slate of officers and trustees was made and it was voted to accept the slate. Vote Unanimous.

Acknowledgments:

Scott Nowka thanked the Board of Trustees, and in particular three members who were rolling off the board:

- Lyssa Andersson
- Dawn Stewart
- Steve Young

Scott Nowka thanked the board committees without which we couldn't maintain our church. These included the Governance Committee, the Finance Committee, the Investments Committee, the Grants Committee, and the Properties Committee.

The Triennial Review and LUUP committees were also acknowledged and thanked for all their work this year.

Reverend Victoria Weinstein thanked Scott Nowka and also the ministry team chairs.

The meeting adjourned at 11:08 a.m.

Respectfully submitted,
Rebecca Greene, Clerk



Board of Trustees 2019-2020

Well, where do we start? It's June 2020. There's a global pandemic, social unrest in a number of cities, and the church building is closed through the summer.

Let's start with gratitude! There's always room for positivity. I would like to hold up a number of people that as a church and a community we have reason to be thankful (warning: this is not a comprehensive list!):

- Reverend Vicki Weinstein who returned early from sabbatical to lead services and provide pastoral support
- Administrative (Elizabeth Muller, Angie Kern) and Program (Mark LaPointe, Kenneth Griffith) staff that transitioned to working from home and continued to support the congregation
- Treasurer Sarah Cecil and administrator Elizabeth Muller who worked nights and weekends to enable the church to receive a Payroll Protection Program grant that helped the church retain all staff
- Steve Deveau who put in many hours to assist with creating the online Sunday services
- Doreen Hodgkin who put in many hours to address issues involving the property—sanctuary, the new school project, new parking lot lighting and building gutters, etc.
- Claire Wilson, who did a great job supporting pastoral care efforts during Vicki's sabbatical (and stepped in to run services when needed!)
- Eileen Cummings, who is the incoming president and heads the Home Base Task Force that coordinates the various changes to church usage
- Cliff Charney and Ruth Griffin, who oversaw the pledge drive
- A Finance Committee that developed a budget with a smaller draw from the endowment, thus improving the chances of the long-term sustainability of the church
- An Investment Committee that continues to successfully manage the endowment during these turbulent times and incorporated social justice values into the investment portfolio
- A Governance Committee that provided a forum to discuss policy issues (very important for this policy nerd)
- A Board of Trustees that worked hard during the year, tackling issues around sabbatical, sanctuary, church building changes, goal setting, and COVID-19 response
- A Sanctuary Task Force that continues to explore the possibility of housing an immigrant in danger of deportation
- The choir that adds so much to the services and whom I miss hearing
- And You! For continuing to be involved in church in ways that are meaningful to you.

Thinking of what we have to be thankful for helps to put the current situation into perspective. I look forward to seeing and being with you soon. Be well.

Michael Celona, President
Board of Trustees

The Unitarian Universalist Church of Greater Lynn

Vision of Ministry 2019-2020

Draw the Circle Wider

The vision we have for our church is deep and ambitious. We envision a spiritual community committed to cherishing each other and sharing our gifts with the world.

In our efforts to make this vision a reality, we focus on:

Sustaining our Church Community. We seek to strengthen our church's sense of unity and community through hospitality, worship, fellowship, and fun.

Home Base. We aim to create a church that members of the larger community wish to visit and become involved with by improving our grounds and offering a range of programs in line with our values.

Sanctuary. We are committed to preparing a space in our church to offer physical sanctuary to undocumented immigrants for as long as is necessary and feasible as a key partner of the North Shore Interfaith Sanctuary Coalition.

Nov. 2019

Governance Committee 2019-2020

The Governance Committee is a committee of the Board of Trustees, comprised of the board president, vice president, the minister, treasurer, and an at-large board member. We set the agenda in advance of board meetings and engage in preliminary discussions of many of those agenda items. Working to match the board's priorities with our Vision of Ministry and using the church by-laws as a guide, we endeavor to think strategically about church policies and to facilitate the review and evaluation process that is the backbone of policy governance.

While the board discusses and votes on items placed on the agenda and records action items to be completed by trustees, often it is the attention of the Governance Committee that keeps the policy work of the church percolating between board meetings.

This year was an unusual year to say the least. The year started off with sabbatical preparation and ensuring smooth operation while the minister was on sabbatical. Sanctuary updates were frequent as we moved ahead with creating a living space in the lower levels. There was a large building maintenance project that Properties started. Governance also recommended the board create a task force to move our "Home Base" planning forward. Then came the pandemic! We made the difficult decision to close our church to activities and services and to provide online services. We are now discussing the safest way to reopen and have created the Church Reopening Task Force.

The Board of Trustees is pleased to present the following members as our proposed Board of Trustees and committees of the board for 2019-2020:

Board of Trustees

Past President: Michael Celona

President: Eileen Cummings

Co-Vice Presidents: Jeff Gunther and Mark Vander Linden

Clerk: Suzanne Forgione

Treasurer: Sarah Cecil

Assistant Treasurer: Rebecca Greene

At Large: Ruth Griffin

At Large: Jim Olivetti

At Large: Loretta Connolly

At Large: Mary Gatlin

Committees of the Board

Governance: Eileen Cummings (president), Jeff Gunther (vice president), Mark Vander Linden (vice president), Sarah Cecil (treasurer), Rev. Dr. Victoria Weinstein (minister)

Grants: Vince Carli (chair), Sarah Cecil (treasurer), Mindy Celona, Martha Curry, Liz Dunnigan, Christina Hansen (staff)

Finance: Cliff Charney (chair), Rebecca Greene (assistant treasurer), Sarah Cecil (treasurer), Bob D'Addario, Elizabeth Muller (staff)

Investments: Timothy Zimmer (chair), Sarah Cecil (treasurer), Michael Celona, Cliff Charney, Jim Peterson

Properties: Doreen Hodgkin (chair), Bruce Campbell, Loretta Connolly, Jeff Gunther (board liaison), Dawn Stewart, Elizabeth Muller (staff)

Sanctuary Task Force: Scott Nowka (chair), John Benson, Debbie Boggs, Jack Butterworth, Bruce Campbell, Clare Campbell, Martha Curry, Suzanne Forgione, Mary Gatlin, Rebecca Greene, Ruth Griffin, Mary Ann Hayes, Doreen Hodgkin, Gloria Kozlosky, Barbara Maitland, Rosana Mayer-Conroy, Sharon Mayer-Conroy, Dean McKennon, Tom Sheehan, and Dawn Stewart

Homebase Task Force: Eileen Cummings (chair), Doreen Hodgkin, Sarah Cecil (treasurer), Mark LaPointe (staff), Elizabeth Muller (staff)

Church Reopening Task Force: Eileen Cummings (chair), Doreen Hodgkin, Stephanie Goodman, Mary Gatlin, Elizabeth Muller (staff), the Rev. Dr. Victoria Weinstein (minister)

Respectfully submitted,
Eileen Cummings, Governance Committee Chair

Unitarian Universalist Church of Greater Lynn 2019-2020 Financial Report

2018/19 Fiscal Year Overview. Financially, the fiscal year ended June 30, 2019 was another successful year for UUCGL. Our balance sheet remained strong, with approximately \$21.9 million in net assets at June 30, 2019, made up primarily of investments. Overall, we saw an increase in net assets of approximately \$500,000, primarily as a result of the strong stock market.

We planned a break-even budget for 2018/19 church operations and outreach, including grants and scholarships. Our actual results for the year showed a cash surplus of approximately \$37,000 over the budget. This compares to a budget surplus of about \$57,000 for the previous year. We had surpluses in each year because our expenditures were less than budgeted.

Our 2018/19 financial results are summarized in the charts at the end of this report. Full detailed reports are available upon request. This summary does not include the Spinney-Mudge funds, which are restricted for purposes of grants and scholarships and accounted for separately. Investment fees (approximately \$81,000, or 0.4%, in 2018/19) are shown as a separate line item since they are deducted directly from our endowment investments and are not part of the operating budget.

Cash Received: Total cash received during 2018/19 was approximately \$805,000. Of this amount, approximately \$700,000 (or 87.0%) came from our endowment. As has been our practice, we withdrew an amount equal to 4% of the 3-year rolling average market value of the endowment, and used that amount to fund our operations and outreach.

During 2018/19 we received approximately \$83,000 (or 10.3% of total receipts) from pledges and plate collections. This was consistent with the previous year. We also received small amounts from fundraising, gifts from outside groups using our facilities, and miscellaneous sources. Pledges for the 2018/19 fiscal year were received from 72 pledgers, for a total of about \$76,540, or an average of approximately \$1,000 per pledge.

Expenses: During the 2018/19 church year, we spent a total of about \$768,000. Our spending for the year increased by approximately \$48,000 when compared to the prior year, but were still \$38,000 less than budgeted. Expenditures were below budget in all major areas of operations except for Properties, which was over budget by approximately \$20,000. Outreach (primarily grants and scholarships) was essentially as budgeted.

Balance Sheet: At 6/30/19 we had approximately \$21.9 million of assets (excluding Spinney endowment funds), primarily made up of approximately:

Cash and equivalents	\$ 0.4 million
Investments	19.3 million
Fixed Assets (at cost)	2.1 million

This includes a sinking fund of approximately \$137,000 that has been set aside from prior year surpluses to fund future repairs and building improvements. As of 12/31/19 our investments had increased to about \$20.0 million due to a strong stock market at the time.

However, in the first quarter of 2020 our investments decreased significantly to about \$17.4 million at 3/31/20 due the significant COVID-19 related decline in the stock market.

2019/2020 Fiscal Year

Our financial results for the first three quarters of the 2019/20 fiscal year resulted in an operating deficit of approximately \$180,000. This was due almost entirely to unanticipated property repairs and expenses. The Board of Trustees was aware of these expenses and approved \$250,000 to cover the unexpected costs. If not for the property expenses, there would have been an operating surplus of approximately \$45,000 for the first 9 months of FY 2019/2020.

In May 2020 we received a loan of approximately \$85,000 under the US government's Paycheck Protection Program ("PPP") to support the ongoing operations of the church during these times of economic uncertainty. While final regulations have not yet been issued by the government, we expect that most, if not all, of the loan will be forgiven so that the funds may be used to cover church payroll and utilities costs.

2020/2021 Fiscal Year

One of our key financial goals is to preserve the real purchasing power (after inflation) of our endowment, to provide a stable source of perpetual support for UUCGL's operations and outreach. To assure this goal is achieved, the Investment Committee and the Finance Committee reviewed our investment withdrawal policy, with the assistance of our investment advisors at Eaton Vance. We were concerned that the current withdrawal formula (4% of the rolling 3-year average investment balance), combined with our investment fee expenses, could undermine the real purchasing power of our endowment over time. This concern was exacerbated by the COVID-19 related decline of our investments in the first quarter of 2020.

The Board of Trustees approved reducing the withdrawal rate from 4.0% to 3.75% for the 2020/2021 budget. Using this new formula, a balanced budget of \$795,799 (excluding management fees) was approved by the board on May 18, 2020 and is included in the attached chart. However, it should be noted that there is much uncertainty around the budget due to potential effects of COVID-19, the closing of UUCGL for many months, etc. Therefore, it is possible the budget will need to be revisited in the fall of 2020 as more information becomes available.

In closing, we would like to express our appreciation for the work of the Finance Committee and the Investment Committee, and to our congregation members who keep us on our toes by asking insightful questions and offering comments with the long-term best interests of the church in mind. And as always, a special note of thanks to our administrator, Elizabeth Muller, for her dedication, long hours, diligence, and good humor in these very challenging times.

Respectfully submitted,

Sarah P. Cecil
Treasurer

Cliff Charney
Finance Committee Chair

6/1/20

	Acct # and description	FY 2017/18 Actual	FY 2018/19 Budget	FY 2018/19 Actual	2019/20 Budget	2020/21 Budget
Cash Received						
	6111-6113 Pledges	\$75,352	\$81,250	\$75,016	\$80,700	\$75,600
	6121 Plate Collections	7,808	6,800	7,656	7,200	6,800
	6131 Gifts from Outside Groups	9,350	8,000	8,637	9,000	8,000
	6141 Investments- Church Fd.	458,035	478,316	478,316	480,353	473,767
	6142 Investments- Barney Fd.	2,741	3,000	2,712	2,750	2,750
	6143 Investments- Soc. Concerns Fd.	38,750	40,462	40,462	40,639	40,082
	6144 Investments- Scholarships	24,903	26,006	26,006	26,117	25,579
	6150-6151 Interest	391	350	370	300	250
	6160 Fundraising	0	100	0	500	200
	6161 UU Affairs Fundraising	1,428	2,000	1,644	2,000	1,800
	6162 Other Income	1,757	0	3,253	0	0
	6241 Investments- Sargent Fund	147,308	152,306	152,306	154,371	151,971
	6242 Spinney admin. reimbursemt	9,000	9,000	9,000	9,000	9,000
	SUBTOTAL Received	\$776,823	\$807,590	\$805,378	\$812,930	\$795,799
	Investments- Withdrawn for Inv. Fees	65,607		81,305		78,081
	TOTAL Received	\$842,430		\$886,683		\$873,880
Expenditures						
	7100 Ministry	\$137,830	\$142,793	\$139,854	\$157,079	\$145,063
	7200 Activities	6,139	6,450	2,772	5,350	4,450
	7300 Music	54,048	58,840	55,274	59,890	57,880
	7400 Denominational Connections	16,121	23,000	18,664	17,300	18,600
	7500 Outreach	105,321	59,762	59,808	60,939	68,841
	7600 Faith Dev.	127,443	152,306	122,232	144,723	151,971
	7800 Administration	201,737	239,839	224,243	233,908	231,218
	7900 Properties	71,122	124,600	145,190	116,475	117,776
	SUBTOTAL Expenditures	\$719,761	\$807,590	\$768,037	\$795,664	\$795,799
	Investment Fees Paid	65,607		81,305		78,081
	TOTAL Expenditures	\$785,368		\$849,342		\$873,880
	TOTAL Net Surplus (Deficit)	\$57,062	\$0	\$37,341	\$17,266	\$0

Notes:

Does not include Spinney, Mudge, Memorial, Tumulty or UUWGL receipts and expenditures.

Cash basis. Investment income consists of income and principal withdrawn from the investment portfolio.

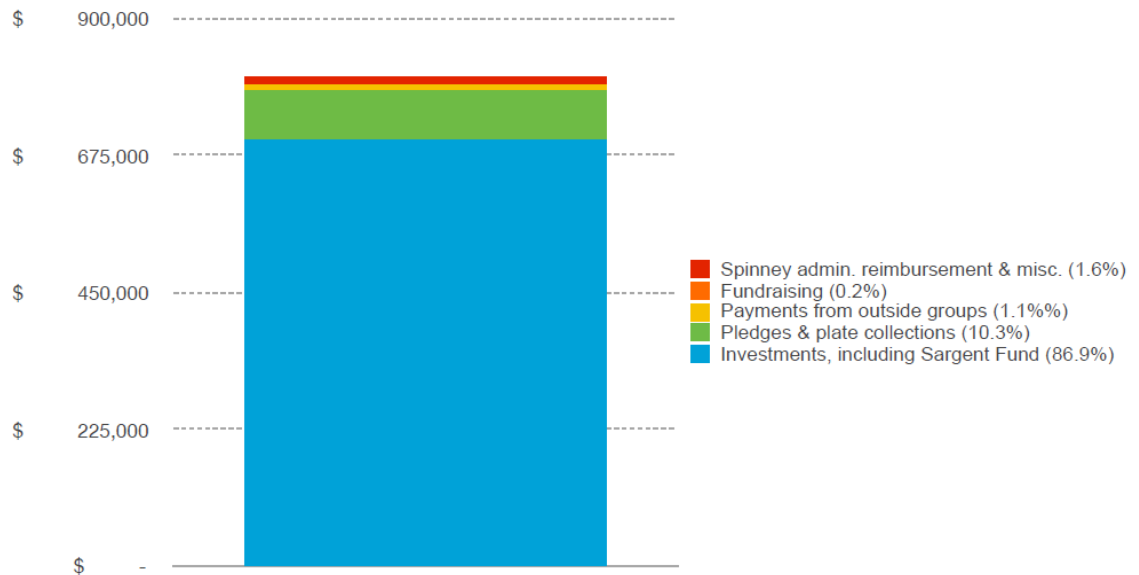
Outreach = scholarships + social concerns grants.

2017/18 Outreach also includes a one-time \$50,000 grant to Ocean Breeze.

2018/19 Sources of Cash (Rounded)

Investments, including Sargent Fund	\$ 700,000	86.9%
Pledges & plate collections	\$ 82,600	10.3%
Payments from outside groups	\$ 8,600	1.1%
Fundraising	\$ 1,600	0.2%
Spinney admin. reimbursement & misc.	\$ 12,500	1.6%
SUBTOTAL	\$ 805,300	100%
Investments withdrawn for investment fees	<u>\$ 81,300</u>	
TOTAL	\$ 886,600	

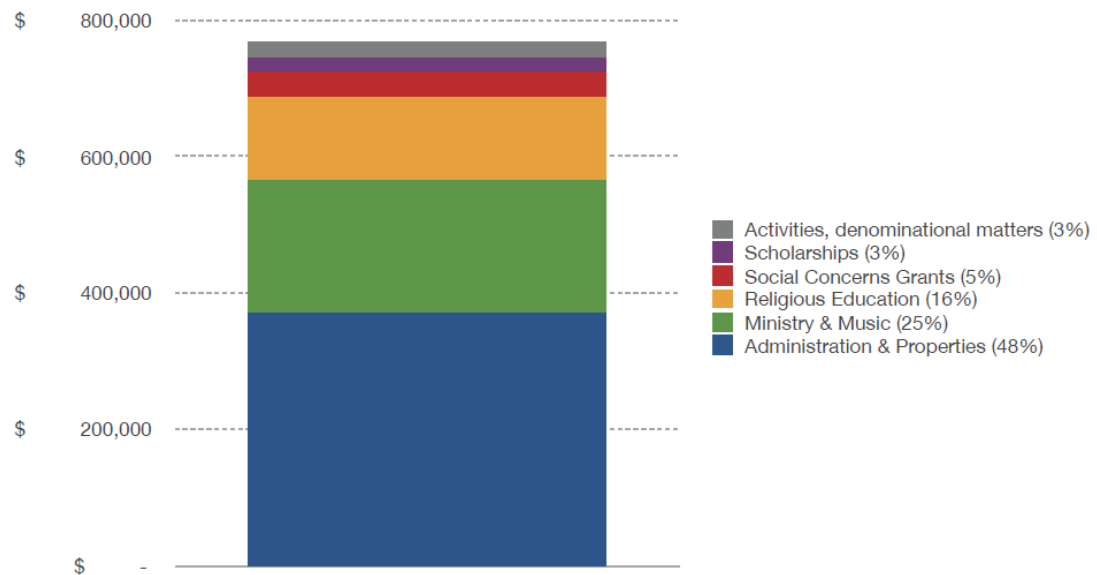
Note: Does not include Spinney funds.



2018/19 Uses of Cash (rounded)

Administration & Properties	\$ 369,000	48%
Ministry & Music	\$ 195,000	25%
Religious Education	\$ 122,000	16%
Social Concerns Grants	\$ 39,000	5%
Scholarships	\$ 20,000	3%
Activities, denominational matters	\$ 23,000	3%
SUBTOTAL	\$ 768,000	100%
Investment Fees	\$ 81,300	
TOTAL	\$ 849,300	

Note: Does not include Spinney funds.



Spinney-Mudge Grants Annual Report 2019 - 2020

The Spinney-Mudge Grants Committee oversees distribution of income from trusts left by the Spinney and Mudge families of Lynn, the Tumulty Fund, the Memorial Scholarship Fund, and as of this year the Social Justice Ministry Team funds.

Committee members are: Vince Carli (chair), Mindy Celona, Cliff Charney, Martha Curry, and Elizabeth Dunnigan. Ex-officio members include the minister, the Board of Trustees president and the treasurer. Christina Hansen is the grants coordinator.

In 2019 the Board of Trustees charged the Grants Committee with coordinating and approving the funding of all Social Justice Ministry Team grants to organizations. The Grants Committee is to create policy and guidelines to evaluate all applications for SJMT funds. It was understood this past 2019-2020 year would be a transition year as most of the SJMT funding had been committed at the end of the fiscal year 2018-2019. The Grants Committee along with a representative of the board and the SJMT is currently working on the policy and guidelines and expect to have them in place for the coming year.

The committee distributed 68 Spinney-Mudge grants totaling \$91,099.07 to individuals and organizations within the guidelines set down by the wills of those who left this money in the care of the church.

Emergency grants totaling \$6,349.07 were given to twenty-five families thus far this fiscal year. Emergency grants help fund rent, utility bills, and other emergency situations.

Twenty-eight scholarships totaling \$45,750.00 were given to students. A part of our focus in scholarships has been to provide support for needy students studying at North Shore Community College and Salem State University. Some of these students are immigrants making their way in our country by taking English classes, but most are full- and part-time students in career fields. We also fund full-time scholarship students attending other colleges. *Please see the letter at the end of this report that was recently received from a grateful recipient of a student scholarship.

Spinney grants totaling \$39,000.00 were made to support fourteen nonprofit organizations. Most of the organizations are either UU organizations, are in the Greater Lynn area, or service the Greater Lynn area. The following organizations received support this year

- Friends of Lynn & Nahant Beach
- Raw Art Works
- Children's Law Center of Massachusetts
- Family and Children's Services
- Girls, Inc. of Lynn
- The Lynn Shelter Association
- The Food Project
- College Application Educ. Project, Inc.
- Pathways Adult Ed. & Training
- Temple Sinai – Manna Project
- UU Mass Action
- NE Marine Science Center
- The Haven Project
- The Senior Action Center

Social Justice funds totaling \$26,929.24 have been used to date to support the following organizations along with our all-church annual “My Brother’s Table” holiday party and monthly collection matching grants.

- St. Stephen’s Church Food Pantry
- Kids In Community (KIC)
- My Brother’s Table
- ECCO
- First Church Swampscott Food Pantry
- Bethel AME Church
- UU Urban Ministry
- UU Service Committee
- REAL Program

Respectfully submitted,
Christina Hansen,
Spinney-Mudge Grants Coordinator

**Dear Sir or Madam,*

I want to thank you for awarding me the Spinney Mudge Grant. It is an honor to receive this scholarship, and I am immensely grateful. This financial award is helping me to continue my education with confidence, in a time of uncertainty and crisis. My education is the most important part of my life, and I pursue it with nothing but optimism and motivation. Moving forward at North Shore Community College, I will be able to take a full course load, so I can effectively reach my goal of double-majoring in history and biology. As I find my way through life, it is the people who have given me kindness and support whom I remember, who hold a special place in my heart. I might live on my own and provide for myself, but it is the help along the way that makes this journey special. Thank you, this truly means the world to me.

Warmest Regards,
CR

Properties Committee Report 2019-2020

Committee: Bruce Campbell, Loretta Connelly, Jeff Gunther (board liaison), Doreen Hodgkin (chair), and Dawn Stewart. Elizabeth Muller: staff liaison.

The first initiative was for the committee to review and update the Policies and Procedures for Room Use, Room-Use Agreement, and Room-Use Fee Schedule. We surveyed churches on the North Shore and proposed changes to the board, which were accepted in September 2019. Please note that the 2019 policies have not been uploaded to the church website as of May 29th, so please contact Elizabeth Muller for current documentation.

We were aware of the water damage to several of the window frames and walls in the sanctuary, but it was not until the windows and clapboards were removed that we found the full extent of damage to the interior structure of the building. Until the COVID-19 crisis, Sutton Construction had rebuilt exterior walls, beams, and windows surrounding the courtyard and two exterior walls of the sanctuary. Work will continue at the appropriate time to complete the job on the rest of the building.

After much consultation and research, the decision was made to replace our aluminum gutters (originals) with copper. Although expensive, it was the cheapest alternative in the long run and will not need to be replaced for the next 80 to 100 years!

A significant number of trees needed to be removed from the property surrounding the parking lots, building, property lines, and the former OBNS playground. The committee recommended to the board that the playground be re-purposed for the site of a labyrinth. A ministry team is being formed to move forward with the project. Many thanks to Lopez Landscaping and Tree Service!

The parking lot lights had also reached the date of their maturity and beyond! During the spring we rented stadium lights for the middle and lower parking lots as the pole lights no longer functioned. Elizabeth spent an incredible amount of time working with IMMI LED Lighting & Energy Solutions and Traver Electric to install all new poles and lights. This project was also stopped due to the COVID-19 crisis. Work will continue at the appropriate time to complete project.

I have only mentioned the major projects that required much research, discussion, and financial investment into the building. The installation of the parking lot lights, work on the exterior building and windows, installation of a new computerized HVAC control panel will have a positive impact on the cost of heating, air cooling, and electricity for years to come. There are plans to replace the kitchen refrigerator before the end of the year.

Many thanks to the committee for their guidance. To Sarah Cecil for her expert counsel and support with regard to finances. And most of all thank you Elizabeth Muller.

Respectfully Submitted,
Doreen Hodgkin, Properties Committee Chair

Church Reopening Task Force 2019 -2020

In late March, the church closed its doors temporarily when the governor released the stay-at-home advisory due to the coronavirus pandemic. As the weeks of our facility's closing went by, we began imagining what worship and fellowship would look like when we were able to open our physical doors once more. In mid-May, the governor released the four-phase plan to reopen and houses of worship were included in the first phase. Because of all the unknowns of the virus and the many necessary proscriptive safety measures and best practices outlined in the plan to lessen the risk of its spread, this is not an easy task. To effect this transition, the board charged a newly formed Church Reopening Task Force with coming up with a recommended plan for reopening the UUCGL campus.

We have a deep and abiding concern for the health and safety of the community, knowing that the well-being of our community of church members and friends, staff, guests, and neighbors has the potential to affect ever-widening circles. We have a duty to protect the most vulnerable among us. Therefore, the task force committed to meet regularly throughout the summer and beyond to develop a prudent plan for reopening based on guidance from the government, information from trusted science and health agencies, and experiences of other churches, among other resources.

Thus far we have had our first meeting and are developing creative ways to be together within the given constraints. In some first steps we are:

- Reviewing resources from the UUA, guidelines and checklists from our insurance company, government advisories and rules, recommendations and protocols from other houses of worship, etc.
- Subscribing, at Rev. Vicki's suggestion, to SaveASeat software to help control, track, and communicate attendance figures per room.
- Installing exterior signs to encourage any person on church property to socially distance and wear masks.
- Installing exterior security cameras.
- Developing our own phased-in approach, concentrating on exterior summer events first.
- Developing guidelines to allow contractors to complete exterior projects.

We affirm our commitment to our mission and to the community, always mindful of the spiritual aspects of our transition, and look forward to sharing the plans for in-person gatherings. In the meantime, please continue to enjoy the online offerings and continue to reach out to one another.

Respectfully submitted,

Elizabeth Muller for the Church Reopening Task Force

Eileen Cummings (chair), Mary Gatlin, Stephanie Goodman, Doreen Hodgkin, Elizabeth Muller (staff), the Rev. Dr. Victoria Weinstein (minister)

Home Base Task Force Report 2019 -2020

Chaired by Eileen Cummings (board VP), Mark LaPointe (Faith Development), Doreen Hodgkin (Properties Committee), Elizabeth Muller (administration), and Sarah Cecil (treasurer), and meets monthly to share information and coordinate where needed.

As described in the January 2020 update to the congregation: What is Home Base?

Home Base is what we are calling our efforts to integrate changes and improvements to both church programming and our building and grounds. For programming, it envisions that all programs held in our church are part of one integrated ministry designed to live out our mission of becoming stronger in body and spirit as a congregation and promoting Unitarian Universalist values in the wider community. In addition, as we look to build our circle wider, we know that we must also focus on improving the physical space where we gather.

One of the first items on the agenda was to review the Multiple-Use Facility Space policy to ensure it reflected the current needs. It was also obvious that few groups and committees had contiguous space for storage. There was also a desire for RE to be able to reclaim their own closets. In January, we met with the following groups to organize, purge and re-allocate space: Membership and Hospitality, OWL, RE, Sanctuary, Senior Youth Group, and UUWGL. The results were rewarding as we were able to free up a substantial amount of space throughout the building. We also found several items that were delivered to the Church History Ministry Team for safekeeping. Many thanks to Stephanie, Whisky, Mark, Clare, Kate, Barbara, and Joanne for their assistance!

The team was in the process of reviewing the Multiple-Use Facility Space document and recommending names for all rooms in the building. This has been held up due to the need to change the focus of the task force, which is now focused on the reopening of the church.

Respectfully Submitted,
Doreen Hodgkin
Secretary of Home Base Task Force

Sanctuary Task Force 2019-2020

The Sanctuary Task Force was formed in September and made official by the Board of Trustees on October. The charge of the task force is to further the congregation's efforts to become a sanctuary church, a mission the church had voted to pursue in May of 2019. As a former member of the Lynn Unitarian Universalist Partnership (LUUP) and representative for the church on the steering committee of the North Shore Interfaith Sanctuary Coalition, Scott Nowka served as chair of the task force. The other members include, but are not limited to, Martha Curry, Debbie Boggs, Rebecca Greene, Mary Ann Hayes Suzanne Forgione, Jack Butterworth, Dean McKennon, Bruce Campbell, Tom Sheehan, John Benson, Dawn Stewart, Clare Campbell, Doreen Hodgkin, Mary Gatlin, Sharon Mayer-Conroy, Rosana Mayer-Conroy, Barbara Maitland, Ruth Griffin, and Gloria Kozlosky.

Over the course of the year, the task force has been the primary liaison between the sanctuary coalition and the UUCGL, providing a sounding board for exploring questions surrounding building renovations, fundraising, messaging, and training. The most dramatic developments of the year concerned the renovation of the proposed guest space so that the church could obtain an occupancy permit from the town of Swampscott. Architect Paul Fermano was contracted to draw up plans for the guest space, which would be in what is now the classroom closest to the restrooms on the lower level. The Swampscott Building Commissioner rejected these initial plans as not meeting building code and made numerous stipulations regarding necessary additional renovations and improvements. The architect drew up plans that ultimately were approved by the Building Commissioner and the Senior Town Planner, however the new renovation plan required by the town made the entire project financially unfeasible. What had begun as a plan to make modest improvements to an area that already had plenty of space, a kitchenette, and ready access to a restroom (which would have a shower installed) had the potential of costing tens of thousands more than originally planned. This was much more money than we could reasonably fundraise for.

The task force and the larger sanctuary coalition were in a period of reflection on this issue when the COVID-19 outbreak occurred and resulting stay-at-home order was issued. Since that time, we have explored alternative occupancy permits that might allow us to offer sanctuary without having to fundraise for such exorbitant renovations. We will also be in communication with immigrant leaders that are part of the Essex County Community Organization (ECCO) to determine whether sanctuary remains a priority for this community, or if recent events would make other action on the part of the UUCGL and the sanctuary coalition more important.

While we are unable to move ahead with our plan to become a sanctuary congregation at the moment, several members of the task force (that are members of the Social Justice Ministry Team as well) helped the church leverage the network we created with the North Shore Interfaith Sanctuary Coalition to mount a powerful fundraising effort in partnership with ECCO to help our immigrant friends and neighbors. The No One Stands Alone campaign, which provides direct aid to 22 immigrant families associated with ECCO, sought to raise \$25,000 to pay for rent, food, and expenses for those hard-hit by the outbreak and resultant economic downturn. Through the efforts of everyone involved, though, they raised over \$90,000 to help people with direct financial aid.

Respectfully submitted,
Scott Nowka, Sanctuary Task Force Chair

Staff,
Ministry Team,
and
Group Reports

**Parish Minister
2019-2020**

Dear Church,

I use that salutation intentionally, as we are experiencing more deeply than ever the truth that the church is the people who commit to *being* the church; it is not the building.

I write to you from the thirteenth week of sheltering in place in the midst of a global pandemic that has already taken hundreds of thousands of lives and has caused unprecedented disruption around the globe. I cannot wrap my head around it, but like you, can only manage the day-to-day reality in little bits and bites. Thinking too much about it, or trying to think ahead, is unproductive.

So much of our work now, our mission now, is to stay together, make good use of the excellent communication technologies available to us, keep our spirits strong and encourage each other in patience, mutual aid, and carefulness. This will be a long era in the living of it, but God willing we will be able to look back in due time and have a sense of perspective that includes gratitude for how we abided together throughout.

Much of the early part of our 2019-2020 year was dedicated to preparing for a six-month sabbatical. I am so grateful to the staff and lay leaders who supported and encouraged this break for rest and renewal. I am particularly grateful for Claire Wilson's willingness to take on the role of sabbatical pastoral care coordinator, assuming the spiritual burden of attentiveness to the congregation's well-being and working with a wonderful team to minister to our community. Claire has not been de-commissioned but is now the chair of the Pastoral Care Ministry Team.

I did spend from November 15, 2019 to March 17, 2020 in a time of travel, learning, cultural enrichment, and training to become a certified spiritual director. I went to London, Paris, Orleans, France, and Barcelona (including short trips to Monserrat and Girona) to explore the Orpheus Myth in operatic form, do research at the Wellcome Center library in London, attend art exhibits on William Blake and the Women of the Pre-Raphaelite movement, and to walk in the footsteps of the martyr and soldier Jean d'Arc. In Barcelona, I re-visited the stunning architectural wonder La Sagrada Familia Cathedral, visited with beloved cousins, and finally saw the Black Madonna of Monserrat. I wrote and read a lot, and spent Advent and Christmas worshiping with various faith communities (and hearing a lot of wonderful sacred music!) and visiting with friends and family.

In February I headed out to Arizona to learn the ancient art of spiritual direction at the Redemptorist Renewal Center and spent two weeks with a wonderful cohort there. We hugged goodbye on February with much confidence that we would see each other again in late April, and I took off on a road trip through Arizona. I drove to Los Angeles (stopping at Joshua Tree State Park) to stay with friends from divinity school (now religious scholars focusing on Latin America and South African history) and to see another Orpheus-themed opera, "Eurydice." From L.A. I headed back East and drove across hundreds of miles of desert on a quest to see the Grand Canyon, which I did on February 18. My mother was hospitalized right around that time, but

quickly made significant improvement after an initial crisis, and my siblings and I were in frequent touch planning her and my stepdad's move to an assisted living facility.

I got back to the Boston area in later February, when I started to attend a class on Universal Theologies of Salvation at Harvard Divinity School. We took a field trip to the historic Hopedale Church on March 3, and then I visited my sister in Hartford and went to see "Jane Eyre" at the Hartford Stage on March 5. We were a bit nervous about a guy coughing next to me, but made light of it. Then things began getting canceled and shut down. I went into quarantine on March 11 and started calling the staff and church leaders. I had said in November that sabbatical is a time for ministerial rest and renewal, not a time to abandon the congregation, so please contact me if something really really big happens. When I contacted president Michael Celona in mid-March, I joked, "Do you think a global pandemic counts as a really really big thing happening?"

We have all spent the past three months reinventing the way we work and live. All working people have responded quickly to learn new skills and protocols as we have rearranged work practices and in many cases, shifted our work online. The church has been identified as a "super spreader" environment because of our intimate ways of being together, and it has hurt to lose our incarnate experience of community, our corporate worship, intergenerational gatherings, hospital and home pastoral care, singing and hugging and handshaking. Our ministries are now mostly "torso-up" on a screen and reliant on spiritual ties and memories of each other. We are all going to have to be active participants in keeping connections alive and thriving while we are apart.

My mother, Shirley Mole, died on March 25 in South Carolina. I am still grieving this loss deeply, and my grief is compounded by social isolation, the absence of formal rituals of mourning, and having been denied the comforts of family companionship. I am grateful to our staff, the board of trustees and the congregation for understanding how shocking and disorienting this particular moment has been for me, and for being patient as I recover the energy I will need to companion and shepherd the congregation through this most difficult of times.

In faith, hope and love,
Rev. Dr. Victoria Weinstein

Rites of Passage

Aki Jarl Laruson and Victoria Leigh Sindorf
Married on June 8, 2019
Location: Wilmington, Vermont/The Inn at Quail Run

Acting Interim Director of Community Life and Learning 2019-2020

The words to describe this year are all feeling a bit trite and overused—unprecedented, unique, challenging, impressive, emotional . . . Yet, how else to describe a year in the life of the Unitarian Universalist Church of Greater Lynn in a year that featured a ministerial sabbatical, a pandemic that closed the church building (three months and counting), and a heartbreaking reminder of the long way we've still to go in dismantling racism in our country.

The first half of the Faith Development year went relatively smoothly with some new and some familiar programming, topics, and faces. Of course, the momentum and growth became more difficult to sustain once we closed the church building in response to the pandemic. Yet, we were able to strategize, plan and implement some programming that functions well via Zoom gatherings.

We had a full accompaniment of staff in the children's RE program this year. They are essential in keeping the children's experience consistent and focused on clear objectives. I wish to express my sincere gratitude to Kate Henneberry, Susan Kelley, Michael Pizzi, and Britney Pratt for their time and effort serving the children and families of the congregation. As usual, the programs for children and teens thrive thanks for many volunteers from the congregation who give their time and love to our shared raising of strong UUs.

Personally, I was proud to see the congregation and staff work diligently during Reverend Vicki's sabbatical to support worship and programming. It felt like an "all hands on deck" moment that so many took on happily. Thank you!

Program Highlights of 2019-2020 include:

1. **Youth Group** moved successfully to a Sunday-night schedule with a single staff leader and four adult lay leaders. The new format de-emphasized a rigid curricular approach and instead made opportunities for the youth to grow and connect with each other and to look at important topics as they emerged.
2. **The Nursery** remodel was completed and we were able to fully welcome babies, toddlers, and their parents. It is now a safe and engaging space that can be used not just on Sunday mornings, but during programming times throughout the week.
3. **Enrollment and Participation** was up for the early elementary and late elementary programs at the beginning half of the year as we focused on the new Spirit Play program for the younger group and an eco-justice, science curriculum for the older group. The middle school group was our smallest, yet the teachers worked closely with these families to ensure that the three boys in that class still experienced the Neighboring Faiths curriculum.
4. **The Green Sanctuary Ministry Team** offered a wonderful speaker series that was well attended and brought in a fair number of non-church visitors. It was a pleasure to work with this dedicated group and to see how well they function together. They will be presenting a common read this coming fall, so watch for details.
5. Similarly, **The Faith Development Ministry Team** brought the congregation some of the usual offerings with great flair including the use of an Egyptian sarcophagus prop discovered in the basement. They also helped to develop and promote some of the new

programs for children and youth and we were working on the creation of a Parenting Group that will move forward in the fall (although we are using Zoom to bring parents together now).

6. It has also been a pleasure to work with the **Social Justice Ministry Team** as we develop programming focused on understanding and combatting racism and racial injustice. An anti-racism program set to run this spring will move to the fall as well.
7. **Home Base and other Adult Programming** was a bit of a mixed bag this year, also partly due to the coronavirus. Two of our guest ministers signed on to do some extra programming during their time with us. We also had a successful continuation of our small group ministries although the Covenant Group members have opted to join the Dialogue Group in their weekly Zoom gatherings. While we've planned other programming (such as one aimed at Dream interpretation, some art and spirituality opportunities, writing groups, and an ethical cooking and eating series), most of these are on hold until we can meet in person again.
8. **Reverend Vicki & Anne Principe** have each taken on a new ministry program, the former focusing on spiritual renewal and the latter on meditation. These are surely needed in this strange time.
9. **Because of the COVID-19** threat, we were forced to cancel this year's Ferry Beach retreat and General Assembly has moved to a digital format which means our youth and adults can't take advantage of the proximity of Providence.

Future Concerns:

1. The biggest challenge will be to rebuild the momentum we started the year with, particularly in the upper elementary school classroom where our new teacher, Mike Pizzi, seemed to be a hit with the children.
2. I am investigating how to move forward in offering our annual Our Whole Lives class for 7th and 8th graders. Part of this is about identifying partnering organizations, but more importantly it's about following UUA guidelines on how to do OWL safely.
3. We have a slew of programs ready to go and can begin scheduling for the fall and winter once we're more confident that any in-person programming can be done following safe practices and social distancing. That said, I'm always looking for more programs . . . if you have an idea, or if you would like to lead a program, please contact me.

It is a pleasure to serve this congregation and to help us address the 21st century with new programs and practices.

Peace,
Mark

Mark LaPointe, Acting Interim Director of Community Life and Learning (DCLL)

Music Ministry 2019 – 2020

This choral season has been the smoothest yet since my arrival a few years ago. Where last year there was a bumpy start due to mixed attendance from week to week, this year was steady throughout which really helped us to get off of the ground running.

We were very fortunate that all of our former members were able to return this year and we even added a few members over the choir season. Matt has become a mainstay in the bass section, as well as Joshua as he is able. The vocal color and extra heft they add to the already mighty Clem and Jim sound has been really a great foundation for the other members to hear and balance during singing. Young Gigi even joined us for a few Sundays and that was such a treat! She added a lot of heart and soul to the soprano section and we always welcome her joy! They have all made such wonderful contributions to both the vocal sound and the community of the choir. I am happy that they have graced us with their gifts. If you are interested in joining the choir (once we are able to sing with each other again safely!), please don't hesitate to reach out to me or to just come by on a Sunday. Not everyone can make every Sunday and that is fine. We would love to continue increasing participation from others in church!

Musically speaking, we found a nice balance of offering new selections with some of the “gems” that the members of the choir hold dear to their hearts. It feels nice to have found a good rhythm and for our music to flow naturally. David and Nami continue to be an integral part of the program at UUCGL. They support the choir beautifully and are a major reason that the music (both the performance on Sunday and the rehearsal on Thursday) is able to come together as well as it does. The instrumental music that they offered this year has been top-notch and I know that they appreciate all of the compliments the members of the church offer to them. They deserve each and every one of them!

As we entered into the period of Rev. Vicki's sabbatical, the members of our musical team (David, Nami, and the choir) were very malleable in preparing music for each service with different ministers. Some had special requests and the choir easily adapted and really rose to the challenge of multiple “aesthetics” created by our visiting ministers.

I was particularly proud of the Christmas Eve service they offered this year. There was a wide range of music and accompanied by a great instrumental ensemble. The evening was everything that I could have hoped for and the choir was a big part of that “magic” on the chancel.

We were very much looking forward to our *Music Sunday*, which was supposed to happen in the beginning of April right around Palm Sunday and Easter. It would have been a jam-packed three weekends musically and the choir was beginning to prepare for it in March when we needed to make the decision to cancel in-person services due to COVID-19. We are looking forward to being able to sing together again when it is safe to do so. As of this moment, it looks as if it will be quite a while until we are able to sing out loud as a congregation. We will continue to follow the guidance and the scientific and medical advice from the appropriate organizations and agencies as it relates to when it will be possible to do that in the future.

In the meantime, we have been able to offer wonderful virtual services on the YouTube page. It has been a lot of teamwork to make these come off without a hitch! David has been a big part of that process preparing recordings in order for me to create videos for hymns and instrumental music. Going forward, we hope to be able to include guest musicians, more vocal music, and possibly the occasional virtual choir offering to our online offerings.

The choir continues to meet on Zoom where we check in with other and find ways to continue fostering our musical community. It has been nice to see the friendly faces over the weeks even though we must be apart for the time being.

I will continue to work on finding ways in order to engage our church in music from afar and am inviting you all to reach out if you would like to make a musical offering. We can work together to find ways to increase lay participation in the music program. To that end, if you have ideas as it pertains to the music and programming at church, I welcome conversation, as always.

Respectfully submitted,
Kenneth Griffith, Music Director

Business Administrator 2019-20

At the close of this fiscal year, I am reminded of the last scene of *The King of Hearts* in which British soldier Alan Bates, finding the solace and refuge of an insane asylum in a quaint French town preferable to war's insanity, looks out a barred window and comments, "The most beautiful journeys are taken through the window." This week of lush spring-unfolding-to-summer days is indeed beautiful looking out home-office windows at rainbows of tulips and expanses of verdant greens reopening. A far cry from the reality of the outside world with King COVID, as Lynn author Nicole Rim calls it in her newly released children's book, and riots against those protesting in support of justice and equality. With the stay-at-home advisories in late March, our journeys have all been through our windows and now our minds are inspired to imagine and journey toward a new, more equitable world.

Annual reports are to look back and take stock of the year: celebrate successes and acknowledge plans that did not work as expected perhaps, but whose planning was invaluable; look to the future with the foundation built. Our foundation is firm, thanks to all who have gone before us, but the challenges faced during the building closure are opening all sorts of opportunities for us to design creative new ways to bring church to our members, friends, and guests; to maintain and increase spirituality and connection, especially in difficult times; and ultimately to provide a building that operates effectively within new constraints. I look forward to working with the Church Reopening Task Force and the Home Base Task Force on these issues.

A year ago raccoon kits were finding the steep Fellowship Room roof a perfect slide with soft landings in the yew bushes. Fortunately, the mother rescued her nursery and left, just in time for contractor Tom Sutton to set up both an indoor and outdoor shop to begin the long process of rebuilding our sanctuary walls. What an incredible and meticulous job! I wish that we had had a time-lapse video of his process of removing the large windows onto a secure form he created to move them to his own shop to rebuild the frames, with nary a scratch or shatter. Tom endeavored to save as much original clapboard as possible as he and his crew painstakingly removed every board, piece of tarpaper, batt of insulation, and sheet of drywall, down to the supporting beams. Each night the floors and carpets were left spotless, temporary plywood walls were nailed up, machines and tools were put away in Montessori fashion, and the building was secured. After the courtyard area was completed, work moved to the exterior of the sanctuary, accessible only by driving a scissor lift down the back path in the woods and by being lifted heavenward to the highest point of the sanctuary. Tom's resolute demeanor is evident in the photo at the end of this report as he unconsciously channeled his inner *Washington-Crossing-the-Delaware* spirit. Work was within days of completion when it had to cease, but we look forward to Tom's return.

Many other projects were completed this year, the largest of which was replacing the aluminum gutters that had deteriorated over the years and were causing widespread damaging leaks. After much due diligence, we decided on copper gutters for their superior longevity; their anti-microbial properties, repelling algae, fungi, bacteria, and mold; and their low thermal coefficient of expansion. We eliminated galvanic reaction by also installing copper downspouts. (No, this is not a paid announcement from the American Copper Association, but it does bring to the fore the extraordinary educational benefits an administrator's job affords one.) There were several other major projects done that bring the building in line with both current and future codes, such as the

completion of the initial phase of our new addressable alarm system for fire, sprinklers, and carbon monoxide. A new cloud-based heating system that can be monitored and set from a variety of devices has already proved to be invaluable.

To replace failing exterior parking lot lighting we switched to LED fixtures that offer significant savings. This became a larger project than anticipated when we discovered that we needed to replace the existing poles as one after the other failed. For safety measures we had to rent stadium lights to illuminate the lots during this period. We worked very closely with IMMI Energy to ensure the most compliance with our green standards and the least disruption to our wildlife, as we had recently been designated a certified wildlife area. This may be the first time that salamanders and turkeys have entered into lighting discussions, but the contractors were in complete accord. We have already realized savings on our electric bill and look forward to the next phase: replacing the exterior lights mounted on the building with LEDs. COVID-19 brought a halt to our project, but we expect the pole dancers back very soon to finish.

Through all of the projects, Properties chair Doreen Hodgkin was available not only for guidance, but for roll-up-your-sleeves action as she worked side by side with Lopez Landscaping, trimming low-lying brush and neatening areas surrounding the church as they handled the many trees that had sustained storm damage. On the interior she led the charge with some helpers to determine what sparked joy in our corporate life in cleaning out storage areas, closets, and rooms. We began to make great strides with the new Home Base Task Force in preparing our physical plant for our new vision. We thank Doreen for her assistance and oversight.

It was a Dickensian year for financial matters. The best of times with a bull market followed by the worst of times when the pandemic struck. Our pledge campaign did well considering the shutdown—kudos to co-chairs Cliff Charney and Ruth Griffin and the rest of the team—but both pledges and payments are down. We had an extended audit period due to the change in nonprofit accounting rules, necessitating new spreadsheets and many meetings. There were no issues identified and we will be welcoming a new auditor as our auditor of decades transitions into semi-retirement and begins to hand over the abacus to a colleague. Much time was devoted recently to watching numerous webinars, reading ever-changing government regulations, and drafting innumerable spreadsheets for COVID-19-related laws and regulations to ensure that we were in compliance and that we could adhere to our UU values and retain all staff during the shutdown with an SBA Payroll Protection Program loan. The church is fortunate to have such hardworking, dedicated financial leadership as treasurer Sarah Cecil and Finance Committee chair Cliff Charney. Their steady, unflappable attitude and deep-listening skills guide all their dealings and every so often we put the “fun” in funds.

In late March life as we knew it changed. While entering new pledges in the computer, news broke that the governor wanted everyone to work at home and shut business doors. There ensued the Great Schlepping of 2020 as offices already bursting at their seams were transferred to staff houses. Angie and I battened down the office hatches, the contractors packed up what they could and left the rest, and Mike and I did a last-minute sweep of the building and flipped on the closed sign. Working remotely has gone very well, with the biggest problem being hiding mountains of files for Zoom meetings to escape the ire of the Room Rater.

Administrative assistant Angie Kern and sexton Michael Michaud have had major roles in the invisible daily workings of the church during the shutdown. The Weekly Update and a new Zoom Connections go out like clockwork, as does the order of service. Mike continues his dawn inspections of the site, and with his crew keeps the property well-maintained and safe. Mike was an unsung hero during the months of stadium lighting. He met with neighbors to assess the best placement of the lighting; he came every afternoon to turn them on and late every night to turn them off; and he moved them around depending on the event and the wind gusts. On behalf of the congregation, I want to thank them both for their flexibility and creativity in adapting.

We often have heard the last couple of months, “A church is not a building, it is its people.” While this is very true, and while members and friends have been flocking (figuratively, except for Babs, our avian mascot) to the excellent online offerings and movingly orchestrated YouTube services, we miss one another. And we miss our beautiful space at 101 Forest Avenue. What opportunities are there for creating a new normal and engaging even more people? What challenges will we face in realizing this future? We need to become Disney imagineers to ensure that our beloved sacred space will open windows through which all can have beautiful journeys.

Respectfully submitted,
Elizabeth Muller



GREEN SANCTUARY MINISTRY TEAM

2019-2020 ANNUAL REPORT

*The Green Sanctuary Ministry Team's theme this year was
"Climate Change & Faith"*



The COVID-19 pandemic resulted in the cancellation or postponement of many of the GSMT's planned activities this church year. As a result, we intend to carry over the "Climate Change & Faith" theme to next year.

Climate Change & Faith Speaker Series—Together with the Swampscott Conservancy, the GSMT planned to host three speakers but, due to COVID-19, only the first two, DR. STEPHEN YOUNG, and DR. MARCOS LUNA, both professors at Salem State University, were able to present their talks. Dr. Young discussed the science of climate change from how scientists study it to the current state of affairs. In his talk, Dr. Luna explained how climate change is not just an environmental catastrophe, it is an ethical and political crisis that falls hardest on those who are least responsible and most vulnerable. Both events were very well attended, and many who came were from the larger community. We hope to have the planned third speaker whose presentation was canceled, DR. RICHARD PRIMACK, Professor at Boston University and author of *Walden Warming*, come speak to us about how he has been using Henry David Thoreau's records from the 1850s to show the biological effects of climate change next year.

Mapping Climate Change On The North Shore: Taking Action With Modern Mapping Techniques—In conjunction with the Speaker Series, Dr. Young set up a science exhibition at the church originally created by Salem State University graduate students and faculty highlighting climate change on the North Shore. The exhibition focuses on modeling future sea level rise and the urban heat island effect to help determine priorities for land preservation.

Blessing of the Animal Service included hymns and stories celebrating our furry, feathered, and scaly friends. The highlight, as always, was the parade of pets invited up for a blessing by Rev. Vicki.

Earth Day Service this year was an online collage of pre-taped individual songs and reflections from congregants' homes and backyards as well as a farm yard. While disappointed that we were unable to assemble together on this 50th anniversary of Earth Day, the GSMT hopes that everyone will celebrate the Earth all year long because *"Every Day is Earth Day."*

The Weekly Update and GSMT Bulletin Board provided information on this year's theme as well as GSMT-sponsored events.

The pond and wetland areas in the wooded area abutting the lower parking lot were delineated by a professional wetlands scientist as a first step in creating walking paths through the area.

The raised garden beds will be planted this summer with vegetables donated by The Food Project.

Last summer the GSMT hosted a hike at the Ipswich River Wildlife Sanctuary ...



Depending on social distancing requirements, GSMT hopes to organize another hike this summer as well as another paddle on the Ipswich this summer or fall.

This summer we will also host a Climate Change Book Club, the book to be announced shortly. We hope you can join us as we read and then discuss it at the end of the summer.

Stay safe and healthy!

Respectfully submitted,
Toni Bandrowicz, Chair
Green Sanctuary Ministry Team

Pastoral Care Ministry Team 2019-2020

The Pastoral Care Ministry Team (PCMT) was formed in order to provide support and spiritual comfort to our congregation during Rev. Victoria Weinstein's six-month sabbatical, scheduled from November 10, 2019, through May 10, 2020.

Before her departure, Rev. Vicki met with Claire Wilson on two occasions to prepare her for coordinating this caring effort during her absence, and officially identified her role to the congregation at the November 10 church service.

Rev Vicki shared with the coordinator the names of congregational members who might require special and specific attention, given circumstances of ill health or limited mobility. She also suggested several members as prospective candidates to comprise a caring team with professional and life experience that most suited their engagement in the role of caring outreach.

The Pastoral Care Ministry Team is now comprised of: Sally Clapp, Bob D'Addario, Bonnie Fishman, Ruth Griffin, Gloria Kozlosky, Kelly Slater, and Claire Wilson. We are grateful for their acceptance of this role, their compassionate outreach to members and friends of the church, and their creative suggestions for fulfilling that role. Some have already indicated that they will continue this volunteer commitment beyond the minister's sabbatical and the current fiscal year.

Additionally, upon Rev Vicki's recommendation, Claire contracted with Rev. Liz Weber, Minister for Pastoral Care at First Parish in Concord, Unitarian Universalist and former chaplain intern at MGH. Rev. Liz traveled to UUCGL and provided to the PCMT a comprehensive orientation and training with role play in a variety of likely situations. Among the elements of this training were guidelines on confidentiality, active listening, boundaries, ethics, and spiritual support.

During Rev Vicki's sabbatical, the coordinator sought, and is most grateful for, the counsel and support of Minister Emeritus of the First Universalist Church of Essex, Rev. Art McDonald, who responded most generously on a number of occasions. The Rev. Jeanne Nieuwejaar, now retired in Hudson, New Hampshire, also responded to a call for professional pastoral intervention, for which we are grateful.

In support of the PCMT, Stephanie Goodman orchestrated a Souper Sunday that yielded home (church)-cooked chicken soup and chocolate brownies, most frozen portions of which have already been shared during home visits by the PCMT Coordinator. We are grateful for Stephanie's delicious culinary contribution.

From November to the present, our team has been engaged in actual, virtual, and telephone visits with our community members and friends at their homes and in hospital. We have made recommendations for and facilitated connection with professional community services. We have shopped for and delivered groceries to shut-in members. We have provided a listening, compassionate ear during times of crisis and despair. And we have continued to check in on congregants who, pre-pandemic, had been unable to physically join us on Sunday morning. The

coordinator also assumed making follow-up phone calls and notes to our visitors who sign the guestbook, at the request of Membership and Hospitality.

The PCMT, as a group, has met virtually via Zoom on four occasions, two of which were with Rev. Vicki since her early return from leave in order to support our congregation during the pandemic crisis. Representing the PCMT, we have participated in virtual Sunday services to stay connected and to welcome, read, light the chalice, and relay the joys and concerns of church members and friends.

As sabbatical pastoral care coordinator, I thank Rev. Vicki for having invited and entrusted me with the honor of compassionate service and opportunities for unanticipated spiritual growth. I am grateful for the conversations and deepening friendships with each of our team members; your individual caring contributions to our community are sincerely respected and appreciated. I further appreciate the cooperation and support of our church staff and colleagues, Elizabeth Muller, Angie Kern, Mark LaPointe, and Kenneth Griffith.

On behalf of our team, I'd like to add that ours is a most caring, creative, and resilient community. For those who have accepted our outreach phone calls and visits, thank you for sharing yourself and, in so doing, helping us to grow.

Respectfully,
Claire M. Wilson, MSW
Pastoral Care Ministry Team Chair
781-595-8836 x 16

Social Justice Ministry Team 2019-20

This year the Social Justice Ministry Team focused on immigration. Some members of the team focused on UUCGL sanctuary work with the task force. We also worked with ECCO on a few fronts. Last summer many of us participated in or supported the Solidarity Pilgrimage for Immigrant Justice, held the third week of August. The pilgrimage, where ECCO members walked with other social action groups, began in Boston and ended in southern New Hampshire. In addition, we worked on ECCO's COVID-19 response, which included fundraising for immigrants' basic needs and supporting its grocery store and delivery efforts. We also hosted and coordinated the all-congregation holiday dinner at My Brother's Table in December.

During the pre-COVID-19 year, several of us participated in the ECCO white anti-racist caucus. As an announcement for the second meeting stated, the white caucus is "where White people within ECCO explore how to dismantle White Supremacy and racism. Together we will learn about the ways structural racism and White Supremacy have hurt all of us—People of Color AND White People—and we will explore our unique role in preparing our communities to build a strong multiracial movement for justice. At this second session, we will focus on how racism has made it so hard for White people to talk about race or build interracial relationships and explore what we can do to overcome this challenge." We scheduled an in-house workshop, Dismantling Racism, but it was canceled early in the pandemic.

SJMT presented a service in late January, entitled "Inherent Worth and Dignity of Every Person"—our first principle. Here is part of the sermon that resonates even more today:

And now I find myself here—a member of UUCGL. In these interesting times I find that the first principle resonates with me: The Inherent Worth and Dignity of Every Person. Each and every human valued and respected. No matter where they are from, what they do for work, where they went to school, what they have for dinner. The first principle brings us to and is complemented by the second: Justice, Equity and Compassion in Human Relations.

All people valued and respected, all people treated with justice and equity. I kept circling back to this as I did some reading recently on the history of slavery here, in what is now the U.S. I learned some facts and dates I was not aware of; facts and dates are always a part of history, but I also heard stories, and recognized that the long-lasting impact, the story, the legacy of slavery in the U.S. is still with us.

We plan to meet this summer and continue our work. There is so much we can do to ensure the inherent worth and dignity of every person, in work, in education, in health and so much more. Please join us.

Respectfully submitted,
Martha Curry for the Social Justice Ministry Team

Unitarian Universalist Women of Greater Lynn
Report for the Fiscal Year Ended 4-30-20

The Unitarian Universalist Women of Greater Lynn welcomed its members to another year of fellowship, service, and giving.

A couple of weeks before Christmas, we asked our members to bring in holly/evergreen cuttings. We used these to make, decorate, and deliver about 40 table centerpieces for the church-sponsored Christmas luncheon at My Brother's Table.

We also asked members of the congregation to save toiletries from their hotel stays. We used these to fill an estimated 35-40 gift bags with hair-care products, dental-care items, body scrubs, lotions, etc., which we delivered to HAWC during the Christmas season.

In February, we held our Sweet Sale. Many UUW members baked and donated fudge and other treats. Our group met the day before the sale to gift-box the sweets for Valentine's Day. This was a successful sale as we sold out of all our sweets.

This has been an unprecedented time worldwide due to the coronavirus. This highly contagious virus necessitated the canceling of the annual Bazaar due to shutdowns and quarantines. The Bazaar has always been an important fundraiser for our group, not only because of the money it raises, but because of all the hard work that is involved and the sense of community that it generates.

In collaboration with the Swampscott Interfaith Food Pantry, twice a year we ask church members to fill a bag with groceries that we deliver to 35 low-income Swampscott residents. This process has changed as of May 2020, whereby church members were asked to donate cash to the new Anchor Food Pantry and they will then shop and deliver those groceries.

During this fiscal year, the UUW continued its long tradition of philanthropy by giving to more than 15 charities and also providing some college scholarship aid.

Respectfully submitted,
Joanne Brine
for the Unitarian Universalist Women of Greater Lynn

