

REPORTS TO THE ANNUAL MEETING

on

June 12, 2022



UNITARIAN UNIVERSALIST CONGREGATIONAL SOCIETY OF WESTBOROUGH

64 West Main Street, Westborough, Massachusetts

UNITARIAN UNIVERSALIST CONGREGATIONAL
SOCIETY OF WESTBOROUGH

REPORTS TO THE ANNUAL MEETING
June 12, 2022

Table of Contents

Warrant for the Annual Meeting	2
Minutes of the 2021 Annual Meeting	3
Nominating Committee Report	5
Board of Trustees Report	7
Minister's Report	9
Finance Committee Report	10
Annual Pledge Campaign Committee Report	19
Membership Engagement Team Report	20
Program Committee Report	21
Children and Youth Religious Education (RE) Program Report	25
CommUUnity Collaborative Report.....	26
Music Committee Report	27
Racial Justice Committee Report	32
Book Group Report	34
Steeple, Windows, and Weathervane Restoration Report.....	35

WARRANT FOR ANNUAL MEETING
COMMONWEALTH OF MASSACHUSETTS
Unitarian Universalist Congregational Society of Westborough
64 Main Street, Westborough, MA 01581

Worcester

To: Kim Hall, Clerk

Greetings:

In the name of the Commonwealth of Massachusetts and in accordance with the provisions of General Laws (Ter.Ed), Chapter 67, Sections 7,13,14, and otherwise, you are hereby directed to warn and notify members of said Society to meet for an **Annual Meeting** in their Church at **12:30 p.m. on Sunday, June 12th, 2022** to act upon the following Articles: (NOTE: time has been amended to 11:45 by mutual agreement of all members of the board and corrected in writing on the original by Kim Hall)

Article 1: To review 2021 annual meeting minutes

Article 2: To adopt a budget for the coming year

Article 3: To nominate and elect officers and committee members for the Society for the coming year

Article 4: To hear all other annual reports

Article 5: To remember members of this Society who have passed during the year through a moment of silence

Article 6: To recognize committee chairs

Article 7: To take up any other business that may come before this Society

You are directed to serve this warrant by posting an attested copy thereof within the Society's church building before the time of said meeting.

Hereof, fail not, and make return of said warrant by the Moderator with your doings thereon at the time and place of said meeting.

Given under our hands and seals this 5th day of May, in the year of our Lord, two thousand and twenty two.

BOARD OF TRUSTEES

Kim Hall, Co-Chair, Stacy Spies, Co-Chair, David King, Ellen Rutter, Scott Owens

A true copy. Attest: Kim Hall, Clerk

**Minutes of the 2021 Annual Meeting
Unitarian Universalist Congregational Society of Westborough
64 Main Street, Westborough, MA 01581**

Sunday, June 13, 2021

Sunday, June 13, 2021

Present: 25 voting members were present. See the attached attendance list.

Moderator: Scott Owens

Clerk: Ashleigh C. Swain

The Moderator reviewed online procedures and voting, and then called the meeting to order at 12:02.

Reading of the Warrant:

1) The Warrant was read by the moderator, Scott Owens, at 12:03.

2) The Clerk, Ashleigh C. Swain, verified that a quorum of voting members was present.

Article 1: To review 2020 Annual Meeting minutes.

Kim Hall motioned to approve minutes, Charlie Wolfson seconded, all in favor. ***The motion was passed unanimously to accept the 2020 annual meeting minutes.***

Article 2: To adopt a budget for the coming year.

Lisa Shumway shared her screen to showcase the budget. Started with FY20-21 review. Biggest negative came from Indian Dance rental. A \$27k surplus is coming from pledges that UUCSW brought in and had previously estimated conservatively, but the congregants really paid in. The PPP loan forgiveness helped with the surplus. Expenses are on target. UUCSW did not hire an RE Director, but it did spend a little more for administration (Elisa) to overhaul systems. Submitting a balanced budget for FY 21-22. Pledges are expected to be \$12k more for next year. Auction is expected to increase back to \$10k. Income is projected to be \$30k more than the past two years. \$7000 of the surplus is proposed to be used for income for the coming year with the balance going into unrestricted reserves. Increased salary and hours for the office administrator. A 2% increase for music director and minister. Further listing of proposals listed in Annual Meeting Report. Budgeting of \$3500 for the coming year for what we pay into the UUA. Building inspection for future projects funded by surplus. Increased expenses for technology to cover costs for hybrid services

Moderator and Rev. Laurel recognize the work that Lisa Shumway and the finance committee have done. Sharon Barrett asks about the heating system loan. Lisa Shumway answered that the loan has been paid off. Lisa Shumway thanks Robin Fleming for stepping up for her work in landscaping, and Robin Fleming asks about outdoor spigot. Lisa Shumway says that plumber that had previously come by said we should use the one by 3 School Street, and Robin Fleming suggests that we might use the one. Juliana Spofford asks about 3 School Street and its expenses for the coming year. Lisa states they track their own expenses, and John Metzger submits a budget/report to the committee each month. Charlie Wolfson comments that UUCSW has underpaid UUA's Larger Fellowship dues in past years and suggests that during the

pledge campaign people could be asked to make an additional contribution to make up for the difference. Sharon Barrett asks that we enumerate what services the UUA provides UUCSW.

Kim Hall moved to approve, Susie Wells seconded, motions passed unanimously.

Article 3: To nominate and elect officers and committee members for the coming year.

Meridith O'Brien recognizes the labor of love that has gone into this church. Ellen Rutter to be a new Board member and David King to renew as a Board member, Lisa Shumway as treasurer, Scott Owens as moderator, Stacy Spies as historian, Scott O'Brien and Bruce Hall as finance committee, John Metzger as manager of 3 school street.

Charlie Wolfson motioned to accept, Judith Nicholson seconded, all approved, motion passed unanimously.

Article 4: To vote on David King's tenure on the Board of Trustees.

Kris Allen motioned to approve, Kim Hall seconded, all approved, motion passed unanimously.

Paula Kirk leaves after this vote.

Judith Nicholson swears in all new members, all new members affirm, and Kim Hall accepts their affirmation.

Article 5: To hear all other annual reports.

Kim Hall says the Board of Trustees report covers what was accomplished

Ministers report - Laurel Gray says go team

Historian's report - Stacy Spies says she has been able to get things out of an old storage area into archives

Finance report - Lisa Shumway has nothing to add, but Kim Hall adds that we all thank Lisa

Pledge Committee report - no additions

Membership engagement - no additions

Program Committee - Sharon Barrett forgot to include the list of people who are officially on the committee and will update later

RE Report - David King adds that he did not write the whole report; Tim Nourse who was the chair of RE did most of the writing

Music report - Sharon Barrett says that Kala Farnham has been such a help to get music as part of the zoom services; Kim Hall adds that Kala has worked hard to get the choir together

Social Justice - Jerry Breecher not in attendance; Kim Hall says that RJC committee will continue and all social justice activities will be done under an umbrella; Laurel says that social justice is part of everything and that Council of Chairs may be resurrected to oversee some activities including approval of monthly share the plate nominations;

Racial Justice Committee - Kim Hall says Jane will remain chair of RJC

Book group report - Judith Nicholson says she will be stepping down as chair; several people will be stepping up to take over

Covenant Group - Judith Nicholson is also stepping down as chair; three active members will share being facilitator and responsibilities

Reopening Advisory Panel - Juliana Spofford says for RAP will continue to help with hybrid services

Article 6: To remember members of this Society who have passed during the year through a moment of silence.

Moment of silence for Cindy, Rev. Emeritus' passing.

Article 7: To recognize committees' chairs and other members for their service to the congregation during the past year.

Kim thanks Scott Owens for being a moderator.

Article 8: To take up any other business that may come before this Society
No new business

Charlie Wolfson motions and Ann Maloney seconds, all in favor to adjourn, motion passes unanimously.

Respectfully submitted by Ashleigh C. Swain, Clerk

***Voting Members
in attendance:***

Kris Allen	Ann Maloney	
Sharon Barrett	Amy Martellock	Kathe Scott
Diana Beck	Judith Nicholson	Lisa Shumway
Ed Burdick	Meredith O'Brien-Weiss	Stacy Spies
Andrea Burdick	Wendy Oeser	Juliana Spofford
Kim Hall	Janet Purney-Balabanis	Ashleigh Swain
David King	Ellen Rutter	Scott Weiss
Jim Kirk	Pauline Sciarappa	Susie Wells
Paula Kirk		Charlie Wolfson

Nominating Committee Report

The following is the slate of candidates for trustees, church officers and members of the nominating and finance committees for election by the congregation. We are pleased to also present those who have agreed to serve as chairs of other committees. Thank you to all who will give their time and energy to serve as trustees, officers, committee chairs and members for the 2022-2023 fiscal year which begins July 1, 2022.

Trustees

Stacy Spies – continuing 3-year term ending 2023

Scott Owens -- continuing 3-year term ending 2023

David King -- continuing 3-year-term ending 2024

Ellen Rutter -- continuing 3-year-term ending 2024

Nancy Siegal – 3-year-term ending 2025

Officers (1-year term)

Treasurer: Lisa Shumway

Collector: Susie Wells

Assistant Collector: Kathe Scott

Clerk: no willing candidates were found. The Trustees will continue to cover this position on a rotating basis

Moderator: Juliana Spofford

Historian: Stacy Spies

Members of Standing Committees (1-year term)

Finance Committee: Scott Weiss, Bruce Hall (Note: The Treasurer, Collector, Assistant Collector are automatically members of the Finance Committee.)

Nominating Committee: Janet Purney-Balabanis, Pauline Sciarappa, Kim Hall

2022-2023 Committee Chairs

3 School Street: John Metzger

Buildings & Grounds: Tanya Trainor

Annual Pledge Campaign: Bruce Hall

Membership: Lisa Shumway

Program: Sharon Barrett

Racial Justice: no chair at this time

Ways & Means: no chair at this time

Children's RE: Circle RE committee structure to be determined

Music: committee to be called as needed

Respectfully submitted,

Nominating Committee: Lisa Shumway, Pauline Sciarappa and Janet Purney-Balabanis

Board of Trustees Report

In our monthly meetings, we used opening words to engage our mutual commitments, as we continued to navigate another year of leadership during the pandemic.

One such example is an excerpt from:

To Be of Use by Marge Piercy

I want to be with people who submerge
in the task, who go into the fields to harvest
and work in a row and pass the bags along,
who stand in the line and haul in their places

...

[and] move in a common rhythm

when the food must come in or the fire be put out.

The Board of Trustees has benefitted from the sustained efforts of its entire group to continue to strive for and achieve consensus on the discussions and decisions we have encountered this year.

Frequent topics of very productive board and special meetings have been related to Covid safety measures, trying to respond to mixed and changing messages of local, state, and federal regulatory guidance. The UUA guidelines have supported decision-making. Our internal consulting with our appointed Re-opening Advisory Panel helped us interpret and apply all this information to reach the best conclusions we could on how to navigate through the ups and downs of the Covid pandemic.

As part of our October board retreat, facilitated by Erica Baron, we generated two questions as a foundation for our work together as a Board this year:

§ How do we create boundaries that foster a sense of belonging?

§ How do we engage in ways that are life-giving, not just obligatory?

These are reflected in some of the board's and congregation's activities this year:

1) Continued to file fellowship renewal evaluations for Rev. Laurel's ongoing ministerial credentialing through the UUA; will be completing her third of three annual evaluations in June, making her eligible for final fellowship (i.e. full credentialing without further review).

- 2) Support for the RE committee in a search for the new approach to meeting our congregation's need for Religious Education, and hiring a joint RE director with youth classes being held since April 2022, including children in other churches in our area.
- 3) Search and interview process, to hire a new office administrator, Colleen Munson, after the departure of Elisa Scully in December. The willing help of Lisa Shumway in the interim, and to orient Colleen to her new position, is greatly appreciated.
- 4) Exploration and coordination, with the assistance of Lisa Shumway, of an alternative to the traditional auction with a much needed fund-raiser to help us meet our budget.
- 5) Approval of matching funds for the Racial Justice committee and the Finance committee proposal for the congregation's enthusiastic collective response to requests for funding of the Ujima Project, which helps support under-represented people starting businesses in Boston.
- 6) Consideration of a unique opportunity for Reverend Laurel to participate in a non-fiction writing project by Meredith O'Brien, to provide a unique perspective on a new generation of ministers, which was conditional on comfort within the congregation for the project.
- 7) Continued oversight of the "Share the Plate" program, splitting the collections during the Sunday service with a designated community program.
- 8) Communication with the congregation with a monthly letter in the weekly update, and by consistent attendance at Sunday services for visibility and availability.
- 9) Joyful anticipation of welcoming Rev. Laurel as our full-time minister, realizing this goal through the excellent success of the pledge committee and the enthusiastic support of the congregation during our pledge campaign to reach the necessary budget level.
- 10) Facilitation of steps with the specially-appointed hybrid task force to finally launch our first hybrid service in February, sustained since then on a weekly basis. While it is good to be back in the sanctuary, the zoom portion continues to be well-attended. This format has also enabled us to bring members who live remotely into active connection to UUcsw, both to services and to participate in volunteering.

In gratitude:

The willingness, creativity, and ongoing engagement of the Re-Opening Advisory Panel, made up of Juliana Spofford, Phyllis Barrett, and Ann Maloney, has been appreciated beyond measure. Other members of the congregation with expertise in this area, such as Stephanie Doyle, have also been extremely helpful in keeping perspective for conservative yet reasonable planning by the board.

In addition, the flexibility and tireless effort of the Hybrid Service Task Force, initially led by Bruce Hall, then joined by many other integral members, as well as Rev. Laurel, the worship associates, and the program committee, must be gratefully acknowledged. In addition, the ongoing essential efforts by all the members of the congregation in putting together programs for hybrid services, and those picking up the ball to execute and continuously refine all the technical aspects and procedures required to support these hybrid services, has been invaluable. Among the many many involved, particular recognition goes to Lisa Shumway, Ben Gold, David King, and Sharon Barrett. The monumental energy and teamwork to maintain the success of these high-quality, well-received services has been nothing short of phenomenal.

The volunteers who lead and serve on all of our many committees, or participate in individual ways, in the activities that support our congregation and the wider community are the essence of what upholds the principles of our Unitarian Universalist Congregational Society of Westborough, and we are extremely grateful.

Reverend Laurel Gray, and the staff including Kala Farnham as music director, Cynthia Menard as our RE director, and Colleen Munson as our new office assistant, also continue to keep us moving forward on the path of our values.

Kim Hall, who is closing out the last year of her term, has led the Board of Trustees and the congregation with a commitment to creating a safe space for both our emotional and physical well-being and to furthering the goals of this congregation. Nancy Siegal has graciously stepped up to join the Board of Trustees.

We are saddened to mark the passing this year of those who have also dedicated themselves to this congregation by sharing their time and talents:

Sylvia Sirignano

Steve Beck

None of this could happen without each of you, and all of us together, in the congregation.

Thank you.

Respectfully submitted,

The Board of Trustees 20-21-2022:

Kim Hall (co-chair), Stacy Spies (co-chair), David King, Scott Owens, and Ellen Rutter

Ex-Officio members: Rev. Laurel Gray, Lisa Shumway (treasurer)

NOTE: Clerk position has remained unfilled this year, and we continue to recruit for this essential position.

Minister's Report

Dear UUcsw,

In trying to make sense of what to say in this year's annual report, I've realized that pandemic life has a certain blurring effect. I keep thinking back on the year and realizing that this church year and last church year feel like one continuous pandemic experience. But, in truth, this year was an ongoing process of trying to re-gather after a year spent fully remote.

The Board and staff and Reopening Advisory Panel seemed to be in constant conversation about how and when to make the transition back into the sanctuary. Meanwhile, the Hybrid Task Force was outfitting our sanctuary with the technology to offer services both in person and on

Zoom, troubleshooting and making the experience as equitable as possible. It is remarkable to see how far we've come.

While all these complex conversations were happening, we also hired Cynthia Menard to help us launch our shared Circle Religious Education program with the congregations in Northborough and Marlborough-Hudson. Then, two months later, we helped launch the CommUUnity Collaborative with a group of six UU congregations to provide shared adult programming. There were theology lectures, a class on death and burial, my adult Coming of Age class, and others. It's amazing to me that the isolation of pandemic life resulted in this boon of connection, which will continue into the future as these two programs grow and blossom.

This spring, we were finally able to re-gather in our sanctuary and launch those hybrid services just in time for Members and Friends Sunday and the start of the Annual Pledge Campaign. After the success of last year's pledge campaign, we were again able to raise even more funds, creating bigger possibilities for the coming church year. One, I am very excited to say, is that I will be full-time next year. We were also able to give all of the staff members cost of living raises and create a budget that doesn't rely on an auction to remain balanced.

In a lot of ways, it's been an exhausting year, navigating all the ambiguity around Covid guidelines. And still, I have no doubt that this congregation has become stronger and clearer, kinder and more resilient along the way. I'm proud of who we are together. Being a minister is a profoundly humbling experience and I am thankful that I get to do ministry here, in this congregation, with all of you.

No matter what next year brings, we'll find our way together.

*Blessings,
Rev. Laurel*

Finance Committee Report

FY21_22 Projected Finish

FY22_23 Budget Proposal

FY21_22 in Review

Let's begin by reviewing where we expect to finish the current FY21_22 fiscal year. I am happy to report that we project to finish this fiscal year with a surplus of \$7,777. With that surplus included in our existing cash reserves, we should finish the fiscal year with an unrestricted cash reserve around \$105,000. This is a very healthy position for UUCSW, especially after several years of uncertainty due to the pandemic. Account balances are attached.

Here are a few more details on the FY21_22 fiscal year.

On the income side, we will underperform the budget with respect to fundraisers and rental income. On the rental side, we had planned for the Indian Dance School to return in September. Due to Covid, they did not return until the middle of May. They have indicated that they plan to return in September. Under the umbrella of fundraisers, several factors were at work. We were not able to hold the large public concert that was planned and our smaller passive fundraisers (Shop with Scrip and Stop and Shop cards) are underperforming compared to before the pandemic. However, the ad hoc auction as well as donations from purchasers of cancelled 2020 auction events brought in sufficient funds to make up most of the deficit. Our deepest gratitude to those who donated and purchased items.

The lost income was more than compensated for by the extraordinary payment rate on pledges and miscellaneous donations. We expect to complete the year with a pledge payment rate of 96%, consistent with the past couple of years, exceeding the budget of 95%. A special thank you to the folks who made extraordinary miscellaneous donations this year. It is greatly appreciated. In total, we project to surpass budgeted income by \$1829 (1%)

On the expense side, we expect to finish the year at 95% of the total compensation budget. Overall spending was lower because the budgeted RE position was not filled until November, we were without a paid office administrator for two months and we did not start paid childcare during services until late Spring. Compensation was higher than planned for the minister to manage additional tasks this year such as establishing the Circle RE structure, hiring two staff members and increased pastoral care needs.

Within the Operations expenses, total spending is expected to be \$2595 (5%) more than budget. Utility costs increased significantly this year, especially natural gas. Electricity increases were offset by the fact that we didn't need to heat/cool the sanctuary and chapel for seven months this year. Other areas where we were hit with unexpected price increases include business insurance and trash removal. Our huge, rented water heater finally failed this year and the board approved spending for a smaller, purchased unit.

Some cost increases were also driven by our move to hybrid services: we now use more paid software services and require better bandwidth to deliver quality services.

The one significant savings under Operations was for landscaping. We had budgeted money for snow removal in addition to lawn maintenance. We were unable to identify a reasonable paid servicer for our property and continued to rely on our outstanding volunteer snow removal team.

Programs are also expected to run below budget by \$2,426 (21%), primarily due to spending less than expected by the technology committee for hybrid service development as well as reduced spending in several areas as we did not have in-person services for most of the year.

In total, expenses are expected to come in at 97% of budget, saving \$5,948.

Share the Plate –The Share the Plate program was very successful again this year. In FY21_22, UUCSW made the following contributions: Heifer International (\$562), Boston House for Healing (\$133), Side with Love (\$258), UUSC (\$578), the Trevor Project (\$448),

Westborough Interfaith MLK Day (\$500), Partners in Health (\$498), YWCA of Central Mass (\$349), UU Ministry for Earth (\$303), and the Pastoral Counseling Center (\$500).

FY22_23 Budget Proposal

On to FY22_23. The Finance Committee is submitting a balanced budget proposal for the next fiscal year. A finalized copy of the proposed budget is attached.

On the income side, we had a very successful pledge campaign, raising \$139,851 between the regular campaign and the anonymous match. Based on pledge payment history, we are proposing using 96% of the pledge total (\$134,257) as the budget for FY22_23 pledge income.

Beyond the raw numbers, we want to highlight some of the line items of our budget. Our budgeted income for the coming fiscal year is \$11,576 more than last year's budget. Following is a discussion of the noteworthy changes:

- The budget for misc. collections is \$10,000 higher thanks to a charitable gift that has been promised for July 2022.
- The budget does not include any planned fundraisers other than AmazonSmile. This provides those who have run the auction and donated items over the past few years, a much-needed break. If someone comes forward who would like to organize a fundraiser and there seems to be demand, the funds raised could be used to support the 2023-2024 budget.
- Nursery School rent will increase by \$1000 (6%), reflecting rising utility costs.
- Last year we introduced a new income line item – “prior year surplus contribution” to make use of part of a large end-of-year surplus for some special projects. No such income is planned for this year as we do not expect a significant surplus.

Our budgeted expenses for the coming fiscal year are \$11,576 more than last year's budget. Following is a discussion of the noteworthy changes:

- Compensation: Compensation changes reflect consideration of the UUA salary and benefits guidelines.
 - o The office administrator, Colleen Munson, was hired in March at the recommended 2022-2023 pay rate which is an increase from \$18.65 to \$19.25/hour.
 - o The weekly rate of music director, Kala Farnham, will increase from \$218.28 to \$240 to better align with regional rates for performers, per UUA guidance. She will also return to her former schedule of 41 weeks per year as we will not be holding summer services. Two extra services have been budgeted for unplanned events.
 - o The RE director, Cynthia Menard, will receive the UUA recommended 5.3% increase, moving from an annualized salary of \$10,765 to \$11,336.

- o In addition to budgeting for paid childcare during services, we've also added a line item for a paid hybrid service "tech host" to relieve our volunteers of that duty.
- o The biggest compensation change is for our minister, Laurel Gray. As a result of our successful pledge campaign, we are able to move Rev. Laurel from 90% time to full time. Her annualized salary will also be increased by the UUA recommended 5.3% resulting in a total increase in annual salary from \$61,200 to \$71,604. Other benefits and compensation based on salary are scaled accordingly.
- The overall operating budget decreases by \$1,305. Many line items increase due to inflation, but those increases are offset as detailed below.
 - o This year's special expense of \$2500 for a detailed building inspection is not included in next year's budget
 - o The landscaper line item is reduced to cover only landscaping after we were unable to identify a reasonable snow removal service this year.
 - o The lift is only inspected and serviced every other year.
 - o Church management software now includes all software used to manage the church including Realm, Zoom, closed captioning software, Constant Contact, etc.
 - o Line items increased to reflect inflation: Business Insurance, Natural Gas, Postage, and Trash Removal.
 - o The telephone budget increased due to our increased broadband needs.
 - o The water heater
- The programs budget will return to pre-pandemic levels for most line items. Now that the technology is in place for hybrid services, the technology committee budget line will return to a "support" level. Also, with Rev. Laurel's move to full time, the program committee will only be filling the pulpit one Sunday per month, leading to a reduction in funds needed for visiting ministers.

Finally, we are extremely fortunate to have a team of dedicated staff and volunteers who continue to deliver high value to our community. Thank you to each of them. Between our salaried employees going beyond their job descriptions and many of our committee heads and other members and friends donating time and often supplies and/or money for their committee-specific needs, our congregation (and the budget) benefits significantly from the silent generosity of those that regularly shoulder a disproportionate share of the time and expense burdens for our congregation.

In closing, the responsibilities of the Finance Committee are to set the annual budget, regularly monitor the monthly financial statements, provide up-to-date information and advice to the

Board of Trustees and/or take action on issues pertaining to the congregation finances. We thank the members and friends of UUCSW who continue to financially support the society, despite times of uncertainty. The committee consists of the Treasurer Lisa Shumway, Collector Susie Wells, Assistant Collector Kathe Scott, Bruce Hall and Scott Weiss.

Respectfully Submitted,

Lisa Shumway, Treasurer

Account Balances as of May 30, 2022

Account Balances 2022 - As of 5/30/2022
(Includes unrealized gains)

Account	5/30/2022 Balance
Bank Accounts	
Avidia Checking	32,640
Savings @ Avidia	9,279
TOTAL Bank Accounts	41,919
Liability Accounts	
Covid Auction reserves	0
HOLDING FUND	-729
Pre-paid Pledges	-1,190
RE OWL	-443
Ryder Organ Restoration	-819
Sabbatical	-3,600
Share the Plate	-150
Social Justice Meal packaging	-297
UJIMA	-5,700
Weathervane and Steeple Re...	-4,909
YG Service Project	-1,581
TOTAL Liability Accounts	-19,417
Investment Accounts	
LPL Financial	95,765
TOTAL Investment Accounts	95,765
OVERALL TOTAL	118,268

FY21_22 Projected Finish and FY22_23 Proposed Budget

Category	'21_22 Budget	'21_22 Projected finish	Difference	'22_23 Budget
INCOME	\$ 191,706	\$ 193,535	\$ 1,829	\$ 203,282
Collections	\$ 122,706	\$ 131,416	\$ 8,710	\$ 150,257
Collections:Loose Collectns	\$ 4,000	\$ 4,000	\$ -	\$ 4,000
Collections:Misc. Donations	\$ 2,000	\$ 9,043	\$ 7,043	\$ 12,000
Collections:pledges previous year	\$ -	\$ 973	\$ 973	\$ -
Collections:pledges	\$ 116,706	\$ 117,400	\$ 694	\$ 134,257
Fund Raisers	\$ 13,250	\$ 11,765	\$ (1,485)	\$ 200
Fund Raisers:Concert	\$ 2,000	\$ -	\$ (2,000)	\$ -
Fund Raisers:Auction	\$ 10,000	\$ 11,257	\$ 1,257	\$ -
Fund Raisers:Shop with Scrip	\$ 300	\$ -	\$ (300)	\$ -
Fund Raisers:Stop & Shop Cards	\$ 750	\$ 328	\$ (422)	\$ -
Fund Raisers:Ways and Means Fund Raisers	\$ 200	\$ 180	\$ (20)	\$ 200
Interest	\$ 9,550	\$ 9,908	\$ 358	\$ 10,025
Interest:Savings Interest	\$ 50	\$ 21	\$ (29)	\$ 25
Interest:UUA Trust	\$ 9,500	\$ 9,887	\$ 387	\$ 10,000
Prior Year Surplus Contribution	\$ 7,000	\$ 7,000	\$ -	\$ -
Property Usage	\$ 39,200	\$ 33,446	\$ (5,754)	\$ 42,800
Property Usage:3 School Street	\$ 13,200	\$ 13,200	\$ -	\$ 13,200
Property Usage:Nursery School	\$ 15,000	\$ 15,000	\$ -	\$ 16,000
Property Usage:Other usage	\$ 6,500	\$ 200	\$ (6,300)	\$ 6,500
Property Usage:Reimbursements (Ins. & Trash)	\$ 4,500	\$ 5,046	\$ 546	\$ 7,100

FY21_22 Projected Finish and FY22_23 Proposed Budget

Category	'21_22 Budget	'21_22 Projected finish	Difference	'22_23 Budget
EXPENSES	\$ 191,706 \$	\$ 185,758 \$	\$ (5,948)	\$ 203,282
Compensation	\$ 128,126 \$	\$ 122,009 \$	\$ (6,117)	\$ 146,665
Compensation:Adminstrator	\$ 11,389 \$	\$ 10,558 \$	\$ (831)	\$ 12,310
Compensation:Adminstrator:FICA	\$ 809 \$	\$ 766 \$	\$ (43)	\$ 875
Compensation:Adminstrator:Salary	\$ 10,580 \$	\$ 9,792 \$	\$ (788)	\$ 11,435
Compensation:Childcare	\$ 2,648 \$	\$ 240 \$	\$ (2,408)	\$ 2,584
Compensation: Tech host	\$ - \$	\$ - \$	\$ - \$	\$ 2,207
Compensation:Director Music	\$ 11,054 \$	\$ 11,054 \$	\$ - \$	\$ 11,109
Compensation:Director Music:FICA	\$ 786 \$	\$ 786 \$	\$ - \$	\$ 789
Compensation:Director Music:Salary	\$ 10,268 \$	\$ 10,268 \$	\$ - \$	\$ 10,320
Compensation:Director R.E.	\$ 14,535 \$	\$ 10,299 \$	\$ (4,236)	\$ 15,000
Compensation:Director R.E.:DRE Professional expenses	\$ 750 \$	\$ 790 \$	\$ 40 \$	\$ 1,133
Compensation:Director R.E.:FICA	\$ 740 \$	\$ 605 \$	\$ (135)	\$ 867
Compensation:Director R.E.:insurance	\$ 2,400 \$	\$ 211 \$	\$ (2,189)	\$ 530
Compensation:Director R.E.:Salary	\$ 9,677 \$	\$ 7,903 \$	\$ (1,774)	\$ 11,336
Compensation:Director R.E.:Retirement	\$ - \$	\$ 790 \$	\$ 790 \$	\$ 1,134
Compensation:Ministerial	\$ 88,500 \$	\$ 89,858 \$	\$ 1,358 \$	\$ 103,454
Compensation:Ministerial:insurance	\$ 9,416 \$	\$ 9,354 \$	\$ (62)	\$ 11,212
Compensation:Ministerial:Insurance:Dental	\$ 580 \$	\$ 519 \$	\$ (61)	\$ 580
Compensation:Ministerial:Insurance:Disability	\$ 750 \$	\$ 803 \$	\$ 53 \$	\$ 930
Compensation:Ministerial:Insurance:Group Life	\$ 520 \$	\$ 521 \$	\$ 1 \$	\$ 602
Compensation:Ministerial:Insurance:Medical Insurance	\$ 7,566 \$	\$ 7,511 \$	\$ (55)	\$ 9,100
Compensation:Ministerial:Professional Expenses	\$ 7,200 \$	\$ 7,200 \$	\$ - \$	\$ 8,000
Compensation:Ministerial:Retirement Account	\$ 6,110 \$	\$ 6,110 \$	\$ - \$	\$ 7,160
Compensation:Ministerial:Salary & Housing	\$ 65,774 \$	\$ 67,194 \$	\$ 1,420 \$	\$ 77,082
Compensation:Ministerial:Salary & Housing:Allowance	\$ - \$	\$ - \$	\$ - \$	\$ - \$
Compensation:Ministerial:Salary & Housing:Other Salary & Housing	\$ 4,670 \$	\$ 4,904 \$	\$ 234 \$	\$ 5,478
Compensation:Ministerial:Salary & Housing:Salary	\$ 61,200 \$	\$ 62,290 \$	\$ 1,090 \$	\$ 71,604

FY21_22 Projected Finish and FY22_23 Proposed Budget

Category	'21_22 Budget	'21_22 Projected finish	Difference	'22_23 Budget
Larger Felliwhp: UUA	\$ 3,500	\$ 3,500	\$ -	\$ 3,500
Operating	\$ 48,750	\$ 51,345	\$ 2,595	\$ 47,445
Operating:Bldg & Grounds	\$ 21,200	\$ 19,403	\$ (1,797)	\$ 16,115
Operating:Bldg & Grounds:Building & Grounds Maint.	\$ 6,000	\$ 6,000	\$ -	\$ 6,000
Operating:Bldg & Grounds:Building inspection for future projects	\$ 2,500	\$ 2,500	\$ -	
Operating:Bldg & Grounds:Cleaning Service	\$ 4,300	\$ 4,341	\$ 41	\$ 4,515
Operating:Bldg & Grounds:Landscaper	\$ 3,300	\$ 1,000	\$ (2,300)	\$ 2,000
Operating:Bldg & Grounds:Lift Service Plan	\$ 1,500	\$ 1,962	\$ 462	
Operating:Bldg & Grounds:Nursery School Maint.	\$ 3,600	\$ 3,600	\$ -	\$ 3,600
Operating:Church Mgmt SW	\$ 1,500	\$ 1,990	\$ 490	\$ 2,200
Operating:Electric	\$ 4,500	\$ 3,927	\$ (573)	\$ 4,500
Operating:Insurance:Business	\$ 10,000	\$ 11,346	\$ 1,346	\$ 11,500
Operating:Natural Gas	\$ 3,600	\$ 4,500	\$ 900	\$ 4,500
Operating:Office	\$ 600	\$ 160	\$ (440)	\$ 300
Operating:Payroll Service Fee	\$ 1,000	\$ 920	\$ (80)	\$ 1,000
Operating:Postage	\$ 200	\$ 176	\$ (24)	\$ 210
Operating:Telephone	\$ 2,400	\$ 2,717	\$ 317	\$ 3,000
Operating:Trash Removal	\$ 2,600	\$ 2,971	\$ 371	\$ 3,120
Operating:Water & Sewer	\$ 1,000	\$ 558	\$ (442)	\$ 1,000
Operating:Water Heater	\$ 150	\$ 2,677	\$ 2,527	\$ -

FY21_22 Projected Finish and FY22_23 Proposed Budget

Category	'21_22 Budget	'21_22 Projected finish	Difference	'22_23 Budget
Programs	\$ 11,330	\$ 8,904	\$ (2,426)	\$ 5,672
Programs:Adult R.E.	\$ 120	\$ 145	\$ 25	\$ 145
Programs:Board Trustees	\$ 500	\$ 500	\$ -	\$ 500
Programs:Canvass	\$ 225	\$ 107	\$ (118)	\$ 225
Programs:Coffee Hour	\$ 125	\$ -	\$ (125)	\$ 200
Programs:Covid Expenses	\$ 350	\$ -	\$ (350)	\$ 150
Programs:Historian	\$ -	\$ -	\$ -	\$ -
Programs:Membership	\$ 300	\$ 300	\$ -	\$ 300
Programs:Music	\$ 800	\$ 690	\$ (110)	\$ 900
Programs:Program Sundays	\$ 2,900	\$ 2,545	\$ (355)	\$ 1,900
Programs:RE Expenses	\$ 700	\$ 350	\$ (350)	\$ 700
Programs:Social Action	\$ 250	\$ 200	\$ (50)	\$ 250
Programs:Technology Committee	\$ 5,000	\$ 4,052	\$ (948)	\$ 327
Programs:Worship Supplies	\$ 60	\$ 15	\$ (45)	\$ 75
Net Difference:	\$ -	\$ 7,777	\$ 7,777	\$ 0

Annual Pledge Campaign Committee Report

We had a great pledging year – **THANKS TO EVERYONE WHO PLEDGED!** As a reminder the theme of our campaign was “Better Together” as conceived and executed by the team. Pete Allen, our newest committee member, had the great idea of personalized quotes to support each of our subthemes of:

- **Full-Time Ministry – To increase Rev. Laurel’s hours from 90% to 100%, enabling her to provide one more sermon per month and better meet the needs of UUCSW**
- **Living our Principles through Fair Compensation – In times of inflation and competitive employment, to adjust our compensation accordingly**
- **Drawing the Circle Wider – To expand our physical and virtual connections through hybrid services, shared Circle RE and the ComUUnity Collaborative**

The materials came together mostly under Lisa’s guidance, there was an incredibly inspiring kick-off sermon by Rev. Laurel with participation by the entire Pledge Committee, a direct mailing driven by Lisa and Pete, and follow up emails and phone calls from the entire team. As usual, Lisa was the glue holding everything together, starting with an interaction with the finance committee to set our pledge campaign goal at **\$138,000**.

The results are in: through the end of May we have received 60 pledges totaling **\$123,498** - the highest pledge total ever for UUCSW! Additionally, an anonymous donor agreed to match every pledge increase dollar-for-dollar, and that total was **\$16,353**, adding up to a grand total of **\$139,851**.

Because so many of you stepped up so generously, we have the resources to work towards our stated goals. More details regarding the budget can be found in the finance report. **THANKS AGAIN!**

If you have ideas on how to increase our pledging rate in the future or any other ideas regarding the pledge campaign, please consider joining the Annual Pledge Committee next year. We’d love to have you! And, **if you haven’t yet pledged and would like to, there’s still time!** Please either tell Lisa, fill out a pledge form, or pledge online at onrealm.org.

More details of the campaign: This year we reached out to 69 households via email, regular mail, phone calls and/or face-to-face chats. While the percentage of member/friend households pledging (87%) is still below the full participation we would like, we did see the average pledge amount increase from \$1,962 to \$2,058. Out of 60 pledges, we saw 7 pledge amounts decrease, 11 pledge amounts stay the same, and **42** pledge amounts increase – a fantastic showing! The table below provides a breakdown of pledges received:

Pledge Range (\$)	Number of Pledges in Range	Total Amount Pledged	Average Amount Pledged
1 – 500	18	\$4,650	\$258
501 – 1000	5	\$3,920	\$784
1001 – 1500	13	\$17,220	\$1,325
1501 – 2000	6	\$10,560	\$1,760
2001 – 3000	9	\$22,848	\$2,539
3001 – 9000	6	\$24,300	\$4,050
9001 & Up	3	\$40,000	\$13,333
Total	60	\$123,498	\$2,058

Respectively Submitted,

2022-2023 Annual Pledge Campaign Committee

Pete Allen, Bruce Hall, Laurel Gray, David King, Kathie Metzger, Lisa Shumway, Juliana Spofford

Membership Engagement Team Report

The Membership Engagement Team (MET) overall mission is:

To greet visitors each Sunday, coordinate coffee hour, hold New Unitarian Universalist classes as well as membership ceremonies at least once a year, help visitors and members find places to connect within the congregation, provide appropriate publications relating to membership, maintain contact with friends and members who come irregularly, and provide caring for those in need.

This year's team included Lisa Shumway (chair), Pauline Sciarappa, Janet Purney-Balabanis, Paula Kirk, Hilary Cespedes and Rev. Laurel Gray.

Throughout this year of the continuing pandemic, we focused our efforts on maintaining and growing connections while we were physically separated, welcoming new visitors and members, and supporting our congregants. As we moved into the 2021-2022 church year, we were limited to online only services but continued to see newcomers joining us each Sunday. We coordinated a "welcome back" hike on the first Sunday of the church year and held an outdoor coffee hour in October. In December, we gathered some volunteer elves and collaborated with Rev. Laurel to distribute holiday goody bags to our members and friends, spreading the spirit of the season in preparation for our online candlelight service on Christmas Eve. In February, UUCSW began hybrid services, merging sanctuary services with a zoom option. The Membership Team has coordinated greeters each Sunday and welcomed many new visitors into the sanctuary since we reopened. In March, we celebrated our Members and Friends with a special service including the membership book signing and an indoor, in-person party (our first in quite a while). We are thrilled to welcome new member Peter Allen this year.

We will be wrapping up the year's social activities with a bring-your-own picnic at Nourse Farm following the Annual Meeting.

This year, UUCSW reported 99 active members. Sadly, two of our members passed away this year, Sylvia Sirignano and Steve Beck. They are greatly missed.

Thank you to the entire MET for giving so generously of your time and talents this year. It was a pleasure working with you. Our heartfelt gratitude to all our members and friends who have participated in events and have helped keep us connected. We end this year a stronger community than we began, thanks to all of you!

*Respectfully submitted,
Lisa Shumway
Chair, Membership Engagement Team*

Program Committee Report

Submitted by Sharon Barrett, Program Committee Chair

Program Committee Members: Rev. Laurel Gray, Sharon Barrett, Bruce Hall, Amy Martellock, Catherine Nourse, Meredith O'Brien Weiss, Scott Owens, Ellen Rutter, Phyllis Samara, Lisa Shumway, Jane Gates

The 2021-2022 church year is the third church year that UUCSW has been impacted by the COVID pandemic. In March of 2020, we moved to online services in Zoom to keep members and friends of the congregation safe and connected in community. Nearly two years later, on February 20, 2022, we returned to in-person services at the church.

At the beginning of the pandemic, it was a big adjustment to deliver online services. The silver lining was that we were able to include people from near and far. With the pandemic easing up in 2022, the Board of Trustees wisely decided to adopt a hybrid service model that would allow us to stay connected to all those who found solace in our worship services each Sunday during the pandemic.

With the help of many people on the Program Committee, especially those on our Tech Host Team (Bruce Hall, David King, Lisa Shumway, and Ben Gold), the hybrid service model became a real thing. Now on Sunday, hybrid services are held in the church and live streamed via Zoom. These services are accessible not only to those attending in-person but also to those who wish to attend remotely.

We owe a debt of gratitude to all those who worked tirelessly to bring the hybrid service model to life. Bruce Hall spearheaded the effort and worked closely with David King to identify, purchase, and configure the equipment needed including cameras, microphones, mixers, computers, and an overhead projector. Bruce led the initial team training session. Lisa Shumway developed and continues to refine detailed instructions for operating the equipment, updating the worship script, and retraining the team as needed.

Program Committee Guiding Documents

In 2021, Program Committee members, as directed by the UUCSW Board of Trustees, worked to create three documents to clarify and guide the work of the Program Committee. These documents are listed below with links to each. The content of each document speaks for itself - all are invited to read and provide feedback on them. These documents will be reviewed each year and updated as things change and evolve.

- [Program Committee Covenant](#)
- [UUCSW Program Committee Mission, Scope, and Purpose](#)
- [UUCSW Lay-led Reflection Worksheet](#)

The Worship Team

On any given Sunday, the Worship Team comes together to deliver the service. This year, the team has typically included a service leader (Rev. Laurel Gray, a guest minister, or a lay leader), Music Director Kala Farnham, a Worship Associate, a Tech Host, and an online greeter.

- In addition to a sermon or reflection, service leaders may offer a call to worship, reading, story, or prayer.
- The Worship Associate typically welcomes the congregation, makes announcements, and helps with service elements such as the chalice lighting, covenant, offertory, candles of joy and sorrow, etc.
- The tech host handles all the behind-the-scenes technical tasks including managing the slide show, camera positions, sound, etc.
- Members of the Board are online greeters, and they admit and welcome people who attend the service via Zoom.
- Kala continues to astound us with the music she provides! While we all have missed congregational singing, we are so very blessed to have a Music Director with the talent and versatility to go beyond the hymnal to find uplifting music from a whole host of genres.

As you can see, it takes a village to deliver a service at UUCSW!

Lay-led Services:

The following lay-led services were created and led by members of the congregation and Program Committee.

Date	Service Title	Reflection	Worship Associate	Tech Host
9/19/2021	<i>Possibilities that Inspire Hope</i>	Meredith O'Brien Weiss Scott Owens	Sharon Barrett	Ben Gold
10/3/2021	<i>Personal Economics in a Time of Change</i>	Sheila McPharlin	Sharon Barrett	Ben Gold
10/17/2021	<i>Longing for Connection</i>	Amy Martellock Phyllis Samara	Sharon Barrett	David King
12/26/2021	<i>Joy-Spotting</i>	Lisa Shumway and Ellen Rutter		David King

1/2/2022	<i>What Hunger Has My Heart?</i>	Sharon Barrett	Stacy Spies	Lisa Shumway
2/27/2022	<i>Reparations, Reverse Discrimination, and Reconstruction 3.0</i>	Marge Fisher	Sharon Barrett	Ben Gold
3/27/2022	<i>Reflections on Renewing Faith</i>	Catherine Nourse David Lambert Lisa Borchetta	Sharon Barrett	Lisa Shumway
4/24/2022	<i>UU Ministry for Earth's "Get Rooted, Get Ready" Earth Day Service</i>		Sharon Barrett	Lisa Shumway
5/8/2022	<i>Nurturing Laughter</i>	Meredith O'Brien Weiss	Rev. Laurel Gray Sharon Barrett	Lisa Shumway
5/22/2022	<i>Nurturing Beauty through Poetry and Music</i>	Lisa Shumway Kala Farnham	Marge Fisher Phyllis Samara	David King

Services led by Guest Ministers/Seminarians:

The following services were led by guest ministers or students studying to become ministers.

Date	Service Title	Sermon	Worship Associate	Tech Host
10/31/2021	<i>A Song of Love Beyond Death</i>	Lóre Stevens (Seminarian, Harvard Divinity School)	Scott Owens	Lisa Shumway
11/14/2021	<i>It's Complicated</i>	Rev. Aisha Ansano (First Parish in Malden, MA)	Catherine Nourse	Ben Gold
11/28/2021	<i>Let Our Young People Lead and We Will Be One</i>	Martha Durkee-Neuman (Seminarian, Harvard Divinity School)	Sharon Barrett	Lisa Shumway
12/12/2021	<i>Getting What You Don't Deserve: Grace as a theological, relational, and personal practice for Unitarian Universalists</i>	Pastor Emma Peterson (Cedar Valley UU Association in Cedar Falls, Iowa)	Rev. Laurel Gray	Ben Gold
1/23/2022	<i>Birdwatching as a Spiritual Practice</i>	Cassie Montenegro (Seminarian, Harvard Divinity School)	Sharon Barrett	Bruce Hall
2/6/2022	<i>Rethinking Our 4th Principle for Building the Beloved Community</i>	Martha Durkee-Neuman (Seminarian, Harvard Divinity School)	Catherine Nourse	David King
3/6/2022	<i>Young Heretics</i>	Karishma Gottfried (Seminarian, Wellesley College)	Rev. Laurel Gray Sharon Barrett	Lisa Shumway
4/10/2022	<i>World Space Party!</i>	Lóre Stevens (Seminarian, Harvard Divinity School)	Sharon Barrett	Lisa Shumway

Services led by Rev. Laurel Gray:

Date	Service Title	Worship Associate	Tech Host
9/12/2021	<i>All Water Runs Together</i>	Meredith O'Brien Weiss	Lisa Shumway
9/26/2021	<i>On This New Year</i>	Scott Owens	Lisa Shumway
10/10/2021	<i>Unlocking the Power of Covenant</i>	Meredith O'Brien Weiss	Lisa Shumway
10/24/2021	<i>Better Together</i>	Board members	Ben Gold
11/7/2021	<i>All Souls</i>	Sharon Barrett	Ben Gold
11/21/2021	<i>A Full Table</i>	Meredith O'Brien Weiss	David King
12/5/2021	<i>Looking for Miracles</i>	Scott Owens	Lisa Shumway
12/24/2021	<i>Christmas Eve</i>	Meredith O'Brien Weiss	Bruce Hall
1/9/2022	<i>The Things That Guide Us</i>	Scott Owens	Lisa Shumway
1/16/2022	<i>Dreaming Beyond Reason w/ Rev. Laurel and Amanda Hall</i>	Meredith O'Brien Weiss Story read by Cynthia Menard	Ben Gold
2/13/2022	<i>Just Love</i>	Meredith O'Brien Weiss	Lisa Shumway
2/20/2022	<i>Together Still</i>	Scott Owens	David King
3/13/2022	<i>Membership Sunday</i>	Lisa Shumway	David King
3/20/2022	<i>Celebration Sunday</i>	Pledge Committee	Ben Gold and David King
4/17/2022	<i>Easter - More is Possible</i>	Meredith O'Brien Weiss	Lisa Shumway
5/1/2022	<i>A Beautiful Life</i>	Meredith O'Brien Weiss	Ben Gold
5/29/2022	<i>No One Left Behind</i>	Scott Owens	Ben Gold
6/5/2022	<i>All That We've Learned</i>	Meredith O'Brien Weiss	Lisa Shumway

Circle Sunday Services: Circle Sunday Services are combined services between UUCSW, First Parish UU in Northboro, and the Unitarian Church of Marlborough/Hudson. Rev. Laurel Gray and Cynthia Menard, DRE took part in each service as did the Rev. Alice Anacheke-Nasemann from the Unitarian Church of Marlborough and Hudson and Rev. Lynda Sutherland from First Parish UU Northboro.

Date	Service Title	Host Church	Tech Host
12/19/2021	<i>Solstice Pageant</i>	UUCSW	Ben Gold
1/30/2022	<i>The Great Reimaging</i>	Northborough	
5/15/2022	<i>Youth Sunday</i>	UCMH	
6/12/2022	<i>Flower Communion</i>	UUCSW	Bruce Hall

2021 Summer Safari Services

The summer of 2021 was a series of Safari Sundays. The following summer services were led by UUCSW.

Date	Service Title	Reflection	Worship Associate	Tech Host
6/20/2021	<i>Summer Solstice</i>	Lisa Shumway	Sharon	Ben Gold
6/27/2021	<i>GA Sunday Service</i>			Sharon
7/25/2021	<i>Living with Monsters</i>	Amy Martellock	Meredith O'Brien Weiss	Ben Gold
8/8/2021	<i>When the Easiest Is the Hardest</i>	Rev. Janet Newton	Sharon	Lisa
8/22/2021	<i>Journeying Together</i>	Rev. Laurel Gray	Ellen Rutter	Ben Gold

Children and Youth Religious Education (RE) Program Report

Greetings,

I am deeply grateful to the wonderful congregation of UUCSW for bringing me on board this year and sharing the vision of a cooperative religious education program. It has been an honor and a delight to work on this with you all. Given the challenges of Covid and a mid-season start, the year went well with promising numbers in our programs and childcare. Here are our highlights:

- I came on board in Nov. and got the Circle RE program up and running. Our first event was held outdoors at First Parish, and we had 9 kids/youth in attendance from all 3 congregations.
- In Dec. we put on and recorded a holiday/solstice pageant: "A Holiday Lawsuit" which was viewed in Zoom service the following Sunday. There was 8 youth in attendance, including families from all 3 Circle congregations.
- In Jan., while still on Zoom, I ran an afternoon outdoor tracking workshop for all ages; we had 4 families in attendance.
- March saw the re-start of in-person programming; Circle RE would run two Sundays each month. Circle Youth Group had their first outing to Central Rock Gym in Worcester; 6 youth were in attendance, representing all three of the Circle congregations.
- In April, we started up weekly childcare for all ages and the UU Exploration Lab - a theme-based maker space that is offered on Sundays when RE is not running at any of the Circle churches.

- In May, we held a joint RE & Youth Sunday for all the Circle congregations at UCMH (Hudson). We had 13 children/teens in attendance (from all 3 congregations), including 2 new families with young children.

Despite the challenges, we had good activity around our children and youth programming, and have seen a new family with young children become active at UUCSW! This new activity has been reflected in our other 2 Circle congregations, and I believe the future for both UUCSW's programming and the Circle RE program is going to be rich and exciting! I am already looking forward to planning for next year. I'm hoping to add a Spirit Play type program to our offerings to serve our Pre-K and Kindergarten-aged children specifically. In addition to planning for next year, I will be working this summer on outdoor learning/gathering spaces, to work on our vision of making outdoor education a regular part of all Religious Education programs. And I look forward to my continuing work with you all, and getting to know you better!

*Respectfully submitted,
Cynthia Menard, Director of Religious Education*

CommUUnity Collaborative Report

CommUUnity Collaborative (CC) Report

The Community Collaborative was a new project that provided an opportunity for Unitarian Universalist ministers and staff teams of smaller congregations to create programs that could be shared with their congregations. First Church in Belmont received a grant from the UUA to create the Collaborative and mentor the process. We invited six congregations - First Church in Jamaica Plain, First Parish in Medfield, UU Congregational Society of Westborough, First Church in Salem, First Parish of Northborough and First Church in Dedham to be actively involved.

Our course catalogue included varied and stimulating programs and workshops to help adults deepen their faith, wrestle with big questions and nurture their souls.

We offered the following courses this winter:

Justice Documentary Film Series discussion (4 sessions)

Coming of Age for Adults (3 sessions)

Parenting Support Group (weekly from February- March)

From Fear to Eternity: UU Conversations on End of Life Issues (3)

Topics in Theology with Rev. Lauren Smith (2 sessions)

The attendance for the classes varied but represented a good cross section of the congregations and met the goal of expanding program offerings for each of the congregations.

The CC web-site (<https://www.commuunitycollaborative.com>) developed by Nate Sellers worked well for information and registrations were facilitated by Wendy Conroy.

The ministers felt that our time together was well spent and created a collaborative community that was meaningful to them, especially during the pandemic. In the coming year we will expand the group of ministers and presenters and will broaden the invitation for participants. We will share these classes with everyone at First Church as well as all the congregations in our area.

Respectfully submitted,

Lillian Anderson and Rev. Chris Jablonski

Music Committee Report

2021-2022 Music Committee Annual Report

Submitted by Sharon Barrett, Music Committee Chair

From September 2021 through most of March 2022, Sunday services were held online in Zoom. We have been so fortunate to have Kala Farnham, a talented, versatile, and tech savvy musician, as our Music Director. During this time of online services, Kala was able to use her home recording studio to record music for us each Sunday. Each week, she would record, then upload each individual piece of music. She has created an amazing and much treasured library of recorded music for us!

On March 20, 2022, Kala returned to the church to provide music during Sunday services - what a joy!

As the pandemic continues, we have taken a cautious approach with respect to congregational singing. We began by refraining from singing, then we encouraged humming, and finally we began singing while masked.

Kala is also leading a new way of coming together in song each week - Community Singing! Everyone is welcome to stay after the service and raise their voices together in song for a joyful few extra minutes.

Here is how Kala introduced Community Singing in the Weekly Update on May 5, 2022:

The benefits of community singing are numerous. Community singing nurtures the spirit and fosters a sense of connection and belonging; studies have shown that the hearts of people who sing together beat in unison! In fact, the benefits of singing in a group extend beyond the spiritual and emotional; it has been shown to lower heart rate, strengthen the immune system, soothe physiological pain, and boost mood and self-esteem.

According to Chorus of America (an organization dedicated to transforming communities through the power of singing), community singing is different from traditional choir: “a community sing is about ordinary people joining their friends and neighbors in a public place to sing, just for the fun of it. Everyone is welcome and there is no practice or performance. There is not an audience. Everyone sings.”

Here at UUCSW, we believe in fostering an inclusive and participatory culture in the music arts. It is a joy to announce that we will be hosting a weekly community sing after Sunday services through the end of the church year. Choral experience is not required; all are welcome!

Join us beginning this Sunday, May 8th at 11:30am to share in the joy of community singing.

Another joyful UUCSW music event was an auction item featuring a private concert by Kala Farnham at the home of Bruce and Kim Hall. Kala played many of her original songs to an enthralled and very appreciative audience - it was amazing!

On a more mundane note, the piano was last tuned on October 28, 2022 by Rob Ambrosino. With the delay in returning to in-person services, it was decided to wait and tune the piano again in September 2022 prior to the start of the 2022-2023 church year.

We have not been able to use the organ since the start of the pandemic, unfortunately. Accessing the organ would require changing the set-up of the livestream equipment. We will revisit this at the start of the 2022-2023 church year.

The following table lists out all the music we enjoyed during church services throughout the 2021-2022 church year. Unless otherwise noted, songs were selected and performed by Music Director Kala Farnham.

Date	Prelude	Musical Interlude I	Musical Interlude II
Zoom Services			
7/21/2021	<i>Abide With Me</i> William Henry Monk	<i>Lean On Me</i> Bill Withers	<i>Loving Kindness</i> Ian Riddell & Mark Hayes
8/8/2021	<i>Break Not The Circle</i> Thomas Ben	<i>How Could Anyone</i> Libby Roderick	
8/22/2021	<i>Bridge Over Troubled Water</i> Simon & Garfunkel	<i>Let It Be</i> Paul McCartney	<i>Resilient</i> Rising Appalachia
9/12/2021	<i>The Water Is Wide</i> Traditional	<i>Come Thou Fount of Every Blessing</i> John Wyeth	<i>I've Got Peace Like a River</i> Traditional
9/19/2021	<i>Love Will Guide Us</i>	<i>My Life Flows On</i>	<i>Light of a Clear Blue Morning</i>

	by Sally Rodgers	Robert Lowry	Dolly Parton
9/26/2021	Morning Has Broken Scottish Traditional	Loosen, Loosen Aly Halpert	I Got Peace Chelsey Coy, DiElle
10/3/2021	We'll Build a Land Carolyn McDade & Barbara Zanotti	Do You Hear? William Caldwell & Emily L. Thorn	We Would Be One Jean Sibelius & Samuel Anthony Wright
10/10/2021	Let This Be a House of Peace Jim Scott	We Shall Be Known MaMuse	When Our Heart Is In a Holy Place Joyce Poley
10/17/2021	Lean On Me Bill Withers	Somebody to Love Queen	Though I May Speak With Bravest Fire Hal Hopson
10/24/2021	Break Not the Circle Doreen Potter	One Voice The Wailin' Jennys	
10/31/2021	For All the Saints William Walsham How	Standing On The Shoulders Earth Mama	
11/7/2021	Let Hope and Sorrow Now Unite Nikolaus Decius	Dante's Prayer Loreena McKennitt	All My Memories of Love Anna Akhmatova
11/14/2021	Invention No. 1 Johann Sebastian Bach	Where Do We Come From Brian Tate	Building a New Way Martha Sandefer
11/21/2021	Ancient Mother Traditional Navajo Prayer	Warrior Heart Shawnee	All Nations Rise Lyla June
11/28/2021	Everything Possible Fred Small	We Would Be One Samuel Anthony Wright & Jean Sibelius	
12/5/2021	Sevivon Sov Sov Sov Traditional	Who Can Retell? Traditional	Light One Candle Peter, Paul, & Mary
12/12/2021	We Sing of Golden Mornings Ralph Waldo Emerson	Amazing Grace John Newton	Open My Heart Ana Hernandez
12/19/2021		Deck the Halls (Reprise) Thomas Oliphant	
12/24/2021 Christmas Eve	Performed by Kala: Joyful, Joyful We Adore Thee O Holy Night The First Noel Performed by Oakes & Smith: Gabriel's Message Straw Against the Chill Snow The Holy Moment	Sing-along Carols: Joy to the World O Come, All Ye Faithful Silent Night	We Three Kings of Orient Are <i>performed by the UUCSW Choir, Kala Farnham, Director</i>

1/9/2022	Let This Be a House of Peace Jim Scott	Sanctuary John Thompson & Randy Scruggs	Be Ours a Religion Theodore Parker & Thomas Benjamin
1/16/2022	Now Sing We of the Brave of Old Albert M. P. Dawson & Giovanna Palestrina	Wake Now My Senses Thomas Mikelson	Your Life Is Now John Mellencamp
2/6/2022	All Are Welcome Marty Haugen	Where You Go I Will Go Shoshana Jedwab	Step By Step the Longest March Irish Folksong More Love Mark Miller
2/13/2022	Born This Way Lady Gaga	Courage My Friend South African Anti-Apartheid Movement	Draw the Circle Wide Mark Miller
2/20/2022	Let Hope And Sorrow Now Unite Brian Wren	May Nothing Evil Cross This Door Louis Untermeyer	Though I May Speak With Bravest Fire Hal Hopson
2/27/2022		People Get Ready Curtis Mayfield	
3/6/2022	Draw the Circle Wide Mark Miller	We Would Be One Samuel Wright & Jean Sibelius	Keep On Moving Forward Pat Humphries
3/13/2022	We'll Build a Land Carolyn McDade	Come Sing a Song With Me Carolyn McDade	We'll Build a World David Lohman Making Our Dreams Come True Cyndi Grecco
In Person-Services			
3/20/2022	We're All in This Together Matthew Gerrard and Robbie Nevil	Simple Gifts Joseph Brackett One Voice Wailin' Jennys	Postlude in F Charles Callahan
3/27/2022	Love Will Guide Us Sally Rodgers	Peace Be With Us Composer unknown When Our Heart is in a Holy Place Joyce Poley	My Life Flows On In Endless Song Composer unknown
4/10/2022	Rocketman Elton John	When You Wish Upon a Star Leigh Harline and Ned Washington O Star of Truth	Fly Me to the Moon Bart Howard

		Minot J. Savage and Timothy R. Matthews	
4/17/2022	<i>O Life That Maketh All Things New</i> Samuel Longfellow	<i>Morning Has Broken</i> Eleanor Farjeon <i>Gloria</i> Jaques Berthier <i>O Day of Light and Gladness</i> Frederick Hosner <i>Amazing Grace</i> John Newton	<i>Lo The Day of Days Is Here</i> Frederick Hosmer
4/24/2022	<i>Ancient Mother</i> Traditional Navajo Prayer Arranged by Sivabruntha Parker	<i>For the Beauty of the Earth</i> <i>Blue Boat Home</i> Peter Mayer	<i>All Creatures of the Earth and Sky</i> Adapted by Ralph Vaughan Williams
5/1/2022	<i>Color and Fragrance</i> Norbert Capek	<i>How Could Anyone</i> Libby Roderick <i>May Your Life Be As a Song</i> Jim Scott <i>Little Swallow</i> Kala Farnham	<i>My Life Flows on in Endless Song</i> Robert Lowry
5/8/2022	<i>Scherzo</i> Franz Joseph Haydn	<i>Enter, Rejoice, and Come In</i> <i>No Matter If You Live Now Far or Near</i> <i>Now Let Us Sing</i> <i>Let It Be a Dance</i>	<i>Dance</i> Johann Christoph Friedrich Bach
5/22/2022	<i>Prelude in F Major, BWV 927</i> Johann Sebastian Bach	<i>Let All the Beauty We Have Known</i> Dana McLean Greeley and Ralph Vaughan Williams <i>Talk to Me</i> Jane Gates <i>Golden</i> Kala Farnham <i>Quadrinity</i> Kala Farnham	<i>O What a Piece of Work Are We</i> Malvina Reynolds and Charles H. Webb <i>Dear Weaver of Our Lives Design</i> Nancy Dorian and Nikolaus Herman
5/29/2022	<i>America the Beautiful</i> Katherine Lee Bates & Samuel Lee Ward	<i>I Cannot Think of Them as Dead</i> Frederick Lucian Hosmer <i>Standing on the Shoulders</i> Earth Mama <i>American Soldier</i> Toby Keith	<i>There Is More Love Somewhere</i> African American Hymn <i>My Country 'Tis of Thee</i> Samuel Francis Smith

6/5/2022	Turn Turn Turn Pete Seeger	We Sing of Golden Mornings Ralph Waldo Emerson & William Walker Step Out of the Shadows Glen Hansard Life Is the Greatest Gift of All William E. Oliver & James Leither McBeth Bain	Amazing Grace John Newton Come Thou Fount of Every Blessing Robert Robinson & John Wyeth
6/12/2022	Draw the Circle Wide Mark Miller	Des Colores David Arkin & Betty Wylder You Will Be Found Benj Pasek & Justin Noble Paul This is Me Benj Pasek & Justin Paul	How Could Anyone For Flowers That Bloom About Our Feet Severus Gastorius

Racial Justice Committee Report

Annual Report from the Racial Justice Committee for UUCSW church year 2021-2022

Monthly Meetings

The committee met once a month, September through June, from 7:00pm – 8:00pm. Meetings were again conducted via Zoom. The group email: rjc@uucsw.org was again used for committee communications. Meetings were used primarily for planning purposes. Regular attendees included Kris Allen, Marge Fisher, Kim Hall (liaison from Board), Kathie Metzger, Sheila McPharlin, Kathe Scott, Jane Walsh, and Rev. Laurel. Others who attended periodically were Pauline Sciarappa, John Metzger, Amy Martellock and David King.

Communicating with the Congregation

The Weekly Update and the Vista Blog were the primary ways of periodically communicating with the congregation. Occasionally posts to the private UUCSW FaceBook page and to the church's Social Justice webpage were made.

Committee Sponsored Activities

- Sunday morning service in February. Marge led us in developing a service themed on reparations. Marge's informative reflection on reparations was well-received as reflected in the number of people who requested a copy of it! Kris and Jane participated the morning of, and the hands of many others contributed to a successful Sunday service.
- Identified and vetted a Share-the-Plate nominee at the request of the Board. The YWCA of Central Massachusetts who's tag line is Eliminating Racism, Empowering Women and who's clients represent a mix of races and social classes was nominated by the committee. Kathie M was formerly a long-time Board member at the Y and she and Jane made direct contact with Deb Hall, the current Executive Director.

- A facilitated book discussion of *Difficult Conversations with a Black Man* was offered remotely in March on a Sunday afternoon following the morning service. At the recommendation of Sheila, we enlisted the services of Elijah Manning, a bi-racial facilitator of racism awareness. He was paid for his time. Attendees included four members of the social justice group at Trinity Church in Northborough and a member of the UU First Parish Church in Berlin.

NOTE: The book *me and white supremacy* was considered for a group read. That book's author requested such group reads follow a process described in *The Circle Way*. We therefore postponed engaging with *me and white supremacy* until we could consider *The Circle Way* process.

- Boston Ujima Project Investment - In collaboration with the Finance Committee, the Racial Justice Committee promoted the idea of supporting small businesses owned by people of color by investing money in the Ujima Fund. Donations from members and friends for this purpose exceeded our goal! The fundraising conducted in Spring of last year (2021) was a success! With \$2500 in matching funds from the Finance Committee, over \$5,000 was available to invest in the Ujima Fund. Concurrently the Boston Ujima Project was having its own success in reaching its goals for the investment fund and terminated acceptance of additional investment funds. Flummoxed, Sheila and Jane then researched the alternative Imani Pool. Donations to this fund are used to reduce risk of loss when loans from the Ujima Fund are made. The Board, the Finance Committee, and the Racial Justice Committee were in agreement that a donation to the Imani Pool was consistent with the original intent. Sheila reached out to individual donors with an explanation and an offer to return their donation if they asked. No requests were received, and Sheila notified the Board and Finance Committee in early May that the funds could be donated to the Imani Pool at the Boston Ujima Project. Feeling the geographical distance from this Boston group, we are looking for ways closer to home to promote economic justice as inspired by our involvement with the Boston Ujima Project.

- Get Out The Vote with voteforward.org: Letter writing campaign, for the 2022 Fall mid-term elections, was initiated in May with plans to continue through October 2022. We previously partnered with voteforward.org in 2020 (directly and then through UUtheVote) and several folks took part. Recipients of our nonpartisan letters will be voters who are typically underrepresented: young people and people of color.

- Baby Clothes and Diaper collection for infants up to 12 months old. The YWCA-CM hosted a Black Maternal Health series and Jane attended both. There she learned of the Family Health Center of Worcester (already known to Kim!). As the mother of two boys, Jane was motivated to suggest a clothing drive after hearing a doctor describe the free Baby Store at the clinic was often short on boys clothing items. An inaugural clothing drive for unisex and stereotypical boys clothing and diapers is scheduled for June 12, 2022.

Reflections and Visioning

- Looking back - monthly meetings were an hour in length and used solely for planning and decision making. The pillars of Educate ourselves (identify and learn about a problem issue), Raise Awareness with others (about the problem issue), and Act (to address the problem issue and which may include voting, volunteering, and donating) appear to have again buoyed the committee's work - though we didn't intentionally apply them.

- Going forward – Jane is stepping down as chair after a 2-year run; Sheila inquired about interest to continue to meet through the summer simply to stay connected; the letter-writing

campaign for the “GOTV for the Fall 2022 Mid-term Elections” will continue through October. Whether or not to have additional baby clothes drives for the Family Health Center of Worcester will be after the completion of the June drive; Kris is interested in collaborating with other entities under the Ascentria Alliance umbrella in terms of helping to relocate Afghan families; and Kim has her eye on immigration justice through UUMA collaborative efforts and will let us know of any opportunities consistent with the type sought by this congregation (i.e., hands-on, educational ones as we learned in our community discussions facilitated by Rev. Erica Baron in the Spring of 2021.

Respectfully submitted,

*Jane Walsh
May 25, 2022*

Book Group Report

Book Group meets on the second Friday of each month. Since the beginning of Covid-19 Book Group has been meeting on Zoom on the same schedule. We currently have about 30 on our email list and are averaging between 6 to 10 attending each month.

Book Group members are reminded in July/August to suggest books to be considered for the following year with the caveat that the member MUST have read the suggested book. The Book Choice Manager (currently Libba Moore) compiles the list of detailed book descriptions which is emailed to all members before the September meeting. Instead of reading a book, the members meet for a “feast” where we share food and look at the choices.

In September 2021 we brought our own meal and met masked and socially distanced outside at a member’s patio where we discussed all of the suggested books. A survey is then emailed to all members to vote for their choices. The Book Choice Manager compiles the results with the top 11 books becoming next year’s list. One book is chosen for October and the other 10 assigned to the other 10 months.

Book Group reminders are posted in the weekly updates with the book cover and description. Members are also reminded by email with the Zoom link for the meetings. Pauline hosts the meetings and I send out the reminders and keep track of members. Anyone interested in Book Group is always welcome to join us.

These were the books chosen for the 2021-2022 year.

<i>Date</i>	<i>Book</i>	<i>Author</i>
<i>October 8</i>	<i>The Giver of Stars</i>	<i>Jojo Moyes</i>
<i>November 12</i>	<i>Anxious People</i>	<i>Frank Backman</i>
<i>December 10</i>	<i>The Yellow House</i>	<i>Patricia Falvey</i>

<i>January 14</i>	<i>The Vanishing Half</i>	<i>Britt Bennett</i>
<i>February 11</i>	<i>The Lying Life of Adults</i>	<i>Elana Ferrante</i>
<i>March 11</i>	<i>Braiding Sweet Grass</i>	<i>Robin Wall Kimmerer</i>
<i>April 8</i>	<i>Hamnet</i>	<i>Maggie O'Farrell</i>
<i>May 13</i>	<i>Sarah's Key</i>	<i>Tatiana de Rosnay</i>
<i>June 10</i>	<i>A Particular Kind of Black Man</i>	<i>Tope Folarin</i>
<i>July 8</i>	<i>Yellow Wife</i>	<i>Sadeqa Johnson</i>
<i>August 12</i>	<i>Nine Perfect Strangers</i>	<i>Liane Moriarty</i>
<i>September 9</i>	<i>FEAST</i>	

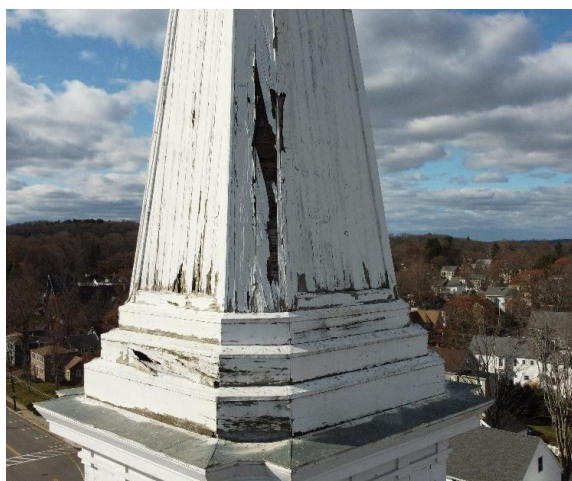
Respectfully submitted,

Susie Wells

Steeple, Windows, and Weathervane Restoration Report

Submitted by Bruce Hall, UUCSW 2022 Annual Meeting

Restoration of the steeple, lantern windows and weathervane was a large project after 81 years of weathering the elements and damage done to the weathervane due to a strong windstorm. The steeple itself had quite a bit of damage and bits of wood were literally coming off and falling to the ground, as shown in the following “before” photo:



Here is a “before” picture of the damaged (and worn) weathervane:



This was bound to be an intense and costly project. We had an original quote from RESTCO (who undertook the repairs and painting) that was several years old, and we asked them to update the quote based on closer inspection of the steeple. Based on that revised quote our original projected budget for the project was \$58,300, and the final costs will come in at over \$70,000 (with final costs of the reconstructed windows and mounting TBD). Luckily, the congregation has stepped up in numerous ways, along with a payout from our Church Insurance company, that covers the expenses fully. A more detailed accounting can be found below.

The restoration work took place last summer (2021), with RESTCO spending many weeks scraping and rebuilding the damaged steeple and spire. They used their own cranes:



Steeple and Spire Restoration

Here's an example of the Steeple, windows and spire after they were stripped and before restoration:



Here is Chris Oconnor from RESTCO working in his workshop, where many of the boards for the restoration were fabricated. Chris spent many, many hours on the detailed work.



And here is the final result, after reconstruction and painting:



A fresh coat of paint was applied to the front face of the church as well, and many pounds of bird droppings were removed from the belfry.

Weathervane Restoration

The weathervane was also repaired and refurbished, with a new coat of gold leaf and added gold balls, and was mounted on a new stainless steel mounting post. The restoration was done by Ferro Weathervanes in Warren, Rhode Island. Here is the restored weathervane as remounted on the top of the spire:



Lantern Window Restoration

The lantern windows are 4 feet in diameter and were precision manufactured to create their unique appearance. They were all so worn that none were salvageable. We explored several replacement options, including custom manufacturing and an off-the-shelf option from Lowes. As luck would have it, right next door to Ferro Weathervanes in Rhode Island is a manufacturer called Scotts Doors and Windows, who manufactures sashes specifically for churches. Scott is in the process of exactly replicating our windows and they are expected to be completed over the summer. Once finished, RESTCO will return and help us install the windows. For now, RESTCO closed up the four windows to keep water from penetrating the interior of the structure:



New Sign, Landscaping, Additional Painting

You might also notice the new sign in front of the church, which replaces the one that succumbed to last autumn's microburst. Many thanks to Vince Aquilino for taking on this project. Also kudos to the landscaping work headed by Robin Fleming and team. RESTCO additionally painted the front of the church, and the cost for this work (\$8,800) came out of the B&G budget.



Accounting

Consider the following project accounting:

Income

2021 Pledge Campaign- special collection dedicated to this project	\$ 14,680.00
Approved contribution from UUCSW	\$ 25,540.00
Anonymous match	\$ 15,787.25
Church Insurance payment	\$ 8,705.66
Corporate matching gift	\$ 4,000.00
Total Funds Received	\$ 68,712.91

Payments

	\$
RESTCO	55,182.25
	\$
Ferro Weathervane	1,947.00
	\$
50% window Deposit	6,675.00
	\$
Total Spending to Date	63,804.25

	\$
Remaining available funds	4,908.66

There will be an outstanding balance for the windows of \$6,675, plus a cost to have RESTCO return and install the windows. At this point any additional project overages beyond the remaining available funds have been agreed to be covered by the Halls. Again, we expect the windows to be installed before the end of the summer.

Respectfully Submitted,
Bruce Hall



Unitarian Universalist
Congregational Society
of Westborough