

REPORTS TO THE ANNUAL MEETING

on

June 14, 2020



UNITARIAN UNIVERSALIST CONGREGATIONAL SOCIETY OF WESTBOROUGH

64 West Main Street, Westborough, Massachusetts

UNITARIAN UNIVERSALIST CONGREGATIONAL
SOCIETY OF WESTBOROUGH

REPORTS TO THE ANNUAL MEETING
June 14, 2020

Table of Contents

Warrant for Annual Meeting	2
Minutes of the 2019 Annual Meeting	3
Nominating Committee Report	5
Board of Trustees Report	6
Minister's Report	10
Finance Committee Report	11
Endowment Committee Report	20
3 School Street Report	21
Pledge Campaign Committee Report	22
Membership Engagement Team Report	23
Program Committee Report	25
Children and Youth Religious Education (RE) Program Report	26
Music Committee Report	28
Book Group Report	32
Covenant Group Report	33

WARRANT FOR ANNUAL MEETING COMMONWEALTH OF MASSACHUSETTS

Worcester, ss

Unitarian Universalist
Congregational Society of Westborough

To: Robin Fleming, 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** via a Zoom call (<https://us02web.zoom.us/j/84153524640>) at **11:30 a.m. on Sunday, June 14th, 2020**, to act upon the following Articles:

Article 1: To review 2019 annual meeting minutes

Article 2: To adopt a budget for the first quarter of 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 committees' chairs and other members for their service to the congregation during the past year

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 20th day of May, in the year of our Lord, two thousand and twenty.

BOARD OF TRUSTEES

John Metzger

Kim Hall

David King

Janet Purney-Balabanis
Co-Chair

Judith Nicholson
Co-Chair

A true copy. Attest
Robin Fleming, Clerk

Minutes of the 2019 Annual Meeting

Unitarian Universalist Congregational Society of Westborough
64 Main Street, Westborough, MA 01581

Sunday, June 9, 2019

Present: 39 voting members were present. *See attached attendance list.*

Moderator: Andrew Koenigsberg

Clerk: Robin Fleming

Attachments: The Warrant for the Annual Meeting, the Reports to the Annual Meeting June 9, 2019, and the Attendance sheet.

The Moderator called the meeting to order at 12:05.

Reading of the Warrant:

- 1) The Warrant was read by the moderator, Andy Koenigsberg.
- 2) The Clerk, Robin Fleming, verified that a quorum of voting members (39) were present.

Article 1: To review the 2018 annual meeting minutes:

- ***Tanya Trainor moved to accept the minutes. Lisa Shumway seconded the motion, and the motion was unanimously accepted.***

Article 2: To adopt a budget for the coming year: The moderator recognized Lisa Shumway as Treasurer. Lisa reviewed the information found in the finance committee report, highlighting an anticipated surplus of \$25,102 at the close of this fiscal year. She then highlighted the key elements of the surplus budget proposal for the next fiscal year (FY19-20).

Discussion: None

- ***A motion was made by Lisa Borchetta to pass the 2019-2020 budget. The motion was seconded by Amy Martellock. It passed unanimously.***

Article 3: To nominate and elect officers and committee members for the coming year. Meredith O'Brien-Weiss read the nominating slate. New Board members include David King, completing year 2 of Sharon Barrett's 3-year term, and Kim Hall, beginning year 1 of a 3-year term. Sharon Barrett will become the new Chair of the Music Committee.

- ***Ellen Rutter motioned to accept the nominations, and Kathie Metzger seconded the motion. It passed unanimously.***

Article 4: To hear all annual reports.

Tanya Trainor spoke for the Building and Grounds Committee. She recently looked for a structural engineer to look at the church steeple. She has found a family that specializes in church steeples. She is focusing on painting the steeple first. Later on, painting the rest of the church exterior, and the interior of the Chapel are on the schedule. She asked whether the Congregation has comments or requests. Sharon asked about the ceilings of the downstairs hallway and bathroom. Tanya suspects ant damage. The ceilings have been repaired. Other ceiling damage will be inspected and addressed soon. The lighting of the steeple was discussed. A light from the street pole lights the steeple, but we are no longer paying for it! Andy asked about pigeons in the steeple. Tanya hopes to replace the glass later in the decade, to prevent pigeon access. Lisa, (Treasurer) commented that we will have to have a special meeting to address funding for the steeple work, which may cost \$25,000 to \$30,000. Janet asked whether the landscaping overgrowth can be addressed. Judith Nicholson commented that the yews may have been planted in memorial for a deceased member of the congregation. Vince offered to repair the large lawn sign in front of the church. Mary Tribe thanked Tanya for her work as chair of this committee.

Kathie Metzger spoke for the Program Committee. More Program Sundays will occur next year. Kathie made a plug for new program leaders, and thanked those who stepped up to provide them in 2018-19.

Amy Martellock spoke for the Finance Task Force. She thought that the time-limited format of six months worked very well and suggested that it be used for future church problem-solving.

➤ ***Kim Hall made a motion to accept the annual reports. John Metzger seconded the motion. The motion passed unanimously.***

Article 5: John Metzger offered a moment of silence *in remembrance* of those who passed on during the 2018-2019 church year: Bill Young, Tracie Beale, Bernice Elberfeld, Joan Ames, and Corinne Sciarappa.

Article 6: To recognize committee chairs and other members for their service to the congregation during the past year. Judith Nicholson acknowledged the outstanding service of Lisa Shumway and Sharon, both of whom are stepping down from the Board.

Article 7: To take up any other business that may come before this Society: Robin Fleming requested that the minutes show that John Metzger received the Indge Award for going above and beyond in many roles over the years, most recently as Co-Chair of the Board of Trustees. John Metzger also thanked the Ministerial Task Force Committee.

A discussion ensued as to whether we had to swear in the new officers during the meeting. John said it was not mandated, and said the Board could do it at a later time.

➤ ***Amy Martellock moved that we dissolve the annual meeting. Tanya Trainor seconded the motion, and it was passed unanimously. The meeting was closed at 12:43.***

Respectfully submitted by Robin Fleming (Clerk)

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 2020-2021 fiscal year which begins July 1, 2020.

Trustees

Judith Nicholson - continuing 3-year term ending 2021

David King - continuing 2-year term ending 2021

Kim Hall - continuing 3-year term ending in 2022

Stacy Spies - 3-year term ending 2023

Scott Owens - 3-year term ending 2023

Officers (1-year term)

Treasurer: Lisa Shumway

Collector: Susie Wells

Assistant Collector: Kathe Scott

Clerk: Ashleigh Swain

Moderator: Andy Koenigsberg

Historian: Stacy Spies

Members of Standing Committees (1-year term)

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

Nominating Committee: Diana Beck, Meredith O'Brien-Weiss, Lisa Shumway

2020-2021 Committee Chairs

3 School Street: John Metzger

Buildings & Grounds: Tanya Trainor

Annual Pledge Campaign: Bruce Hall

Children's RE: no chair at this time

Membership: Lisa Shumway

Music: Sharon Barrett (looking for replacement)

Program: Sharon Barrett

Social Action: Jerry Breecher

Ways & Means: no chair at this time

Socials Group Organizers:

Book Group: Judith Nicholson (will be looking for replacement for 2021-2022)

UU's at Lunch: Mary Tribe (will be looking for replacement for 2021-2022)

Respectfully submitted,

Nominating Committee: Diana Beck, Meredith O'Brien-Weiss, Lisa Shumway

Board of Trustees Report

In the November VISTA this quote by Richard S. Gilbert was shared: “While something in us clamors for stability, for sameness in the deeper regions of our being, we know we are made for change.” And change the UUcsw has experienced.

A welcome change was having the Rev. Laurel Gray join us as our minister in August 2019. A not so welcome change was having the COVID-9 pandemic sweep through Massachusetts causing us and most other organizations to close our doors and stop all in-person meetings.

Following on actions by the state of Massachusetts and the Town of Westborough, the board initially voted to discontinue all in-person church activities until April 15th, then extended that to August 30, 2020.

After evaluating the latest information from the UUA, medical experts, and government guidelines the board suggests that there be no in-person gatherings until at least January 2021. A letter was sent to all the members and friends informing them of this decision. We will compile results from a congregational survey that asks what we can do to help people stay connected, where we can focus our efforts, what people’s concerns are, as well as receiving nominations for the Re-opening Advisory Panel.

To keep the parishioners safe, in-person Sunday services were canceled and the Sunday morning services are now delivered via Zoom either on-line with video or with audio using phones and a dial in number. The first online service took place on Sunday, March 22nd.

Minister:

Our new year started in August with the excitement of a new minister, the Reverend Laurel Gray.

- A Ministerial Transition Team welcomed her to the congregation, staff, and the ways of the church. Several Open Houses and an ice cream social introduced her to the congregation.
- After several months of orientation, the Ministerial Transition Team stepped back and the minister is now supported by the Committee on the Ministry. The Committee on the Ministry met for the first time in November with a new mission statement and purpose.
- The UUA will receive the minister’s evaluation from the board and the Committee on the Ministry in the fall of 2020.
- Cosmetic updates along with a new door window, to meet UUA safe congregation guidelines, combined with Rev. Laurel's personal touches have transformed the minister's office into a warm and welcoming space.

Board Meetings:

- The Board met monthly, typically on the first Thursday of each month, from August 2019 to June 2020 with additional special meetings called as needed.
- The annual board retreat was facilitated by Meg Hargreave, a non-profit consultant who is also a Unitarian Universalist at the First Parish in Concord. Reverend Laurel joined us along with Kathie Metzger, Lisa Borchetta, Lisa Shumway, and Amy Martellock.
 - The experience from the retreat has been advanced over the months. A congregational meeting to share our understanding of the points raised and ask for congregational input has been postponed.

- The Board met monthly in-person from August 2019 to March 2020.
 - We met weekly via Zoom starting March 12th through April to strategize the best next steps during the COVID-19 pandemic and the closing of the church.
 - We resumed monthly meetings in May via Zoom with additional technology training sessions and as needed board meetings to plan how to reopen in the future.
- In October 2019, several members attended the Claiming Our Spiritual Leadership Workshop in Worcester.
- Judith Nicholson, Kim Hall, and David King will be delegates representing our congregation at the virtual General Assembly in June.
- The church established ongoing communication with the local community initiative “Westborough Connects” by participating in a forum on aging enjoyably, planned to participate in “kindness week” which was cancelled due to the pandemic quarantines, and invited participation of their co-chairs on diversity to participate in social justice book groups on white fragility, while hoping to explore further collaborations in the future.

Virtual Sunday Service Changes:

- The Zoom attendees are invited to log in early on Sunday, beginning at 10:00 AM to greet and chat with one another before service. Volunteers are online and available to help them get acclimated.
- We have included many of the elements of our in-person service into the virtual service which helps the congregation feel consistency during this challenging time.
- After the Sunday morning service, anyone who would like to stay for an additional fifteen minutes is invited to take part in a small group ministry experience. Attendees are divided randomly into small "breakout" groups to connect as we do at coffee hour.
- The congregants can continue to make contributions for their pledge, Share the Plate, or the Minister's Discretionary Fund by paying online through Realm or writing a check and mailing it to the post office box.

Some things didn't go as planned. Things that were postponed or changed:

- The Annual Auction planned for March with a Speakeasy “20's” theme and live music by Warren Olsen was converted to an online fundraiser.
- A concert planned for May to showcase Kala Farnham, our music director, and The Lunar Strings with Heather Pierson, accompanied by Alex Korolov and Dan Grip has been postponed.
- Our Whole Lives (OWL) a program for youth in grades 7-9 which helps to instill positive and healthy understandings of sex, gender, and relationships planned to meet in the Spring has been postponed.
- Laurel's ordination, originally planned with the First Parish in Concord, had to be postponed. It will be rescheduled when we can safely meet again.
- The Bridging Ceremony for our teens graduating from high school had to be changed because Zoom was experiencing technical difficulties and was held a week later.

Some things went very well:

- Rev. Laurel suggested that we start using Google Suite for our organization, for better documentation and professional emails. Rev. Laurel, Elisa Scully, Lisa Shumway and David King worked together on the implementation.

- The Annual Pledge Campaign was held in February with a goal of \$120K. Personalized letters and a new brochure were shared with the congregants. We came very close to that goal and had our highest pledge total ever.
- Volunteers stepped forward into so many roles as committee and task force members. They volunteered to be on the Snow Removal Team, they were greeters and supplied coffee and snacks after Sunday morning services, they taught RE classes, they presented lay-laid services, and so many more efforts.
- We welcomed many new congregants who signed the membership book.
- The meal packaging for a Worcester homeless shelter entered its second year and happened monthly until stopped by the pandemic. Funds are being donated instead.
- We started a “share the plate” project to support community programs from collections.

Connections Via Zoom:

- Community Hours provide a chance to check-in and chat informally with Rev. Laurel and one another during the week, offered on both Tuesday evenings and Thursday mornings.
- The UU Knits meets virtually once a week to gather and chat while working on projects.
- The Book Group met monthly except for March. Zoom meetings were established and virtual meetings are now held monthly.
- The Covenant Group meets every other week to discuss thematic material from Soul Matters. (The Soul Matters Sharing Circle is a network of Unitarian Universalist congregations who follow the same monthly themes so we can more easily share small group material, as well as worship, sermon, music, and children’s religious education resources.)

Communication:

- New UU Classes met in January. People who were new to UUCSW and/or Unitarian Universalism were offered a two-session class.
- An Adult Religious Education discussion program, Happiness as a Spiritual Practice, was offered.
- A podcast of Laurel’s sermons and monthly reflections, titled "UUCSW Reflections" was produced and is now available.
- A new private Facebook group, UUCSW Members and Friends, was created as a space for conversation, sharing, and updates.
- Recaps of board meetings were reported to the congregation monthly in the Vista.

Some things stay the same:

- We continue our subscription to Realm which helps us more effectively administer information about people, contributions, giving, and groups.
- In February we held the Birthday Bash, a fun for all ages tradition where we gathered to celebrate everyone's birthday UUCSW style. We shared pizza and teamed up with those who share the same birthday month to design and decorate cakes.
- The annual “Guest at your Table” initiative sponsored by the UU Service Committee was held in December.
- The annual Christmas Giving Tree provided an opportunity to help people in need.
- The UU’s at Lunch met monthly, we enjoyed potluck brunches, and had a whole church photo taken.

- We brought back the Birthday Bank for people to donate their age in cash.
- We had ongoing fundraisers with Scrip, *amazonsmile*, Stop and Shop cards, and the Christmas Poinsettia sales.

Things to look forward to:

- This summer as we continue to follow the UUA's guidance for gathering, the Program Committee will host online Summer Services beginning Sunday, June 21st. They will take place on Zoom and begin at 9:30 am.
- The UUA General Assembly originally scheduled to be held in Providence, RI will now be available virtually on June 24-28. Registrants will have access to the GA Virtual Participation Portal, which combines multiple modes of participant engagement.

Support in this challenging time:

- Zoom Community Hours are offered on both Tuesday evenings and Thursday mornings as a chance to check-in and chat informally with Rev. Laurel and one another during the week.
- Parishioners may reach out to Rev. Laurel if they would like private support. The minister's discretionary fund is available which helps people who need immediate financial assistance to provide housing, food, or other essentials.
- Rev. Laurel provides confidential pastoral care.

Board Thanks:

You may be saying that the church is doing so many things - how wonderful. We are doing so many things because of the efforts of our congregants who step forward to do them. We continue to rely on everyone's generous efforts to continue. The board appreciates their work.

The board is grateful to all the members and friends who served on committees and teams as well as all the staff that support the society. Please see reports elsewhere in the Annual Report for individual member's names and the list of teachers from RE. Fortunately, there are a lot of people who help. Thank you all!

Janet Purney-Balabanis and John Metzger have served their terms as board members. Their hard work, time, and contributions have helped guide this congregation and promote our principles. Their dedication to the UUWSC is greatly appreciated.

The quote in the December Vista was from George Bernard Shaw: "I am of the opinion that my life belongs to the whole community and as long as I live, it is my privilege to do for it whatever I can. I want to be thoroughly used up when I die, for the harder I work the more I live."

At this point in the report we remember the members who have passed. As we close this year we are pleased to report there has not been any members lost this year.

Respectfully submitted by the Board of Trustees 2019-2020:

*Janet Purney-Balabanis (co-chair), Judith Nicholson(co-chair), John Metzger, Kim Hall, David King.
Ex Officio members: Robin Fleming (clerk), Lisa Shumway (treasurer), Laurel Gray (minister)*

Minister's Report

Dear UUCSW,

When I arrived in August, I was struck by your enthusiasm, your warm welcome, and your love for each other. On that first Sunday in the chapel, when I asked you what being part of this community meant to you, so many of you said: *these are my people*.

When we had our first board retreat in October, one of the key themes that came up was this: *we are a congregation that creates resilience in the midst of struggle*.

Thank goodness, right? Who knew we'd find ourselves becoming fully digital by April, navigating congregational life amidst a global pandemic. It's often said that emergencies bring out the best and worst in people, and we're seeing how the cracks and injustice in society are becoming all the more obvious right now.

Amidst this storm, I for one can say that I am immensely proud of this congregation and I am honored to be your minister. Especially now. Your commitment to each other and the work of this congregation is inspiring. So many of you have stepped up to do everything from figuring out how to do music on zoom to cleaning out the church mini fridge. All to make sure that we keep each other and our wider community safe.

Because, as so many of you said, "these are my people." And in this house we know that the congregation is the people, not the building. We know that we can create resilience amidst the struggle. We know that love is a verb and we will find our way together.

What a joy it's been this year.

Sending you all love and blessings,
Rev. Laurel

Finance Committee Report

FY1920 in Review

Let's begin by reviewing where we expect to finish the current FY1920 fiscal year. The budget approved last June included a small surplus of \$381. I am happy to report that we project to finish this fiscal year with a surplus of \$26,116. With that surplus added to our existing cash reserves, we should finish the fiscal year with an unrestricted cash reserve of \$105,000 to \$110,000. This is a very healthy position for UUCSW and gives us confidence that we can weather the uncertainty of the coming year.

Here are a few more details on the FY1920 fiscal year.

On the income side, we will underperform the budget with respect to rental income, due to COVID-19 shutdowns of our renters – the nursery school and Indian dance. However, the lost income was more than compensated for by several significant unbudgeted miscellaneous donations from friends and family members of UUCSW. In addition, we received the first \$7,500 of Wake Now Our Vision matching funds. The remaining \$2,500 will be paid out in July of 2020. Thank you to those special folks who contributed to our extraordinary miscellaneous donations this year. We would also like to recognize the efforts of the auction team led by Amy MacDougall who, despite having the live auction cancelled because of COVID-19, raised \$10,972 online. Our deepest gratitude to those who purchased items, despite the uncertainty of when we will be able to hold the events. In total we project to surpass budgeted income by \$26,190 (16%)!

On the expense side, we expect to finish the year at 103% of the total compensation budget. Spending was higher primarily due to additional hours needed for the minister to manage unforeseen circumstances this year such as the move to online services, the resignation of the DRE along with the subsequent RE task force, and increased pastoral care needs. Within the Operations expenses, total spending is expected to be \$1,910 (4.3%) less than budget, primarily from lower than budget spending on electricity with reduced building usage. Programs are also expected to run below budget by \$1,716 (27%), primarily due to underspending by the program committee. The projected actuals on the expense side include funds that will be held for B&G work that cannot be completed until this summer.

Additionally, in response to the COVID-19 pandemic, UUCSW was able to apply for and receive a Payroll Protection Program loan of \$22,100 to help us maintain our staffing during this Spring. The money was received in April. If the money is spent per the guidelines of the program (for payroll and utilities over the period from April 24th to June 18th), the loan will be forgiven and converted to a grant. The loan is currently carried on our accounts as a liability.

Over the course of the fiscal year, a number of improvements were made with respect to our financial operations.

Share the Plate – Rev. Laurel along with a small group of volunteers pulled together a new process resulting in our Share the Plate program which identifies a different charity each month to receive half of the loose collections. In FY1920, UUCSW made the following contributions: Pastoral Counseling Center (\$541.50), Massachusetts Bail Fund (\$342), Genesis Club (\$119), CASA Project (\$86.50), Worcester homeless shelter meal packaging (\$197), and UU Mass Action (\$237.50).

Online Payments – Early in the year we implemented the ability to make payments online through Realm. With the move to online services, we further enhanced this feature with a “donate now” button

that is available on our website and in our weekly update. Many of you have taken advantage of this feature to pay your pledge, make donations to the Minister's Discretionary fund and to pay for auction purchases. The next feature we hope to implement this summer is giving by text message.

FY2021 Q1 Budget Proposal

Due to the COVID-19 situation, the finance committee is presenting a budget for only the first quarter of the next fiscal year. The uncertainty of when our renters will be able to reopen their businesses and start providing income, as well as the impact on expenses of having the building open or closed is significant enough to merit a different approach this year. So, we will take it one quarter at a time until the uncertainty diminishes. The Q1 budget is based on the assumption that there will be no in-person services or income from Indian Dance or the nursery school through September. The budget is based primarily on actuals for income and expenses from last year with a few exceptions.

On the income side, we had a very successful pledge campaign, raising \$112,650 for the coming year. Of that, \$16,000 has been prepaid and is available on July 1st. An additional \$10,000 in pledge income is expected in Q1. Other significant sources of income during the quarter will be rent from 3 School St, our July endowment distribution and the final installment of the Wake Now Our Vision matching funds. The total budgeted income for Q1 is \$35,532.

On the expense side, our budgeted expenses are primarily for compensation (66%) and operations (32%). Operations expenses are based on actuals from past years.

There are a number of changes related to compensation.

- The minister's hours will be increased from 30 to 36 hours per week, beginning August 1st to reflect learnings from this year on the actual hours needed to meet the requirements called out in her contract and to cover the added responsibility of Head of Staff.
- Our office assistant will be promoted to the position of office administrator to more accurately reflect her responsibilities. Her hourly rate will increase from \$15.45 to \$17.00.
- \$100 per week is budgeted for the music director to provide two recorded musical pieces each week during the summer. A 2% pay increase is also included in the budget.
- No compensation is budgeted for RE personnel during Q1. Hiring is dependent upon returning to in-person services.

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 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.

The Finance Committee is looking forward to the addition of more members this year. 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. The committee currently consists of its Chair and Treasurer, Lisa Shumway, Collector, Susie Wells, and Assistant Collector, Kathe Scott.

Respectfully submitted, Lisa Shumway, Treasurer

FY1920 Projected Finish

Category Description	FY '1718			FY '1819			FY '1920 Projected year end		
	Budget	Actual	Difference	Budget	Actual	Difference	Budget		Difference
INCOME									
Collections									
Loose Collections	\$ 4,000	\$ 4,629	\$ 629	4,000	4,129	\$ 129	\$ 4,000	\$ 2,540	\$ (1,460)
Misc. Donations	\$ 500	\$ 4,744	\$ 4,244	500	22,690	\$ 22,190	\$ 1,500	\$ 34,447	\$ 32,947
Pledges Prev. Year	\$ -	\$ 4,100	\$ 4,100	0	1,383	\$ 1,383	\$ -	\$ 280	\$ 280
Pledges Current Year	\$ 93,170	\$ 103,953	\$ 10,783	97,000	103,169	\$ 6,169	\$ 96,570	\$ 95,750	\$ (820)
TOTAL Collections	\$ 97,670	\$ 117,426	\$ 19,756	101,500	131,371	\$ 29,871	\$ 102,070	\$ 133,017	\$ 30,947
Fund Raisers									
Auction	\$ 12,000	\$ 10,449	\$ (1,551)	8,500	7,963	\$ (537)	\$ 8,500	\$ 10,972	\$ 2,472
Fall Fund Raiser(s)	\$ -	\$ -	\$ -	0	0	\$ -	\$ 1,000	\$ -	\$ (1,000)
Spring Fund Raiser(s)	\$ -	\$ -	\$ -	0		\$ -	\$ 1,000	\$ 80	\$ (920)
Ways & Means Fund Raisers	\$ 1,000	\$ 714	\$ (286)	2,500	2,459	\$ (41)	\$ 1,000	\$ 670	\$ (330)
Other Fund Raisers	\$ 2,000	\$ 1,471	\$ (529)	1,200	998	\$ (202)	\$ -	\$ -	\$ -
TOTAL Fund Raisers	\$ 15,000	\$ 12,634	\$ (2,366)	12,200	11,420	\$ (780)	\$ 11,500	\$ 11,722	\$ 222
Interest & Endowment Distributions									
Savings Interest	\$ -	\$ 12	\$ -	0	131	\$ -	\$ 1,200	\$ 58	\$ (1,142)
Endowment Distributions	\$ 7,900	\$ 5,612	\$ (2,288)	6,500	6,337	\$ (163)	\$ 6,500	\$ 8,598	\$ 2,098
Other Interest	\$ -	\$ -	\$ -			\$ -	\$ -	\$ -	\$ -
TOTAL Interest & Endowment Distrib.	\$ 7,900	\$ 5,624	\$ (2,288)	6,500	6,468	\$ (163)	\$ 7,700	\$ 8,656	\$ 956
Property Usage									
3 School Street	\$ 12,000	\$ 12,000	\$ -	13,200	13,200	\$ -	\$ 13,200	\$ 13,200	\$ -
Nursery School	\$ 21,630	\$ 15,000	\$ (6,630)	15,000	15,000	\$ -	\$ 15,000	\$ 9,500	\$ (5,500)
Other Usage	\$ 5,500	\$ 6,160	\$ 660	5,500	8,297	\$ 2,797	\$ 6,500	\$ 5,845	\$ (655)
Reimbursements (Ins. & Trash)	\$ 3,100	\$ 3,463	\$ 363	3,400	3,860	\$ 460	\$ 3,900	\$ 3,900	\$ -
TOTAL Property Usage	\$ 42,230	\$ 36,623	\$ (5,607)	37,100	40,357	\$ 3,257	\$ 38,600	\$ 32,445	\$ (6,155)
5% from Stop & Shop Cards	\$ 1,400	\$ 4,085	\$ 2,685	1,600	1,217	\$ (383)	\$ 1,400	\$ 1,620	\$ 220
Total Additional Income	\$ 1,400	\$ 4,085	\$ 2,685	1,600	1,217	\$ (383)	\$ 1,400	\$ 1,620	\$ 220
TOTAL INCOME	\$ 164,200	\$ 176,392	\$ 12,192	158,900	190,833	\$ 31,933	\$ 161,270	\$ 187,460	\$ 26,190

FY1920 Projected Finish

Category Description	FY '1718			FY '1819			FY '1920 projected year end		
	Budget	Actual	Difference	Budget	Actual	Difference	Budget		Difference
EXPENSES									
Compensation									
Staff									
Administrator +UUCSW paid FICA (7.65%)	\$ 7,650	\$ 6,768	\$ (882)	7,109	7,952	\$ 843	\$ 8,416	\$ 9,123	\$ 707
Director Music +UUCSW paid FICA (7.65%)	\$ 8,612	\$ 8,589	\$ (23)	8,612	9,331	\$ 719	\$ 9,495	\$ 9,674	\$ 179
Director R.E. +UUCSW paid FICA (7.65%)	\$ 18,832	\$ 18,833	\$ 1	19,194	17,690	\$ (1,504)	\$ 17,567	\$ 17,643	\$ 76
DRE Training	\$ 1,500	\$ 1,500	\$ -	1,500	125	\$ (1,375)	\$ 1,500	\$ 692	\$ (808)
TOTAL Staff	\$ 36,594	\$ 35,690	\$ (904)	\$ 36,415	\$ 35,098	\$ (1,317)	\$ 36,378	\$ 37,132	\$ 154
Ministerial									
Insurance									
Dental	\$ -	\$ -	\$ -	0	0	\$ -	\$ 374	\$ -	\$ (374)
Disability	\$ 600	\$ 630	\$ 30	662	630	\$ (32)	\$ 603	\$ 627	\$ 24
Group Life	\$ 420	\$ 428	\$ 8	437	428	\$ (9)	\$ 427	\$ 416	\$ (11)
Health	\$ 13,200	\$ 12,696	\$ (504)	13,800	12,903	\$ (897)	\$ 5,923	\$ 6,059	\$ 136
TOTAL Insurance	\$ 14,220	\$ 13,754	\$ (466)	\$ 14,899	\$ 13,961	\$ (938)	\$ 7,327	\$ 7,102	\$ (225)
Expenses									
Professional Expenses	\$ 5,408	\$ 5,382	\$ (26)	5,408	4,440	\$ (968)	\$ 5,000	\$ 5,000	\$ -
Retirement Account	\$ 5,408	\$ 5,408	\$ -	5,408	5,408	\$ -	\$ 5,034	\$ 5,034	\$ -
TOTAL Expenses	\$ 10,816	\$ 10,790	\$ (26)	\$ 10,816	\$ 9,848	\$ (968)	\$ 10,034	\$ 10,034	\$ -
Salary & Housing									
Salary & Housing Allowance + 7.65% S&H	\$ 58,209	\$ 58,212	\$ 3	58,212	58,212	\$ -	\$ 54,186	\$ 57,957	\$ 3,771
TOTAL Salary & Housing	\$ 58,209	\$ 58,212	\$ 3	\$ 58,212	\$ 58,212	\$ -	\$ 54,186	\$ 57,957	\$ 3,771
TOTAL Ministerial	\$ 83,245	\$ 82,756	\$ (489)	\$ 83,927	\$ 82,021	\$ (1,906)	\$ 71,547	\$ 75,093	\$ 3,546
TOTAL Compensation	\$ 121,039	\$ 119,646	\$ (1,393)	\$ 121,542	\$ 117,119	\$ (4,423)	\$ 108,525	\$ 112,225	\$ 3,700
Larger Fellowship									
TOTAL Larger Fellowship	\$ 2,500	\$ 2,500	\$ -	\$ 2,500	\$ 2,500	\$ -	\$ 2,500	\$ 2,500	\$ -

FY1920 Projected Finish

Category Description	FY 1718			FY 1819			FY 1920 projected year end		
	Budget	Actual	Difference	Budget	Actual	Difference	Budget	Difference	
Operating									
Building & Grounds									
Building & Grounds Maintenance	\$ 6,000	\$ 6,000	\$ -	6,000	6,000	\$ -	\$ 6,000	\$ -	
Landscaper & Snow Removal	\$ 975	\$ 400	\$ (575)	975	455	\$ (520)	\$ 975	\$ 680 (295)	
Cleaning Service	\$ 4,052	\$ 3,950	\$ (102)	4,052	3,925	\$ (127)	\$ 4,125	\$ 4,086 (39)	
Nursery School Maintenance	\$ 3,600	\$ 3,600	\$ -	3,600	2,352	\$ (1,248)	\$ 3,600	\$ 3,600 -	
Lift Maintenance & Inspection	\$ 1,100	\$ -	\$ (1,100)	0	1,248	\$ 1,248	\$ 1,100	\$ 1,075 (25)	
TOTAL Building & Grounds	\$ 15,727	\$ 13,950	\$ (1,777)	14,627	13,980	\$ (647)	\$ 15,800	\$ 15,441 (359)	
TOTAL Electric	\$ 6,400	\$ 5,108	\$ (1,292)	5,000	4,361	\$ (5,000)	\$ 4,800	\$ 3,624 (1,176)	
Other Operating									
Natural Gas	\$ 3,000	\$ 3,423	\$ 423	4,000	3,472	\$ (528)	\$ 3,600	\$ 3,521 (79)	
Heating System Fund / Loan Debt	\$ 960	\$ 994	\$ 34	1,100	984	\$ (116)	\$ 1,000	\$ 1,000 -	
Insurance, Business	\$ 9,500	\$ 8,036	\$ (1,464)	9,000	8,323	\$ (677)	\$ 9,000	\$ 9,343 343	
Office	\$ 1,000	\$ 353	\$ (647)	850	850	\$ -	\$ 850	\$ 565 (285)	
Payroll Service	\$ 860	\$ 856	\$ (4)	880	1,077	\$ 197	\$ 1,100	\$ 963 (137)	
Postage	\$ 200	\$ 177	\$ (23)	220	154	\$ (66)	\$ 200	\$ 154 (46)	
Telephone	\$ 2,300	\$ 2,346	\$ 46	2,500	2,349	\$ (151)	\$ 2,500	\$ 2,475 (25)	
Trash Removal	\$ 1,700	\$ 1,837	\$ 137	1,900	1,974	\$ 74	\$ 2,304	\$ 2,272 (32)	
Water & Sewer	\$ 1,100	\$ 736	\$ (364)	900	1,014	\$ 114	\$ 1,050	\$ 980 (70)	
Water Heater	\$ 150	\$ 146	\$ (4)	150	146	\$ (4)	\$ 150	\$ 146 (4)	
Other Operating - church software	\$ -	\$ -	\$ -	840	756	\$ (84)	\$ 1,200	\$ 1,160 (40)	
TOTAL Other Operating	\$ 20,770	\$ 18,904	\$ (1,866)	22,340	21,099	\$ (1,241)	\$ 22,954	\$ 22,579 (375)	
TOTAL Operating	\$ 42,897	\$ 37,962	\$ (4,935)	41,967	39,440	\$ (6,888)	\$ 43,554	\$ 41,644 (1,910)	
Programs									
Adult R.E.	\$ -	\$ -	\$ -	0	0	\$ -	\$ -	\$ -	
Board of Trustees	\$ 350	\$ -	\$ (350)	0	111	\$ 111	\$ 500	\$ 1,080 580	
Canvass	\$ 100	\$ 148	\$ 48	100	55	\$ (45)	\$ 100	\$ 219 119	
Coffee Hour	\$ 250	\$ 99	\$ (151)	100	278	\$ 178	\$ 250	\$ 172 (78)	
Membership	\$ 300	\$ 297	\$ (3)	300	68	\$ (232)	\$ 300	\$ 324 24	
Music	\$ 1,000	\$ 637	\$ (363)	800	529	\$ (271)	\$ 800	\$ 499 (301)	
Program Sundays	\$ 750	\$ 700	\$ (50)	950	1,450	\$ 500	\$ 3,000	\$ 1,341 (1,659)	
RE Expenses	\$ 700	\$ 700	\$ -	700	696	\$ (4)	\$ 900	\$ 590 (310)	
YG Expenses	\$ 300	\$ 180	\$ (120)	0	\$ -	\$ -	\$ -	\$ -	
Social Action	\$ 300	\$ (1)	\$ (301)	0	0	\$ -	\$ -	\$ -	
Technology	\$ 400	\$ 400	\$ -	400	0	\$ (400)	\$ 400	\$ 269 (131)	
Worship Supplies	\$ 60	\$ -	\$ (60)	60	45	\$ (15)	\$ 60	\$ - (60)	
Other Programs	\$ -	\$ -	\$ -	0	670	\$ 670	\$ -	\$ -	
TOTAL Programs	\$ 4,510	\$ 3,160	\$ (1,350)	3,410	3,902	\$ 492	\$ 6,310	\$ 4,594 (1,716)	
TOTAL EXPENSES	\$ 170,946	\$ 163,268	\$ (7,678)	169,419	162,961	\$ (10,819)	\$ 160,889	\$ 160,963 74	
OVERALL TOTAL	\$ (6,746)	\$ 13,124	\$ 19,870	\$ (10,519)	27,872	\$ 38,391	\$ 381	\$ 26,497 26,116	

Proposed FY2021 Q1 Budget

<i>Category Description</i>	FY1920 Budget	FY2021 Q1 Proposal
INCOME		
<i>Collections</i>		
Loose Collections	\$4,000	\$100
Misc. Donations	\$1,500	\$2,500
Pledges Prev. Year	\$-	\$-
Pledges Current Year	\$96,570	\$26,000
TOTAL Collections	\$102,070	\$28,600
<i>Fund Raisers</i>		
Auction/Dinner Fundraiser	\$8,500	\$0
Ways & Means Fund Raisers (yard sale, etc)	\$2,000	\$0
Scrip Fund Raiser	\$1,000	\$20
5% from Stop & Shop Cards	\$1,400	\$100
TOTAL Fund Raisers	\$12,900	\$120
<i>Interest & Endowment Distributions</i>		
Savings Interest	\$1,200	\$12
Endowment Distributions	\$6,500	\$3,500
TOTAL Interest & Endowment Distribution	\$7,700	\$3,512
<i>Property Usage</i>		
3 School Street	\$13,200	\$3,300
Nursery School	\$15,000	\$0
Other Usage	\$6,500	\$0
Reimbursements (Ins. & Trash)	\$3,900	\$0
TOTAL Property Usage	\$38,600	\$3,300
TOTAL INCOME	\$161,270	\$35,532

Category Description	FY1920 Budget	FY2021 Q1 Proposal
EXPENSES		
<i>Compensation</i>		
Staff		
Administrator Salary	\$ 7,818	\$ 1,666
UUCSW paid FICA (7.65%)	\$598	\$127
Director Music Salary	\$8,820	\$1,542
UUCSW paid FICA (7.65%)	\$675	\$118
Director R.E. Salary + Insurance	\$16,319	\$0
UUCSW paid FICA (7.65%)	\$1,248	\$0
DRE Training	\$1,500	\$0
TOTAL Staff Compensation	\$36,978	\$3,453
Ministerial		
<i>Insurance</i>		
Dental	\$374	\$0
Disability	\$603	\$187
Group Life	\$427	\$130
Health	\$5,923	\$1,567
TOTAL Insurance	\$7,327	\$1,884
<i>Expenses</i>		
Professional Expenses	\$5,000	\$1,500
Retirement Account	\$5,034	\$1,417
TOTAL Expenses	\$10,034	\$2,917
<i>Salary & Housing</i>		
Salary & Housing	\$50,334	\$14,166
7.65% S&H (50% of SECA)	\$3,851	\$1,084
TOTAL Salary & Housing	\$54,185	\$15,250
TOTAL Ministerial Compensation	\$71,546	\$20,051
<i>Other</i>		
Sabbatical Reserve Fund	\$-	\$-
TOTAL Other	\$-	\$-
TOTAL Compensation	\$108,524	\$23,504

Category Description	FY1920 Budget	FY2021 Q1 Proposal
<i>Larger Fellowship</i>		
UUA	\$2,500	\$0
TOTAL Larger Fellowship	\$2,500	\$0
<i>Operating</i>		
Building & Grounds		
Building & Grounds Maintenance	\$6,000	\$3,000
Landscaper & Snow Removal	\$975	\$500
Cleaning Service	\$4,125	\$1,030
Nursery School Maintenance	\$3,600	\$1,000
Lift Maintenance & Inspection	\$1,100	\$0
TOTAL Building & Grounds	\$15,800	\$5,530
<i>Electric</i>		
Electric	\$4,800	\$900
TOTAL Electric	\$4,800	\$900
<i>Other Operating</i>		
Natural Gas	\$3,600	\$100
Heating System Fund / Loan Debt (FY1617)	\$1,000	\$246
Insurance, Business	\$9,000	\$2,210
Office	\$850	\$50
Payroll Service	\$1,100	\$250
Postage	\$200	\$140
Telephone	\$2,500	\$600
Trash Removal	\$2,304	\$600
Water & Sewer	\$1,050	\$200
Water Heater	\$150	\$37
Church Mgmt SW	\$1,200	\$300
TOTAL Other Operating	\$22,954	\$4,733
TOTAL Operating	\$41,967	\$11,163

Category Description	FY1920 Budget	FY2021 Q1 Proposal
<i>Programs</i>		
Adult R.E.	\$-	\$100
Board of Trustees	\$500	\$100
Canvass	\$100	\$0
Coffee Hour	\$250	\$0
Membership	\$300	\$0
Music	\$800	\$100
Program Sundays	\$3000	\$400
RE Expenses	\$900	\$150
Technology	\$400	\$0
Worship Supplies	\$60	\$15
TOTAL Programs	\$6,310	\$865
TOTAL EXPENSES	\$160,888	\$35,532
OVERALL TOTAL	\$383	\$0

Endowment Committee Report

Our congregation's endowment, known as the 21st Century Fund, helps provide for the long-term vitality of our church and its programs. All funds are held in the UUA Common Endowment Fund, which is professionally managed for UU congregations and other UU affiliates.

Distributions from our endowment support about 5% of our annual budget. We expect to receive about \$8,500 in fiscal 2019/2020. The value of the endowment as of 4/30/2020 was \$196,5434, down from \$212,544 a year before due to a poor market in the past few months with the COVID-19 pandemic.

Our endowment is built from variety of contributions made just in the past few years and stretching back to the early part of the 20th Century. Whenever you have an event that you want to celebrate, be it a graduation, marriage, new grandchildren or whatever, what better time to make a contribution to our 21st Century Fund.

Please consider making a contribution this year! Endowment Committee members are happy to speak with anyone interested in contributing to the 21st Century Fund.

The Endowment Committee

Ken Young, Kathie Metzger and John Metzger

3 School Street Report

Our 3 School St property is the three storey building facing School Street to the east of our main church building. Originally built as a manse over one hundred years ago, 3 School St has had two rental apartments for a number of years. The tenants and the church share the driveway between Ruggles and School Streets with our common trash bin plus enormous piles of snow some years, but not this one. Rental income in excess of taxes, utilities, insurance, maintenance, repairs, reserve fund and other expenses benefits the church budget. For fiscal 2019/2020, 3 School St contributed \$13,200 or 8.2% of our budget for the year.

We have had two stable tenants for the year. I would like to thank Warner Guild for the great work he has done finding and keeping good tenants and assisting with maintenance emergencies. There are always projects to consider, so I am keen to hear from any home maintenance enthusiasts in the congregation who would like to help to scope out future maintenance projects.

John Metzger, 3 School St Treasurer

Pledge Campaign Committee Report

We had a great pledging year! Through the end of May, we have received 58 pledges and \$112,650 which is one more and \$9,317 more, respectively, than last year! This is the highest pledge total ever for UUCSW. Thank you to everyone who pledged this year. It is especially important during this time of uncertainty that UUCSW can count on your support. Because so many of you stepped up so generously, we have the resources to work towards our stated goals to expand our ministry, share our principles, and plan for the future. More details regarding the budget can be found in the finance report.

This year we reached out to 104 households via email, regular mail, phone calls and/or face-to-face chats. The campaign featured a beautiful brochure created by Elisa Scully, an inspiring kick-off service by Rev. Laurel, and a raffle for participants several weeks into the campaign. While the percentage of member/friend households pledging (56%) is still below the full participation we would like, we did see the average pledge amount go up from \$1,813 to \$1,942. The table below provides a breakdown of pledges received. 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!

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.

Respectfully submitted,

2020 Annual Pledge Campaign Committee

Bruce Hall, Laurel Gray, David King, Elisa Scully, Lisa Shumway, Juliana Spofford

Pledge Range (\$)	Number of Pledges in Range	Total Amount Pledged	Average Amount Pledged
1 - 500	10	\$2,830	\$283
501 - 1000	9	\$7,340	\$816
1001 - 1500	12	\$16,090	\$1,341
1501 - 2000	9	\$15,980	\$1,776
2001 - 2500	5	\$11,440	\$2,288
2501 - 3000	4	\$11,250	\$2,813
3001 - 3500	3	\$9,500	\$3,167
3501 - 4000	1	\$4,000	\$4000
4001 - 4500	2	\$8,220	\$4,110
4501 up	3	\$26,000	\$8,667
Total	58	\$112,650	\$1,942

Membership Engagement Team Report

The Membership Engagement Team (MET) kicked off the year with an updated mission:

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, provide caring for those in need.

This year's team included Lisa Shumway (co-chair), John Metzger (co-chair), Pauline Sciarappa, Janet Purney-Balabanis, Paula Kirk, Robin Fleming, Ann Maloney along with Rev. Laurel.

We focused our efforts on three areas: greeting and hospitality, assimilation and retention, and caring.

Greeting and Hospitality

This year we combined the responsibility for coffee hour coordination together with greeting under the MET umbrella. Thank you to the many folks who signed up to greet and host coffee hour throughout the year. We welcomed more than 35 new visitors this year!

Assimilation and Retention

We continue to use Realm as our church management software which for the MET means maintenance of membership records such as adding new visitors through the bluecard process and updating records as things change. As part of our assimilation efforts, we held a general information "Getting to know us" session in October and a more formal "New to UU" class in January.

In February, we celebrated our Members and Friends with a special service including membership book signing and the return of the intergenerational Birthday Bash, expertly coordinated by Pauline Sciarappa. We are thrilled to welcome three new members this year: Nanda Barker-Hook, Carol Barker, and Ashleigh Swain.

In terms of retention, we spent time each month reviewing who we hadn't seen in a while who might benefit from some outreach. The social activities in September to get to know Rev. Laurel provided us with opportunities to reconnect with some congregants who had been away.

The transition to online services in March came with an unanticipated benefit – congregants joining in on Zoom from near and far. It has been a joy seeing faces that haven't been in the sanctuary recently, knowing that reconnecting with UUCSW is bringing them comfort. Other connection points that the MET is supporting during these unusual times are the twice weekly community hours when anyone can join the Zoom call and connect with others in the UUCSW community.

Caring

Another new pillar within the MET framework is lay led pastoral care. Over the past few years, the Helping Hands committee has dissipated and caring for our members and friends had become ad hoc

rather than proactive. Our goal this year was to work with Rev. Laurel to identify congregants who needed outreach whether from the minister or fellow congregants. We had these conversations as part of our regular monthly meetings. The need became greater as COVID-19 hit and we were no longer able to see each other face to face. A support tree was established to provide regular contact with as many congregants as possible. Board members, MET members and others stepped up to make those contacts. Some of the ways we cared for our own this year include rides to church, providing meals, grocery shopping, a holiday gift drive, and many get-well and sympathy cards.

This year, UUcsw reported 106 active members. We are fortunate to be able to report that we have not had any UUcsw members or friends pass away this year although we do recognize that many of us have lost loved ones over the past 12 months.

Thank you to the entire MET for your giving so generously of your time and talents this year. It was a pleasure working with you. Our heartfelt gratitude to all of our members and friends who have participated in events, greeted, hosted coffee hour, made phone calls and so much more. We end this year a stronger community than we began, thanks to all of you!

Respectfully submitted,

Lisa Shumway

Co-Chair, Membership Engagement Team

Program Committee Report

During the 2019-2020 church year, the Program Committee has been responsible for providing or arranging for others to provide a total of twenty-six services. That's half of all the Sundays in the year. Of these, ten were held as part of the 2019 Summer Service Series and sixteen were part of the regular September through June church year. The Committee wants to thank everyone who has been involved in and provided support for these services as they are truly a group effort.

Rev. Laurel Gray attended and contributed to many of our meetings and we are grateful for her suggestions, ideas, help and support. Our Director of Religious Education, Cassie Lengel, our Music Director, Kala Farnham, and our Office Assistant, Elisa Scully, have been very helpful and supportive as well to the work of the Committee. We thank them all.

For a number of years, the Program Committee has offered lay led summer services in late June and July and last summer, services were also offered in August. Each service lasts about 45 minutes with light refreshments and a beverage provided by the facilitator or another volunteer. Usually, between ten and fifteen members and friends gather for each service. Child care was offered for some services. Starting in June 2019, services were as follows:

June 16th "The Physics of Economics" by Jim Kirk
June 23rd "I Know the Meaning of Life ... Although I Could Be Wrong" by Zack Wolfson
June 30th "Listen for your Own Sake and Especially when You Don't Feel Like it" by Charlie Wolfson
July 14th "Creating Intentional Communities" by Lisa Borchetta
July 21st "To the Moon" by Jim Kirk
July 28th "Endless Beautiful" by Carolyn Decker and Lucas Praille
August 4th "The Text that Nature Renders" by Marge Fischer
August 11th "Meet and Greet" with Laurel Gray
August 18th "About Poetry" by Andrea Burdick
August 25th "About Abortion" by Sylvia Sirignano
September 15th "Summer Freedom in the 1950s" by Kathie Metzger
September 29th "Criminal Injustice – Cash Bail and Incarceration" by Muriel Kramer
October 13th "Common Sense is neither Common nor Sense" by Andy Koenigsberg
October 27th "Oops we were wrong about God, What now?" by Zack Wolfson
November 10th "Challenges" by Jerry Breecher
November 24th "Yes to Life, Truth and Love" by Preston Hood and Phyllis Samara
December 8th "Genesis Club, making a Difference for those in Recovery from Mental Illness" by Lisa Brennan, Executive Director of Genesis Club in Worcester
January 12th "Tending to the future together" by Jean Cahill
January 26th "In the Beginning (creation stories)" by Jim Kirk
February 16th "Choosing Courage" by Rev. Natalie Malter
February 23rd "Strange Fruit" by Jim Kirk
March 12th "Claiming Control by Letting Go" by Rev. Seth Carrier Ladd
April 26th "Joy Amidst Strife" by Amy Martellock
May 10th "Mother's Day" by Jerry Breecher and Ashleigh Swain
May 24th "Choices" by Jim Kirk
June 7th "Compassion" by Lisa Shumway

Respectfully submitted,

Kathie Metzger for the Committee: Sharon Barrett, UUCSW Board Liaison, Jerry Breecher, Andrea Burdick, Kim Hall, Jim Kirk, Catherine Nourse, Ellen Rutter, Phyllis Samara

Children and Youth Religious Education (RE) Program Report

Religious Education classes are held on Sunday mornings during the worship service, from 10:30 a.m. to 11:45 a.m. On most Sundays, children start in the sanctuary for intergenerational worship for approximately 20 minutes, and then head to class following the Time For All Ages. One Sunday each month, children start in the chapel for Children's Worship Circle for approximately 20 minutes, then head to class.

Enrollment and Attendance Status

The number of registered children and youth for the 2019-2020 year is 30. The average attendance on Sunday for Preschool through Coming of Age is 12 children. Two new families registered this year for RE and several more families attended as guests off and on.

Curricula:

- Preschool-Second Grade – Wonderful Welcome
- Third-Fifth Grade – Toolbox of Faith
- Sixth-Eighth Grade – Heeding the Call
- Coming of Age – Ben Bridges, Viviana Levin, Kira Meehan, and Sophia Winsch

Events:

- Postcard Marketing Campaign to RE Families
- Blessing of the Backpacks
- Teacher Dedication and Teacher Appreciation
- Food Drive to benefit Westborough Food Pantry
- All RE Halloween Party
- Sock Drive to benefit a Worcester Homeless Shelter
- The Giving Tree (led by Erin Boudreaux)
- No Rehearsal Holiday Pageant – “The Snow Tree”
- Interfaith Meal Packaging event at Good Shepherd Lutheran Church
- Monthly Meal Packing Events at UUCSW to benefit a Worcester Homeless Shelter

Coming of Age

Coming of Age met for 3 workshop sessions, facilitated by Cassie Lengel, Rev. Laurel Grey, Jim Kirk, Marjorie Fisher, and Ashleigh Swain, through the COA program, for which they wrote credo statements. The COA ceremony was scheduled to take place on March 22 but was cancelled due to closures from COVID-19. We hope to reschedule the ceremony in the fall of 2020.

Our Whole Lives

Unfortunately, we were unable to run 7th-8th Grade OWL this year due to too small of a group of youth. We hope to offer the 8th–9th Grade program next year to the same youth, just one year older. We were able to train several new people to help teach this program when next we can run it.

Youth Group

Unfortunately, we were unable to revive the Youth Group this year. We had only 2 youth who were interested in attending events and were unable to make monthly meetings due to their schedules. We would like to create events combining the 7th-12th graders for the next few years to facilitate a regrowth in members and companionship among them.

Children/Youth in Worship

This year we have tried some new paradigms for having the youth worship. Each month we spent one Sunday in a Multigenerational Service that was designed to be interactive and youth friendly. Due to this change we did not have as many chapel starts. Going forward we can decide if we wish to keep this Multigenerational Worship paradigm and/or add in more chapel starts to keep this ministry as well.

Youth Choir

This year we did invite our youth to join the choir for an Intergenerational holiday carol to add to our No-Rehearsal Pageant. We did have one youth participate in singing, and our pageant had a number of children, youth, families, and congregational members participate.

Bridging Ceremony

This year we are recognizing six of our youth who are graduating from High School, and three attended our virtual Zoom Ceremony, rescheduled for May 23, 2020 (due to technical difficulties). We are so proud of our youth: Grace Johnson, Beth Singer, Ben Morey-Beale, Natalie Beck, Simon Rutter, and Lola King-Martellock!

Religious Education Online

During the COVID-19 pandemic RE continued online in different ways. There were mini lessons emailed and posted on Facebook daily, from March 19 to June 14, for families to share with each other. There were also weekly Zoom RE Check-in Meetings each Sunday from 11:30-12 from April 19th to June 14th with an average of 2-3 youth attending.

Religious Education Committee

The members of the REC are: Tracy Spadafora co-chair; Erin Boudreaux co-chair, Lisa Martin co-chair; and Tim Nourse co-chair; David King is the Board liaison. Rev. Laurel Grey participated in some of the RE Committee Meetings as well. Erin Boudreaux left the committee in February 2020 and Tracy and Lisa will be leaving the committee at the end of the 2019-2020 RE year.

Teaching Team Members for 2019-2020

This year we continued with a one, year-long teaching schedule again this year. While we worked hard to keep a dedicated teaching team of consistent members, we also supplemented with 1-day volunteers which were gathered with the Board's assistance. We would like to thank all of the wonderful and dedicated teaching team members for 2019-2020 who made this RE program possible:

- | | |
|--------------------------|---------------------------------|
| • David Lambert | • Phyllis Barret |
| • Ken Sciarappa | • Scott Owens |
| • Pauline Sciarappa | • Melissa Meehan |
| • Lisa Shumway | • Matt Meehan |
| • Judith Nicholson | • Tracy Spadafora |
| • Kim Hall | • Pam Bridges |
| • Tanya Trainor | • Andy Bartlett |
| • Janet Purney-Balabanis | • Ed Boudreaux / Erin Boudreaux |
| • Lisa Martin | • Ben Gold |

Respectfully submitted,

RE Committee and Cassie Lengel, Director of Religious Education

Music Committee Report

Music Committee members include Vince Aquilino, Jim Kirk, Paula Kirk, Ken Young, Kim Hall, Nancy Avila, Erin Gold, and Sharon Barrett. This year, the Music Committee was chaired by Sharon Barrett.

This year, our Society was challenged by the COVID-19 pandemic. In mid-March, we transitioned our Sunday services to an online format via Zoom. This impacted all aspects of worship including music. Kala Farnham, UUCSW's Music Director in her third year, adapted beautifully to our online format by providing recordings of requested music which were played during the Zoom services.

Music Committee members met once this church year on October 6, 2019. Much of the meeting was spent planning a concert scheduled for May 3, 2020 featuring Kala Farnham & the Lunar Strings along with Heather Pierson. The pandemic necessitated that the concert be canceled.

Adult Choir members are Vince Aquilino, Sharon and Kevin Barrett, Robin Fleming, Naomi Gold, Paula and Jim Kirk, Andy Koenigsberg, John Metzger, and Susie Wells. The Adult Choir performed 15 pieces under the direction of Kala Farnham during the 2019/20 church year. The choir stopped meeting in mid-March when we transitioned to online services.

Musical Highlights:

- The Christmas Eve service featured special music by Kala Farnham and guest musicians Robert Oakes, and Kate Smith.
- Please see the table included as an addendum to this report for a listing of hymns, prelude, postlude, and musical interlude pieces performed by Kala, the adult choir, as well as special guest musicians in 2019/2020.

Instruments:

- The 1916 Chickering grand piano has been tuned and repaired in the fall by Rob Ambrosino.
- Tom Driscoll advised in 2018 that our Chickering grand piano is nearing the end of its natural life -- he has difficulty getting all hammers to reach their strings and suggested that the budget to refurbish it would far exceed the cost to replace it.
- The 1895 George H. Ryder Pipe Organ, Opus 180 has not received any servicing this year. Past maintenance was provided by Alex Belair and Michael Tanguay. They brought the organ back to a playable state in August 2014 after being dormant for over twenty years. This lovely antique will continue to need tender loving care on an ongoing basis. An estimate exists for how much it would cost to completely renovate the instrument.

*Respectfully submitted,
Sharon Barrett*

Summary of Music for the 2019/2020 Church Year

Unless otherwise noted, selections were performed by UUCSW Music Director Kala Farnham.

September 8, 2019 - Ingathering Service and Water Communion w/ Rev. Laurel Gray

Prelude: <i>BVW 927</i> (Johan Sebastian Bach)	Hymns:
Musical Interlude: <i>Where the Gentle Tides Go Rolling By</i>	- <i>Here We Have Gathered</i>
Choir Anthem: <i>I've Got Peace Like a River</i>	- <i>Make Channels for the Streams of Love</i>
Postlude: <i>The River of Dreams</i> (Billy Joel)	- <i>Come Sing a Song with Me</i>

September 15, 2019 - Summer Freedom in the 1950's led by Kathie Metzger

Prelude: <i>Morning Has Broken</i>	Hymns
Choir: <i>Under the Boardwalk</i> (The Drifters)	- <i>We Sing of Golden Mornings</i>
Interlude: <i>Stand by Me</i> (Ben E. King)	- <i>Tis a Gift to Be Simple</i>
Postlude: <i>Rock Around the Clock</i> (Bill Haley)	- <i>For the Beauty of the Earth</i>

September 22, 2019 - New Beginnings w/ Rev. Laurel Gray

Prelude: <i>A Change is Gonna Come</i> (Sam Cooke)	Hymns:
Choir: <i>Here Comes the Sun</i> (The Beatles)	- <i>Morning Has Broken</i>
Musical Interlude: <i>In the Bulb There Is a Flower</i>	- <i>Forward Through the Ages</i>
Postlude: <i>Andantino in Eb Major</i> (Wolfgang Mozart)	

September 29, 2019 - Criminal Injustice, Cash Bail and Incarceration w/ Muriel Kramer

Prelude: <i>We Shall Overcome</i> (Charles Albert Tindley)	Hymns:
Offertory: <i>Building a New Way</i> (Martha Sandefer)	- <i>Gather the Spirit</i>
Interlude: <i>Love Makes a Bridge</i> (B. Wren/G. Wheeler)	- <i>Spirit of Life</i>
Postlude: <i>The Times They Are A Changing</i> (Bob Dylan)	- <i>The Fire of Commitment</i>

October 20, 2019 - Belonging to Each Other w/ Rev. Laurel Gray

Prelude: <i>You've Got a Friend</i> (Carole King)	Hymns:
Offertory: <i>Tell Me Your Story</i> (Glyn Lehmann)	- <i>We Would Be One</i>
Interlude: <i>You Will Be Found</i> (Benj Pasik and Justin Hall)	- <i>As Tranquil Streams</i>
Postlude: <i>We Are Family</i> (Sister Sledge)	

November 3, 2019 - All Souls w/Rev. Laurel Gray

Prelude: <i>For All the Saints</i>	Hymns:
Offertory: <i>Breaths</i>	- <i>We Laugh, We Cry</i>
Interlude: <i>May the Road Rise to Meet You</i>	- <i>Spirit of Life</i>
Postlude: <i>A Mighty Fortress is Our God</i>	- <i>All My Memories of Love</i>

November 17, 2019 - On Grief and Gratitude w/ Rev. Laurel Gray

Prelude: <i>We Sing Now Together</i> (Buehrer/Valerius)	Hymns:
Choir: <i>Harvest</i> (Jacob Narverud)	- <i>All Beautiful the March of Days</i>
Interlude: <i>Let It Be</i> (The Beatles)	- <i>We Lift Our Hearts in Thanks</i>
Sung Meditation: <i>Courage, My Friend</i> (Ben Kramarz)	
Postlude: <i>Les Carillons</i> (Johann Philipp Kirnberger)	

November 24, 2019 - "Yes" to Life, Truth and Love w/ Preston H. Hood, III and Kathie Metzger

Prelude: <i>We Utter Our Cry</i> (Fred Kaan)	Hymns:
Choir: <i>My Country, 'Tis of Thee</i> (S. F. Smith)	- <i>We Would Be One</i>
Postlude: <i>I Vow To Thee My Country</i> (Gustav Holst)	- <i>We are Dancing Sarah's Circle</i>
	- <i>Spirit of Life</i>
	- <i>Just as Long as I Have Breath</i>

December 1, 2019 - For the Love of Advent w/ Rev. Laurel Gray

Prelude: <i>Watchmen Tell Us Of the Night</i>	Hymns:
Offertory: <i>What Wondrous Love</i>	- <i>O Come, O Come Emmanuel</i>
Postlude: <i>Come Thou Fount of Every Blessing</i>	- <i>People Look East</i>

December 8th, 2019 - Making a Difference for those in Recovery from Mental Illness w/ Lisa Brennan	
Prelude: <i>Allemande in D Minor</i> (G. F. Handel)	Hymns:
Choir: <i>You'll Never Walk Alone</i> (R. Rogers)	- <i>Gather the Spirit</i>
Interlude: <i>You've Got a Friend</i> (Carole King)	- <i>We'll Build a Land</i>
Postlude: <i>Lean on Me</i> (Bill Withers)	
December 15th, 2019 - Festival of Lights w/ Laurel Gray	
Prelude: <i>Y'malel</i> (Traditional)	Hymns:
Choir: <i>Hanukkah Nagilah</i> (Traditional)	- <i>Light of Ages and of Nations</i>
Interlude: <i>Haleluhu</i> (Mark Slegers)	- <i>Spirit of Life</i>
Postlude: <i>Shalom Chaverim</i> (Traditional)	- <i>Rock of Ages</i>
December 22nd, 2019 - Solstice Pageant - All Ages	
Carols:	
- <i>God Rest Ye Merry Paganfolk</i>	- <i>Let It Snow!</i>
- <i>Winter Wonderland</i>	- <i>O Christmas Tree</i>
- <i>The Holly and the Ivy</i>	- <i>Joy to the World</i>
December 24, 2019 - Christmas Eve w/ Rev. Laurel Gray	
Prelude: <i>What Child Is This</i> (W. C. Dix/Traditional)	Choir: <i>Lo How a Rose E'er Blooming</i>
Call to Worship - <i>O Holy Night</i> (Adolph Adam)	Postlude: <i>Joyful, Joyful We Adore Thee</i>
Interlude: <i>That Night in Bethlehem</i> , Robert, Kate, Kala	Carols:
Offertory: <i>Straw Against the Chill</i> , Robert Oakes/Kate Smith	- <i>Joy to the World</i>
Interlude: <i>The Holy Moment</i> , Robert Oakes/Kate Smith	- <i>O Come All Ye Faithful</i>
	- <i>Silent Night, Holy Night</i>
January 5th, 2020 - What We Cast Off" and "What We Carry" w/ Rev. Laurel Gray	
Prelude: <i>Auld Lang Syne</i> (Traditional)	Hymns:
Choir: <i>I Know This Rose Will Open</i> (M. Grigolia)	- <i>The Ceaseless Flow of Endless Time</i>
Interlude: <i>In the Bulb There is a Flower</i> (N. Sleeth)	- <i>How Could Anyone Ever Tell You</i>
Postlude: <i>Ring Out, Wild Bells</i> (A. Tennyson)	- <i>Spirit of Life</i>
	- <i>With Joy We Claim the Growing Light</i>
January 12, 2020 - Tending to the Future Together w/ Jeanne Cahill	
Prelude: <i>Mother Earth Beloved Garden</i> (A. Uldis-Kessler)	Hymns:
Choir: <i>The Oneness of Everything</i> (Jim Scott)	- <i>Morning Has Broken</i>
Interlude: <i>Dear Theodosia</i> (Lin-Manuel Miranda)	- <i>Blue Boat Home</i>
Postlude: <i>For the Beauty of the Earth</i> (Kocher/Pierpoint)	
January 19, 2020 - People of a Covenant w/ Rev. Laurel Gray	
Prelude: <i>We Shall Overcome</i> (Charles A. Tindley)	Hymns:
Choir: <i>Lift Every Voice and Sing</i> (J.W. Johnson/J.R. Johnson)	- <i>Break Not the Circle</i>
Sung Meditation <i>Sanctuary</i>	- <i>Spirit of Life</i>
Interlude: <i>A Change is Gonna Come</i> (Sam Cooke)	- <i>The Fire of Commitment</i>
Postlude: <i>Oh, Freedom</i> (Traditional Spiritual)	
February 2nd, 2020 - Members and Friends Sunday w/ Rev. Laurel Gray	
Prelude: <i>Where Is Our Holy Church</i>	Hymns
Choir: <i>People of Hope</i>	- <i>We Would Be One</i>
Interlude: <i>You Will Be Found</i> (Benj Pasek and Justin Paul)	- <i>Spirit of Life</i>
Postlude: <i>All People That on Earth Do Dwell</i>	- <i>Our World As One World</i>
February 9th, 2020 - Celebration Sunday w/ Rev. Laurel Gray	
Jesse Cohen, guest musician covering for Kala	
Prelude: <i>Come Thou Fount of Every Blessing</i>	Hymns:
Postlude: <i>The Blessings of the Earth and Sky</i>	- <i>This Little Light of Mine</i>
	- <i>From You I Receive</i>
	- <i>The Fire of Commitment</i>

March 1, 2020 - Claiming Control by Letting Go w/ Rev. Seth Carrier-Ladd	
Prelude: <i>Fantasia in E</i> (George Phillip Telemann)	Hymns
Choir: <i>Woyaya</i> (Sol Amarifio)	- <i>Gather the Spirit</i>
Interlude: <i>The Serenity Prayer Song</i> (McLaughlin, Sabin)	- <i>Spirit of Life</i>
Postlude: <i>Postlude in F</i> (Charles Callahan)	- <i>My Life Flows on in Endless Song</i>
March 8, 2020 - Embodied Wisdom w/ Rev. Laurel Gray	
Offertory: <i>When I Walk</i> (Heather Pierson)	Hymns
Interlude: <i>Oh the Beauty in a Life</i>	- <i>Tis a Gift to Be Simple</i>
Postlude: <i>You Gotta Be</i> (Des'ree)	- <i>Spirit of Life</i>
	- <i>I Am That Great and Fiery Force</i>
March 15, 2020 - no service due to COVID-19	
March 22, 2020 - Sacred Space at Home w/ Rev. Laurel Gray	
Interlude: <i>Heartwings</i> (Kala Farnham)	Hymn: <i>Spirit of Life</i>
March 29, 2020 - The Wisdom of Kindness w/ Rev. Laurel Gray	
Interlude: <i>Filled with Loving Kindness</i>	Hymns:
Interlude: <i>Bridge Over Troubled Water</i>	- <i>Spirit of Life</i>
April 5, 2020 - The Ambiguity of Prayer w/ Rev. Laurel Gray	
Interlude: <i>Diamonds in the Sun</i> (Girish)	Hymns:
Interlude: <i>These Hands</i> (Jewel)	- <i>Spirit of Life</i>
April 12, 2020 - Easter Sunday Service w/ Rev. Laurel Gray	
Note: Kala out due to illness. Purchased and previously recorded music used for the service.	
Prelude: <i>Christ the Lord is Risen Today</i> (Geslison/Groberg)	Hymns:
Interlude: <i>Morning Has Broken</i> (Cat Stevens)	- <i>Spirit of Life</i>
Interlude: <i>Light of a Clear Blue Morning</i> (Wailin' Jennys)	
April 19, 2020 - The Next Right Thing w/ Rev. Laurel Gray	
Note: Kala out due to illness. Purchased and previously recorded music used for the service.	
Prelude: <i>Going Home</i> (Dvorak)	Hymns:
Interlude: <i>You Can Do This Hard Thing</i> (Carrie Newcomer)	- <i>Spirit of Life</i>
Interlude: <i>The Next Right Thing</i> (Frozen II)	
April 26, 2020 - Joy Amid Strife w/ Amy Martellock	
Interlude: <i>You've Got a Friend</i> (James Taylor)	Hymn: <i>Spirit of Life</i>
May 3, 2020 - Becoming w/ Rev. Laurel Gray	
Interlude: <i>Step Out of the Shadows</i> (Glen Hansard)	Hymns
Interlude: <i>Defying Gravity</i> (Wicked)	- <i>Spirit of Life</i>
May 10, 2020 - Mother's Day Service led by Ashleigh Swain and Jerry Breecher	
Prelude: <i>Take Me Home Country Roads</i>	
Interlude: <i>A Love That Will Never Grow Old</i> (EmmyLou Harris)	
Interlude: <i>Mama's Song</i> (Carrie Underwood)	
May 23, 2020 - Bridging w/ Rev. Laurel Gray	
Interlude: <i>People of Hope</i> (Darryl Loiacano)	Hymns
Interlude: <i>Graduation</i> (Colleen Fitzpatrick)	- <i>Spirit of Life</i>
May 24, 2020 - Choices w/ Jim Kirk	
Prelude: <i>Field of Flags</i> (Luanne Crosby)	Hymns:
Interlude: <i>Twenty Tons of TNT</i> (Flanders & Swann)	- <i>Spirit of Life</i>
Interlude: <i>Imagine</i> (John Lennon)	
May 31, 2020 - At the Start of Summer w/ Judith Nicholson, Pauline Sciarappa, and David King	
Interlude: <i>Count on Me</i> (Bruno Mars)	Hymns
Interlude: <i>People of Hope</i> (Darryl Loiacano)	- <i>Spirit of Life</i>
Interlude: <i>We're All in This Together</i> (Peter Barsocchini)	

Book Group Report

Book Group *typically* meets once a month in members' home on the second Friday of the month. The group often needed to meet in two homes to facilitate better book discussions. Our email lists thirty-nine members. Eighteen members volunteered to host meetings in their homes.

This year was not typical! The Coronavirus impacted the monthly meetings. We stayed safely in our homes and met virtually using Zoom to discuss our opinions for the first time in April. Fortunately, we only missed one meeting while decisions were being made and plans formed. We will continue to meet using Zoom for the next several months.

The members meet in September for a "feast". We are hopeful that we will be able to meet in person in September. Books are championed for the next year's list during the Feast. The members submit their suggestions for the new season. Detailed book descriptions are emailed to all members before the September meeting. A discussion is held, and a survey is emailed to all the members to vote on their choices. The chairperson compiles the results and the list is narrowed to eleven books by the members' votes.

We moved all the books forward one month to address the meeting we missed. We will only need nine book suggestions for next year because one of our congregants, Meredith O'Brien, has agreed to join our discussion in January 2021 to discuss her new book. Meredith's memoir published this spring is titled "Uncomfortably Numb: The life-altering diagnosis of multiple sclerosis."

Articles are posted in the Vista and weekly updates detailing the upcoming meeting. SignUp Genius is used to invite the members. We enjoy discussing good books and enjoying pleasant fellowship. The Book Group is open and welcome to all members and friends.

	2019-2020 Books
October	<i>Becoming</i> by Michelle Obama
November	<i>Small Fry</i> by Lisa Brennan-Jobs
December	<i>The Bluest Eye</i> by Toni Morrison
January	<i>A Woman of No Importance</i> by Sonia Purnell
February	<i>Hild</i> by Nicola Griffith
April	<i>The Third Plate: Field Notes on the Future of Food</i> by Dan Barber
May	<i>The Scent of Sake</i> by Joyce Lebra
June	<i>The Good Earth</i> by Pearl S. Buck
July	<i>Being Dead Is No Excuse</i> by Gayden Metcalfe
August	<i>Where the Crawdads Sing</i> by Delia Owens
September	Feast
October	<i>House of Broken Angels</i> by Luis Alberto Urrea

Respectfully submitted,
Judith Nicholson

Covenant Group Report

The Covenant Group is also known as “Small Group Ministry” and “Chalice Circles.” Covenant Group Ministry is a vital part of many Unitarian Universalist congregations. Groups of 7-12 people meet regularly, usually monthly, to reflect on and discuss significant life topics. At the UUcsw we currently have seven active members who meet every other Saturday morning from 10:00 -12:00 from September through June. We use the Soul Matters curriculum as the basis of our discussions.

The Covenant Group is a place to get to know other people and to get to know yourself. Over time, participants build deep connections with one another.

Covenant groups are not simply discussion groups. Whether the topic is “Expectation,” “Belonging” or sharing an emotional life event, the conversation is respectful and caring and leads to greater understanding. In each session, facilitated by a member of the group, all participants have an opportunity to share their perspectives, tell their stories, and listen deeply.

We are meeting via Zoom to accommodate our members’ needs to continue social distancing during the Coronavirus Pandemic.

2019-2020 Themes

What Does It Mean to be a People of...

September: Expectation

October: Belonging

November: Attention

December: Awe

January: Integrity

February: Resilience

March: Wisdom

April: Liberation

May: Thresholds

June: Play

*Respectfully submitted,
Judith Nicholson*



UUCSW

Unitarian Universalist Congregational
Society of Westborough