



Annual Report 2022 - 2023

“Believing in a community that unites all people”

June 4, 2023

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

Unitarian Universalist Church of Worcester

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Our Mission Statement

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

Our Covenant

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

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



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AGENDA ~ ANNUAL MEETING ~ June 4, 2023

Call to Order Sheri Linn

Certification Report Kate Bejune

Review of Agenda Sheri Linn

Minutes of 2022 Annual Meeting Kate Bejune

Statement from the President Sheri Linn

Statement from the Minister Rev. Aaron Payson

Treasurer’s Report Michele Hernandez

Statement from 8th Principle Committee Evan Wilson & Side With Love

8th Principle Questions..... Evan Wilson & Side With Love

Vote on 8th Principle Sheri Linn

Leadership Recognition Sheri Linn

Report of the Board on Nominations Sheri Linn

Vote on Slate of Nominees Sheri Linn

Presentation of FY 2024 Budget Sheri Linn

Budget Questions Board of Management & Rev Aaron Payson

Vote on FY 2024 Budget Sheri Linn

Litany of Installation Board and Congregation

Adjourn Annual Meeting Sheri Linn



“Believing in a community that unites all people”

Reports of Professional Staff and Elected Officers

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ANNUAL MEETING MINUTES, June 5, 2022

The meeting was called to order approximately 11:57am by Board of Management President, Sheri Linn.

Clerk Kate Bejune verified that a quorum of UUCW members were present with members in person or on-line.

-Proceedings

A **MOTION** was made to pass last year's Minutes for the Annual Meeting. It was seconded and **PASSED**.

President's Report - President Sheri Linn

Continued to meet during the pandemic under guidance of health & safety team. Thanks to our staff and talented members who have stepped up. Due to lobbying of HR committee, our staff are well compensated. Tech Team and Connections ensure we have an accessible presence. Garden On Committee is award winning.

- Side w Love, 8th Principle, Get out the Vote Teams also active
- Democratic process of name change
- BOM will conduct bylaw review with an eye to eliminating racism
- Land gifted to city
- Tech high school built new shed
- Replaced furnace heating sanctuary

The Pastor's Report - Rev. Aaron Payson

Reverend Payson made note of written report - see for details
Participated in Touchstone Ministries program over past few years. In consultation w staff, we are going to move to Soul Matters. Using that material we have the opportunity to create new small groups.
Board is recommending a budget that takes more from investments than many are

comfortable with. We will continue to look for grants, fundraising opportunities (that don't reach into same pockets). Members can participate by being in conversation w Minister re: ideas. We lost our Dogfather food truck - if you know anyone that might be interested in parking lot rental, or bldg rental, let us know. Hoping to add at least 1 more major fundraiser to the year.

Connections Team continues to draw folks in. We have gone from 171 members, to 125 (that meet current definition of active member). Despite this, this smaller group of individuals have maintained the pledge dollars of the larger count. We will continue to seek to grow membership base over the long term.

Treasurer's Report - Treasurer Michele Hernandez

Published copy of report in annual report booklet

Updates through month of May:
299,150 income. 198200 in pledges, weekly offering, and other gifts. 8000 fundraising income. 2500 fees for bldg use. 6642 surplus carried over from FY2021.

70K draw from investment acct. Final amt will come to 83K.

Operating expenses are running about 100% of budget.

Q from Margos - re: withdraw for investments for coming year.

A from Michele - this will be reviewed later in meeting.

A **MOTION** was made to accept the Treasurer's Report. It was seconded and **PASSED**.

8th Principle Report - Evan Wilson - not present

Garden On Committee Report - Melissa



ANNUAL MEETING MINUTES, June 5, 2022

McKeon - ongoing ministry to help save the earth one (native) plant at a time

Projects are growing

This afternoon - new garden beds to use some of the seedlings out back. (seedlings will cost about 7K over next year; 1K from Board, and rest from grants/fundraising)

Pots to donate? We need 300 by next weekend.

Thanks to members (get names from Melissa)

Report on the Name Change Discussions

Rev Payson - one final poll did not show a majority (let alone super-majority) supportive of a change. 50/50 split indicated to the board that it was not the time to take up the question as there's not enough movement for it at this time.

New sign will (contain) the our current name.

Leadership Recognition

President Linn thanked Past President, John Odell and Collector, Denise Derrigrand for their service. (Vicki Cox-Lanyon new Collector).

Nominations

Linn nominates Michele Hernandez for a second 2-year term as Treasurer and Sheri Linn for another term as President. A **MOTION** was made to accept this nomination. It was seconded and **PASSED**.

Presentation of the FY 2022 Budget

President Linn pointed out the following in the proposed budget for 2022-2023:

First bid from HR committee recommended 5.3% raise for Aaron, Robin, and Matt; 6.3% raise for Jen, Sue, Steve. Board did not accept that proposal; second proposal of 3% for professionals, 4% for staff.

Beth Posner Waldron provided some additional information re: HR proposals. June Davenport - HR frustration has been that anytime we've been able to move anyone in their range, we haven't been able to keep them there. HR developed a 3 year plan to address this. The cost of living increase is nice, but it's not forward progress. Hoping that there's a way next year to try to build on that 3-year plan which is in a holding pattern for this year.

Q from Tom Pierce - our membership declined so we are no longer a mid-sized church. How do we do using the UUA small church range?

A from June - just learned about the numbers change then computer crashed; has not been able to calculate based on new numbers. June will ask Membership if we think the new numbers will hold; is it fair to change our range if responsibilities will be same/greater. Dialogue needed before recalculating everything, esp if we're moving forward w more growth in mind.

Q from Diane Mann - what do our investments look like right now? What are we proposing to take?

Also, do we anticipate our Gas budget line to hold or need to be adjusted upward?

A from Michele - new more efficient furnace should use less gas, which should offset any price increase.

A from Margos re: investments - current value 810K

A from Michele - we are asking for 104K from investments to balance FY23 budget.

Q from Nancy Hancock - how will the withdrawal increase (20K) affect our principal.

A from Margo - depends on market, but could be thought of as principal

A from Tom - (via chat) The investment earnings are in a loss position this church year. We took money from principal in the current budget year.

A from Aaron, Michele - we'll only take the full



ANNUAL MEETING MINUTES, June 5, 2022

amount if needed; we will continue to seek funds

Q from David Fields - re dues to Clara Barton
A from Aaron, Michele - we are proposing a bit of an increase this year

Comment from John Odell - previously, we've only been touching our interest earnings. This is the first year we're touching principal. Most of the board thought it was paramount that we pay the people that make this place work the best compensation we could. About a 10K total budget increase. Also done in recognition that the church has shrunk, and that needs to change.

Presentation of the Supplemental Capital Expense Budget

Treasurer Hernandez - when they moved street, we received payment from City of Worcester for the sale of our land. The Board has spent some of that.

Last fiscal year - energy audit and code review so we could know where funds were needed. \$4520 spent toward those.

This year - Worcester Tech built shed - cost of materials 3690

Emergency replacement of furnace - 18840
27055 of 183K from city has been spent.

In coming year - new sign, upgrades to electrical and fire - asks to be coming prob in Fall.

Budget Questions

A **MOTION** was made to approve the FY 2022 budget. It was seconded and **PASSED** with 1 abstention.

A **MOTION** was made to approve the supplemental capital expense budget. It was seconded and **PASSED**.

Litany of Installation

The new and returning members of the Board of Management were asked to come to the front of the Sanctuary. The Litany was recited.

Adjournment

A **MOTION** was made to adjourn. It was seconded and **PASSED**. Adjournment occurred at 12:50pm.

Respectfully submitted by,

Kate Bejune, Clerk

*Minutes submitted respectfully,
Debbie Merrill,
Clerk of the Board of Management*



MINISTER'S REPORT

DO YOU WANT TO HEAR SOME GOOD NEWS? Because of you, this year ...

- 312 people have a spiritual home. (132 Members, 90 Active Nonmembers, 48 Children, 42 Youth) (down 13% from FY2022) Our numbers reflect a slight reduction due to cleaning up our church database and less involvement due to the pandemic. We have received 7 new members thus far in FY2023.
- 110 people on average weekly (up 40% from FY2022) benefited from regular weekly Sunday activities (worship, religious exploration, adult faith development, and youth group), including 42 regular Sunday morning worship services, 11 summer services, and 6 special holiday (including ecumenical) services.
- 225 people, approximately, weekly, on average enjoy programs and services offered by the congregation.
- 12 families celebrated the life of a beloved in a memorial service led by your minister and/or hosted at our church – Goguen, Choquette, Linden, Templeman, Radik, Veal, and Whitney families among them.
- Adult Faith Development and Small Group programs provided opportunities for spiritual refreshment, conversation, dialogue, and social witness. This year a regular Sunday evening Adult Faith Development program, Coming of Age for Adults and Lessons in Loss for Adults were added to the calendar.
- 60 households a month in the area, on average, did not go hungry because of our support for the Loaves & Fishes Food Pantry.
- 12 families were not lost to homelessness through our work with

the In Our Hour of Need Family Shelter of Worcester.

- 2768 weekly contacts were made through email marketing and social media each receiving 4 regular weekly communications and occasional special announcements.
- \$1515 in support of area not-for-profit agencies and church programs were raised through monthly 50/50 collections..
- \$2800 was raised to assist families in need in our community through our Emergency Fund (Minister's Discretionary Fund), and more than \$1400 was distributed.
- \$3000 will be contributed to the wider Unitarian Universalist movement (New England Region and Unitarian Universalist Association). However, our congregation's Fair-Share is now approximately \$19,545.

Because of you, we continue to be a congregation of love, hope, and justice, inspiring people to take on the challenges of a changing world!

This year we returned to regular in-person activities with the addition of online participation for worship services, rites of passage, and online adult faith development opportunities. Much credit needs to go to our wonderful tech crew who have facilitated most of our multi-platform experiences. We have also benefited from a dedicated group who have facilitated a growing digital ministry serving people who join us online. Special thanks to Rev. Cheryl Leshay for her continuing efforts in this ministry. Also much thanks to Betty Jenewin, Bruce Leshay, Paul Marr, Sue Neaz, Chris Ryan, and Frank Sweetser for all their time, effort, and expertise.

Minister's Report

Our staff, including Office Administrator Jennifer Landry, Bookkeeper Sue Chaffee, and Sexton Steve McNally should be credited first and foremost for keeping us organized, communicating, fiscally sound and safe once again this year. Many hours and much effort has been given behind the scenes.

I am also profoundly grateful to our Professional Religious Leadership: Community Minister Rev. Cheryl Leshay, Minister Emeritus Rev. David Miller, Religious Exploration Director Robin Mitzcavitch, and Music Director Matthew Johnsen. Each of these colleagues provided professional service, creativity, and incredible energy to assist us in all of the challenges of this year providing pastoral care, worship opportunities, programming for all ages, music, and leadership towards the creation of systems of management in order to facilitate our move to online formats.

This year we were also grateful for the return of Matthew Johnsen from extended medical leave. He was missed. And, we continue to be extraordinarily grateful to Deb Bonneau who stepped up to be our Music Director and accompanist during Matt's absence. Deb's willingness to serve and her incredible talent helped bring beauty and energy to our services. We are forever grateful for her service and continuing presence in our congregation.

I'm very grateful for the continuing expertise and service of our communications team who continue to develop many of our online resources. Rachel Peckar, our webmaster, Vickie Cox Lanyon, Betty Jenewin, Robin Mitzcavitch, continue to work to make us shine brightly in cyberspace!

Robin Mitzcavitch and the Religious Exploration Team once again put their heart,

soul, and incredible creative energy into producing a stellar religious exploration program for our children and youth. Robin and the RE Program Team have worked diligently to rebuild our program following the challenges of pandemic. We continue to be grateful for their every effort.

We continue to be fiscally sound because of the weekly efforts of our Finance Team including Collector Vickie Cox Lanyon (who began her service as collector this year), Bookkeeper Sue Chaffee, Treasurer Michele Hernandez, and Pledge Secretary Margos Stone.

Our Stewardship Team including David Schowalter, Moira Rouse and Nancy Baffa facilitated a very successful Stewardship – Pledge Campaign this Spring raising almost \$211,000. They are to be commended for their tireless work to educate the congregation about Stewardship and their effort to invite and involve all active members and friends to take part in the fiscal well-being of our congregation.

This year saw the continuing evolution of our Side With Love Task Force which has worked tirelessly to invite members and friends into a variety of efforts and discussions. Thanks to the leadership of Evan Wilson and Mara Pentlarge we continue to explore anti-racism and white supremacy as a primary focus this year. In addition, The 8th Principle Taskforce continued to engage the congregation about ways to become more multicultural, anti-oppressive and anti-racist. And, we continue to be very pleased with the efforts of our Get Out The Vote Team lead by Beth Posner Waldron and Ruth Sukver who wrote thousands of post cards and made hundreds of phone calls to encourage voting by those in under represented areas of the country. The UUCW GOTV Team was honored and

Minister's Report

recognized as one of 24 “Good Trouble” Congregations for their stellar efforts!

This year, the Garden-On Team continued to advance its environmental ministry by continuing to plan and plant our new rain garden as well as other gardens at the church. Now in partnership with the National Wildlife Fund, we are well on our way to being a wonderful example of “Sacred Places” which nurture and showcase native plant gardens across the country. With the ongoing leadership of Melissa McKeon, Leo DaSilva, Carole Howe, Janet Cutman, Ruth Silver and so many more, this is a ministry that is gaining lots of energy and will surely be a central part of our ongoing commitment to Environmental Justice. The recognition that this team continues to receive from local environmental and gardening groups is a tribute to their tireless efforts!

I am so grateful to our Human Resources Committee, under the leadership of June Davenport, that continues to support our staff and ministers by spending an immense amount of time and energy working with the Staff, Board and Congregation to realize and live out our commitment to being a fair compensation employer. June announced her desire to step down as Chair of HR this year. I offer her my profound thanks for the hundreds of hours of time, effort, and wisdom that she shared with her team, the staff, board, and this congregation and for her fair employment advocacy over the many years she served as HR Chair. June has been a force for equity, fairness and responsibility toward salaries and benefits for staff.

The Adult Faith Development Program sponsored three new opportunities for adult learning this year. A weekly AFD program on Sunday evenings online included a variety of curricula and discussions to introduce many to

Unitarian Universalist history, traditions, and spirituality. Robin Mitzcavitch produced and facilitated an Adult Coming of Age program to wide acclaim. And we sponsored a Lessons in Loss program for adults to explore issues related to loss, grief, death, and dying. Thanks also to Nancy Hancock and the monthly book group, Wendy O’Leary and the weekly meditation group, Bill Derr and the monthly Men’s Group and Maya Desai and the twice monthly Women’s Social Circle, Robin Mitzcavitch for our Social Threads Quilting Cooperative, We also benefited greatly by our participation in Ecumenical discussion groups lead by the Greendale Ecumenical Group that focused on revisiting early Christianity.

Thanks to Betsy Woods, Linda Morse and Marilyn Martin, and Denise Darrigrand for their leadership with the Loaves & Fishes Food Pantry, as well as all the volunteers who commit time and energy each month to serve our neighborhood’s and region’s families, made vulnerable because of hunger insecurity.

I want to thank Maya Desai and Sean Divoll for their continuing leadership and ongoing efforts to plan our Ferry Beach Weekend. Ferry Beach is scheduled for the weekend of September 15, 2023,

Nancy Hancock and Kim McCoy deserve special mention for their continuing ministry to our facilities. Working with Steve McNally, our Sexton, they have assisted with grounds work, maintenance efforts, and building upkeep. We are also delighted with the reboot of our Buildings & Groups Working Group facilitated by Cris Heffernan and John Odell. Additionally this year we are beginning to see the progress of an inspired group of volunteers who are sprucing up our lounge. More progress is expected in the coming months and the space looks incredible already.



Minister's Report

Betty Jenewin has been and continues to be our stellar photographer providing many of our Photos of the Week and other efforts to maintain our photo and video archives. Thanks to Chris Ryan and his son this year for our All Church Photo shot by drone!

Thanks to Linda Rich, Sue Crossley, Linda Morse and Carole Howe for their continuing efforts to provide pastoral care with the minister for members and friends of the congregation. This has been an especially challenging year for memorial services. The Pastoral Care Team (formerly Parish Services) has been particularly essential for the success of this part of our communal life.

And we can't forget the incredible and ongoing efforts of our Board of Management who worked with me this year to meet the challenges of returning from the pandemic and continue to monitor and promote the mission and ministries of the congregation. Of particular note this year was replacement of the furnace serving sanctuary, electrical repairs, and ongoing planning and efforts to make us more energy efficient and fiscally stable. Special thanks to Sheri Linn as our President, Kate Bejune our Clerk, and Michele Hernandez our Treasurer. Other members include Brian Keyo, Bruce Leshay, Melissa McKeon, and Sue Neaz.

Special thanks this year also to Margos Stone and the Investment Committee for their ongoing efforts to manage our investment portfolio during a time of economic uncertainty and change. Catherine Roberts joined this group this year and was instrumental in assisting the Committee in drafting an investment policy to assist the Board in establishing practices and goals in the coming years that reflect our intention to retain and grow our financial resources.

We were saddened by the death's this year of John Goguen, Nicolas Choquette, Larry Linden, Sharon Templeman, Ed Radik, Peggy Veal, and Bob Whitney. We continue to keep these beloved friends in our hearts and minds. We also continue to extend our deepest sympathy and the offer of ongoing companionship to their families and friends.

The congregation voted last year to change the address of the church to Shore Drive. This Spring we received word from the City that our application was approved and our address will soon be 140 Shore Drive, Worcester, MA 01606.

The addition of a Tent outside of Fellowship Hall has been a great gift to the congregation. Many thanks to all who helped erect and maintain the structure again this year. Special thanks to Moira Rouse and family, the Leshay Family, the Youth Group, Sean Divoll, and Steve McNally for their ongoing efforts.

As we look forward to summer, I would have us harken back to last summer with thanksgiving to Sheri Linn our Summer Services Coordinator who met the challenge of providing summer services in-person and online with grace and grit. Sheri is planning another incredible summer series for 2023 which we all look forward to.

Among the many associations and activities that continue to connect me with the wider community and our religious movement:

- I helped facilitate the online annual vigils for Overdose Awareness Day, and Homelessness Memorial Day.
- I continue to serve on the board of Worcester Interfaith and have been involved in WI's Finance Committee, Education Equity Group, Hiring Committee and Clergy Caucuses.



Minister's Report

- I continue to serve on the Executive Committee of the Worcester Clergy Police Community Partnership
- I continue to participate in the Worcester Together Homelessness Task Force, the Mayor's Mental Health Task Force, the MH Taskforce Subcommittee on Community Crisis Response, the Worcester Deserves Comprehensive Sex Ed Group, the Overdose Awareness Vigil Planning Group and the Annual Homelessness Memorial Day Planning Group.
- I participate in the weekly bible study and ecumenical service activities of the Greendale Ecumenical Group
- I continue to serve as an Adjunct Instructor in the Sociology Department of Worcester State University offering courses in the Sociology of Religion and the Sociology of Death & Dying.
- I continue to serve on the Good Officer Support Team of the UU Minister's Association
- I continue to serve as a responder with the UU Trauma Response Ministry Team
- I am part of a team sponsored by Legendary Legacys that is working to develop a Gang Outreach Worker Training program for Worcester.

This has been another challenging and fulfilling year for me. I can't thank you enough for your continuing support, consideration, time, talent and energy. Together we continue to grow "a congregation of love, hope and justice; inspiring people to take on the challenges of a changing world."

Respectfully submitted,

Rev. Aaron Payson



RELIGIOUS EXPLORATION AND EDUCATION DIRECTOR'S REPORT

Along with the RE Team (Claire Breyton, Vickie Cox- Lanyon, Jenny DelGizzi, Ana Gregory, and Beckley Schowalter, and Kate Sweetser), and our RE cooperative made up of RE families – we planned an interactive and rewarding year full of opportunities to explore and grow in faith and community.

This is a running record of RE happenings and the work of the DRE during the year.

July 2022

- A week before my vacation time, I suffered a life- threatening sepsis infection which resulted in having my knee replaced again and 6 weeks of IV antibiotic infusions and 8 weeks recovery from surgery. During that time, I did not get a lot of work accomplished but was still committed to helping my daughter in California who had 2 her second child at the end of July. When my IV treatment was completed, I planned to get permission to travel there.

August 2022

- While at home getting treatments and physical therapy, I met with the chair of the REC team (Vickie Cox-Lanyon) and Jenny Delgizzi to do some planning, not knowing when or if I'd be able to return to work. We then Zoomed with the REC Team and parsed out my responsibilities through October. I would not be able to return for at least 6 months if the infection was not cleared and I would not know that until the end of September.
- I then wrote 3 curricula and made activity plans for OWL, Youth Group, and secured folks to run the work service trip to Deep Roots in October or November. I ensured that everything

was covered through the end of October.

- I signed on to lead an adult ed class : “Coming of Age Again- The Continuing Journey.” I wrote the curriculum for that, had 10 people sign up for the class and I planned to begin it in mid October. It would run bi-weekly on Wednesday evenings.
- For the children, I wrote 2 curricula- one for K-4th grade participants, one for 5-7th grade participants. Using the themes from “Soul Matters” and related justice themes from “Teaching Justice”- from the Teaching Tolerance materials, I created 2 specific classes. The 5-7th class is called Questing Year and the k-4 class is called Explorers. Each class will also be involved with the “Art and Activism” section from Teaching Tolerance, and we plan to collect their art for an end of year art show at the church.
- Also new this year, I set up a morning space for the teens who would participate in Teen OWL later that day- and the class is called “Breakfast Club” which has quiet games and discussions, and an “adult in the room”.
- I secured lead teachers and assistants for each classroom for the entire 2022/23 year and distributed the teaching calendar and lessons.
- With the help of Vickie Cox-Lanyon I interviewed and hired a new nursery staff person- and we re-named the nursery to encompass a more flexible range of care. It's now called “The Childcare Space.” Ashvarika Dargin (a QCC college student and graduate of our Youth Group) began work in September.
- I secured high school volunteers to train

Religious Exploration and Education Director's Report

in “The Childcare Space” as assistants. Also, I secured teens who would be interested in helping in classrooms from time to time. With the help of Ana Gregory (from our REC Team)- we completed the setup of our “Diversity and Justice” library in Fellowship Hall. Ana did a remarkable job of logging every book into our Good Reads account so that is searchable.

September 2022

- The Childcare Space opened on 9/11 and we saw new families attending.
- The RE Program opened on 9/25 lead by Vickie and Claire (REC Team Members)
- I actively planned all the details of the Youth Group service trip so that others could run it... including collection of money, setting up vans, food, travel plans, and communicating with Deep Roots management.
- The Youth Group kicked off with a mini-golf and ice cream trip.
- By the end of September, I was cleared to return to working at the church, but had to close my “organization” business which I had been running for the past 22 years because I wouldn't be back to my regular physical strength for at least 6 months. This was very hard on me, not only to lose 12 clients which I have been with for many, many years... but also to lose a large portion of my income.

October 2022

- Each Sunday, I set up the classrooms, I teach one morning class, meet with families during coffee hour, organize food and coverage for afternoon OWL, and lead the Youth Group from 6-8pm in the evening.

- Mondays I staff meet, do my paperwork, and follow-up on events that transpire over the weekend. Tuesday-Friday I plan curricula, read articles to discuss with children, secure supplies, communicate with families, meet with volunteers and my team, keep new family packets and busy bags stock, maintain the nursery, meet with colleagues, teach evening class, write curricula.
- I planned an exciting kick-off activity to generate interest to potentially bring in some new families. “Animal Adventures” came to the church with cool and interesting animals which the children could learn about and touch. I advertised this heavily. We had close to 40 people show up for this, many current families bringing friends. This did result in some good exposure and some new families joining.
- All summer I have been active in communicating with our current families and reaching out to any new families to discuss our programming. We had 2 new families inquire over the summer and begin with us after personal conversations I had with them in August and September.
- Teen OWL began- I secured our 5 trained OWL Facilitators to run this intense 14 week course for teens. Thank you to Evan Wilson, Lydia Proulx, Jennifer Moore, Joe DelGizzi, and Louisa Kunhardt for facilitation for 3 hours most Sunday afternoons.
- Coming of Age Again for Adults began and the class is well- attended and lovely. The group requested to meet for 2 hours instead of 1.5 hours, because they are very much engaged in the projects and discussions.

Religious Exploration and Education Director's Report

- We planned and ran the Halloween UNICEF Trick or Treat and Carnival. We raised money for Unicef.
- I kicked off our "Social Threads Quilting and Sewing Community Group." The group asked if we could meet twice a month, so now we meet 2x a month once on a Friday and once on a Sunday. Each participant pays \$10 to drop in for a single day or \$15 if they attend for 2 days in the month. We have approximately 10-12 regular attendees. I started the group 4 years ago with Rachel Peckar and Kathy Landry assisting me. Since then, Kathy has opened her own sewing studio, so is no longer active, but I have Rachel still and a new helper, Gladys Maldonado assisting with set-up and sign ups and newcomers. This group has provided wonderful community to many, charitable donations in the way of quilts, and christmas stockings, and donations to the church walls and auctions.
- I organized our UU Central Mass Cluster Group of Religious Professional monthly meetings for the year.
- I am back to volunteering at the In the Hour of Need Family Shelter frequently.

November 2022

- Current count is that we have 49 children and youth enrolled in our program. This is a start, but quite a few less than years past.
- The chaperones and teens head off for their trip to Deep Roots Maryland on November 8th. Thanks to Lynsey Heffernan and Bruce Leshay-designated leaders- and leader chaperones, Matt Bejune, Mikaila Turner-Clarke, and Evan Wilson. The

trip was successful. They had a group of teens who had never done a service trip before, so with that challenge and with cooler weather and a general "new to this" vibe...all still went very well. I was sorry to have to miss this year and hope to be back to it next time.

- The children and youth did their annual Thanksgiving Bag food drive.
- The Youth Group did a food collection on their own of eggs and oranges and then traveled to stock up a Worcester Community Fridge.
- We kicked off the All Church Read- by giving away (via a free raffle) copies of our books: *Defunding Fear*, *Ruby on the Outside*, and *Visiting Day*.
- During the Thanksgiving weekend we began collecting winter items for our "Giving Tree". The hats, mittens, scarves and socks will be "dropped" in the park behind city hall by the Youth Group after Christmas.
- I assist Pauline Courchesne in kicking off the ACE Holiday Shoebox event. I involve two area UU churches in helping to fill the 70 boxes needed for the ACE children.
- All year, Kirst Johnson Erikson and I work on filling crafters for our annual Holiday Craft Fair.
- We have been advertising the fair. All year I have been trying to accumulate donations for our Auction for a Purpose. The Auction opens on Friday November 25th. Cheryl Leshay also helped secure auctions items and set up a tracking system.

December 2022

- Because our "Childcare Space" attendant is having trouble committing every Sunday, I hired Gladys Maldonado

Religious Exploration and Education Director's Report

- to job-share with Ashvarika. She is excellent.
 - The DRE from First Unitarian is interested in having a “Youth Conference” and I join the planning team. We are making plans to have this daylong conference for all interested UU Youth in NE on Sat Feb 11, 2023.
 - My husband Mike and I set up the church for the Holidays Craft fair on Friday December 2, and crafters arrive to set up that Friday night. We have 33 crafters.
 - The Craft Fair is a wonderful event- everyone is happy with turnout and we close the auction. The Auction raises \$5653.44. The fair's total revenue with auction income, tables sold at \$55 or 2 for 100, basket raffles, snack bar, and \$1 admission is approx \$8800. Kudos to Kirsty for securing managing the crafters and collecting money, and Vickie Cox Lanyon for all her help with the auction, the signwork... and our volunteer helpers: Ana Gregory, Sue Neaz, Melissa McKeon, Jenny DelGizzi, and Elisabeth Johnson Erickson, MIke Mitzcavtich and Peter Lanyon.
 - Getting ready for the holiday season, we make our own chalices and watch the video made by Vickie Cox-Lanyon entitled “Winter Holiday Lights” which explores winter holidays around the world.
 - Aaron and I plan vespers.
 - The Youth Group fills ACE Holiday shoeboxes, writes letters to each child and wraps.
 - Social Threads make 14 Christmas Stockings and donate to *In the Hour of Need Family Shelter*. Aaron and I run Vespers.
- January 2023-**
- Plans for this month: All church read discussions and preparing for the All-church read service which happens on the first Sunday in February.
 - We plan to have an All-Church Read moment at each service prior to the Change for Change collection..
 - Clean-up from holiday vesper costume “explosions” in my office.
 - We begin a new curriculum with the 5-7th grades “The Lessons of Loss”- taught by Ana Gregory and Cori Henry.
 - Taught “Needle Felting Class” to 5 multi-generational students who bid on my item during the auction.
 - The Youth Group, Kirsty Erikson and I did our annual “City Park Drop” of winter hats, gloves, scarves in Worcester Common on the evening of the 29th
 - Jan 31- Zoom All Church Read discussion partnering with the Side With Love Taskforce went very well.
 - First Unitarian DRE Samantha Nemeth and I are doing final planning for the Youth Conference - CONtinuum which will happen on February 11, 2023
- Jan/ February 2023-**
- Feb 5th- All Church Read Service, led by myself and the RE Team went well. We tried a creative space at the altar for kids to work on legos and drawing during the service and it seemed to be successful. After the service and in the lounge , we had folks join us for a coffee hour discussion of the books “Defund Fear”, “Ruby on the Outside” and “Visiting Day.”
 - We welcomed 2 new families into RE for this month.
 - Our Coming of Age for Adult- The Continuing Journey-continues to meet

Religious Exploration and Education Director's Report

every other Wednesday evening. This group of 9 adults, ranging from ages 31- to 85, are a solidly connected group who very much enjoy being together and having deep discussions about their life and their journey. We have been planning our field trip and final retreat and working on vision boards this month.

- Personally, I have begun a part-time job at Creative Hub Worcester (located in the Main South area of Worcester) working with city kids in an afterschool art program. This helps me stay connected to my mission to help spread love, peace, and support to kids living in neighborhoods heavily affected by poverty, crime, and discrimination. This also allows me to supplement my income as I had to close my business last September due to physical issues with my knee and stamina.
- I continue to organize the CEMA Professional Religious Educator Group monthly and Social Threads Quilting and Sewing Community- bi-monthly. Feb 11th- Youth Con has 60 youth from 12 congregations in 4 states attending. We are putting final details on the CONTinuum Event happening at First Unitarian in Worcester on that Saturday 10-5pm.

February/March 2023

- Classes offered: The Childcare Space 0-preK, Explorers K-4th grade, Questing Year/Lessons of Loss grades 5-7, Breakfast Club grades 8 and up, Teen OWL afternoons grade 8 and up, Youth Group, Sunday evenings 6-8pm grades 8 and up. Coming of Age Again (COA-A) for Adults- Wednesday evenings 6-8pm bi-weekly.
- I teach a morning class every Sunday,

am present for OWL, lead Youth Group Sunday evenings and teach COA-A for adults on Wednesday evenings, bi-weekly. I also run the Social Threads Quilting Group 2x per month.

- The Youth Group is steadily working on plans for their March 26th Youth Group Service,
- Lessons of Loss Class attends 2 field trips after class: to a funeral home, to Rural cemetery. The last class for the season was on March 12th, and they will attend a 3rd field trip to the Vietnam Veterans memorial at Greenhill Park. Teen OWL graduates after 14 weeks of classes. I would like to thank our OWL facilitator volunteers: Joe DelGizzi, Jennifer Moore, Louisa Kunkardt-Proulx, Lydia Proulx, and Evan Wilson for their generous time and skill in working with our teen

March/April 2023

- March 26th Youth Group Sunday Service goes over very well with a packed sanctuary!
- Youth have a celebratory evening out in the evening of March 26th at Altitude Jump Park.
- Social Threads hosts its first retreat at the church on March 31 and April 1st - 13 folks attended and we raised around \$250 for the space rental.
- Children learn about all the spring religious holidays on April 2nd.
- Easter Sunday happens with a visit from the Easter Bunny and an Egg Hunt. This month is lower than average attendance. I've been reaching out to families to check in. Most are just busy/ playing hooky/ dealing with colds, etc.

Religious Exploration and Education Director's Report

April/May 2023

- April 15- RE Team Planning Retreat- The RE Team- Jenny Delgizzi, Vickie Cox-Lanyon, Ana Gregory, Beckley Schowalter, Kate Sweetser. We vision and plan the 2023/24 church year
- April 16th- Special after-church multi-gen programming with Wendy O'Leary and help from our Garden On team (supplying seeds and seedlings). "Growing Self-Compassion."
- April 23rd- Earth Day- RE classes help prepare prayer flags and cloth ties for the Garden ON Team's protected areas.
- April 30th- Art Show- Art and Activism and Justice

May/June 2023

- May is devoted to the theme of creativity and community and all children build fairy houses to be placed in our UUCW fairy garden creative by Leo DaSilva.
- On Mother's Day our COA-Again class give their credo statements to the congregation.

June 2023

- RE Fun day and "neighbor baskets."
- Re Sunday Service "Passages".

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

**Registration and Attendance Numbers—
Number of children and teens registered = 48**

Average total Sunday attendance = 35 kids and 7 adults, including Sunday am & pm programs

Current active members in High School Youth Group = 10

2022-23 Religious Exploration Team

Ana Gregory

Claire Breyton (ended in January 2023)

Vickie Cox Lanyon

Jenny Delgizzi

Beckley Schowalter

Kate Sweetser

Respectfully submitted,

Robin Mitzcavitch

Director of Religious Exploration and Education



MUSIC DIRECTOR'S REPORT

This past year has brought its share of both challenges and victories. As we round the corner to the end of the year the successes come more clearly into view.

In the first part of the church year, the principal challenge involved what to do given the continuing absence, for medical reasons, of the Music Director. Thankfully, Deb Bonneau stepped in as acting choir director and pianist. With her help and video recordings, we were able to make our way through the beginning of the year.

Beginning in November and continuing through the end of the calendar year, Deb and Matt shared duties as Matt transitioned back to full assumption of his duties. Beginning January 1, Matt resumed his spot behind the piano and in front of the choir.

We give our profound thanks to Deb Bonneau for her willingness to fill in and work cooperatively through the period of transition. It has been a joy to work with her.

The choir has been a little smaller than in past years but has several enthusiastic new members.

We carried out Music Sunday this year, which featured solo performances from Matt Bejune, Jagan Nath Khalsa, Rachel Wagner, Matt Johnsen, and a new hymn for the church.

In addition, Jim Scott appeared at two services and Joe Jencks performed a concert in the sanctuary.

After a brief lapse in participation, we participated in the Greendale Ecumenical Good Friday service with participation by Matt and a few choir members.

We look forward to even more progress in the coming year.

*Respectfully submitted,
Matthew Johnsen, Director of Music*

PRESIDENT'S REPORT

The Board of Management (BOM) is a group of Members who meet with our Minister once a month. This year the BOM worked hard to demonstrate the work of our Principles to:

- seek and document the opinions, attitudes, and ideas of the total beloved community;
- do planning for the good of the entire beloved community by appraising its impact and physical needs;
- develop goals, objectives, and assign priorities; and,

- engage in ongoing consultation with the Minister

Thanks for your service to our Members stepping down this year: Bruce Leshay, Brian Keyo, and our Clerk-Kate Bejune.

Welcome to our Members stepping up: Evan Wilson, Michaela Turner-Clarke, Cathy McDonagh, and Vickie Cox-Lanyon

*Respectfully submitted,
Sheri Linn, President,
UUCW Board of Management*



TREASURER'S REPORT

This report includes financial data through April 30, 2023

BUDGET

The budget for this current fiscal year, July 2022 – June 2023 is \$345,229. That is an increase of \$12,104 over the prior year's budget. Some of the projected income items in this budget included: \$182,000 in projected pledge income; \$15,000 in a projected surplus from FY 2022; \$18,000 in projected fundraising income; \$10,000 in projected building use income; and a projected withdrawal from the investment account of \$104,629 to balance this budget. Our church's largest expense category is the annual salary and benefit costs for our 6 employees, our Minister, Director of Religious Education, Director of Music, as well as our Office Administrator, Bookkeeper, and Custodian.

The church's budgeted payroll expenses for FY2023 break down as follows: Salary (plus housing) \$199,320; Employee Benefits \$64,209; and payroll taxes \$14,784; workmen's Compensation Insurance \$1,700. Total payroll costs for FY2023 were projected to be \$270,013.

YTD INCOME

As of the end of April 2023, we had recorded approximately \$197,390 in income for this fiscal year. This includes approximately \$181,563 in pledges, weekly offerings, and other gifts from the members and friends of our church, just over \$12,837 in fundraising income and \$2,990 in fees for the use of our building. In addition, there was a \$6,642 budget surplus carried over from FY2021. In addition, we have also taken withdrawals from investments totaling \$100,000 as of April 30th.

Factoring out this influx of funds from investments, our YTD income is right on track, at 101% of where we should be at this time.

YTD EXPENSES

Our total expenses were \$290,000 at the end of April. This is about 101% of budget, or approximately \$2,300 over budget.

CAPITAL IMPROVEMENTS

As you may know, the congregation has approved an amount of \$42,000 for the purchase and installation of a new church sign which will include an LED message board. These funds will come from the investment account and will be using a portion of the \$183,000 we received from the City of Worcester for the street improvement project. To date, a deposit of \$20,000 has been paid to Seratto Signs, when the LED order was placed. Sign Update: As of the writing of this report, we have paid National Grid for the new meter, which will provide service directly from a utility pole in the yard. The sign permit has been approved by the City, the Watchfire LED message center is in, and the sign task force has met with Seratto and finalized the design and color. The mason will begin work in the coming week, building the brick columns which will support the sign.

INVESTMENTS

Our portfolio total as of April 30, 2023 was \$683,837, made up of approximately 75% stocks, 16% bonds, and 9% cash. The estimated percentage of socially responsible funds (including bonds) was 90%. Our investment in fossil fuel energy in mutual funds is approximately 1%. For the first four months of the calendar year January 1, 2023 through April 31, 2022, the investment portfolio had gain of \$45,900, and we have withdrawn \$70,000 for budget purposes and capital improvements.

*Respectfully submitted,
Michele Hernandez, Treasurer,
UUCW Board of Management*



TREASURER'S REPORT - YTD Summary as of April 30, 2023

	YTD Actual	YTD Budget	Variance
Total Operating Income	\$297,390	\$287,691	\$9,699
Less:			
Payroll Expenses	\$227,523	\$233,344	\$5,821
Other Operating Expenses	\$62,485	\$54,346	-\$8,139
Total Expenses	\$290,008	\$287,690	-\$2,318
Income vs. Expenses	\$7,382	\$1	\$7,381



“Believing in a community that unites all people”

Reports of Committees and Coordinators

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CONNECTIONS TEAM

In May of 2021 a group formed to reinvent the Sunday Morning newcomer experience and reimagine it in a way that is more interactive, allowing us to gather information about newcomers' interests. This reinvention aimed to introduce newcomers immediately to folks they'd like to be connected with in the congregation. In this way we are trying to help newcomers learn about (almost) everything our congregation and community offers.

This church year we have incorporated "Meet and Greets". We had one in October (online) and three in-person meetings - in December, February, and April. They have been amazing! In February TWELVE new-to-UUCW people came and opened their hearts to tell us about their religious upbringing and what they are looking for. We told them about our time at UUCW and a bit about UU history and our 8 principles. We had cookies and we made connections.

Did you attend the All Church Potluck in March? Good for you and thanks for coming! There were over 80 of us there. The Connections Team would like to make this a semi-regular occurrence to help folks find, and re-find, connections at UUCW. Since September 2022, we have had over 60 adult newcomers. As folks become "regulars," we invite them into conversation about membership. We had six (!) people sign the

membership book in late January and we have another new member ceremony scheduled for June. We are working on a deliberate process to introduce newcomers and members to the Stewardship Team. Sometimes folks come in needing pastoral care and we can bring them directly to Aaron, Cheryl, Robin and/or the Pastoral Care Team. Almost every woman who has signed up for the Women's Social Circle in the last year has done so through The Connections Team.

One of our major goals for the coming months is to reach out to folks we haven't seen in a while and check-in with them. We want to find out if/how they need to be connected to us or in general to a community. Additionally we are eager to work with the Tech Team to find out how to better integrate remote congregants in the Sunday morning services.

One general theme we are hearing is how WELCOMING this community has been and we thank *ALL* of you for that! Keep it up! If you see a new face, introduce yourself. If you are a newcomer, introduce yourself (when you are ready - because sometimes you just need to "be.")

Respectfully submitted,
The Connections Team
Vickie Cox-Lanyon, Maya Desai, Bill Derr,
David Fields, Rachel Keyo, Rev. Cheryl Leshay,
Dianne Mann, and Sue Neaz

FELLOWSHIP COMMITTEE

Fellowship Hour follows our Sunday service and provides an opportunity for casual conversation and refreshment. As pandemic restrictions gradually lifted over the year, continuous adjustments were made to provide opportunities for casual interactions whilst maintaining appropriate safety protocols. For a time, we met outside in a tent, providing single

-serving items and disposable paper products. This year, the church was not asked to support this activity financially, as all food and drinks were provided by generous donations.

Respectfully submitted,
Catherine Roberts



HUMAN RESOURCES

This has been a challenging season as the UUA has totally revamped their compensation model that we have used for many years to a revised philosophical model that focuses on equity. In addition, June Davenport made the difficult decision that after 25 years as a member and then Chair, as of the end of April 2023, she would formally transition away from leadership on this committee. With a commitment to economic justice in the compensation and benefits for the staff at UUCW, June took on the bulk of the HR Committee's work making recommendations to the Board and implementing changes for staff salaries and benefits, June also prepared many reports and surveys for the UUA and gave valuable assistance with applications for funds when they were available during the early days of COVID 19. June also developed a Safe Congregation Policy which is now a model used by other UU congregations across the country as well as other HR policies. We are deeply grateful to June for her dedication and her due diligence on transferring knowledge to the committee members who are tasked with the work this spring. We appreciate June being available to consult to the committee as needed as we continue without her active participation.

Beth and Sheri have served with June on this committee for the past several years. We are happy to be joined this spring by Chris Ryan who became a member of UUCW a few years ago with his spouse Maryann. Chris brings a wealth of experience with a corporate background in Human Resources, taught Business and Accounting at Becker College and is a licensed CPA.

These are some of the tasks that the H R Committee has performed this past year:

- Provided detailed information on UUCW staffing and compensation to the UUA
- Provided written notification of annual salary and benefits changes for the 2022/23 fiscal year to all Church employees with copies to the President of the Board and Treasurer. Copies of updated agreements were sent to the Minister for inclusion in employee files held in the Minister's Office. The contract for the Minister was reviewed and updated. All staff agreements were reviewed for accuracy.
- Created a summary of salaries and benefits that was sent to the Treasurer to be confirmed in alignment with the vote on the budget at the Annual Meeting and provided to the Bookkeeper for reference.
- The UUA was notified of salary changes to update Life and Disability Insurance benefits and premiums accordingly.
- Documented procedures for compensation planning and training for committee members
- Reviewed UUA's new compensation guidelines
- Provided recommendation to the Board for staff compensation and benefits for the 2023/24 fiscal year

While we anticipate implementing the new compensation model and understand the impact that it will have on our staff's salaries and future recommendations, we continue to struggle to keep our commitment to pay our staff in a way that is compensatory of their length of service and advances them towards fair compensation. Historically, our staff has been paid below the UUA recommended



HUMAN RESOURCES

salary. We are making our recommendation with modest increases in an effort to keep our staff from falling further behind in their salary ranges and be sensitive to budget limitations. It is our hope that as we learn more about the new model, that we will be able to bring our staff in line with the new recommendations and guidelines to pay our dedicated staff in accordance with the values of our faith. We hope the congregation will support us in this effort.

We invite anyone who is interested in joining our committee to work on compensation and benefits and/or developing policies and procedures for the smooth and just operation of our community of communities.

Respectfully submitted,

*Committee Members Beth Posner-Waldron,
Chris Ryan, Sheri Linn, and
Former Chair June Davenport,
Human Resources Committee*



IN THE HOUR OF NEED (IHN) FAMILY SHELTER

In the Hour of Need Family Shelter (formerly known as Interfaith Hospitality Network of Greater Worcester) is a family homeless shelter program that unites religious congregations, communities, and groups to assist homeless families. IHN is located at 91 June St., Worcester, MA.

This is our 12th year partnering with IHN as Host Congregation. As a Host Congregation, we agree to cover two weeks at the shelter, providing evening and overnight hosts, miscellaneous supplies, and food if requested. We also agree to provide two charter members who act as coordinators and board members. This year, the IHN Charter members are Sue Neaz and Dianne Mann. Church members Kris Billiar and Carole Howe serve in the IHN Advisory Board. Our own Sheri Linn holds the position of Program Director overseeing all aspects of the shelter itself, like house maintenance, bringing in families who are experiencing homelessness, house guidelines, policies and activities, volunteer scheduling, training and recruitment. It is a big responsibility and Sheri is doing a fine job, bringing her care and creativity into the program.

UUCW has also pledged to support IHN financially by fundraising \$2,000 per year. We normally hold a Cool Beans Coffee House and a 50/50 collection to raise some of those funds. This year, we did not hold our Coffee House, so we are creatively trying to come up with our promised pledge. We are also sponsoring a virtual walking team in May for the Walk for the Homeless normally held at Elm Park.

This year we have hosted for two weeks and have filled in on numerous emergency occasions at the 91 June St. house. We have had a multitude of volunteers step up for each of our hosting weeks. The thing that is very encouraging to see are whole families

volunteering at the shelter. It makes such a huge difference to the children at the shelter to have some kids come in and hang out with them.

Sue Neaz has assisted IHN with its many fundraising efforts. She has promoted the organization within our community to raise awareness and financial assistance for grocery gift cards and other household needs for the shelter. All of the task force members were involved in assisting with The Evening of Hope, which is a major fundraising effort for IHN. The Evening of Hope was a comedy show run in person and virtually.

The Youth Group frequently participates in outreach projects at the shelter and is well respected by the staff and board for their continued efforts. We have a number of people from our congregation engaged in groups which support the shelter like the House Committee, and the Board, and the Fundraising Committee. We had many volunteers step up to help in the recent Evening of Hope Gala, and we were recognized as an honored contributor in that way as well.

The shelter has maintained staff and has raised money to hire some extra help to cover volunteer slots that have been difficult to fill during the stay-at-home orders of the pandemic. They have put in place strict guidelines for safety so that volunteers can feel comfortable and secure in covering evening and overnight shifts, isolated away from others as much as they need to be.

The house currently houses six families.

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

*Respectfully submitted,
Robin Mitzcavitch, DRE*



INVESTMENT COMMITTEE

For the first 10 months of the church fiscal year, from July 1, 2022 to April 30, 2023, the UUCW Investment Fund had a gain of 7.2% or \$53,911. This compares to a gain of 10.5% for the S&P 500. The portfolio total on April 30, 2023 was \$683,838. \$120,000 has been transferred from the Investment Fund to church operations and improvements during the fiscal year. As of April 30, 2023, 75% of the portfolio was invested in stocks, 16% in bonds, and 9% in cash. The estimated percentage of socially responsible funds was 90%. Our investment in fossil fuel energy is approximately 3% of the total portfolio.

Our mutual fund investments at this time include the Fidelity 500 Index Fund, Parnassus Core Equity Fund, Fidelity Contrafund, Vanguard Wellington Fund, Fidelity OTC

Portfolio, Fidelity Equity Dividend Income Fund, Glenmede Large Cap Core Fund, Fidelity Balanced Fund, Janus Flexible Bond Fund, Fidelity Nasdaq Composite Index Fund, Fidelity Environment and Alternative Energy Fund, Baron Discovery Fund, Fidelity Total Market Index Fund, Fidelity Government Money Market Fund and the Fidelity Mid Cap Index Fund.

Respectfully submitted,

*Margos Stone, Chairman
David Fields, Thomas Pierce, Catherine Roberts,
Michele Hernandez (Ex Officio)*

STEWARDSHIP TEAM

This Spring, the Stewardship Team kicked off the “Beloved Community” pledge drive campaign, stressing the link between inclusion and equity at UUCW and its financial sustainability. We had an excellent response with this community raising a pledge total of \$198,819 from 84 households for the 2023-2024 church year. We also had three member households request payments from their 401k plans, for an additional \$12,200. We cannot officially count this latter amount as pledges, because the 401k plans are not under any legal obligation to follow these requests, but experience shows these are reliable. Therefore, the team suggests to the Board that this line item be added to the budget with an appropriate probability, as for pledges. In summary, total pledges and 401 k requests sum to \$211,019, matching the campaign goal of \$211,000. This compares to \$191,623 pledged

last year by 86 households. The team sincerely thanks the congregation for its support and the Connections Team for its help with outreach.

This year, our goal was a realistic stretch relative to 2022. We couldn’t be more pleased with the results, but we also want to point out that we continue to need more in order to reduce our dependence on the endowment and create a financially sustainable future for UUCW.

*Respectfully Submitted by
the Stewardship Team*

*Nancy Baffa
Moirra Rouse
Dave Schowalter*



LOAVES & FISHES FOOD PANTRY

In April of 2023, UUCW celebrated the 14th anniversary of opening its doors to the Loaves and Fishes Food Pantry and serving the North Worcester community. Loaves and Fishes has been continually operating every third Saturday since September 1995. In April 2009, the pantry moved to its current location, UUCW, and we have been an important part of community outreach ever since.

Our current Administrative Board consists of: Betsy Wood, Director; Denise Darrigrand, Shopping Coordinator; Linda Morse, Produce-Regional Food Hub & Farmer's Market Coordinator, and Marilyn Martin, Volunteer Coordinator & Bookkeeper.

Here are some highlights:

- You can see from the chart at the end of this report that our total number of clients served increased by 160 people.
- We continued our fourth year of curbside delivery because of Covid. As a result, our clients still stay in their cars and we bring the food to them. We continue to offer a wide variety of fruits and vegetables, and our clients get to choose which ones they prefer. We also continue with choice for meat and fish. We offer choice for our dry goods as well. We continue to discuss when or if we will return to the old method of distribution (clients coming inside to shop) while pandemic concerns are continuing to diminish. Most of our clients prefer the current method of curbside delivery.
- The Pantry remains fiscally sound but we are keeping an eye on the future and have decided we must curtail expenses to conserve our bank balance. We have received donations of both food and money from a variety of places including members of St. George Catholic Church and Salem Covenant Church. We regularly receive donations from the Worcester County Food Bank. The Pantry has been supported monetarily by The Vault, which has made several very generous donations. In addition, we have received numerous donations from members of UUCW. Thank you for your continued generosity. However, we have made the decision to curtail all of our spending. We have lowered the amount we spend monthly on meat, produce and gluten free products. In addition, we will stop distributing toilet paper once our stockpile is gone. We are trying to cut down on the purchase of paper bags and have asked the congregation to donate sturdy reusable grocery bags.
- The Regional Environmental Council began coming to our church once a week starting in mid-June and continued through December 15 to set-up a mobile farmer's market. Unfortunately, the numbers (both customers and revenue) were too low for REC to continue stopping at UUCW this year.
- We continued for the 17th year to distribute Back to School Supplies in August. They were enthusiastically received!
- Some months we are also able to distribute grocery store gift cards to our clients in order to enhance their ability to enjoy a holiday or share a meal with loved ones. These cards come to us in a variety of ways: from our congregation, from the Worcester County Food Bank,



LOAVES & FISHES FOOD PANTRY

and from many generous individuals. We will continue to evaluate if and when we can distribute gift cards.

- We are aware that we sometimes do not have sufficient volunteers. We have three time slots when we need volunteers:

- ◇ 12:30PM on Friday before distribution. Pick up at Worcester County Food Bank in Shrewsbury. This involves heavy lifting and about two hours of work.
- ◇ 5PM on Friday. Set up bags for distribution. Approximately two hours.

◇

8:30AM – noon approximately for Saturday distribution.

If you could help us out, please contact me at: foodpantry@uucworchester.org We would love to have you join us in this rewarding work!

Thank you all for continuing to support our mission. Thank you to the incredible volunteers from UUCW, St. George's Catholic Church and the folks from the Greendale area. Your contributions of time, money, food, and ideas are much appreciated and what make Loaves and Fishes Food Pantry able to do the work we do.

*Respectfully Submitted,
Marilyn Martin*

Our total number of clients served increased by 160 people.

	2022	2023
Total # served (new clients)	1707 (316)	1867 (547)
# households (new clients)	639 (105)	578 (163)
Ages:		
0 – 4 yrs	5%	3%
5 – 17 yrs	19%	27%
18 -64 yrs	48%	50%
65 +	28%	20%



PASTORAL CARE COMMITTEE

Over the past year the Pastoral Care Committee has provided directly or with the help of those on the Pastoral Care Team (more than 25 people within the congregation) five Memorial Service Receptions and several MealTrain's.

Additionally, the Team has kept close many dozens of people in the congregation by making visits to their homes or in the hospital; or by sending an uplifting note, email, or call; or even by providing transportation to appointments or to church.

May we all continue to stay close to each other by providing compassion, care, a listening ear, and perhaps some resources in times of need.

*- Respectfully submitted by
the Pastoral Care Committee,*

*Susan Crossley, Carole Howe,
Linda Morse and Linda Rich*

REFUGEE MINISTRY TEAM

In January of 2022 the Refugee Ministry sprang into action to welcome and support a family of refugees from Afghanistan. Previously working for the coalition forces against the Taliban, the patriarch of the family (NM), his wife (S) and eleven children were evacuated from Afghanistan in mid August of 2021. They spent several months at an army base in Virginia, and then came to Worcester for resettlement.

The UUCW team intersected with teams from Immanuel Lutheran Church in Holden and Beth Israel Synagogue in Worcester to form a Neighborhood Support Team (NST). The first weeks were spent in relentless pursuit of housing, education, jobs, medical and dental support, and common language. To say the work of building a team with relative strangers from various fath backgrounds was a challenge is an understatement, but at least we all spoke the same language.

As the months elapsed, we settled into some sense of rhythm. First and foremost we got the youngest 8 children enrolled in school.

Worcester Public Schools has been nothing short of a marvel as they have introduced these kids to America and education through the New Citizens Centers. The team pressed on whoever we could to get free "stuff" for the family: the littlest was given free daycare at Guild of St Agnes until he started kindergarten in September of 2022.

The eldest two sons quickly got jobs at Imperial Distributors and the older teens got food service jobs. Dad, NM, has a job in the kitchen at Briarwood, which has turned out to be a very good fit for him. Mom, S, dabbled with the idea of working in the bakery in Lincoln Plaza. It was short-lived but a great experience for her to see what working outside the home looks like. There is now one licensed driver and a car, which is a marked improvement in quality of life for driving to/from work and the mosque. The younger kids are thriving in school and especially the elementary cohort have experienced an absolute explosion of language. All the kids are charmingly eager to learn Spanish as they learn English.



REFUGEE MINISTRY TEAM

We had a massive party for the family to celebrate 1 year here in the US in mid January. Despite meeting this milestone, there is work left to do. English (especially reading) is still a work in progress, but the team is valiantly reinforcing English as one key to their futures. We are setting the stage for a stable financial future that (we hope) will include home ownership in 2024.

In February a documentary filmmaker chronicled the family's (and others') evacuation journeys. Stay tuned! The film will not see widespread distribution until it's "safe." The presence of the Taliban is ever present in the minds of the family. And that's why we are still limiting their names in this write up and not sharing pictures. But if you ask us directly... we'll tell and show you more... lots more...

The family is clever and resilient and good natured. The work of this Team is definitely work, but the best kind. The Team has been well supported by many members of this congregation and their wide network of friends. Everyone who drove them somewhere or brought them food or took them shopping... however small the task, has been a critical part of this family's amazing and fraught journey. Lots left to do. Let us know if you can help!

Refugee Ministry Team and Friends:
Maya Desai, Ruth Silver, Ann Hollander, Beth Posner-Waldron, Llibie Westie, Dianne Mann, Marilyn Martin, Betty Jenewin, Sean Divoll, Vernon (VG Mohammad - honorary member of their family) Divoll, Lois Divoll

*Respectfully submitted,
Marilyn Martin*



SIDE WITH LOVE TASK FORCE

The mission of the Side with Love Task Force for Social Justice is to embody our UU values, both in our church and in our community. The task force undertakes to study and inform ourselves about social justice issues, participate in community political action, and to be a source of support for one another.

The SWL Task Force has been involved in a variety of initiatives, some focused on learning while others focused on advocacy and action, at both the local and national level. Some key highlights from this past year are noted below.

Education and Mobilization

- July 2023: SWL Co-Chair Evan hosted a summer service focused on his commitment to justice and the support through UUCW's Side With Love group
- November: Hosted a watch party to review the talk from Paula Cole Jones at UUCW's 8th Principle Service
- Dec-January: Defund Fear - hosted a reading group leading up to the all church read; co-hosted a discussion
- March: SWL Member Joan McGinn coordinated weekly activities to celebrate Women's History Month including a talk from Joan's sister Dr. Therese McGinn (sister of UUCW member Joan McGinn) is Professor Emerita of Population and Family Health at Columbia University and Founding Director of the RAISE INITIATIVE: Reproductive Health Access, Information and Services in Emergencies.
- April: Co-hosted I, Too Film Screening with 13 people in attendance. Also Demonstrated support at an affordable housing inclusionary zoning rally at

City Hall

Climate Change & Environment Justice

Mara Pentlarge, Co-Chair of Side With Love, has been an active participant in the Worcester Congregations for Climate and Environmental Justice where she represents UUCW in organizing and advocacy efforts. Members of SWL attended a Climate Justice event in October 2022 hosted by Mass Interfaith Power and Light called "Love, Earth and Justice" in addition to demonstrations outside of Bank of America and Chase banks to call attention to the bans on the financing of oil pipelines.

UU Mass Action

Finally, Side With Love works with UU Mass Action, the Massachusetts State Action Network, to engage in regional and statewide networking and advocacy to advance justice and equity. In July 2022, UUCW hosted a Worcester County UU Mass Action gathering. Staff from UUMass Action joined us with others from local congregations for networking and coalition building. Members of SWL participated in the annual advocacy day where members met with their state officials to advocate for items of legislation identified by grassroots organizations aligned with UU Mass Action in March 2023. Members have also participated in monthly Action Hours with UUMass Action, as well as Justice Church events to educate, inspire, and motivate UUs to action.

Join Us!

We invite you to join us and be part of a committed group of people taking on the challenge of a better world! We meet on the 1st

SIDE WITH LOVE TASK FORCE

and 3rd Tuesdays from 6:30-7:30 PM via Zoom. If you are interested in joining our email list, there are two groups - one for Side With Love meeting announcements and one for ways to take action. Contact us at sidewithlove@uucworcester.org or reach out to Evan or Mara to join our email list or with any questions.

Side With Love members and active participants: Susan Crossley, June Ganley, Lynn Gostyla, Joan McGinn, Beth Posner-Waldron, Mara Pentlarge, Ruth Silver, Evan Wilson, Kim McKoy, Corey Prachniak

*Respectfully submitted,
Mara Pentlarge and Evan Wilson,
SWL co-chairs*

SIDE WITH LOVE: 8th Principle Task Force

We, the member congregations of the Unitarian Universalist Association, covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountability dismantle racism and other oppressions in ourselves and our institutions.

Beloved community is when people of diverse racial, ethnic, educational, class, gender, sexual orientation backgrounds/identities come together in an interdependent relationship of love, mutual respect, and care that seeks to realize justice within the community and in the broader world.

<https://www.8thprincipleuu.org/>

UUCW has been considering the 8th Principle over the past two years. The 8th Principle Taskforce has sought to inform, educate, and mobilize the UUCW community to learn about the 8th Principle and start to live out its call to individual and institutional commitments to dismantling racism and oppression. The 8th principle taskforce has identified a multi-pronged approach to engaging the UUCW community in education about and engagement around dismantling racism and other oppressions. Our recommended strategy includes:

- Engage UUCW groups,
- Organize new opportunities for learning,
- Embed the 8th principle into Sunday services, and
- Strengthen external partnerships with local BIPOC organizations.

Some of our major milestones this past year have included:

December 2022:

- Led an 8th Principle service at UUCW which featured a reflection with Paula Cole Jones, co-founder of the 8th Principle movement
- Hosted a workshop focused on engaging with the 8th Principle with Paula Cole Jones

April 2023:

- Co-hosted a film and discussion night with Side With Love taskforce of the documentary film "I, Too"
-

Ongoing:

- Active networking with other

SIDE WITH LOVE: 8th Principle Task Force

congregations and groups implementing the 8th principle, including the 8th Principle Learning Community

- Lead a monthly “8th Principle Moment” during Sunday services to draw attention to examples and instances where racism or harm was done or when people stepped into anti-racist or anti-oppressive work.

One year ago it seemed too soon to advance a recommendation for UUCW to include the 8th Principle as an additional guiding principle of our practiced faith. To help educate the UUCW community, the taskforce undertook the activities outlined above. With the acknowledgement that anti-racist, anti-oppression work needs to live in every part of our congregation, we recognize and are heartened by the work that other groups in UUCW have taken to bring attention and energy to the 8th Principle.

At UUCW's 2023 annual meeting, we will vote on whether or not to add the 8th principle to UUCW's guiding set of beliefs. Whether we make this commitment or not, there is much work that lies ahead when it comes to addressing racism and oppression in our individual lives and in society at large. We look forward to this work together and to further center equity and inclusion in our core UU values.

*Submitted on behalf of the 8th Principle
Taskforce members: Rachel Keyo, Mara
Pentlarge, Dave Schowalter, Karen Stephenson,
and Evan Wilson*



SIDE WITH LOVE: Get Out The Vote Team

The Get Out the Vote (GOtV) Team was organized as a working group of the Side With Love Task Force in June 2020 to focus on voter education and civic engagement. This was a very exciting year as we were rewarded for our work with the designation as one of 24 congregations nationally to qualify as a UU the Vote Good Trouble Congregation!

Based on our congregation averaging 145 members, we had goals set by the UU the Vote Campaign in April 2022. With the help of key members of the GOtV Team and with many people doing a lot and a little from April through November, we surpassed our goals!

Please see the end of this report for a table showing how we achieved our Good Trouble Congregation status (based on our record keeping)

Here are some of the non-partisan activities from July 2022 to April 2023 by members and friends of UUCW and the GOtV Team:

- Sponsored four “Good Trouble Sundays” in October during coffee hour to engage the congregation in letter and postcard writing, information on voter registration, and information on the Mass. November ballot referendums
- Co-led summer service “Putting our Faith and Values into Practice” with Vote Forward letter writing afterwards, August 2022
- Sent 500 postcards to Cobb County, GA for the November General Election (15 participants)
- Sent 2165 letters to AZ, FL, GA, NV, PA and TX for the November General Election (27 participants)
- Sent 135 letters to Georgia for their Runoff Election 12/8/22 (3 participants)
- Hosted 2 phonebanks with UU the Vote and assisted with phonebanks with UU the Vote, Center for Common Ground and the UU Society of Northampton and Florence (UUSNF)
- Made phone calls to AZ, FL, GA, NC, TX and VA for their primary elections and/or the November general midterm election, to GA for their Senate Run Off Election (12/8/22) and to VA for their 4th Congressional District special election (2/21/23).
- Joined phonebanks with UU Mass Action, Worcester Interfaith, and UU Justice Arizona (UUJAZZ) to support passage of referendums in MA and AZ (154 calls)
- Assisted with registering newly eligible voters after the Naturalization Ceremony with the Worcester League of Women Voters
- Attended rallies and events to protect reproductive rights and protest against gun violence
- Had a voter information table at the League of Women Voters Candidate Forum, UUCW, August 2022
- Attended Worcester’s Community Listening Session to meet the new City Manager, December 2022
- Attended January 6 anniversary events in Worcester and West Brookfield
- Participated in various events sponsored by UU the Vote, including skill-ups and Good Trouble Congregation Huddle and UU Mass Action, including monthly action hour and Legislative Advocacy Day
- Participated in the MA Votes Act Virtual Lobby Day for voting rights

SIDE WITH LOVE: GET OUT THE VOTE TEAM

- legislation in Massachusetts
- Contributed article on the Good Trouble Congregation for The Nugget, February 2023
- Attended Good Trouble Congregation Celebration by zoom, 2/28/23
- Provided information on Voting by Mail in Massachusetts to the food pantry clients, August 2022
- Held monthly meetings via zoom

As the coordinator of the GOtV Team, I am deeply grateful to members of the Team and others from UUCW for joining us and standing

up for our democracy and for “not refusing to do the something” they can do.*

For more information, to attend our monthly zoom meeting and/or to be added to our email distribution list, contact Beth Posner-Waldron directly or via gotv@uucworchester.org. Let’s see what kind of GOOD TROUBLE** we can get into this coming year!

*Respectfully submitted by
Beth Posner-Waldron,
Get Out The Vote Team Coordinator*

* from UU affirmation “I am only one person” by Edward Everett Hale

Here is how we achieved our Good Trouble Congregation status (based on our record keeping):

Activity & Requirement	Goal	Achievement
20% membership involved in activity	29 people	40+ people
20 postcards &/or letters per member	2,900	3,300
20 phonecalls per member	2,900	3,555
2 congregants work polls	2	3 or more



TECHNOLOGY COMMITTEE

This past year the tech committee welcomed two new volunteers, Bruce Leshay, and Frank Sweetser

The committee is reviewing the set up for the networks and spearheaded by Frank and some folks he knows that will offer suggestions. The current audio set up that is being used are Mixers and amps used from our old setup (trying to cut cost) We may consider getting new mixers to simplify the audio settings or evaluate what is really needed for number of microphones. A mixer with 12-16 microphone inputs that must have phantom power for condenser microphones may be a consideration.

My guestimate on if you decide to replace everything would be in the range of about

2300.00 . This may be too low or too high depending on what Franks associate suggests. Mixers to consider: Behringer Xenyx X2442USB Mixer with USB and Effects from Sweetwater about \$380, or Mackie ProFX16v3-channel Mixer with USB and Effects. \$550 from Sweetwater. They do have mixers and amplifier combos, but they can be very expensive.

*Respectfully Submitted
Paul Marr*

WOMEN'S SOCIAL CIRCLE

This group continues to thrive with meetings on the 2nd and 4th Saturday of the month. We split our time between Fellowship Hall (2nd Saturday) and NuKitchen (4th Saturday). In warmer weather we have also met outside with camp chairs or using the picnic tables. The meetups are largely unstructured, jolly affairs with organic conversations in both small and large groups. Occasionally the meetings have been a way for other church groups to query attendees about other things going on at church. For instance, Cris Heffernan interviewed folks about their vision for lounge improvements.

We have also organized extracurricular events. A small group met up at a brewery in the Fall of 2023 for libations and trivia. A group attended Flora In Winter in early March

and went to see a play in mid-March (Outside Mullingar). Women's Runaway Weekend has been publicized through this group. The Women's Month lecture was also amplified to this group.

We have about 70 people who receive emails from us and we generally have between 5 and 15 attendees at our meetups.

Maya had been the primary coordinator up until January 2023 when Kim Napoleone took over monthly meeting coordinating. Maya handles the extracurricular activities.

*- Respectfully submitted by
Maya Desai & Kim Napoleone,
Women's Social Circle Coordinators*



“Believing in a community that unites all people”

Other Items

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FISCAL YEAR 2023-2024 SUMMARY BUDGET

REVENUES	FY2024 Proposed	
<i>Pledge Payments Received</i>		
Prior Year Collected	\$ 1,500	
Current Year Collected (incl. prepaids)	\$ 192,000	
Subtotal: Pledge Collections	\$ 193,500	
Subtotal: Plate Collections	\$ 9,300	
Subtotal: Fund Raising Receipts	\$ 18,000	
Subtotal: Facility Use Fees	\$ 11,600	
Subtotal: Other Operating Income	\$ 16,672	
<i>Transfers</i>		
Investment Transfers	\$ 103,500	
Subtotal: Transfers	\$ 103,500	
Total: Revenues	\$ 352,572	
EXPENDITURES		
Minister: Salary & Housing	\$ 83,275	
Minister: Benefits	\$ 44,882	
DRE: Salary	\$ 50,471	
DRE: Benefits	\$ 22,358	
Music Director Salary	\$ 18,836	
Office Administrator Salary	\$ 20,773	
Office Administrator Benefits	\$ 2,922	
Bookkeeper Wages	\$ 13,515	
Sexton Wages	\$ 11,250	
Childcare Expenses	\$ 1,200	
Payroll Tax Expense	\$ 14,784	
Worker Compensation Expense	\$ 1,700	
Subtotal: Compensation	\$ 285,966	
<i>Ministries and Programs</i>		
In-Reach Programs	\$ 1,550	
Minister's Professional Expenses	\$ 7,828	
Out-Reach Programs	\$ 800	
RE Program	\$ 3,800	
RE: Professional Expenses	\$ 2,400	
Worship Service Expenses	\$ 3,150	
Music Director Professional Expenses	\$ 750	
Subtotal: Ministries and Programs	\$ 20,278	
<i>Office and General Operations</i>		
Congregational Expenses	\$ 5,770	
Office Expenses	\$ 9,914	
Subtotal: Office and General Operations	\$ 15,684	
Subtotal: Facility Expenses	\$ 30,644	
Capital Reserve	\$ -	
Total: Expenses	\$ 352,572	
Revenues less Expenses	\$ -	



PLEDGE SECRETARY

For the church fiscal year, from July 1, 2022 to June 30, 2023, the church has 88 pledges of support totaling \$196,673. Through April 30, 2023, the church has received \$157,440 or 80% of the total amount pledged. In addition, the church has received other gifts of support.

Please complete your pledge by or before June 30, 2023 to the best of your ability if you have not already done so.

We thank everyone who has made and kept his or her pledge to the church. The church depends on the pledges and gifts of its members and friends for over 70% of its operating revenue.

Respectfully submitted,

*Margos Stone
Pledge Secretary*



2022 - 2023 STAFF & LAY LEADERS

Professional Religious Leadership

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

Church Staff

Office Administrator: Jennifer Landry
Bookkeeper: Sue Chaffee
Custodian: Steve McNally
Nursery Assistant: Gladys Maldonado,
Ashvarika Dargen

Volunteer Staff

Collector: Vickie Cox-Lanyon

Board of Management

President: Sheri Linn
Treasurer: Michele Hernandez
Clerk: Kate Bejune
Members at Large:
Brian Keyo, Bruce Leshay, Melissa McKeon,
Sue Neaz, Tom Pierce

Board Committees

Building and Grounds Working Group:
Cris Heffernan & John Odell
Bylaw & Governance Committee:
Tom Pierce & Bruce Leshay
Committee on Right Relations: Steven Ober
Finance Committee: OPEN
Human Resource Committee:
Beth Posner-Waldron
Investment Committee: Margos Stone
Pledge Secretary: Margos Stone

Ministry Groups

Accessibilities Task Force: OPEN
Adult Faith Development: Rev. Aaron Payson
Campus Ministry Committee:
Jennifer McCullough, Karen Stephenson
Commercial Ministries Task Force:
David Schowalter
Connections Team: Maya Desai
CROP Walk: OPEN
Evening Book Group: Nancy Hancock
Facilities Team: Nancy Hancock, Kim McCoy
Fair Trade Sales: Jenny Delgizzi
Food Pantry: Marilyn Martin-Raymond,
Linda Morse & Betsy Woods
Garden-On Team: Melissa McKeon
HoST: Catherine Roberts
Interfaith Hospitality Network Task Force:
Sue Neaz
LGBTQI & Allies: OPEN
Lunch with the Minister: Nancy Hancock
Men's Group: Bill Derr
ONE Worcester: Denise Darrigrand
Parish Services Committee: Linda Rich
Refugee Ministry: Marilyn Martin Raymond
Religious Exploration Program:
Robin Mitzcavitch
Sanctuary Aesthetics: Susan Crossley
Side With Love Task Force:
Mara Pentlarge, Evan Wilson
Stewardship Committee: David Schowalter,
Maira Rouse & Catherine Roberts
Technology: Paul Marr, Frank Sweetser
UU Connections: David Fields
Website Team: Rachel Peckar
Women's Social Circle: Maya Desai
Worship & Music Arts: Matthew Johnsen
& Rev. Aaron Payson



A LITANY OF INSTALLATION

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

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

We accept this responsibility.

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

We will be faithful stewards.

Leaders take responsibility for moving this congregation forward.

We will generate energy and enthusiasm for our common work.

Leaders embrace challenges with optimism and courage.

We embrace the challenges before us with optimism and courage.

Leaders call forth the leadership gifts in others.

We will encourage new leaders.

We will accept leadership in our turn.

We will share our common work as broadly as possible.

We will follow your leadership with responsible trust.

We will strive to deserve your confidence.

We will speak out on the issues before this congregation.

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

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

We rejoice in the bold adventure that is our congregation.

– Mary Gail Harrison, Unitarian Society of Hartford



THE SEVEN PRINCIPLES

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

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

Unitarian Universalism draws from many sources:

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

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