



Annual Report 2025 - 2026

“Believing in a community that unites all people”

June 7, 2026

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

Unitarian Universalist Church of Worcester

140 Shore Drive * Worcester, Massachusetts 01605 * (508) 853-1942
office@uucworchester.org * www.uucworchester.org

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 7, 2026

Call to Order Melissa McKeon

Certification Report Evan Wilson

Review of Agenda Melissa McKeon

Minutes of 2025 Annual Meeting Evan Wilson

Statement from the President Melissa McKeon

Statement from the Minister Rev. Aaron Payson

Treasurer’s Report Michele Hernandez

Leadership Recognition Melissa McKeon

Report of the Board on Nominations Melissa McKeon

Vote on Slate of Nominees Melissa McKeon

Presentation of FY 2027 Budget Michele Hernandez

Budget Questions Board of Management & Rev Aaron Payson

Vote on FY 2027 Budget Melissa McKeon

Litany of Installation Board and Congregation

Adjourn Annual Meeting Melissa McKeon



“Believing in a community that unites all people”

Reports of Professional Staff and Elected Officers

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ANNUAL MEETING MINUTES, June 8, 2025

Call to Order

- The meeting was called to order at approximately 11:57am by Board of Management President, Melissa McKeon.

Certification Report

- Clerk, Evan Wilson, verified that a quorum of UUCW members were present between members in person or on-line with 58 members in attendance. (25% of members are needed for a quorum. With 144 members, 25% is equal to 36 attendees.)

Minutes of 2024 Annual Meeting

- A **MOTION** was made and seconded to accept the 2024 Annual Meeting minutes. Motion **PASSED**.

Statement from the President - Melissa McKeon

- Recapping her first year as President, Melissa shared her pride in how UUCW continues to remain a supportive and welcoming community for members and friends. Melissa mentioned investments that we made into the building to establish an alarm system through grant funds and how the congregation rallied together to support one another and the church during the minister's sabbatical. In closing, Melissa extended sincere appreciation to emeritus Minister David Miller and his wife, Linda, for establishing the UUCW Legacy Fund endowment.
- A **MOTION** was made and seconded to accept the President's report. Motion **PASSED**.

Statement from the Minister - Rev. Aaron Payson

- The minister referred the congregation to the Minister's Report in the Annual Report. Aaron offered appreciation to individuals and teams that supported the congregation including the digital/online ministry, the sabbatical taskforce, musical ensembles, church staff, technology volunteers, stewardship, HR committee, Loaves & Fishes, parish services, investment committee, adult faith development, and more. The minister also gave his sincere thanks to emeritus Minister David Miller and his wife, Linda, for their significant financial contributions to establish the UUCW Legacy Fund.
- A **MOTION** was made and seconded to accept the President's report. Motion **PASSED**.

Treasurer's Report - Michele Hernandez

- The Treasurer provided a financial report that was included in the annual report. Beyond the overview of the FY2025 budget, the report outlined the variety of sources of income including the Sunday plate, building use income, fundraising events, and unrestricted gifts. Expenses which exceeded budgeted amounts included snow plowing and heating repairs. The addition of an alarm system and new doors were facilitated through a grant by the Commonwealth of Massachusetts. It was noted that capital improvements were budgeted during fiscal year 2025, but that those funds would be moved forward to the next fiscal year if projects are not completed by the end of the fiscal year.



ANNUAL MEETING MINUTES, June 8, 2025

- A MOTION was made and seconded to accept the Treasurer’s report. Motion PASSED.

Leadership Recognition - Melissa McKeon

- Maria Juncos ended her 1 year term on the board and Mikaila Turner-Clarke, completed a 2 year term in order to balance out the future rotations of board members. Appreciation was shared for Maria and Mikaila, as well as for the entire board and other congregational leaders.

Report of the Board on Nominations - Melissa McKeon

- Melissa McKeon was nominated as President for a second year and Evan Wilson was nominated as Clerk for a 2 year term. New members nominated were Ken Bayse and Dawn Dowd for 3 year terms.

Vote on Slate of Nominees - Melissa McKeon

- MOTION made and seconded to accept the slate of board nominees. Motion PASSED.

FY26 Budget Presentation, Questions, & Vote - Melissa McKeon

- Summary budget handout was distributed, outlining the FY2026 budget of \$418,633.
- The proposed FY2026 budget, running from July 2025 through June 2026, is \$14,311 more than FY25.
- In regards to expenses:
 - ◇ \$11,229 of this increase is attributed to payroll and benefits costs.

- ◇ The church saw increased operating expenses for internet and computer related costs, electronic payment fees, payroll service fees, multi-peril and umbrella liability insurance, and snow plowing and trash removal.
- ◇ The board of management, working with the HR committee, has proposed a 2% increase in employee salaries and wages which serves as a cost of living increase with an inflation rate of about 2.3% as of April 2025.
- ◇ Capital improvement funds were included in the FY26 budget in order to replace one of the church furnaces.
- In regards to income:
 - ◇ We received an increase in the amount of promised pledges and gifts from the congregation in the amount of approximately \$35,000 compared to the previous fiscal year.
 - ◇ The church’s \$28,000 fundraising income is supported by the \$1,500 monthly stipend from Worcester Fellowship for the minister’s pastoral care work with Worcester Fellowship that he passes on to the church.
 - ◇ \$17,060 in miscellaneous income represents 5% of the balance of the endowment funds as of 12/31/2024 that the church can withdraw as income per the endowment guidelines.
 - ◇ In order to cover the remainder of the payroll and operating expenses, we will need to withdraw \$116,663 from our investment account. This is a decrease of \$15,834 versus the \$132,467 we had budgeted for the current fiscal year.
 - The HR committee recommended raises for staff in order to be in better alignment with the UUA’s recommended salary range. Discussion included commentary about how the



ANNUAL MEETING MINUTES, June 8, 2025

criteria used by the UUA including geographic location and congregational size might not be realistic for us.

- Discussion included concern about increases to the budget and the drawing down of UUCW's investment account. At the same time, the UUCW Legacy Fund seeks to buttress the church's investment account so that the congregation can draw on both approved withdrawals from the Legacy Fund and the investment account. It was additionally raised that while it is a concern to withdraw more than the recommended amount from the investment account set by the investment committee, that the performance of UUCW's investment account over the past year helps balance out the amount we aim to withdraw.
- A comment shared about whether the board had considered cuts to staff in order to close the budget. Follow-up discussion included a commitment to investment in staff now to continue to grow membership, as well as to think about the cost/benefit analysis of reducing staff balancing the financial and programmatic impacts. With some congregations not being able to sustain full-time ministers, it is important for UUCW to think about the level of services our congregation receives and whether we would be satisfied by having our staff work less or having our staff engage other congregations to support fundraising and income generation.
- A **MOTION** was made and seconded to accept the FY26 budget proposal in the amount of \$418,663. Motion **PASSED**.

Adjourn Annual Meeting - Melissa McKeon

- **MOTION** made and seconded to adjourn the Annual Meeting at 12:59 pm. Motion **PASSED**.

*Minutes submitted respectfully,
Evan Wilson,
Clerk of the Board of Management*



MINISTER'S REPORT

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

- 308 people have a spiritual home. (163 Members, 83 Active Nonmembers, 62 Children, & Youth) (up 4% from FY2025) We have received 24 new adult members in FY2025.
- 110 (approx.) people on average weekly (up slightly from FY2025) benefited from regular weekly Sunday activities (worship, religious exploration, adult faith development, and youth group), including 42 regular Sunday morning worship services, 10 summer services, and six special holiday (including ecumenical) services.
- More than 250 people weekly, on average, enjoy programs and services offered by the congregation.
- 9 families celebrated the life of a beloved in a memorial service led by your minister and/or hosted at our church – the Gregory and Mathias families among them.
- Adult Faith Development and Small Group programs provided opportunities for spiritual refreshment, conversation, dialogue, and social witness. (Book Group, Anti-Racism Group, Side With Love & 8th Principle Grp, and an Ecumenical Study Group.)
- 250 people a month in the area, on average, did not go hungry because of our support for the Loaves & Fishes Food Pantry.
- 3,000 (approx) weekly contacts were made through email marketing and social media, each receiving four regular weekly communications and occasional special announcements.
- \$2,275 in support of area not-for-profit agencies and church programs was

raised through monthly 50/50 collections.

- \$4,700 was raised to assist families in need in our community through our Emergency Fund (Minister's Discretionary Fund), and more than \$2000 was distributed.
- \$3,500 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 \$19,000.

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!

We were saddened by the deaths this year of Nancy Gregory (mother of Ana Gregory), Marcia Caranchini (former member), Jane Ohman (former member), and Jon Mathias. 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 family and friends.

This year, we continued regular in-person activities and regular 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 the Rev. Cheryl Leshay and Dawn Dowd for their continuing efforts in this ministry. Also many thanks to Betty Jenewin, Paul Marr, and Frank Sweetser for all their time, effort, and expertise.

Minister's Report

A special note of thanks to Betty Jenewin for her professional photography and social media efforts. Because of her, we are well-documented in images and continue to celebrate our vibrant congregation every week.

Our staff, including office administrator Jennifer Landry, bookkeeper Chris Ryan, and our sexton, Deidre Hudson, should be credited for keeping us organized, communicating, fiscally sound, and safe once again this year. Many hours and much effort have been given behind the scenes.

I am also profoundly grateful to our professional religious leadership: Community Minister Rev. Cheryl Leshay (now retired), 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 toward the continuing creation of systems of management that facilitate our online formats.

We continue to be graced and gifted by the presence and participation of the UUCW Bell Ensemble, led again this year by Kathleen Nagy. We hope to see this ministry continue to grow and thrive.

The congregation was delighted to host a concert by Peter Mayer last fall, and very much enjoyed his participation in our Sunday morning worship a day later.

A special shout-out to our UUCW Choir. Thank you for all of your singing and the beauty that you continue to bestow on this congregation as we worship.

I am 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, and Robin Mitzcavitch continue to work to make us shine brightly in cyberspace.

This year, we launched a new podcast featuring the Sunday morning reflections of the minister. As of May 1, 2026, we have had more than 625 downloads and have posted 33 episodes.

Thanks to Frank Sweetser for the donation of additional computer equipment and the process that continues to wire each of our meeting spaces and classrooms with internet capability.

Our new video security and digital access systems continue to assist in maintaining a safer environment at UUCW. This spring, we implemented the locking of the Fellowship Hall door at the beginning of Sunday worship as an additional safety measure.

Our Safety Team continues to evolve, and has been present on Sunday morning to assist in monitoring the property and providing an additional level of security during worship and other large community events.

Robin Mitzcavitch and the Religious Exploration Team continue to 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 the pandemic, and we are delighted to see so many new families join the program this year. We continue to be grateful for their every effort.

Minister's Report

We continue to be fiscally sound because of the weekly efforts of our Finance Team, including collector Vickie Cox Lanyon, our new bookkeeper Chris Ryan, treasurer Michele Hernandez, and pledge secretary Margos Stone.

Our Stewardship Team - David Schowalter, Moira Rouse, and Nancy Baffa - facilitated a very successful Stewardship-Pledge Campaign this spring, raising more than \$255,000 in pledges. They are to be commended for their tireless work to educate the congregation about stewardship and their efforts to invite and involve all active members and friends to take part in the fiscal well-being of our congregation.

The Garden-On Team continued to advance its environmental ministry, continuing to plan and plant our new rain garden as well as other gardens at the church. This spring and summer, work has diligently begun to establish a Memorial Garden.

I am so grateful to our Human Resources Committee, under the leadership of Beth Posner Waldron, Dianne Mann, Shirley Traite, and Mark Schliesinger, which 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.

The Adult Faith Development Program continued to sponsor opportunities for adult learning. Thanks also to Nancy Hancock and the monthly Lunch with the Minister, and monthly book group; Maya Desai and the twice-monthly Women's Social Circle; Angela St. Laurent for the weekly Fiber Arts Group; Mara Pentlarge for her bimonthly Anti-Racism Group; Robin Mitzcavitch for our Social Threads Quilting Cooperative; and Andrew

Wilkin and our active Men's Group. We also benefited greatly from our participation in ecumenical discussion groups, led by the Greendale Ecumenical Group, that focused on current theological scholarship by the Weststar Institute.

Thanks to Betsy Woods and so many others 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 Sept. 18, 2026.

We are also delighted with our Working Groups: Buildings & Grounds facilitated by Cris Heffernan and John Odell; Communications facilitated by Vickie Cox Lanyon; Social Justice and Outreach facilitated by Evan Wilson; and the Congregational Care group facilitated by Cathy McDonagh and Susan Crossley. This year, a big thanks to Michele Hernandez and Melissa McKeon for ramping up our Finance Committee. We continue to see the progress of an inspired group of volunteers who are sprucing up our lounge and planning to have windows replaced and painting in the lounge this summer. More progress is expected in the coming months, and the space looks incredible already.

Many thanks to Moira Rouse, who heads our Facilities Team, for all of her efforts this year, most notably managing the installation process of a new furnace last fall as well as ongoing efforts to maintain our facilities.

A special thanks to Vickie Cox-Lanyon for her efforts to find grant money to assist in the



Minister's Report

many building projects of the church, including the installation of new electric shades in the lounge.

Thanks to Cathy McDonough and Sue Crossley 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.

Much gratitude for the continuing efforts of the Committee on Right Relations to engage the congregation in reflecting on our covenant of right relations through monthly worship moments and surveys. Thanks to Jessie Trobridge, Matt Bejune, Anne Armstrong, and Andrea Cruz.

Catherine Roberts continues to maintain and facilitate our kitchen and hospitality ministries with great aplomb. Together with the ongoing efforts by the Earnesty brothers and the many groups and individuals who provided refreshments this year, we continue to enjoy food and fellowship following our Sunday morning worship, as well as many other special events throughout the year.

We cannot forget the incredible and ongoing efforts of our Board of Management: Melissa McKeon, president; Evan Wilson, clerk; and Michele Hernandez, treasurer. At-large members include Vickie Cox-Lanyon, Cathy McDonagh, Kim Napoleone, Ana Gregory, Ken Basye, and Dawn Dowd.

Special thanks also to Margos Stone and the Investment Committee for their ongoing efforts to manage our investment portfolio and endowment during a time of economic uncertainty and change.

As we look forward to summer, I would have us harken back to last summer with thanksgiving to all those who met the challenge of providing summer services with grace and grit. We are planning another incredible summer series for 2026.

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 vigil for Homelessness Memorial Day.
- I continue to serve on the board of Worcester Interfaith as its Vice President, and have been involved in its Finance Committee, Clergy Caucuses.
- 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 Housing First Coalition, 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 Race, Class and Gender, the Sociology of Religion, and the Sociology of Death & Dying.
- I continue to serve on the Good Officer Coordinating Team of the UU Ministers Association
- I continue to serve as a responder with the UU Trauma Response Ministry Team.
- I am glad to continue serving as a



Minister's Report

Pastor for Worcester Interfaith as an ongoing effort with UUCW, contributing approx. \$18,000 to our fundraising goal annually.

I am pleased to report a clean bill of health this year following a summer of surgeries in 2025. I am so grateful for the support and encouragement of everyone during this trying time and glad to be back on my feet!

This has been another challenging and fulfilling year for me. I cannot 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



PRESIDENT'S REPORT

One of the many things I love about our community is illustrated in something that happened years ago, when I first began to attend UUCW. My family and I were attending the annual Passover Seder, and after the event, I was booked to clean up. It was noticeable that cleaning up was not a chore, but something we all acknowledged as part of our participation in that heartwarming gathering. We worked quickly, but with no pressure; we worked hard, but it never felt like work; we laughed and helped each other (I think there was even singing); we stretched ourselves to do what needed to be done, knowing that we were all in this together. And as we know, “many hands make light work.” The work got done easily because we all pitched in.

I consider this as I look back over our church year at all that we've accomplished and at all that we are doing to plan to accomplish our future, and I am reminded of the way, when something needs to be done, we all pitch in.

On the board, we've all pitched in on several ways to improve our governance:

- We initiated a team to gather in one place all the policies and procedures that groups have used to keep our church consistent and give voice to the connection between what we do, what we wish to achieve and what we believe. That group continues under the leadership of the board's clerk, Evan Wilson.
- We appointed a finance committee to help with the sometimes-daunting task of keeping all this going and keeping the lights on, under the guidance of treasurer Michele Hernandez.
- We began the process of initiating formal goal setting and review procedures for our staff.
- We debated and accepted the proposition to have another intern join our church for the coming church year, and prepared to create an internship team.
- Ever mindful of the safety of our community, we approved the creation by Aaron of a Safety Team to keep an eye out for the safety of our congregation, and added electronic communication for all who need it as we enjoy our Sunday services. We continue to make improvements to the key-fob entry system. In addition, as ICE ramped up its efforts, we posted clear advisories for ICE, for our attendees and anyone using our building, and for our volunteers and staff.
- We began to plan for the sabbatical of our RE Director.
- We updated our member rolls to keep track of how many we serve and to remove from our rolls those who no longer wish to be part of our congregation. These numbers help us with what to expect for need and for input in the coming year.
- We applied for the designation as a 501 (c)(3) organization and received it after nearly six months of waiting. The designation confers on us a federal tax exemption and allows folks to make tax-exempt donations.
- We kept in touch with the congregation's various teams, committees and working groups, and listened (often with awe!) to how much they have accomplished, how hard they are working, and how they plan to help make our congregation something to be proud of in the future.



President's Report

This is particularly evident in our building and grounds, where several teams, committees, and working groups are seeing improvements and planning for more of the kind that enhance the UUCW experience for all.

It's also evident in our Connections Team's efforts, where we welcome new members and their families to fill our pews and our religious exploration classes, and to add to the fabric of the tapestry that is our community.

Most important, we continue to streamline the budget process and to handle the curveballs the economy, the weather and our aging facility continue to hand us. Toilets and furnaces have been replaced, and insurance and snow removal bills have been opened with trepidation (the latter was worse than we expected, but who can predict the weather?).

As we entered the budgeting process early this year, we found the streamlined budget process helped us be ready to support our stewardship team, as our investment partners and human resources folks supported us and helped us create a budget that meets our community's needs. Our church budget is in a far better situation this year due to so many factors: The generous donations to our investments and endowment fund; the funds raised by our intrepid fundraising efforts; and the efforts of our givers to, once again, step up to support our congregation.

All this would not have been possible without our amazing board members. At our last annual meeting, we welcomed two new members, Ken Bassye and Dawn Doud. This year, we will also welcome two new members, as others who have served cycle

off the board.

We extend our heartfelt thanks to Vickie Cox-Lanyon and Cathy McDonagh as they finish their terms with the board. Your service has been invaluable to our board of management and our congregation; we know you will continue your generous and energetic service to our congregation. We will miss you!

*Respectfully submitted by Melissa McKeon,
President, UUCW Board of Management*



RELIGIOUS EXPLORATION AND EDUCATION DIRECTOR'S REPORT

Along with the RE Team (Ana Gregory, Beckley Schowalter, Karen Stephenson, 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.

Registration and Attendance

Number of children and teens registered: **62**
Average total Sunday attendance: **30 children and 7 adults, including Sunday am and pm programs**
Current active members in High School Youth Group: **11**

2025-26 Religious Exploration Team

Ana Gregory
Beckley Schowalter
Karen Stephenson
Kate Sweetser

Overview of RE Year

- Family participation has increased this year, and we have maintained a larger pre-k and k classroom.
- Youth Group is small this year, but is a fairly consistent group of 10 young men. Lynsey Heffernan continues to take the Youth Group on the work service trip to Deep Roots Maryland, where they live and work in a homeless shelter community. The group does other outreach activities such as Woo Fridges, Winter Gear Park Drop, and church volunteering such as volunteering in nursery, Spirit Play and at the Cool Beans Coffee House.
- We are using the Soul Matters Theme-based programming, which I augment weekly with seasonal additions. The programming is used with children

grades 1-6. We are trying to maintain a separate 5th and 6th grade class with more teambuilding elements. The children are also involved in outreach activities such as the Thanksgiving Food Drive and the Dignity Kits Drive.

- I am teaching the Coming of Age class this year, made up of 8 7th and 8th grade students. They each have wonderful mentors, and it's been a small but mighty class. The Coming of Age class holds an annual bake sale for the CROP Walk and volunteers around the church in many capacities such as the food pantry and assisting in childcare during class and game night. The graduation ceremony is on Mother's Day Sunday.
- I physically rotate teaching all other classes when COA is not meeting, and teach on most holiday weekends. It's good for me to get to know all of our attending children on a one-on-one level. This helps me when I plan curriculum for the upcoming year.
- We have 2-4 nursery age children who attend regularly. Gladys Maldonado and Haley Newton preside over the nursery. Gladys has requested that we do some upgrades for safety and appearance in the space.
- Although it is not a part of my job, I volunteer in running the Holiday Craft Fair and Auction fundraisers, the Cool Beans Coffee House, and the Social Threads Quilting Group; this year, we are trying our first year of a Spring Outdoor Craft Fair. These initiatives bring in a nice piece of our fundraising goals.

Respectfully submitted,

*Robin Mitzcavitch
Director of Religious Exploration and Education*



MUSIC DIRECTOR'S REPORT

In many ways, the church year 2025-2026 has been an exceptional year filled with a number of wonderful elements. These have included two inhouse groups (The Adult Choir and the UUCW Bell Ensemble), two music Sundays (one led by Matt Johnsen and one led by Kathleen Nagy), and a number of exceptional guest musicians, two collaborations with other choirs, and several compositions written by UUCW musicians and for UUCW. In addition, we hosted one concert.

The Adult Choir, led by Matt Johnsen, rehearsed almost every week, and performed in church at least twice a month throughout the year. The number of choir members has varied from 6 to 25, welcoming members as their lives have allowed. Choir rehearsals begin with physical and vocal warmups, before practicing the pieces programmed for the service, and we strive to sing music of many genres throughout the year. We accompanied Peter Mayer on his song Peace during his visit in October. We also sang two new compositions, Open the Channels of Love and We Stand for Peace. Open the Channels of Love featured instrumentalists playing tabla and violin.

The Adult Choir has had two collaborations: an annual Choir Swap with First Unitarian Church (led by Allegra Martin) and Annual Thanksgiving and Good Friday collaborations with other members of the Greendale Ecumenical group. These have allowed us to learn somewhat more challenging pieces with a slightly larger group (30-50 singers). Both collaborations have helped members gain skills as choir members and allowed for cross church friendships and networking, and learning from other exceptional music directors.

Occasionally, we have invited members of the congregation to come to the front and sing with the choir on pieces that they knew,

whether or not they had practiced with the choir, which has provided the experience of singing with a larger group of singers. In addition, one Sunday the Garden On Team came to the front to lead the congregation in song.

The UUCW Bell Ensemble, led by Kathleen Nagy, has met Monday nights from 6:30-7:30 most weeks. The bell ensemble performed pieces during the Vespers Service and on Easter morning, when it also accompanied a chant to begin the Easter service. It will also perform as part of Music Sunday, led by Kathleen Nagy on May 24. Kathleen has also arranged many of the pieces we sing for our resources. Some bells are in need of some repair work to allow them to sound more clearly.

Guest musicians have included JaganNath Khalsa (violin), Nelly Case (organ), Mara Pentlarge (flute), Mark (French horn), Nihil (tabla), Carrie Reid-Cox (soprano), Maria Ferrante (soprano), Christon Carney (Tenor) and Alfredo Villelo (percussion). They have each added significantly to the musical texture of the church, expanding the range of sounds we have come to expect within the sanctuary.

We hosted a concert (and a church service) with Peter Mayer in October 2025. During the concert, he sang with the Worcester Peace Choir, and during the church service, he sang one song accompanied by our adult choir.

Finally, two musical groups have made use of UUCW. The Peace Choir of Worcester has hosted three events; and Betty Machete and the Jumping Fleas have found a home here.

The music program at UUCW provides opportunities for church members to grow in community with one another. The congregation has been a big part of the success



Music Director's Report

of the Music Program – and the combination of wonderful singers, fine instruments, a wonderful acoustic in the church hall, and a wonderful audience makes performing in the church a pretty delightful way to spend our Sunday mornings. Thank you!

*Respectfully submitted,
Matthew Johnsen, Director of Music*



TREASURER'S REPORT

This report includes financial data through March 31, 2026, and represents three quarters of fiscal 2026.

FY2025 Actual Income and Expenses

At our last annual meeting, financial figures for the first three quarters of FY2025 were provided. The budget for FY2025 was \$404,267, with \$132,467 designated to come from investments.

Actual results for the fiscal year were as follows: Income totaled \$403,999, which was \$268 above the budgeted amount. Expenses amounted to \$392,640, coming in \$11,627 below budget. The actual draw from investments was \$120,000, or \$12,467 less than budgeted. Included in this booklet is a chart showing the actual versus budget amounts for fiscal years 2021 through 2025.

I want to draw your attention to the fact that in last fiscal year, the church did not draw the full amount authorized under the FY2025 Budget, leaving the \$12,467 in the investment account.

FY2026 Budget

The current fiscal year's budget, approved at the last annual meeting, is \$418,578, reflecting a 3.54% increase over the previous year. Copies of this budget, along with prior budgets, are included in this booklet.

Of the total budgeted expenses of \$418,578, payroll expenses comprise \$312,842, representing 75% of the annual budget.

Operating income is budgeted at \$284,885, with \$251,885 expected from pledges, plate collections, and gifts, \$33,000 from fundraising, and \$5,000 from building use. The remaining expenses are to be covered by \$17,040 from the endowment account and \$116,633 from the investment account.

Year-to-Date Income

As of March 31, 2026, operating income was \$247,596. This includes \$13,570 from Sunday plate offerings, \$163,030 from pledge payments, \$48,066 from gifts, and \$18,423 from fundraising activities. Additional income consisted of a \$931 refund from the mutual insurance policy and \$126 in interest received. Overall, operating income is nearly 16% higher than the year-to-date budget.

Year-to-Date Expenses

By the end of the third quarter, expenses totaled \$321,704. This sum includes \$231,106 for payroll, \$10,097 for administrative expenses, \$58,420 for facilities, and \$22,081 for departments and committees. Year-to-date expenses are approximately 2.5% above budget.

Payroll Expenses

A significant challenge this year was the increase in healthcare costs for the Minister and Director of Religious Education. Healthcare costs rose by about 21.5% in 2026, while the budget had anticipated a 17% increase. Despite this, savings were realized due to fewer hours worked by the bookkeeper, so overall payroll expenses are expected to align with the budget.

Facilities Expenses

The largest challenge related to facilities was the cost of snow removal. The budget set aside \$3,000, but by March, \$7,525 had been spent, with an additional \$3,990 paid in April. The total for snowplowing reached \$11,515 for the winter. The minister, sexton, and facilities team are working together to find more cost-effective solutions for the next winter season.

One positive development was the replacement of the furnace in October. The new furnace, which serves the classroom and office areas, was installed for \$20,953, below



TREASURER'S REPORT

the budgeted \$22,000. Additionally, the hot water tank was replaced in December at a cost just under \$1,900, funded by this year's Capital Improvement budget.

Now I'd like to call your attention to funds allocated to our ongoing building repair, maintenance and upgrades. Some of these costs will appear "off budget," as these funds are not specifically operating expenses.

\$25,000 was carried over to FY2025 from gifts and grants received in FY2024. Only \$6,712 was spent in FY2025 for minor projects such as painting, floor waxing, and Wi-Fi thermostats, as well as some additional security and electrical upgrades not covered by the security grant. Larger projects were postponed due to uncertainty surrounding repairs to the sanctuary's ceiling texture, which were ultimately completed at no cost to the church by an anonymous donor. At the end of FY2025, \$20,000 remained in reserve for building repairs.

So far this fiscal year, completed projects include an electrical upgrade (\$935), carpet cleaning (\$541), and windowpane replacement in the lounge (\$3,700). The new remote window covering for the lounge was funded entirely by private donations. As of now, \$13,112 remains in the building repair fund from prior year gifts.

In addition to these funds, the December Gala raised \$7,430. The board agreed with the request by the event organizers that these funds could be used for building repairs rather than operating costs. Building repair funds being held are now \$23,696, including \$3,154 remaining from the FY2026 capital improvement budget.

The facilities team is currently gathering bids for multiple window replacements, lounge painting, and additional smaller projects, aiming to complete several before the end of the fiscal year.

Investments

By the end of the third quarter of FY2026, \$17,040 had been withdrawn from the endowment fund and \$75,000 from the investment fund. It is anticipated that an additional \$25,000 will be needed to cover expenses for the current quarter. Barring any unforeseen expenditures, the final \$16,633 authorized at our last annual meeting for the FY2026 budget may not need to be withdrawn from our investment account with Fidelity Investments.

Endowment Fund - This account is held with Fidelity Investments, separate from our investment account. The terms of the agreement that established our endowment fund allow the use of 4% of the fund balance, at December 31st, to be transferred to the church operating budget beginning July 1 of each year. The total donation which established this fund was just over \$1 million. A portion of the donation was received by the church in November 2024, and the remaining amount was donated in January 2025. This year, the draw was \$17,040. For FY2027, \$49,288 will be included as income in the budget to be voted on later in this meeting. This is based on 4% of the fund balance on Dec. 31, 2025.

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



TREASURER'S REPORT

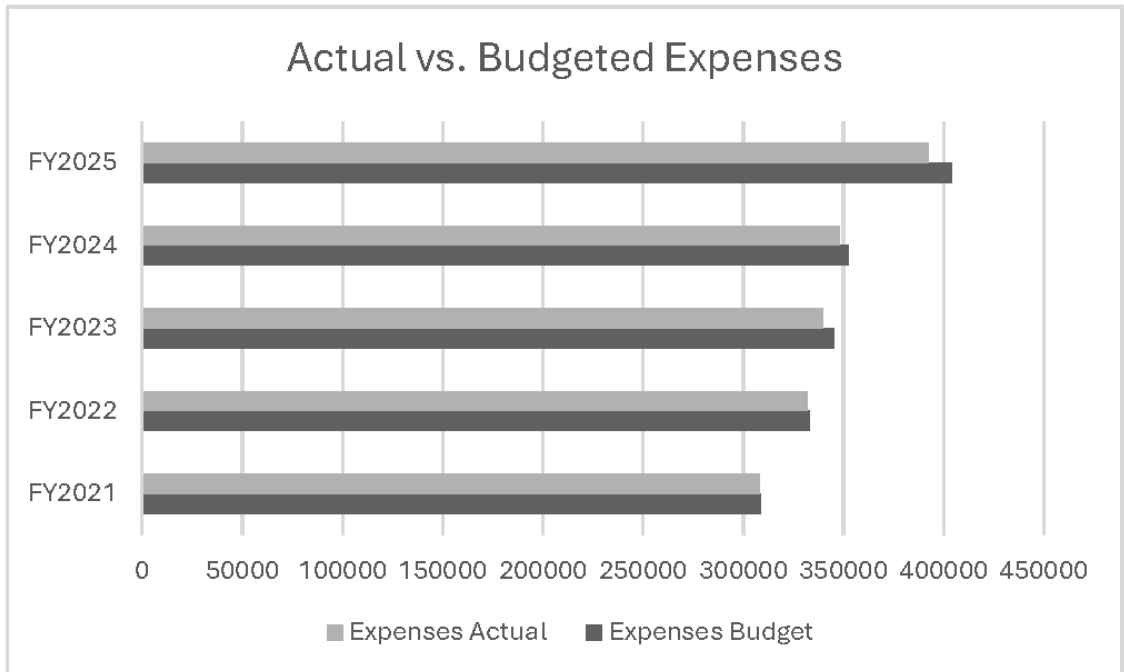
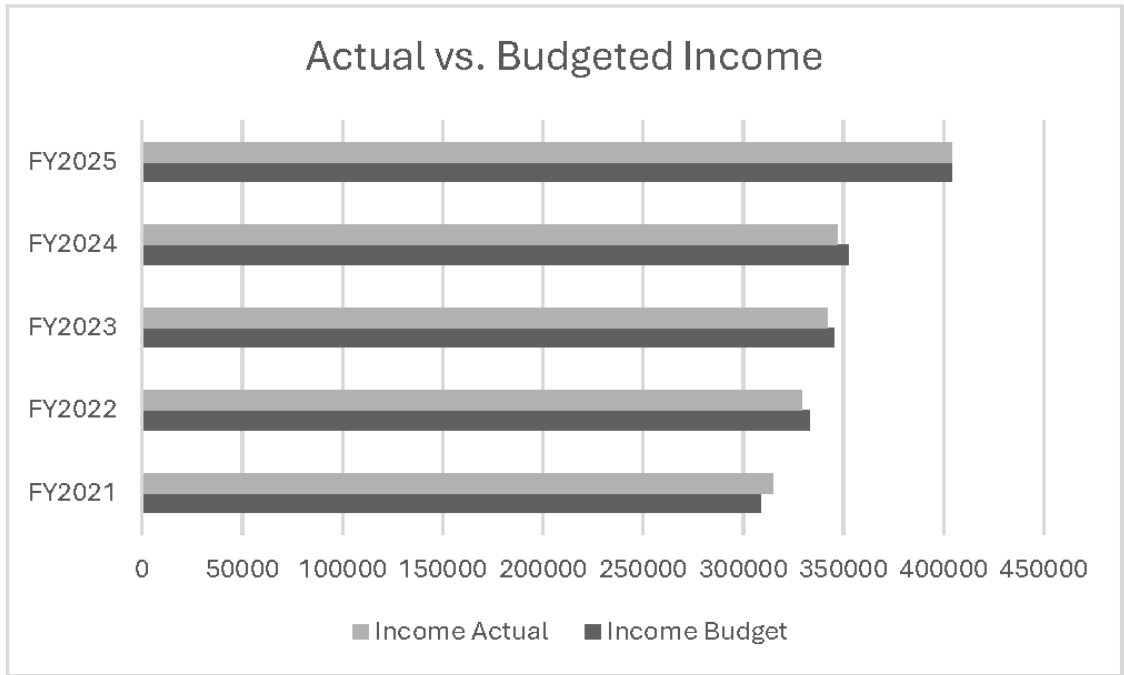
FY2026 YTD Summary as of March 31, 2026

	YTD Actual	YTD Budget	Variance
INCOME			
Plate and Other Donations	\$13,570	\$7,800	\$5,770
Pledges Current/1Prior Year	\$163,030	\$159,802	\$3,227
Unrestricted Gifts	\$46,946	\$21,311	\$25,635
Restricted Operating Gifts	\$1,120	\$0	\$1,120
Building Use	\$3,450	\$3,750	-\$300
Interest Income	\$126	\$0	\$126
Fundraising	\$18,423	\$21,000	-\$2,577
Subtotal Operating Income	\$247,596	\$213,664	\$33,933
Other Income Sources			
Investment Transfers	\$75,000	\$87,475	-\$12,475
Endowment Fund Transfers	\$17,060	\$12,795	\$4,265
Subtotal Other Income	\$92,060	\$100,270	-\$8,210
Grand Total YTD Income	\$339,656	\$313,934	\$25,723
EXPENSES			
Salaries	\$153,155	\$156,472	\$3,317
Benefits & Taxes	\$76,286	\$76,768	\$482
Workers Comp. Ins.	\$1,665	\$1,391	-\$274
Total Payroll Expenses	\$231,106	\$234,631	\$3,525
Administrative Expenses	\$4,929	\$4,379	-\$550
Computer Expenses	\$5,169	\$4,410	-\$759
Subtotal Administrative Exp.	\$10,097	\$8,789	-\$1,308
Utilities	\$10,076	\$10,733	\$657
Building Repair & Maintenance	\$28,170	\$22,013	-\$6,157
Grounds	\$12,252	\$5,970	-\$6,282
Building Insurance	\$7,923	\$10,624	\$2,701
Subtotal Facilities Expenses	\$58,420	\$49,340	-\$9,080
Congregational Expenses	\$6,945	\$5,760	-\$1,185
Religious Education	\$4,530	\$4,650	\$120
Worship Services	\$1,617	\$3,225	\$1,608
Outreach	\$351	\$187	-\$164
Inreach	\$1,161	\$825	-\$336
Ministry	\$7,477	\$6,525	-\$952
Subtotal Dept. & Committees	\$22,081	\$21,173	-\$908
Total Other Operating Expenses	\$90,598	\$79,301	-\$11,297
Total Payroll Expenses (from above)	\$231,106	\$234,631	\$3,525
Grand Total YTD Expenses	\$321,704	\$313,933	-\$7,772



TREASURER'S REPORT

Annual Comparison of Actual versus Budget amounts for FY2021-2025





TREASURER'S REPORT

Yearly Budget Comparison

	<u>FY2026</u>	<u>FY2025</u>	<u>FY2024</u>	<u>FY2023</u>	<u>FY2022</u>
CONTRIBUTION INCOME					
Plate-Summer & Regular	\$10,400.00	\$9,300.00	\$9,300.00	\$8,600.00	\$6,075.00
Pledges	\$213,070.00	\$183,000.00	\$193,500.00	\$185,000.00	\$190,000.00
Gifts - unrestricted & restricted	\$28,415.00	\$40,500.00	\$16,672.00	\$4,000.00	\$2,500.00
Subtotal Operating Income	\$251,885.00	\$232,800.00	\$219,472.00	\$212,600.00	\$219,075.00
MISCELLANEOUS INCOME					
Building Use Income	\$5,000.00	\$6,000.00	\$10,000.00	\$10,000.00	\$7,500.00
Parking Lot Use Income	\$0.00	\$0.00	\$1,600.00	\$0.00	\$4,800.00
Fundraising Income	\$28,000.00	\$33,000.00	\$18,000.00	\$18,000.00	\$18,000.00
Prior Year Budget Surplus	\$0.00	\$0.00	\$0.00	\$15,000.00	\$20,500.00
Subtotal Miscellaneous Income	\$33,000.00	\$39,000.00	\$29,600.00	\$28,000.00	\$30,300.00
FROM INVESTMENTS					
Endowment Fund Transfer	\$17,060.00	\$0.00	\$0.00	\$0.00	\$0.00
Annual Investment Transfer	\$116,633.00	\$132,467.00	\$103,500.00	\$104,629.00	\$83,750.00
Subtotal Investment Withdrawals	\$133,693.00	\$132,467.00	\$103,500.00	\$104,629.00	\$83,750.00
TOTAL INCOME	\$418,578.00	\$404,267.00	\$352,572.00	\$345,229.00	\$333,125.00
PAYROLL EXPENSES					
Minister Salary & Benefits	\$142,013.00	\$136,310.00	\$128,157.00	\$124,184.00	\$119,192.00
RE Director Salary & Benefits	\$86,186.00	\$82,915.00	\$72,829.00	\$70,849.00	\$68,075.00
Director of Music Salary	\$20,743.00	\$20,336.00	\$18,836.00	\$18,836.00	\$18,287.00
Subtotal Senior Staff	\$248,942.00	\$239,561.00	\$219,822.00	\$213,869.00	\$205,554.00
Office Admin Salary & Benefits	\$25,878.00	\$25,570.00	\$23,695.00	\$23,695.00	\$22,799.00
Sexton Salary	\$9,149.00	\$8,970.00	\$11,250.00	\$11,250.00	\$10,817.00
Bookkeeper Salary	\$10,090.00	\$9,512.00	\$13,515.00	\$13,515.00	\$12,996.00
Childcare Attendant	\$1,470.00	\$1,200.00	\$1,200.00	\$1,200.00	\$1,200.00
Subtotal Support Staff	\$46,587.00	\$45,252.00	\$49,660.00	\$49,660.00	\$47,812.00
Emp. payroll taxes & Wkrs Comp	\$17,313.00	\$16,801.00	\$16,484.00	\$16,484.00	\$16,087.00
Total Payroll Expenses	\$312,842.00	\$301,614.00	\$285,966.00	\$280,013.00	\$269,453.00
Administrative Expenses	\$4,047.00	\$3,912.00	\$3,149.00	\$3,360.00	\$3,160.00
Website & Internet	\$2,230.00	\$2,000.00	\$1,520.00	\$2,500.00	\$2,400.00
Computer Hardware & Software	\$3,650.00	\$3,650.00	\$3,200.00	\$3,300.00	\$1,950.00
Copier Lease & Maintenance	\$1,792.00	\$2,045.00	\$2,045.00	\$2,145.00	\$2,145.00
Subtotal Administrative Expense	\$11,719.00	\$11,607.00	\$9,914.00	\$11,305.00	\$9,655.00
Utilities	\$14,311.00	\$13,501.00	\$10,979.00	\$10,075.00	\$9,935.00
Building Repair & Maintenance	\$3,100.00	\$3,200.00	\$2,600.00	\$2,600.00	\$2,600.00
Capital Improvements & Code Repairs	\$26,250.00	\$25,250.00	\$1,000.00	\$1,000.00	\$1,000.00
Grounds/Trash/Snow Plowing	\$7,960.00	\$5,900.00	\$6,300.00	\$5,900.00	\$5,900.00
Subtotal Facilities Expenses	\$51,621.00	\$47,851.00	\$20,879.00	\$19,575.00	\$19,435.00
Insurance & Permits	\$14,165.00	\$11,725.00	\$9,765.00	\$8,163.00	\$8,163.00
Subtotal Other Fixed Expenses	\$77,505.00	\$71,183.00	\$40,558.00	\$39,043.00	\$37,253.00
Congregational Expenses	\$7,680.00	\$6,370.00	\$5,770.00	\$5,770.00	\$5,520.00
RE Expenses	\$6,200.00	\$6,200.00	\$6,200.00	\$6,200.00	\$6,200.00
Worship Services	\$4,300.00	\$7,000.00	\$3,900.00	\$3,700.00	\$3,700.00
Outreach	\$250.00	\$800.00	\$800.00	\$500.00	\$1,900.00
Inreach	\$1,100.00	\$1,100.00	\$1,000.00	\$850.00	\$850.00
Ministry Expenses	\$8,700.00	\$10,000.00	\$8,378.00	\$9,153.00	\$8,249.00
Subtotal Departments/committees	\$28,230.00	\$31,470.00	\$26,048.00	\$26,173.00	\$26,419.00
TOTAL EXPENSES	\$418,577.00	\$404,267.00	\$352,572.00	\$345,229.00	\$333,125.00



“Believing in a community that unites all people”

Reports of Committees and Coordinators

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BUILDINGS & GROUNDS WORKING GROUP

The Building and Grounds Working Group (BGWG) serves as the central coordinating body for all teams working to care for and improve our church home. Its most important role is bringing teams and task forces together in one place to share plans, align priorities, and support one another's work. This year the BGWG held all-group meetings in October and January, and an asynchronous meeting in April.

In the BGWG structure, a team is an ongoing group with continuous work toward a sustained goal, led by a team leader who keeps communication flowing with the Working Group. A task force, by contrast, is assembled for a single, defined task — once that work is done, so is the group. Last year the Lounge Lizards Task Force was a good example; it exists to organize and spice up the lounge, not to manage the lounge indefinitely.

This year we had five task forces:

- **Fundraising Task Force:** This winter, the "**Turn Up the Lights**" Gala, a community fundraiser organized by Rachel Keyo to raise funds for the care and preservation of our beloved building.
- **Legacy Task Force** is a newly formed group dedicated to the Memorial Garden, coordinating volunteers from Garden-On, Facilities, and the Legacy/Memorial Fund.
- **Windows Task Force** continued its work evaluating replacement options for the lounge's upper windows and classroom windows, with quotes being solicited for summer installation.

- **Lounge Lizards Task Force:** This task force was responsible for the new blinds in the lounge.
- **Security Grant Task Force** finished the installment of the conduits and other tasks funded by the security grant.

Our current three teams:

- **Facilities Team**, led by Moira Rouse.
- **Garden-On Team**, led by Leo DeSilva.
- **Building Tech Team**, led by Frank Sweetser, works to maintain the technology around the building.

*Respectfully Submitted by
Cris Heffernan, BGWG Chair*



CONNECTIONS TEAM

Since September 2025, the Connections Team has welcomed more than 80 visitors and newcomers. Each Sunday, Connections Team representatives greet everyone as they enter our beautiful red doors. We try to connect with each of you by welcoming you, offering you an order of service, reminding the kids about baskets, and encouraging you to get your nametag. For newcomers, we spend a little bit of extra time inquiring what brought them in and how they would like to connect with us. After the service, we meet newcomers at the Newcomer table, where we continue to welcome folks with conversation and cookies.

It's notable that of these 80-plus visitors, approximately 60% are coming in person and the remainder are visiting online. This underscores the critical work completed by Dawn Doud (and others) who engages with our online visitors and helps to bring them into the service and our community. The Connections Team is grateful to the entire Tech Team, who help make the Sunday morning experience accessible and inclusive.

The Connections Team loves to see a newcomer turn into a regular attendee and then sign the membership book on a New Member Sunday. On May 3, we had seven members join us. Congratulations to them and us! The Connections Team launched in 2022, and the number of new folks who have signed the book in recent years follows: 2023-16, 2024-13, 2025-16, 2026- 8. We will have another New Member service in Fall 2026, but remember, you can sign the book any time!

The team thanks YOU for carrying on the spirit of welcoming as we introduce you to folks and as they join you in one or more of our amazing opportunities at UUCW.

Going forward we will:

- Continue to welcome visitors whether they come through the front door or visit us on Zoom.
- Send weekly welcome letters from one of us with a personal greeting.
- Meet at a Newcomer table in Fellowship Hour.
- Host evening Meet and Greets several times a year.
- Host two potlucks a year.
- Invite folks to New Member Sundays.
- And more!

Respectfully submitted,,
The Connections Team
Nancy Baffa, Vicky Biancolo,
Vickie Cox-Lanyon, Maya Desai,
Cheryl Downs, Mary Paradiso,
and Andrew Wilkin



8th PRINCIPLE TASK FORCE

The 8th Principle

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/>

In June 2023, after two years of study and discussion, the congregation voted to add the 8th Principle to our set of values. The 8th principle task force continues to follow a multipronged approach to engaging the UUCW community in education about and engagement around dismantling racism and other oppressions. Our strategy includes:

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

Some of our major milestones this past year have included:

- Creating posters to display throughout the church as a visual reminder of our anti-oppressive commitment
- Hosting 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.

- Mara Pentlarge continues to organize a discussion group called “Addressing Racism,” which meets on a regular basis to discuss people’s experiences with race and racism and provides a space for people to process and think about how to better integrate anti-racism into their everyday lives.
- Individual 8th Principle members have also been engaging with local organizations committed to racial justice, including Worcester NAACP and Worcester Interfaith.
- Planning is under way for a creative arts event in June to highlight creative expressions of love and justice.
- The 8th Principle Taskforce held a midyear retreat to reflect on strategic ways to engage with the congregation and fulfill our mission.

The taskforce continues to meet monthly to think about how to build out the routines and structures to engage our congregation in learning and action. We seek your individual and group engagement to continue to lean into our learning and action around dismantling racism and other oppressions.

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



FACILITIES TEAM

UUCW Facilities issues were managed by the Buildings and Grounds Working Group (B&G) prior to 2025. At the beginning of fiscal 2026, Moira Rouse became the Facilities Team Lead and now submits this report on behalf of the team, which last met on March 26, 2026.

The Facilities Team supports major building maintenance and building improvement projects, coordinating with staff as needed. We meet periodically to discuss and evaluate project priorities, delegate tasks and coordinate with staff and B&G. The minister prioritizes routine work with the sexton. The sexton manages all cleaning and maintenance supplies and equipment. The Facilities Team need not authorize everything, but instead functions to support the staff when needed.

Since the last UUCW Annual Meeting, the Facilities Team has supported these projects and updates:

- Completed installation and software upgrades to new electronically controlled doors (and painted them!). All Staff and Moira have an app to control.
- Carpet cleaning: sanctuary, lounge and foyer.
- Sanctuary ceiling repaired, 2 areas.
- Furnace replacement (1 of 3 furnaces; 1 old one remains to be replaced later).
- Various interior and exterior painting (by a B&G Painting Task Force).
- New electric shade installed in the lounge, privately funded (by a B&G Windows Task Force)

Current Events:

- Revised window replacement quotes are being solicited for upper lounge

windows, with a plan to install over this summer.

- Seek quotes to repaint lounge and foyer; if funds are available, complete over the summer.
- Grant funds are being applied for to have a building assessment by Nault Architects, valued at \$12,000. This assessment will guide Facilities priorities for years to come and provide the direction needed to maintain and improve our building responsibly. N
- New electric shade will be installed in the lounge above the existing one, privately funded (by a B&G Windows Task Force)

Looking ahead to next fiscal year:

- Seek quotes to replace classroom windows.
- Based on the building assessment and absolute physical need, outline exterior and interior priorities for the next 3-5 years.
- Based on aesthetic, visual and functional needs and preferences, outline priorities for 1-2 years.

*Respectfully Submitted by
Moira Rouse on behalf of the Facilities Team*



FELLOWSHIP COMMITTEE

Fellowship Hour follows our Sunday service. The church offers coffee and light refreshments. While many of the refreshments are donated by members of our congregation, the church provides a base-level of supplies. We purchase coffee, half-and-half, juice, cheese and crackers, cookies, and paper products. Last year, our supply expenses were covered by cash donations to the two baskets set out during fellowship hour, but this year these donations fell short. Also starting last year, we requested that the church budget for teen helpers (\$20/week divided between two helpers). In the proposed budget for the coming year, we are requesting funds to pay our teen helpers and to offset anticipated shortages from the basket donations. We are

grateful for the many contributions from church-affiliated groups who take turns hosting, and from individuals who drop off extra snacks. Keep those brownies coming, Leslie!

*Respectfully Submitted by
Catherine Roberts, Fellowship Hour
Coordinator*

FINANCE COMMITTEE

The newly created Finance Committee met for the first time on Feb. 18, 2026. Members of the committee include Margos Stone, Tom Pierce, Mark Shlessinger, and Michele Hernandez (serving as an ex officio member, providing guidance without voting rights).

The charge to the Finance Committee per our church's Bylaws is as follows:

“The Finance Committee shall develop financial policies, supervise periodic audits of the church financial records, and assist in the annual budget process.”

To this end, the Finance Committee has set for itself the following goals:

- To review current financial policies and submit any recommended changes to the Board for approval by June 2027.
- To write a set of procedures that are in line with financial policy and consistent with current practices.
- To develop an internal audit/financial review process and execute internal audits on a schedule to be determined by the committee.
- To develop a set of policies and procedures for the church's annual budgeting process, with initial drafts submitted by the next budget cycle.

*Respectfully Submitted by
the Finance Committee:
Margos Stone, Tom Pierce, Mark Schlessinger,
and Michele Hernandez (ex-officio)*



GARDEN-ON TEAM

As Garden-On's dedicated volunteers gather the list of things that have happened for our church gardens this year, it's a tremendous reminder that, though gardens only bloom from spring to fall, the work of planning, planting, weeding, and grant writing goes on year-round.

It's also a great reminder that our mission (like all UUCW's missions), is part of the larger effort to make a kinder world. While we create native plant gardens on our church property as part of our church's place in preserving and restoring the natural world, we also share the plants we nurture in our backyard nursery with others who are interested or dedicated to the same mission. This year, our nursery donated plants to Dodge Park, Holy Cross, Hadwen Arboretum, and the Mountain Street Triangle.

Those others who are interested in native plants include the Worcester Native Plant Initiative, with whom Garden-On shares many events, including hosting a winter sow workshop, a yearly event that is growing in popularity.

Our church's gardens and the work we've done here continue to draw the interest of others. Last October, UUCW-Garden-On hosted the Worcester Garden Club on a tour of our gardens.

Garden-On also continues its efforts to contain costs and raise the money needed to keep our church a showplace of native plant pollinator gardens:

- In April 2026, we solicited donations of wood chips to use as mulch and received five free truckloads from two different companies.

- We continue to develop better water management via rain barrels and reservoirs.

Reducing our lawn area also helps reduce our landscape's need for water usage by planting native plants that can live happily in our northeast climate without external watering. This year, we continued planting such a garden along the Holden Street side of the church, reducing the lawn area by 30 percent.

In an effort to keep expanding and maintaining without further taxing the church budget, Garden-On continues to have plant sales to finance the work we do. Last year, along with smaller pop-up sales, we conducted plant sales on June 6 as part of the church yard sale and on Sept. 8.

Garden-On collects seeds from our existing plants and pots them to expand gardens, sell at sales or give away to those who are interested.

Keeping the flow of funds for garden expansion in mind, Garden-On continues to search out and apply for grants, and last year obtained a \$1,000 grant for educational signage.

Garden-On continues to be a labor-intensive operation, which, this year, added members to our worker bee list, a group of hardy helpers who come to weed, plant, remove stumps and even attend cardboard cleaning parties.

We thank them from the bottom of our hearts, and also thank our church sexton, Dee Henderson, for her help all year round.

In October, Garden-On honored our beloved minister's 26 years with the congregation by planting a yellow birch tree in his honor.

Lastly, as we plan this year's garden projects, the work to prepare a space for our church's memorial garden has begun, with the planting



Garden-On Team

of 35 shrubs and the removal of the shrubs close to the building beneath our symbols. Garden-on members are doing their part as members of the memorial garden planning team meetings as well, and will help nurture the natural environment as their part of this church project.

Keep it green!

*Respectfully Submitted by
the Garden-On Team:
Nancy Baffa, Jan Cutman, Leo DaSilva,
Carole Howe, Betty Jenewin, Kim McCoy,
Melissa McKeon, Meredith Neuman,
Jodi Rymer, and Ruth Silver*



HUMAN RESOURCES

Our committee has been at work this year drafting an Employee Handbook and providing the Board of Directors with valuable information to use when projecting the budget for next year. This year, we welcomed Mark Schlesinger when Margos Stone stepped away.

We have been working on a draft of the Employee Handbook since October 2024. We began with a sample handbook from the UUA and have been evaluating and editing it for our congregation's use. We are incorporating policies we had developed for our nonexempt staff and policies written several years ago. We have worked hard to ensure it is legally correct and fair to our employees. It is a laborious project, and one that we hope will be finished soon.

In December, we began to look at the salary ranges from the UUA for the minister, Director of Religious Education and Director of Music. In order to look at the ranges for our hourly/nonexempt staff, we collected wage survey data from the local area for our administrative assistant, bookkeeper and sexton. All that data led us to project several different compensation scenarios so the Board could begin projecting the 2026-2027 budget.

We follow the UUA guidelines to provide eligible staff with insurance protection that provides a safety net for death during their working years, loss of earnings due to an illness or injury, affordable coverage for medical expenses and contributions to the UUA Retirement Plan. The UUA insurance policies run on a calendar year basis. As part of the budgeting process for the coming fiscal year, we provided costs for the insurance policies that continue through Dec. 31, 2026, and a projection for what the health insurance premium for two of our professional staff may

be beginning Jan. 1, 2027. These costs will need to be recalculated and communicated to the covered staff when the new premiums become available in the fall.

The budget recommendations are time-consuming and vital to the function of our congregation. Our utmost goal is for all members of our staff to be treated fairly and justly in this process.

We wish to commend all the members of the staff for their hard work and investment in UUCW. It is notable how many of them have been with us so long.

*Respectfully submitted,
The Human Resources Committee: Beth Posner-Waldron (Co-Chair), Dianne Mann (Co-Chair),
Mark Schlesinger and Shirley Traite*



INVESTMENT COMMITTEE

For the first nine months of the fiscal year, from July 1, 2025, to March 31, 2026, the UUCW Investment Fund gained 4.6%, or \$30,855. This compares to a gain of 6.2% for the S&P 500. The total balance of the Investment portfolio on March 31, 2026 was \$628,374, made up of 49% stocks, 27% bonds, and 24% cash reserves. \$75,000 has been transferred from the investment portfolio to the operating budget of the church during the first nine months of the fiscal year. The estimated percentage of socially responsible funds in the Investment portfolio is 90%.

Our investments in the portfolio at this time include the Fidelity Government Money Market Fund, the Fidelity Total Market Index Fund, the Fidelity 500 Index Fund, the Fidelity Nasdaq Composite Index Fund, the Fidelity Contrafund, the Fidelity Mid Cap Index Fund, the Fidelity Balanced Fund, the Parnassus Core Equity Investor Fund, the Vanguard Wellington Investor Fund, and the Fidelity Total Bond Fund.

The investment committee recommends that not more than 5% of the average fund balance as of December 31 of the previous three years be transferred to the church operating budget in the next fiscal year, in order to not deplete the Investment Fund balance. This goal has been difficult to achieve due to the financial needs of the church each year.

The Investment Committee is pleased to report that a new investment fund has been added to our portfolio this year thanks to a generous gift to the church from the Rev. and Mrs. David and Linda Miller. The portfolio is called the UUCW Legacy Fund. Its purpose is to ensure the legacy and continuation of the Unitarian Universalist Church of Worcester. The Legacy Fund started the fiscal year on July

1, 2025, with a balance of \$1,142,778 and has grown to \$1,172,498 as of March 31, 2026.

In addition, the Legacy Fund has transferred \$17,060 to church operations during the fiscal year. Through the first nine months of the fiscal year, the Legacy Fund has gained \$46,780 (including the \$17,060 transferred to the church), for a 4% gain. The Legacy Fund is invested in socially responsible funds (ESG). Its funds include the Fidelity Government Money Market Fund (18.4%), the Vanguard FD ESG International Stock ETF (20.8%), the Vanguard World FD ESG US Stock ETF (52.1%), and the Vanguard World FD ESG US Corporate Bond Fund (8.7%). The percentages are a percentage of the total fund balance as of March 31, 2026. Up to 4% of the Legacy Fund's total year-end balance each year as of Dec. 31 can be transferred to the church operating budget in the following fiscal year.

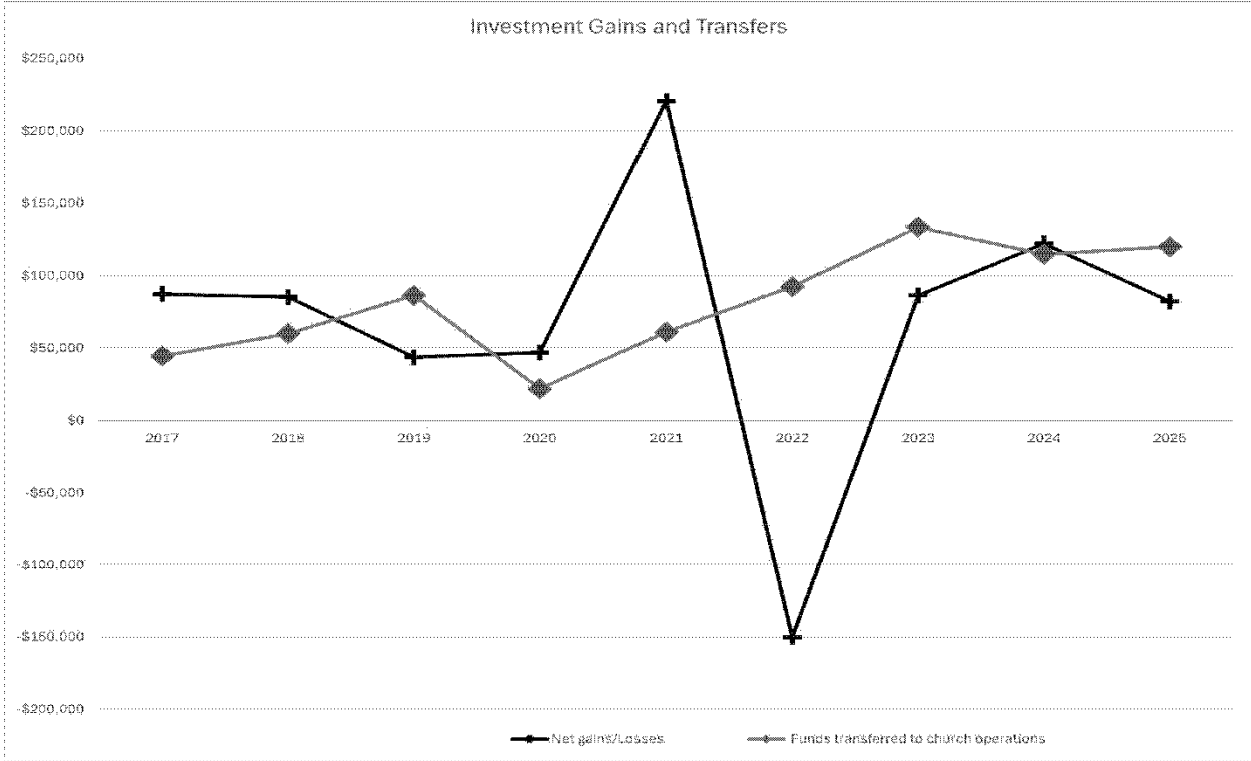
Respectfully submitted,

*Margos Stone, Chairman
Thomas Pierce, Rev. David Miller,
Michele Hernandez (Ex Officio)*



INVESTMENT COMMITTEE

Annual gains in Fidelity Investments vs. Funds transferred to Church operations



Fiscal Year End June 30	Investment Gains or Losses	Transfers to church operations
Fy2017	\$87,239	\$44,500
Fy2018	\$85,352	\$60,000
Fy2019	\$43,637	\$86,416
Fy2020	\$46,927	\$22,000
FY2021	\$220,618	\$61,020
FY2022	-\$150,163	\$92,535
Fy2023	\$86,339	\$133,534
Fy2024	\$122,237	\$114,815
FY2025	\$82,368	\$120,000



LOAVES & FISHES FOOD PANTRY

In April of 2026, UUCW celebrated the 17th 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 UUCW, and we have been an important part of community outreach ever since.

Our current Administrative Board consists of: Betsy Wood, Director; Mary Kilburn, Produce Manager, Merideth Neuman, Emergency Line 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 has again increased, as is the total number of households. The spread in age groups has remained consistent.
 - Both clients and workers have adjusted to our return to Fellowship Hall for inside distribution, where shoppers make their own choices. Prepacked bags are still available by request or for emergencies.
 - We have instituted a separate pickup for produce at the Worcester County Food Bank on the Tuesday before distribution. This has cut down on our purchase of produce.
 - The Pantry remains fiscally sound. 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 both monetary donations and gift cards from the Worcester County Food Bank. The
- Pantry has been supported monetarily by The Vault, which continues to make generous quarterly donations. In addition, we have received numerous donations from members of UUCW. Thank you for your continued generosity. We also receive donations from Big Y and Stop and Shop. This has enabled us to purchase new shopping and utility carts and replace some broken tables, which can be used by the church as well. In addition, we have purchased magnetic nametags and new T-shirts. Reusable grocery bags and a new sandwich board sign are coming by the end of May.
- 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, and from many generous individuals. We will continue to offer these cards as our supply allows.
 - We continue to offer feminine hygiene and adult incontinence products for our clients every other month as a result of the generosity of the Immanuel Lutheran Church of Holden parishioners. They even provide the volunteers who distribute the products at our distribution! We have also started receiving miscellaneous products from friends at “4OthersInc” (an organization started by Jim and Patty Hurley). Mary Kilburn has acted as liaison for such deliveries.
 - At this time, we are blessed with sufficient volunteers. We have four time slots when we need volunteers:



LOAVES & FISHES FOOD PANTRY

- ◇ A crew of four shoppers picks up at Worcester County Food Bank in Shrewsbury on Tuesday and Friday the week prior to distribution. This involves heavy lifting and about two hours of work. Brian Keyo continues to take charge of scheduling and driving the box truck we rent from UHaul in Worcester.
- ◇ 5 p.m. Friday. Set up Fellowship Hall as our “grocery store”. Approximately two hours.
- ◇ 8:30 a.m. to approximately noon for Saturday distribution. Since we have seen a tremendous increase in guests who are non-English speakers, we feel lucky to rely on the talents of our translators, Emily Konstan and Alan Martinez delOrbe. The personal connection is far superior to quick-typing into Google Translate!
- Since food insecurity is on the rise, we have been approached by WCFB to consider opening for an additional distribution time during the month. There are so many logistics - a big shout out to Eric Budd for submitting an initial proposal. We’ll be discussing this

with the Board of Management in the next few months to assess the feasibility of expanding our hours with little impact to the regular operations in Fellowship Hall. We welcome your suggestions, too.

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 for Loaves & Fishes Food Pantry*

	2025	2026*
Total # served (new clients)	2977 (490)	880 (94)
# households (new clients)	857 (140)	238 (26)
Ages:		
0 – 4 yrs	5%	8%
5 – 17 yrs	26%	27%
18 -64 yrs	51%	46%
65 +	18%	18%

* Fiscal Year 2026 to date (not a complete calendar year)



LUNCH WITH THE MINISTER

Lunch with the Minister remains a popular event. Church supporters include both new and long-time friends. Drop in on the first Wednesday of the month with a sandwich to talk with the minister and friends in a casual setting. Topics vary, the political scene often being a driver of conversations this year. Special events included a potluck Christmas

buffet and an end-of-year picnic coming up this June; the date is to be announced.

*Respectfully submitted,
Nancy Hancock, Lunch with the Minister
Coordinator*

PASTORAL CARE TEAM

The Pastoral Care Team is here to support our members and friends during times of personal struggles. We provide compassion, care, a listening ear, and resources made available by the congregation including occasional meals. Confidentiality is part of the team's covenant and a prerequisite for membership on the team. Working with the ministers, Reverends Aaron Payson and Cheryl Leshay, members of the team are networked with a variety of members and friends of the congregation who are dedicated to offering support:

- When you are dealing with an illness or health concern
- Through the different stages of your life such as job loss, divorce, a move, the arrival of a child, or retirement
- In a time of loss or death within your family or circle of friends
- In times of personal crisis

This year the team was able to assist in Meal Trains for two families as they dealt with illness and hospitalization. Please continue to watch the newsletter to help with any published Meal Trains. The team also sent cards to members and friends. When appropriate, the card informs the recipient that if more assistance is needed, they can reach

out via a call to the minister or by emailing pastoralcare@uucworcester.org. In addition to sending cards, members of the team visited two members who are in long term care homes or homebound members. Please contact the Pastoral Care Team if your schedule will allow you to be a visitor.

The Pastoral Care Team has a longstanding tradition of helping at memorial services. December: Celebration for Jon Mathis. April: Memorial Service for the parents of Ana Gregory. The team is grateful for all who answered the call and helped at those events.

The Team would like to thank members of the Board of Management and the Connections Team. Often people on these committees gave information to the Pastoral Care Team so that we could offer support.

*Respectfully submitted,
Cathy McDonagh on behalf of
the Pastoral Care Team,
Susan Crossley, Dianne Mann,
and new member LisaAnn Dukaten*



SIDE WITH LOVE TASK FORCE & GET OUT THE VOTE TEAM

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 Get Out the Vote (GOtV) Team was organized as a working group of the SWL Task Force in June 2020 to engage in voter education, fighting voter suppression, and encouraging civic engagement. Much of the year’s focus has been on building resilience and responding to the dismantling of social services and civil rights by executive orders, national government legislation, budget cuts, U.S. Supreme Court decisions, and ICE activities around the country, as well as attacks and involvement in wars across the world.

The SWL Task Force and GOtV Team have been involved in a variety of initiatives, some focused on learning, others focused on advocacy and action. Some key highlights from this past year:

Education and Mobilization

- Members developed the Love in Action Announcement email list for members of UUCW to share announcements of opportunities for action and advocacy.
- Members met periodically from June 2025 through October 2026 to hold peace vigils at UUCW, joining together to hold signs, share readings and sing promoting peace.
- Members collected signatures to add rent control as a Massachusetts state ballot initiative in the November 2026 election.
- June, July, August - SWL members hosted multiple summer services: June

29 - Putting Our UU Values in Action (Evan Wilson); July 13 - Cogitating Climate Change (Mara Pentlarge); Aug. 3 - Self-Care & Social Justice (Emily Konstan).

- October 2025 - GOtV Team organized a letter-writing campaign with Vote Forward, encouraging voters in Wisconsin to participate in the primary election for their State Supreme Court judges and voters in California to vote for redistricting in their state.
- October 2025 - Organized and facilitated a discussion about candidates running for office in November’s Worcester municipal election, facilitated by Mara and Evan.
- November & December 2025 - Organized two “Activist Reading Group” book discussions on *Democracy in Retrograde* by Sami Sage and Emily Amick, facilitated by Emily Konstan.
- November 2025 - Members participated in a No Fascism Brigade in Webster, Mass., holding posters of “Signs of Fascism” to raise awareness of authoritarian examples of federal government actions.
- December 2025 - Members co-organized and participated in a No Fascism Brigade with Indivisible Worcester at Elm Park in Worcester.
- January 2026 - Organized UUCW members to attend the MLK Jr Annual Community Breakfast. The breakfast is a community-wide tradition involving a speaker, performances, art, music and more in celebration of the Rev. Dr. Martin Luther King Jr.’s lifelong dedication to justice and equity.
- February & March- Organized two “Activist Reading Group” book

Side With Love Task Force & Get Out the Vote Team

discussions on *Blueprint for Revolution* by Srdja Popovic, facilitated by Emily Konstan.

- April 2026 - Held a discussion for church members called “Building Connections for Community & Mobilization” to discuss local examples of community networks, share examples of how we are connected with others from UUCW, and discuss new opportunities to leverage our connections for broader impact.
- February-April - Members of GOtV sent out 300 postcards and made 660 phone calls in coordination with Reclaim Our Vote/Center for Common Group in advance of the Virginia Special Election held April 21, encouraging registered Black voters to vote YES on redistricting in advance of the midterm elections.
- Throughout the year, members helped promote and attended various No Kings events and other democracy protection rallies in Boston and the Worcester County area along with other members of the UUCW congregation.

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.

UU Mass Action

Side With Love continues to work with UU Mass Action, the Massachusetts state action network, to engage in regional and statewide networking and advocacy to advance justice and equity. Members of SWL participated in monthly Action Hours and other events to educate, inspire, and motivate UUs to action.

UU the Vote

The GOtV Team gets much of its inspiration and motivation from the UUA’s voting rights initiative, UU the Vote. Once again, we are accepting the challenge to become a Good Trouble Congregation in advance of the midterm elections in November 2026, and will be inviting the congregation to join us in many activities in partnership with other nonpartisan groups to protect democracy.

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 first and third Tuesdays of the month from 6:30 to 7:30 p.m. via Zoom. Contact us at sidewithlove@uucworchester.org to join our email list or to ask any questions. GOtV meets on the second Thursday of the month from 6:30-7:30 p.m. via Zoom. Email GOtV@uucworchester.org to receive the Zoom link and/or to be added to our email list of upcoming meetings, events, and activities.

*Respectfully submitted by
SWL co-chairs Mara Pentlarge
and Evan Wilson
with Beth Posner-Waldron,
coordinator of the GOtV team*



STEWARDSHIP TEAM

This spring, the Stewardship Team kicked off the “For Good” pledge drive campaign, stressing the need for UUCW’s financial sustainability and explaining the feat necessary to get there. We had a strong response, with the community raising a pledge total of \$220,576 from 91 households for the 2026-2027 church year. We also had six member households request qualified charitable distributions (QCDs) from their IRA plans, for an additional \$34,000. We cannot officially count the latter as pledges, because IRA 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.

In summary, total pledges and QCD requests sum to \$254,576. Although this number falls short of the \$343,000 that the Board advised

was necessary to sustain our investment account, we have essentially matched last year’s record of \$255,000, indicating the commitment of this community to our financial health.

Of the 91 pledges received, nine were from new pledgers. 34 households increased their pledges relative to last year.

We want to express our gratitude and thanks to all who pledged, and to the connections team who helped with outreach. We also want to point out that we continue to need more in order to reduce our dependence on investments to a sustainable level.

*Respectfully Submitted by
the Stewardship Team
Moira Rouse
Dave Schowalter*



“Believing in a community that unites all people”

Other Items

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FISCAL YEAR 2026-2027 SUMMARY BUDGET

REVENUES

Pledges	\$	211,753
Plate	\$	12,900
Gifts	\$	34,000
Subtotal Contribution Income	\$	258,653
Fundraising Income	\$	31,000
Facilities Use Income	\$	5,000
ENDOWMENT FUND DRAW	\$	49,288
PROJECTED INVESTMENT TRANSFER	\$	85,658
TOTAL REVENUES	\$	429,599

EXPENDITURES

Minister Salary & Benefits	\$	148,571
DRE Salary & Benefits	\$	93,695
DM Salary	\$	21,365
Office Administrator Salary & Benefits	\$	27,129
Sexton	\$	9,427
Bookkeeper	\$	10,395
Childcare Attendant	\$	1,514
Payroll Tax Expense	\$	15,898
Worker's Comp Insurance	\$	1,832
SUBTOTAL- COMPENSATION	\$	329,826
MINISTRIES AND PROGRAMS		
Inreach Programs	\$	2,100
Minister's Professional Expense	\$	8,800
Outreach Programs	\$	400
RE Program & DRE Professional Exp	\$	7,650
Worship Services & DM Professional Exp	\$	5,250
SUBTOTAL MINISTRIES AND PROGRAMS	\$	21,805
Administrative and Computer Expenses	\$	12,667
Congregational Expenses	\$	9,138
SUBTOTAL OFFICE AND GENERAL EXPENSES	\$	21,805
FACILITIES		
Utilities	\$	15,070
Building Maintenance	\$	5,300
Capital Improvements	\$	-
Grounds Maintenance	\$	16,353
Insurance & Permits	\$	17,045
SUBTOTAL FACILITIES EXPENSES	\$	53,768
Total Expenditures	\$	429,599



PLEDGE SECRETARY

For the church fiscal year from July 1, 2025, to June 30, 2026, the church has 94 pledges and gifts of support totaling \$249,005. Through April 15, 2026, the church has received \$213,718, or 85% of the total amount pledged. In addition, the church has received other gifts of support. Please complete your pledge by or before June 30, 2026. The church depends on the pledges and gifts of its members and friends for over 70% of its operating income.

Respectfully submitted,

*Margos Stone
Pledge Secretary*



2026 - 2027 STAFF & LAY LEADERS

Professional Religious Leadership

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

Church Staff

Office Administrator: Jennifer Landry
Bookkeeper: Chris Ryan
Custodian: Deirdre Hudson
Nursery Assistant: Gladys Maldonado

Volunteer Staff

Collector: Vickie Cox-Lanyon

Board of Management

President: Melissa McKeon
Treasurer: Michele Hernandez
Clerk: Evan Wilson
Members at Large:
Ken Basye, Vickie Cox Lanyon, Dawn Doud,
Ana Gregory, Cathy McDonagh,
& Kim Napoleone

Board Committees

Building and Grounds Working Group:
Cris Heffernan & John Odell
Bylaw & Governance Committee:
Tom Pierce & Bruce Leshay
Committee on Right Relations:
Anne Armstrong, Matt Bejune,
Andrea Cruz, & Jessie Trowbridge
Finance Working Group:
Michele Hernandez
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
Commercial Ministries Task Force:
David Schowalter
Communications Working Group:
Vickie Cox-Lanyon
Connections Team: Maya Desai
CROP Walk: Emily Stolarski
Eight Principle Team: David Schowalter
Evening Book Group: Nancy Hancock
Facilities Team: Moira Rouse
Fair Trade Sales: Jenny Delgizzi
Fiber Arts Group: Angela St. Laurent
Food Pantry Team: Marilyn Martin-Raymond
& Betsy Woods
Garden-On Team: Melissa McKeon
Hospitality Team: Catherine Roberts
LGBTQI & Allies: OPEN
Lunch with the Minister: Nancy Hancock
Men's Group: Andrew Wilkin
Pastoral Care Team: Cathy McDonagh
& Susan Crossley
Refugee Ministry Team: Maya Desai
Religious Exploration Team: Robin Mitzcavitch
Sanctuary Aesthetics Team: Susan Crossley
Side With Love Task Force: Evan Wilson
& Mara Pentlargo
Stewardship Committee: David Schowalter
& Moira Rouse
Technology Team: Frank Sweetser
UU Connections: OPEN
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 EIGHT PRINCIPLES

THERE ARE EIGHT 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.
- Journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.

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.

