



Annual Report 2021 - 2022

“Believing in a community that unites all people”

June 5, 2022

**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 5, 2022

Call to Order Sheri Linn

Certification Report Kate Bejune

Review of Agenda Sheri Linn

Minutes of 2021 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

Statement from the Garden On Committee To Be Announced

Statement from the Name Change discussions Committee on Right Relations
..... & Rev Aaron Payson

Leadership Recognition Sheri Linn

Report of the Board on Nominations Sheri Linn

Vote on Slate of Nominees Sheri Linn

Presentation of FY 2022 Budget Sheri Linn

Supplemental Capital Expense Budget Michele Hernandez

Budget Questions Board of Management & Rev Aaron Payson

Vote on Supplemental Capital Expense Budget Sheri Linn

Vote on FY 2022 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 6, 2021

The 2021 Annual Meeting was held both in-person and as a Zoom meeting due to the COVID19 pandemic.

Quorum Certification:

Clerk of the Board of Management Debbie Merrill verified that a quorum of UUCW members were present with 52 members in person or on-line.

Call to Order:

The meeting was called to order at 11:15 a.m. by Board of Management President, John Odell.

Approval of last year's Annual Meeting minutes:

A **MOTION** to approve minutes of the 2020 Annual Meeting was made. The **MOTION** was seconded and **PASSED**.

Statement from the President:

President John Odell pointed out that the main items for the Board of Management over the last year included the ongoing response to the pandemic, budget, energy audit, masterplanning, and capital projects.

John discussed the budget, explaining that the pledges remained strong and a PPP loan made financial viability possible for the year. The budget reflects a recommendation from HR to increase the salaries of the staff. The Board is requesting more from Investments than the usual 5%.

The building was reopened to outside groups beginning in May. New LED lights were installed and most of the cost paid for by an incentive program. Improving the heating system will be taken up in the next year. An address and name change will also be taken up next year along with the purchase of a new sign.

Statement from the Minister:

Reverend Payson made note of the assistance by Maya Desai and Sean Divoll in planning the

parking lot renovations. He also made note of Pauline Courchesne's leadership of the annual Shoe Box Project. This is in conjunction with other thank yous during the church service.

Treasurer's Report:

Treasurer Michele Hernandez pointed out that the church acquired a PPP loan of \$51,500 in 2020, for which we were later forgiven. This and better-than-expected pledges gave us a surplus of \$46,000 that was applied to the 2020-2021 budget.

The income for 2020-2021 also includes \$169,000 in pledge income to date. The Board budgeted \$190,000 in pledge income. We received \$5,700 in unrestricted gifts, which is \$4,200 above budget. Plate income was also strong at \$5,700. Building income use was below budget though. Income for the year totaled \$292,000. We budgeted \$309,000 and were 6% short.

In terms of expenses, we were down 4% relative to what we budgeted. Overall, we are in a very healthy place.

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

Leadership Recognition:

President Odell thanked Clerk, Debbie Merrill and Board of Management member Steve Ober for their service on the Board.

Nominations

Odell nominates Kate Bejune as the new Clerk and Sheri Linn as the new President. A **MOTION** was made to accept this nomination. It was seconded and **PASSED** unanimously.

Odell also nominated Sue Neaz, Tom Pierce, and Melissa McKeon as new members of the Board of Management. A **MOTION** was made to accept this nomination. It was seconded and **PASSED**.



ANNUAL MEETING MINUTES, June 6, 2021

Presentation of the 2029/2021 Budget:

President Odell pointed out the following in the proposed budget for 2021-2022:

- There are larger wage increases than usual, especially for the pastor. This reflects an honest commitment to raise wages for the staff to levels commensurate with others in our geographic area. Additional wage increases will continue.
- \$83,750 will be pulled from Investments over the next year, which is \$48,250 above the usual 5%..
- The Board recognizes that to grow the church, our first obligation should be to the staff.
- We have close to \$1 million in Investments.
- We are planning for several capital expenses over the next few years. A portion of the expenses will come from the money given by the city.

Questions and Comments about the Proposed Budget:

Margos Stone: Are the capital improvements in the budget?

Answer: No.

Margos: How much will they be?

Answer: We have no firm number yet.

Catherine Roberts comment: Catherine applauded the Board for putting the budget together given the economy. She points out that if ever there was a time to take money out of the Investments, it would be now.

Bill Derr: Former Board President Bill Derr pointed out that we are in a better financial position than we were in the past. The money that we took from Investments then has paid off to be where we are now.

Dianne Mann: Dianne heartily supports the increases for staff. She emphasizes that staff are still below where they should be and there will be more increases to come. Dianne points out that the \$18,000 budgeted for fundraising is high and perhaps we should take out more from Investments.

Revered Payson pointed out that while this is high, it is obtainable and has been reached in the past. More can be taken out of Investments in the future if necessary.

Tom Pierce: Tom pointed out that the usual 5% that is taken out of Investments is based on a two year average.

Moira Rouse: She states that prudent decisions are being made and that she supports the budget.

Vote on Budget:

A **MOTION** was made to approve the budget. It was seconded and **PASSED**. There was one abstention.

Litany of Installation:

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

Adjournment:

A **MOTION** was made to adjourn. It was seconded and **PASSED**. Adjournment occurred at 12:08.

*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 ...

- 363 people have a spiritual home. (172 Members, 94 Active Nonmembers, 69 Children, 28 Youth) That's up 1% from FY2021. Our numbers reflect a slight reduction due to cleaning up our church database and less involvement due to the pandemic.
- 75 people on average weekly (down 25% from fiscal 2020) benefited from regular weekly worship Sunday activities (worship, religious exploration, and youth group, including 42 regular Sunday morning worship services, nine summer services and six special holiday (including ecumenical) services.
- 7 families celebrated the life of a beloved in a memorial service led by your minister and/or hosted at our church: Joan Webster, Lance McKee, and Rita Pierce)
- 4 couples had a minister and/or place to begin their life together in marriage.
- Adult Faith Development and Small Group programs provided opportunities for spiritual refreshment, conversation, dialogue and social witness.
- On average, 60 households a month in the area did not go hungry because of our support for the Loaves & Fishes Food Pantry.
- 20 families were not lost to homelessness through our work with the Interfaith Hospitality Network (now In the Hour of Need) of Worcester.
- Approximately 3,500 times a week, people were exposed to the message and activities of this congregation and our liberal religious movement through email marketing and social media.

- Monthly 50/50 collections totaled \$2,742 in support of area not-for-profit agencies and church programs.
- More than \$3,280 was raised to assist families in need in our community through our Emergency Fund (Minister's Discretionary Fund), and more than \$2,450 was distributed. \$2,750 will be contributed to the wider Unitarian Universalist movement (New England Region and Unitarian Universalist Association). However, our congregation's Fair Share is now \$15,740.

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 continued to be challenged by COVID-19 and returned to online service only for three months. Given the experience and wisdom gained from almost 2 years of remote services, the return was as smooth as possible thanks to many hands and efforts. I continue to be very proud of the members and friends of UUCW whose presence, service, encouragement, creativity and expertise helped us not only meet the challenges of this moment in history, but also thrive in many ways this year.

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 during this year. Their ability to work both at a distance and onsite meant that we did not falter in our responsibilities to members and friends and those in the wider community that we continue to serve.

Minister's Report

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 toward the creation of systems of management to facilitate our move to online formats.

Matt Johnsen faced the challenge of open heart surgery this spring. We continue to extend healing thoughts and energies as Matt recovers, and we express our enormous gratitude to Deb Bonneau for filling in as pianist and to Rachel Wagner for taking on the mantle of choir director during Matt's recovery.

I want to give a special shout out to our Worship Tech Team, who met the challenge of worship at a distance with energy, incredible creativity, and energy. Paul Marr, our technology coordinator, has been especially important to us, upgrading and establishing the technology systems necessary to facilitate worship. Rev. Cheryl Leshay and Matthew Johnsen were invaluable in their ongoing service and assistance with worship and music. Betty Jenewin, Frank Sweetser, Bruce Leshay and Sheri Linn have been steady partners in the production of online services. My thanks to you all.

This year we continued to rely on video for many of our activities and communications. This could not have been achieved if not for the time, talent and energy of Betty Jenewin and Vickie Cox Lanyon, who both gave so much of their creativity to producing video for worship and so many other activities of the

church. We are blessed to have so many talented people who stepped up to help us this year.

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 her team met the challenge of the pandemic and produced an RE program that met each Sunday morning and evening. Even at a distance, we can boast about having a "flagship" RE program, envied by many a congregation in the area.

We continue to be fiscally sound because of the weekly efforts of our Finance Team, including collector Denise Darrigrand, bookkeeper Sue Chaffee, treasurer Michele Hernandez, and pledge secretary Margos Stone.

Denise Darrigrand deserves special mention this year as she concludes her tenure as our collector. Denise has spent many hours painstakingly accounting for money collected by the church, reporting weekly and making deposits so that we could make our budget goals and pay our bills and staff salaries. We are forever grateful to Denise for her efforts and talent. Next year, we look forward to welcoming Vickie Cox Lanyon as our new collector.

Our Stewardship Team, including David Schowalter, Moira Rouse and Catherine Roberts, tilled our congregational soil with their Planting for the Future Stewardship – Pledge Campaign this spring. 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. The Stewardship Team

Minister's Report

estimates approximately \$203,000 in pledges and gifts have been logged toward the fiscal 2023 budget.

This year saw the continuing evolution of our Siding 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 antiracism and white supremacy as a primary focus this year. In addition, The 8th Principle Task Force continued to engage the congregation about ways to become more multicultural, anti-oppressive and antiracist. We continue to be very pleased with the efforts of our Get Out The Vote Team, led 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.

This year, the Garden-On Team has established itself as a stellar environmental ministry by planning and planting 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" that 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 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.

I am so grateful to our Human Resources Committee, under the leadership of June Davenport, 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.

Thanks also to Rev. Cheryl Leshay and Sheri Linn for their partnership in helping to revamp our Adult Faith Development Team. This year the team produced an online UU Elevator Speech program, and is making plans for other online, hybrid and in-person AFD programs this spring, summer and next fiscal year. 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. We also benefited greatly by our participation in ecumenical discussion groups lead by the Greendale Ecumenical Group that focused on Courageous Economy and Deconstructing Jesus this year.

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 and regional 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. Last year we returned in person after the previous year was canceled due to COVID-19. Next year Ferry Beach is scheduled for the weekend of September 18.

Nancy Hancock and Kim McCoy deserve special mention for their continuing ministry to our buildings and grounds. Working with Steve McNally, our sexton, they have assisted with grounds work, maintenance efforts and building upkeep. Of special note this year was the construction of a new shed by Worcester Technical High School students and the



Minister's Report

installation of a new, more energy-efficient furnace for our sanctuary and lounge.

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.

Our website and our communications strategy have largely reflected a website-centric effort. This is due to the amazing and ongoing work of our website team, including webmaster Rachel Peckar, office administrator Jennifer Landry, and online editorial assistance from Melissa McKeon.

Our Committee on Right Relations Team (CoRR), chaired by Steve Ober and including Sean Reynolds, Deb Zawielski, Karen Stevenson, Matt Bejune and Jesse Trowbridge, has been invaluable this year both in assisting with right relations processes and helping develop and facilitating congregationwide conversations on issues such as the possible change of our congregation's name.

Thanks also to Susan Crossley and Denise Darrigrand for their Parish Service efforts, along with many in the congregation who facilitated our Circles of Care to reach out to members and friends as the pandemic evolved.

Because of the need for ongoing and evolving planning to meet the challenge of the pandemic as well as planning for post-pandemic recovery, we instituted a Health & Safety Task Force last year that met regularly with me to discuss planning related to use of the building, programming, worship and other issues to continue to prioritize the health and safety of our members and friends.

And we can't forget the incredible and ongoing efforts of our Board of Management, which

worked with me this year to meet the challenges of the pandemic and continue to monitor and promote the mission and ministries of the congregation. Of particular note this year was the completion of the Shore Drive Project, the addition of energy-efficient lighting throughout the building, and ongoing planning for more energy-efficient systems. Special thanks to Sheri Linn, president; Kate Bejeune, clerk; and Michele Hernandez, treasurer. Other members include Brian Keyo, Bruce Leshay, Melissa McKeon, Sue Neaz and John O'Dell.

We were saddened by the deaths this year of Edna Tilander and Lore Morruzi.

The Shore Drive Project has been completed by the city of Worcester. Other parts of this project will be addressed in the coming months, including a new light pole, electric car station, a new church sign and a pathway to Bancroft School.

The congregation voted to change the address of the church to Shore Drive. Efforts are continuing to formalize this.

We are continuing discussions about a possible name change for the congregation, to be addressed at an upcoming congregational meeting (if not this spring then early next fall). Thanks to the Board and CoRR for their ongoing efforts to facilitate this decision-making process.

The addition of a tent outside of Fellowship Hall was a great gift to the congregation. Many thanks to all who helped erect the structure and maintain it. 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 thanks to



Minister's Report

Sheri Linn, our Summer Services Coordinator, who met the challenge of providing summer services online with grace and grit. Sheri is planning another incredible summer series for 2022, which we all look forward to.

Looking toward fiscal 2023, we will gather consultation groups for programming, member services, the Holiday Craft Fair and possibly another Summer Flea Market.

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

- At the request of the Mayor of Worcester, Joe Petty, I have been pleased to facilitate monthly opportunities for discussion between local religious and city leadership.
- 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 its Finance Committee, Education Equity Group, Hiring Committee and 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 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 Ministers' Association.
- I continue to serve as a responder with the UU Trauma Response Ministry Team.
I continue to serve on the Compassionate Care Coordinating Team of the Religious Coalition for Reproductive Choice.

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

We navigated into our second year of juggling Religious Exploration programs and the reality of COVID.

We spent the summer meeting outside when possible and with the Youth Group weekly. In the fall, we continued to offer outdoor RE under the tent and in the backyard. As vaccinations increased with school-age children and the weather got cooler, we began easing indoors, masked and distanced, and keeping children only in Fellowship Hall and not intermingled in the sanctuary.

Slowly our attendance numbers began to increase, to the point that we were almost in full force for our Vespers service in December. Shortly thereafter, COVID infections were spiking, so we took January and February and part of March remotely over Zoom. This again challenged our RE attendance. In March, we began building up the attendance and in-person activities, welcoming some new families and families we hadn't seen for more than a year. We are still in the One Room classroom mode in Fellowship Hall, and will continue with this through the end of the church year, due to uncertainty in attendance numbers. We were excited to begin to have children start with their families in the sanctuary in April and participate in our Change for Change collection. Along with the RE Team (Claire Breyton, Vickie Cox- Lanyon, Jenny DelGizzi, Ana Gregory and Beckley Schowalter) and our RE cooperative made up of RE families, we still planned an interactive and rewarding year full of opportunities to explore and grow in faith and justice.

- The Youth Group continued to meet and grow in number, with a total of 22 participants. We could not attend our annual mission trip to Deep Roots, but

participated in outreach for the IHN Family Shelter, Overlook Farm, Bemis Farm, the Christmas Shoe Box project for ACE, and hosting the Noori family from Afghanistan. The group brought us an amazing Youth Group Sunday service at the end of March. This June we will graduate 12 high school seniors out of the Youth Group into the world as emerging adults.

- In September, we kicked off a new Coming of Age class of 10 students and 10 mentors with a canoe trip in Concord, and have been meeting all year. The COA class hosted our Halloween UNICEF Carnival and was active in other outreach activities, including a scarf and hat drive and drop into city parks. All teens and mentors attended a Boston UU History Tour in April and an outing to Trout Brook Recreation Park in Holden. The final retreat was at Camp Wildwood in Rindge, New Hampshire.
- Every Sunday morning, all children participated in theme-based programming lead in a One Room style with breakout groups for activities if needed. The theme-based weekly activities focused on UU principles, world religions, antiracism, diversity, inclusivity and justice.
- The RE Team hosted an all-church read activity and service.
- Elementary children and their families donated food for our annual Loaves and Fishes Food Pantry drive.
- RE hosted an Easter egg hunt outdoors.
- We offered Elementary OWL curriculum to 12 students in grades 4-6.

I would like to personally thank our RE team and all the lead teachers and advisors and

Religious Exploration and Education Director's Report

mentors. 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 =
57
Average total Sunday attendance = 35 kids
and 7 adults, including Sunday am & pm
programs
Current active members in High School
Youth Group = 22

2021-22 Religious Exploration Team

Ana Gregory
Claire Breyton
Vickie Cox Lanyon
Jenny Delgizzi
Beckley Schowalter

Respectfully submitted,

Robin Mitzcavitch
Director of Religious Exploration and Education



PRESIDENT'S REPORT

As I stand among you today, I am happy to report that the State of the Union is good ... oh, wait, this is the president of the BOM at UUCW's report! Who wants to hear some good news?!

I am still happy to report that the community at UUCW is doing the good works of healing a broken world.

Through the sustained COVID-19 pandemic, we have continued to meet, either in person, online or both, under the guidance of the Health & Safety Team. Thanks to our staff, who resisted the Great Resignation and talented members who have stepped up to keep our worship experiences fulfilling. All of our staff is fairly compensated due to the lobbying of the HR Committee and the goodwill of our pledges that have been well met and gathered by the Stewardship Team. Our Tech Team and Connections Committee are committed to making sure we are an accessible venue, where the search for meaning is encouraged and worthy. The award-winning Garden On Committee inspires us all to keep blooming and connect to the web that sustains our interconnectedness to the land, neighborhood and wider world.

Our conversations have been inspired by the Side with Love Task Force, the 8th Principle Committee, and the Get Out the Vote Team. They all inspire us with their leadership toward justice, equity and compassion. Now nearing the end, we have endured the democratic process of changing our name and address. The Board of Management will take up the arduous process of defining how we govern ourselves through a bylaw review and approval over the upcoming year, paying particular attention to systematically eradicating racism.

Over the last year, the BOM approved the spending of some of the money received from

the land sale, now that the last bit of land has been gifted to the city. We were able to partner with Worcester Technical High School's carpentry department, which wasn't affected much by the supply chain slow down, and showed up to build our new shed as soon as the materials were delivered. We were also able to replace the furnace that heats the sanctuary, which failed and triggered a scary CO₂ incident early in 2022 while the congregation was meeting remotely. The Board continues to evaluate needed capital improvements, collect bids and adjust priorities. The next year holds evaluations for a new hot water heater, electrical improvements and fire safety necessities.

Although none of us can predict what the future holds, we strive to pick up the broken pieces of a hurting world. I hope you'll join us in healing and thriving. Thank you to all who make this possible and for all you do for UUCW, especially the members of the Board of Management.

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



TREASURER'S REPORT

BUDGET

The budget for the fiscal year from July 1, 2021, through June 30, 2022, is \$333,125.

This amount includes, among other things, \$190,000 in budgeted pledge income, \$20,500 in a projected surplus from fiscal 2021, \$18,000 in projected fundraising income, and a projected withdrawal from the investment account of \$83,750 to balance the budget. Our church's largest expense category is the annual salary and benefit costs for our six employees: our minister, director of Religious Education, director of music, office administrator, bookkeeper, and custodian. For fiscal 2022, our budgeted salary and benefit costs total \$277,379.

INCOME

As of the end of March 2022, we had recorded approximately \$241,695 in income for this fiscal year. This includes approximately \$185,200 in pledges, weekly offerings, and other gifts from the members and friends of our church, just over \$8,000 in fundraising income, and \$1,800 in fees for the use of our building. In addition, there was a \$6,642 budget surplus carried over from fiscal 2021. We have also taken withdrawals from investments totaling \$40,000 as of March 31.

EXPENSES

Our operating expenses are running at about 98% of budget through the end of March, or approximately \$245,830.

CAPITAL IMPROVEMENTS

We have purchased a shed for the back yard for a cost of \$3,690. This was accomplished in conjunction with the carpentry school at Worcester Tech, which provided the labor to build the shed.

We have also purchased a new furnace, installed by Control Point Mechanical of

Shrewsbury, at a cost of \$18,845. These two capital improvement costs were covered by funds sitting in our investment account brought in from the sale of the land to the city of Worcester.

INVESTMENTS

Our portfolio total as of March 31, 2022, was \$918,289, made up of 71% stocks, 13% bonds, and 16% 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 three months of the calendar year, January 1, 2022, through March 31, 2022, the investment portfolio had a loss of 6.5%.

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



“Believing in a community that unites all people”

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CONNECTIONS TEAM

The Connections Team grew out of the Membership Team in spring of 2021 with the goal and mission to reinvent how we interact with newcomers. This was also necessitated by the new ways people experience Sunday services through Facebook and Zoom. In particular, we reimagined the greeter and usher roles, which included training on how to welcome new people and ask them, "What brought you here today?" We are working hard to hear people's interests and backgrounds. From this initial contact, newcomers are encouraged to get a name tag (if they want), and fill out a new pew card (which provides us with additional information about their interests). After the service, we help them connect with a person (ambassadors) with shared interests. Early the following week, Jen Landry sends out a welcome letter that gives examples of how newcomers may connect with us. Later, individuals from the Connections Team send out a more personal email encouraging folks to reach out with questions, comments and interests. We set a goal for ourselves to count the number of ways we

"connect" with newcomers, trying to exceed seven. By and large, this has been a success, with dozens of personal emails being sent out monthly. We have collected information on visitors, and we look forward to continued understanding of what brings people to us and what makes them stay.

Byproducts of this work have included a comprehensive list of the ways folks (even folks who have been here a while) can connect with others at UUCW. A "Get Connected" tab was added to the website to make information for the curious and newcomers more obvious. In refocusing our goal on Connections rather than Membership, we are hoping to build our church community with a lively group of people connected by shared interests and missions. Later, we'll introduce them to the Pledge Team.

Respectfully submitted,

*Maya Desai, Coordinator
Connections Team*

FELLOWSHIP COMMITTEE

Fellowship Hour (or Coffee Hour) follows Sunday church services and is a time when people can chit chat while enjoying treats with hot and cold beverages. This social event disappeared (along with in-person services) due to the pandemic. When a tent permitted some of us to gather outdoors, a modified fellowship hour was offered between Sept. 12 – Dec. 12. We paused through the winter until April 3, when we restarted indoors. Either the church or donors provide hot and cold drinks,

cheese and crackers, and cookies. Some hosts contribute additional fruits and treats.

Fellowship Hour was organized by Catherine Roberts, with Nancy Hancock taking the lead for the holiday Vespers and the Wolfson Lecture services.

*Respectfully submitted,
Catherine Roberts*



HUMAN RESOURCES

The UUA Office of Church Staff Finances is embarking on a re-evaluation of the resources and recommendations they provide for participating congregations during the annual staff compensation budgeting process. As a result of that initiative, a survey was sent to H.R. contacts around the country last month, in April of 2022, to understand how the existing resources are being used. As Chair of the Human Resource Committee, June received and responded to that survey. This month, May 2022, a more detailed assessment was sent to June, as Chair of the Human Resource Committee, to collect detailed information on staffing and compensation at UUCW. H.R. looks forward to the results of these assessments to inform our annual compensation process.

Following the June 2021 Annual Meeting and the fiscal 2021-2022 budget approval process by the UUCW Congregation, H.R. provided notification of annual salary and benefit changes for fiscal year 2021-2022 to all Church employees with copies to the President of the Board and Treasurer. Copies of all updated agreements were also sent to the Minister for inclusion in employee files held in the Minister's Office. In addition, the contract for the Minister was reviewed and updated, and all other staff agreements were reviewed for accuracy. A summary of salaries and benefits was created and sent to the Treasurer for confirmation that our figures agreed, and to the Bookkeeper for reference. H.R. notified the UUA of new salaries so Life and Disability Insurance premiums would be adjusted accordingly.

During this year's 2022-2023 compensation planning process, the H.R. Team implemented year two of our 3-year program to advance staff salaries further into their salary ranges toward

more fair compensation. We have historically underpaid most of our staff and it is truly an economic justice issue. This is a challenging obligation that is on-going. Our Staff Compensation and Benefits Proposal for the coming fiscal year was provided as input to the fiscal planning process for 2022-2023 with an aggressive plan to continue advancing salaries toward fair compensation. My thanks go to the members of the H.R. Team who are intently engaged in this process.

Respectfully submitted,

*June Davenport, Chair
Human Resource Committee
Committee Members:
Sheri Linn
Beth Posner-Waldron*



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 Robin Mitzcavitch. Robin Mitzcavitch is also serving on the IHN Executive Board as the Board Chair. Our own Sheri Linn was promoted to 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, due to COVID, 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 June Street house. A multitude of volunteers have stepped 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. 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 had to be held virtually this year due to COVID-19.

The Youth Group frequently participates in outreach projects at the shelter and is well-respected by the staff and board for their continued efforts. A number of people from our congregation are engaged in groups that support the shelter, including the House Committee, the Board, and the Fundraising Committee. Many volunteers stepped up to help in the recent Evening of Hope Gala, and we were recognized as an honored contributor 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 enacted strict safety guidelines so that volunteers can feel comfortable and secure covering evening and overnight shifts, isolated 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 and
Advisory Board Chair of IHN*



INVESTMENT COMMITTEE

For the first 10 months of the church fiscal year, from July 1, 2021, to April 30, 2022, the UUCW Investment Fund had a loss of 8.26%, or \$81,965. This compares to a loss of 1.7% for the S&P 500. The portfolio total on April 30, 2022, was \$821,814.

A total of \$88,845 was transferred from the Investment Fund to church operations and improvements during the fiscal year. As of April 30, 2022, 72% of the portfolio was invested in stocks, 14% in bonds, and 14% in cash. The estimated percentage of socially responsible funds was 90%. Our investment in fossil fuel energy is approximately 1% of the total portfolio.

Our mutual fund investments at this time include the Fidelity 500 Index Fund, Parnassus

Core Equity Fund, Parnassus Mid Cap Fund, Fidelity Contrafund, Vanguard Wellington Fund, Fidelity OTC Portfolio, Fidelity Select IT Services Portfolio, Glenmede Large Cap Core Fund, Fidelity Balanced Fund, Janus Flexible Bond Fund, Fidelity International Capital Appreciation 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
Edward Clary, David Fields, Thomas Pierce,
Catherine Roberts,
Michele Hernandez (Ex Officio)*

PARISH SERVICES

Another year of restrictions and ‘not quite normal’.

We continue to try and address the needs of the congregation.

Sympathy and Get Well cards were sent, along with phone calls to those facing challenges in their lives.

There have been no memorial services, although I suspect with COVID restrictions lifting we will see services for those who have passed and delayed memorials.

After many years of leadership of parish services, Susan Crossley has decided to step down as Chair. We are grateful to her for her leadership and her compassionate care of members and friends. Susan will continue to serve in this ministry and we are delighted that Linda Rich has agreed to step into the Chair's position.

*- Respectfully submitted by
the Parish Service Committee,*

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



REFUGEE MINISTRY TEAM

We have only known this Afghan family since they arrived in Worcester on Jan. 11, 2022. They traveled many miles to get here, and they have traversed leaps and bounds as they settle into their new lives. We are developing a trusting, respectful and productive relationship with this family, which includes two parents and 10 children ranging in age from 4 to 23.

We are part of the Allyship Neighborhood Support Team, which includes people from UUCW, Immanuel Lutheran Church of Holden, Congregation Beth Israel Worcester, and Emanuel Lutheran Church Worcester. The number of volunteers fluctuates, but we have approximately 15 members. This works really well for such a large project because there are many needs, and volunteers can find the tasks that suit their availability, interests and skills.

When the family first arrived, we housed them in a lovely, donated Airbnb, but we needed to get them settled in a more permanent home. We quickly found a three-bedroom apartment, and they have turned it into a warm, welcoming home. Many people donated beds, bedding and rugs, and all of the things a large family needs to make a home.

The next order of business has been to get them enrolled in health insurance and school. Both of these tasks are crucial to how they settle in to life in the U.S. The youngest child is in daycare, and the older children are in elementary and secondary school programs for new citizens.

Employment has been a major focus for the older members of the family. The two oldest sons started full-time employment almost immediately, and one of the teenage sons is working part time at a nearby restaurant and doing great. Everyone wants to work, and we are assisting them to reach that goal.

Another significant challenge has been to help the family learn our monetary system.

We have helped them establish bank accounts and are working with them to understand how to budget money and manage their goals and aspirations.

In addition, we are always working to help them learn English and develop cultural competence in a variety of areas. We provide transportation to medical and legal appointments. We have helped them learn how to use our free Worcester buses to get to ESL classes, and recently they figured out, on their own, how to get to the mosque on East Mountain Street. We sometimes take them food shopping. We have taken the children to the library, to the EcoTarium and to Polar Park. They joined our Youth Group one evening for crafts and games. We also contributed to and attended an Iftar meal at the mosque for one night of Ramadan.

The financial needs of this family are high. They have legal costs; they have medical costs that are not covered. They are a large family who intend to work and support themselves and their goals, and as that happens, their government benefits, such as SNAP, diminish in proportion to what they earn. As self-sufficiency is clearly their goal, we will walk beside them to guide them as best we can.

If you have any interest in getting involved, do not hesitate to get in touch at refugeeministry@uucworchester.org. The first time you realize you have had an entire conversation with any member of the family and you did not use an interpreter, or resort to Google Translate, and yet walked away pretty confident that you have effectively communicated, you will have a taste of how rewarding and fun this work is.

*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

In November 2021, SWL hosted a “Re-Thinking Thanksgiving” event where we discussed the narratives surrounding Native Americans and Thanksgiving, and highlighted current groups and initiatives that support indigenous rights. In January 2022, many SWL members attended a stand-out on the anniversary of the Jan. 6 capital insurrection in Washington, D.C., in order to make clear our commitment to democracy. SWL also hosted a discussion on articles related to transforming culture in spiritual and public life from *UU World*. In February 2022, SWL hosted two UU activists from SURJ (Showing Up for Racial Justice) Boston. The presenters offered the workshop “The Landscape of White Supremacist Activity in New England” to educate participants about the activities and organizing by white supremacist groups and discussed ways we can stand up. The workshop was hosted in two parts, over Zoom, and was opened to local members of Unitarian churches in Worcester county, as well as local SURJ members. In March 2022, SWL members accompanied Revs. Payson and Leshay at a vigil for the Russian invasion of Ukraine in support of peace.

Climate Change & Environment Justice

Mara Pentlarge, co-chair of SWL, 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 Rally in October 2021 sponsored by 350 Central Mass, Sunrise Worcester, and the Worcester Congregations for Climate and Environmental Justice. There are monthly meetings with Worcester Climate Activists and John Odell of the city of Worcester Sustainability and Resilience, to work together to push the city to use less fossil fuels. All are welcome to attend.

UU Mass Action

Finally, SWL works with UU Mass Action to engage in regional and statewide networking and advocacy to advance justice and equity. Members of SWL participated in the annual advocacy day where members met with their state officials to advocate for legislation identified by grassroots organizations aligned with UU Mass Action in April 2022. Members have also participated in monthly Action Hours with UUMass Action, as well as regional networking meetings with other congregations in Worcester County.

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 from 6:30 to 7:30 p.m. 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@uucworchester.org to join our email list or with any questions.

SIDE WITH LOVE TASK FORCE

Side With Love members and active participants

Susan Crossley, Peg Daley, June Ganley, Lynn Gostyla, Joan McGinn, Beth Posner-Waldron, Mara Pentlarge, Linda Rich, Ruth Silver, Evan Wilson

*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/>

The summer of 2020 inspired a wave of Black Lives Matter protests and activism following the murders of George Floyd, Ahmaud Arbury and Breonna Taylor. Members of the Unitarian Universalist Church of Worcester showed up at rallies throughout the summer. Friends and members of our congregation organized through the Side With Love Task Force to host monthly antiracist conversations to create space for learning and reflection and to help build practices in our congregation to examine racism and white supremacy culture. Following conversations with Rev. Payson and

other UUCW members, a group came together in the spring of 2021 to discuss ways to engage our white congregants about what roles we may have in systemic racism, and to engage them on a path to grow racial diversity within our congregation.

In February 2021, we proposed to the BOM that we commit to a strategic process of reflection, planning, engagement and education to create the habits, practices and culture in line with antiracist, anti-oppressive, and inclusive ways of being. We proposed to establish a working group to take on the task of bringing the 8th Principle to the congregation for review and acceptance as a congregation for the 2022 annual meeting. This process would include education, engagement, and the building of systems and routines that will help us not only explore our willingness and interest to engage in such antiracist work, but to also prepare us to accountably do this work after adopting it into the foundation and core mission of our church.

The 8th Principle Task Force has identified a multipronged approach to engaging the UUCW community in education about and engagement around dismantling racism and other oppressions. Our recommended strategy

SIDE WITH LOVE: 8th Principle Task Force

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:

- May 2021: Collected feedback on the 8th Principle through a survey and listening sessions
 - Listening Sessions included affinity spaces for BIPOC church members, staff, youth group, white individuals, families with children of color
- August 2021: Hosted a discussion of the play “The Niceties,” which focused on power and privilege as it relates to race between a white professor and a black student
- November 2021: Held a Summit with groups within UUCW to discuss how we can advance our commitments to racial justice
- May 2022: Created and distributed a toolkit to support groups to reflect and plan action in support of anti-racism and anti-oppression
- Ongoing: Active networking with other congregations and groups implementing the 8th principle, including the 8th Principle Learning Community
- Ongoing: Facilitate 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

antiracist or anti-oppressive work.

Our original intention was to educate the congregation about the 8th principle with the aim of voting on adopting it at our June 2022 annual meeting. Upon reflection and careful consideration, our recommendation is to continue the work and reconsider the 8th principle in a year, while we work on building our system of accountability. We believe that this work cannot simply live in a committee or with our minister; antiracist, anti-oppression work needs to live in every part of our congregation. With this in mind, we hope that you will join us in making a commitment -- as an individual and as a member of a group within UUCW -- to dismantling racism and other oppressions.

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 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. We have been called to put our faith into action, guided by our personal values and the 1st and 5th Principles affirmed by Unitarian Universalist congregations: *“The inherent worth and dignity of every person”* and *“The right of conscience and the use of the democratic process within our congregations and in society at large.”* This work also honors the proposed 8th Principle, which calls us to take *“actions that accountably dismantle racism and other oppressions in ourselves and our institutions.”*

Our mission is to fight voter suppression by empowering people who are often marginalized or may be unlikely to vote by providing the tools and education to be more engaged in the democratic process and participate in the election process. Our work became even more important in the past year due to more restrictive voting laws, increasing the need for civic engagement and to get out the vote (GOtV) for the elections at the state and federal level this coming November 2022.

Some of us continued to help get out the vote by encouraging use of early voting for state and federal primary elections in Virginia (September/November 2021), Texas (February 2021), North Carolina and Georgia (May 2021). We continue to partner with the [Center for Common Ground](http://www.centerforcommonground.org) (www.centerforcommonground.org) and its Reclaim Our Vote campaign as well as the UUA’s voting rights campaign, [UU the Vote](http://www.uuthevote.org) (www.uuthevote.org). Beth joined the UU the Vote Phonebank and Event squad, which has kept us more in touch with what is going on at the national level with the Unitarian Universalist Association. Locally, we teamed up with Worcester Interfaith and the MA

Voter Table to help pass legislation at the state level and encourage voting in Worcester.

Continuing work that started in the middle of 2021, our efforts through January 2022 focused on civic engagement, helping voters to contact legislators to voice opposition to new state bills that would restrict voters’ rights, and supporting passage of federal bills that would expand and protect voting rights. We continue to meet on the second Thursday of the month by Zoom and to get regular email updates of action items and events. Our email distribution list has grown to include 30-plus members/friends of UUCW, and we welcome more to join us in our efforts. As a result of the visibility event we held in November 2021, we now are in touch with other voting rights groups, including Worcester Indivisible and Swing Left of the North Shore. While these are democratic-leaning partisan groups, we share similar values, and our intention of increasing voter participation and protecting our democracy is the same.

At the April 2022 launch of the UU the Vote 2022 campaign, campaign manager JaZahn Hicks challenged UU congregations to meet certain goals to qualify as a “Make Good Trouble Congregation” for the midterm elections. Are we at UUCW up to the challenge? How can you help? Stay tuned for more information.

This is some of what members of the team accomplished in the past year with nonpartisan organizations:

- 300 postcards to Virginia to get out the vote (GOtV) for the state’s primary election (September 2021) by 6-8 members
- 500 postcards to Georgia to GOtV for

SIDE WITH LOVE: GET OUT THE VOTE TEAM

the state/federal primary (April 2022) by 8 members and the UUCW Youth Group

- 250 postcards to Delaware to help pass national voting rights legislation by 9 members (December 2021)
- 819 phone calls to voters in Arizona to pass National voting rights legislation (June/July 2021)
- 170 phone calls to voters in Georgia regarding redistricting (November 2021)
- 670-plus GOtV phone calls to Virginia for their state primary and general elections (September/October 2021)
- 85-plus phone calls to voters in Mass. to help pass our state's Votes Act (Oct. 2021)
- Door-knocking/canvassing to 40 households in Worcester with Worcester Interfaith to GOtV for the municipal and state-wide elections (October 2021)
- 1,465 GOtV phone calls to Texas and North Carolina for state/federal primary elections (January-April 2022)
- Co-sponsored with First Parish Church of Weston (MA) a rally promoting National voting rights legislation with support of the Declaration for American Democracy and Swing Left Alliance outside the former Worcester Memorial Auditorium (November 2021)
- Participated in a rally in Shrewsbury common to support reproductive rights (Fall 2021)
- Participated in two rallies outside Institute Park promoting passage of national voting rights legislation outside Institute Park (January 2022)
- Participated in a pop-up visibility event in protest of the (leaked) opinion by the Supreme Court overturning Roe v.

Wade outside the Worcester County Courthouse (May 2022)

- Participated in various events sponsored by UU the Vote: monthly Skill-ups, Community of Praxis meetings, Launch of the UU the Vote 2022, Volunteer Activation Huddles and monthly Call with Love phonebank (for more info, you can go to www.uuthevote.org or www.sidewithlove.org/events)
- Participated in the MA Votes Act Virtual Lobby Day for voting rights legislation in Massachusetts
- Attended a virtual house party sponsored by UU Church of Northampton and Florence for the Movement Voter Project (March 2022)
- Held three postcard writing events at UUCW for Reclaim Our Vote/Center for Common Ground
- Planned letter-writing event for Vote Forward during coffee hour (May 2022). For more info, you can go to <http://voteforward.org>.
- Recruited family, friends, and neighbors to commit to taking actions
- Contributed article on civic engagement for The Nugget (Fall 2021)
- Held monthly meetings via Zoom.

Active team members include: Polly Bluemel, Deb and Dave Bonneau, Vicki Cox-Lanyon, Susan Crossley, June Davenport, Peg Daley, Lynn Gostyla and David Williams, Carole Howe, Sheri Linn, Joan McGinn, Linda Morse, Sue Neaz, Mara Pentlarge, Ruth Silver, Libby Westie and, new to UUCW, June Ganley, Ann Hollander, and Suzanne LaRue. In addition, there are many people within the team and our congregation who took actions of civic engagement and helped *get out the vote* and you know who you are.

SIDE WITH LOVE: Get Out The Vote Team

Much gratitude goes to Betty Jenewin for fulfilling the role of church photographer, for showing up rain or shine to take pictures and sharing them with social media and our congregation. As the coordinator of the GOtV Team, I am deeply grateful to members of the team and others from UUCW for showing up and standing up for our democracy and for “not refusing to do the something” they can do. *

As we look towards the 2022 midterm elections, there is more at stake for our democracy than ever before. We invite anyone to attend our monthly meetings (held the 1st

Thursday of the month on zoom), join our #UUCW Get Out the Vote facebook group and/or receive regular updates by email on activities and events. Donations of first class postage stamps and other supplies for letter writing are always welcome, too. For more information, contact Beth Posner-Waldron directly or via gotv@uucworchester.org.

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

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

STEWARDSHIP TEAM

This Spring, the Stewardship Team kicked off the “Planting our Future” pledge drive campaign, highlighting the parallels between our healthy garden and a healthy UUCW community. We had an excellent response, and were able to raise a pledge total of \$191,623 for the 2022-2023 church year from 86 households. This compares to \$192,521 pledged last year by 98 households. While we did not achieve our ambitious goal of \$225,000, we are pleased for those generous members able to sustain such pledges for the coming year.

Of the 86 pledges received, 34 pledges were increased from their previous year, 44 remained the same, and 8 pledges were reduced. Our garden grows, indeed! Many thanks to all who pledged.

*Respectfully Submitted by
the Stewardship Team*

*Catherine Roberts
Moir Rouse
Dave Schowalter*



TECHNOLOGY COMMITTEE

This past year the committee focused on the audio and video and internet communications. I ran a cable run from the rear of the church to the pulpit. All the sound equipment including the Williams Sound assist transmitter was moved from the front of to the rears of the sanctuary.

I was able run cat5e cable from the front to the rear for internet communications and connect to the access point for the lounge area. A cat6 cable run from the rear to the front to enable the video projections from the Video computer to the Epson projector located in the front. I used a Cat5e video extender adapter to accomplish this task. A video mixer was purchased that can fade 4 Video cameras. The results of this unit are visible on Zoom and Facebook look for other options in the future

from this mixer. There is a Blue Tooth receiver we can use to easily broadcast music during the service in the sanctuary.

Set up a portable sound system for the Spring and Summer Service located outside where a tent was constructed.

All appears to be running fine for the most part sometimes there are glitches that occurred and a learning curve, feedback helps to improve the process.

*Respectfully Submitted
Paul Marr*

WOMEN'S SOCIAL CIRCLE

This group invites all women or those who consider themselves women to gather twice a month either by Zoom or in person at Nu Kitchen. The group focuses on social interaction and friendship. For some, a monthly Zoom meeting has been one key way to stay connected with the church community. We have had visitors from out of state who are former members of the congregation. We have offered a couple of evening gatherings as well.

Rachel Keyo organized the annual Women's Runaway Weekend through the meetings of

this group. Our distribution list is over 60, with around a dozen attending at each meetup. We look forward to continuing throughout the summer and into the 2022-2023 church year.

*- Respectfully submitted by
Maya Desai, Women's Social Circle Coordinator*



“Believing in a community that unites all people”

Other Items

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FISCAL YEAR 2022-2023 SUMMARY BUDGET

REVENUES	FY2023 Proposed
<i>Pledge Payments Received</i>	
Prior Year Collected	\$ 3,000
Current Year Collected (incl. prepaids)	\$ 182,000
Subtotal: Pledge Collections	\$ 185,000
Subtotal: Plate Collections	\$ 8,600
Subtotal: Fund Raising Receipts	\$ 18,000
Subtotal: Facility Use Fees	\$ 10,000
Subtotal: Other Operating Income	\$ 19,000
<i>Transfers</i>	
Investment Transfers	\$ 104,629
Subtotal: Transfers	\$ 104,629
Total: Revenues	\$ 345,229
EXPENDITURES	
Minister: Salary & Housing	\$ 83,275
Minister: Benefits	\$ 40,909
DRE: Salary	\$ 50,471
DRE: Benefits	\$ 20,378
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	\$ 280,013
<i>Ministries and Programs</i>	
In-Reach Programs	\$ 1,675
Minister's Professional Expenses	\$ 8,328
Out-Reach Programs	\$ 500
RE Program	\$ 3,800
RE: Professional Expenses	\$ 2,400
Worship Service Expenses	\$ 2,950
Music Director Professional Expenses	\$ 750
Subtotal: Ministries and Programs	\$ 20,403
<i>Office and General Operations</i>	
Congregational Expenses	\$ 5,770
Office Expenses	\$ 11,305
Subtotal: Office and General Operations	\$ 17,075
Subtotal: Facility Expenses	\$ 27,738
Capital Reserve	\$ -
Total: Expenses	\$ 345,229
Revenues less Expenses	\$ -



PLEDGE SECRETARY

For the church fiscal year from July 1, 2021, to June 30, 2022, the church has 96 pledges of support totaling \$183,921. Through April 30, 2022, the church received \$151,677, or 82% of the total amount pledged. In addition, the church has received \$24,800 in gifts of support.

Please complete your pledge by June 30, 2022, 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 more than 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: OPEN

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 Committee:
 Nancy Hancock & Kim McCoy
Bylaw & Governance Committee:
 Tom Pierce & Bill Derr
Committee on Right Relations: Ken Basye
Commercial Ministries Task Force:
 David Schowalter
Finance Committee: OPEN
Health & Safety Team: Sheri Linn
Human Resource Committee: June Davenport
Investment Committee: Margos Stone
Pledge Secretary: Margos Stone

Ministry Groups

Accessibilities Task Force: OPEN
Campus Ministry Committee:
 Jennifer McCullough, Karen Stephenson
CROP Walk: Linda Morse
Evening Book Group: Nancy Hancock
Fair Trade Sales: Jenny Delgizzi
Food Pantry: Marilyn Martin-Raymond, Linda
 Morse & Betsy Woods
Fundraising: Rev. Aaron Payson
Garden-On Team: Melissa McKeon
HoST: Nancy Hancock, Catherine Roberts
Interfaith Hospitality Network Task Force:
 Sue Neaz
ONE Worcester: Denise Darrigrand
LGBTQI & Allies: OPEN
Lunch with the Minister: Nancy Hancock
Men's Group: Bill Derr
Connections Team: Maya Desai
Parish Services Committee: Linda Rich
Refugee Ministry: Marilyn Martin Raymond
Religious Exploration Committee:
 Robin Mitzcavitch
Sanctuary Aesthetics: Susan Crossley
Side With Love Task Force:
 Mara Pentlarge, Evan Wilson
Stewardship Committee: David Schowalter,
 Moira Rouse & Catherine Roberts
Technology: Paul Marr
Touchstones Small Group Ministry: Bill Derr
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.

