

**First Parish in Cambridge
First Church in Cambridge
Unitarian Universalist**



2009—2010 Annual Reports

Published : September, 2010

**First Parish in Cambridge
2009-2010 Annual Reports
TABLE OF CONTENTS**

I.	MINISTER AND STAFF REPORTS	
	Senior Minister	1
	Acting Assistant Minister	3
	Director of Religious Education	4
	Business Administrator	5
II.	GOVERNANCE REPORTS	
	Standing Committee	6
	Search Committee for the Associate Minister	8
	Transformation Team	9
	Program Council	11
	Leadership Nominations (2010 ballot)	13
III.	COMMITTEES	
	Auction Committee	14
	Building and Grounds	15
	Communications Committee	16
	Concert Committee	17
	Covenant Group Team	18
	Denominational Action Committee	not available
	Finance Committee	20
	Investment Committee	21
	Membership Committee	22
	Music Committee	25
	Pastoral Associates	27
	Religious Education Committee	31
	Stewardship Committee	32
	Worship Committee	33
IV.	SOCIAL JUSTICE	
	Social Justice Council	38
	Climate Justice Task Force	41
	Peace and Justice in the Middle East Task Force	43
	Prison Education Project (now Prison Justice Task Force)	44
V.	PROGRAM GROUPS	
	(UU) Buddhist Group	45
	Covenant of UU Pagans (CUUPS)	46
	(UU) DoSomethings Group	47
	Jewish Culture Group	48
	Nameless Coffeehouse	49
	Stebbins Gallery	(50

Women's Book Group	52
Women's Sacred Circle	54
Women Writing Together	55

VI. COMMUNITY SERVICE PROGRAMS

Paine Senior Services	56
Tuesday Meals Program	60

VII. AFFILIATED ORGANIZATIONS

Cambridge Forum	62
Harvard Square Library	68

Appendix

Semi-Annual and Special Meetings

October 25, 2009	A-1
March 28, 2010	A-3
June 6, 2010	A-5
Nameless Coffeehouse Financial Statement	A-8

**First Parish in Cambridge
Senior Minister's Annual Report
2009-2010**

My second year at First Parish has been immensely exciting and rewarding. More confident in understanding congregational tradition, culture, and personalities, I've worked with our gifted lay leadership to build on the past, embrace the present, and envision the future. I am deeply grateful for the opportunity I've been granted to lead, listen to, and care for this remarkable congregation.

Worship

My highest priority as minister is providing a worship experience of spiritual depth, intellectual stimulation, moral challenge, and embodied joy. I am convinced we can honor our New England Unitarian heritage while weaving in a broad diversity of faith traditions, music, and ritual, touching the heart and soul as well as the mind. Guest musicians like AfroCuban drummer Nurudafina Pili Abena, jazz saxophonist Stan Strickland, and Unitarian Universalist songleader Jeannie Gagné enriched our worship this year with their distinctive artistry. I look forward to experimenting with new worship elements with Associate Minister Lilia Cuervo in years to come.

Pastoral Care

Meeting with congregants to discuss their emotional and spiritual journeys is one of the great privileges of ministry. In a church of our size, the pastoral needs of the congregation far exceed my capacity to address, so I'm immensely grateful for the vigilance and compassion of the Pastoral Associates, specially trained lay leaders who reach out to congregants who can use a listening ear or a helping hand. Our Pastoral Associates in turn coordinate our Circle of Care, volunteers who offer short-term assistance to congregants in need.

I feel I have fallen short in what church consultant Lovett Weems calls "ministry by wandering around"—the informal, unscheduled moments of relationship between pastor and congregant—and I'm determined to improve. Because I tend to be task-oriented, I am now scheduling unhurried time between tasks to check in personally with members of the congregation so they know I care about them.

Associate Minister Call

On March 28, 2010, by the overwhelming vote of 135-3, the congregation called Rev. Lilia Cuervo as our next Associate Minister. I'm excited to work with this brilliant, passionate, and visionary colleague, who will challenge all of us to live our values as we care for our souls. Rev. Cuervo's installation service will be at 3:00 pm Sunday, September 26. Rev. Peter Morales, President of the Unitarian Universalist Association, will deliver the charge to the congregation.

Right Relations

Acting Assistant Minister Rebecca Benefiel Bijur skillfully led the congregation through a process of discernment culminating in its unanimous vote June 6, 2010, to adopt a Covenant of Right Relations, promising among other things to "listen compassionately, speak respectfully, and take responsibility for our actions and feelings" and "strive to stay in relationship through conflict." Even before it was formally adopted, members of the congregation looked to the covenant for guidance.

Its spirit was especially evident this spring in the difficult conversations about the role of the Task Force for Peace and Justice in the Middle East. Thanks to deft leadership by Rev. Bijur, Standing Committee Chair Eileen Sullivan, and the Social Justice Council, discussion remained civil and largely positive. As PJME continues its activities next year as a First Parish group rather than as a

Task Force, First Parish leadership must continue to invite compassionate listening and respectful dialogue by those on all sides of the issue.

Building the Beloved Community

Led by our new Transformation Team, First Parish in Cambridge took many steps this year toward becoming a multiracial, multicultural, justice-making congregation.

The Transformation Team sponsored *A Simple Act of Courage*, a one-woman play by Vanessa Adams-Harris on the life of Rosa Parks; a video series including *Race: The Power of an Illusion* (in three parts) and *Made in L.A.*; a discussion on “Transformation and our UU Faith,” and a Diversity and Accessibility Workshop led by First Parish member Barbara Ceconi. First Parish leaders attended a local workshop on *Transforming Our Whiteness* led by the UUA’s Nancy Lawrence and former UUA staff Bill Gardiner and traveled to New York City for the three-day conference *The Leading Edge* on multiracial, multicultural congregations. Meanwhile, First Parish justice activists are building productive partnerships with Centro Presente, Haitian Coalition of Somerville, and Margaret Fuller Neighborhood House, all beneficiaries of our monthly plate offering.

The images on our walls, once restricted to white men, now include the diverse array of Unitarian Universalists pictured on our “Building the Beloved Community” banners at our Church Street and Massachusetts Avenue entrances, framed photographs of Howard Thurman and Peter Morales in the Hall Library, a framed poster of Martin Luther King Jr. on the second floor of the Parish House, and framed photographs of Maria Baldwin and Margaret Fuller outside the mezzanine meeting rooms now bearing their names.

Membership

The purpose of a congregation is not to grow, but to love and to serve. Nonetheless, numerical growth is a testimony to our growth in love and service. First Parish can be proud that 42 new members joined us this year. May we be worthy of their faith.

Blessings,

Rev. Fred Small
Senior Minister
July 1, 2010

First Parish in Cambridge
Report from the Acting Assistant Minister
2009-2010

From the opening chords of “Standing on the Side of Love” at Homecoming, to the final verse of “Stand!” this June, it has been a pleasure to lead, learn, sing, and minister with you. I’m grateful to our staff and volunteer leaders for their dedication to this community, and to our Senior Minister, Fred Small, for sharing his ministry of song and song-leading. This is one of many gifts from First Parish that I will take with me on the next steps of my journey in ministry.

Worship

I preached for six Sunday services this year, including a Thanksgiving homily and a sermon for Martin Luther King, Jr. Sunday. I officiated for one wedding and led or assisted at two memorial services. A highlight for me was collaborating with Mandy Neff, our Director of Religious Education, to launch our “Guest at Your Table” fundraiser, which this year raised more money for the UU Service Committee than ever before. I also worked with musician Elke Jahns and Ken Adams and Janice Darling of the Worship Committee to lead two “Contemplative Evening Services.” offering quiet and meditative mid-week worship in the spring.

Covenant of Right Relations

This year, I worked with congregational leaders, members, and friends of First Parish to shape a Covenant of Right Relations that will help call us to be our best selves, even—and especially-- when we disagree with one another. From the first brainstorming session to the final editing suggestions offered a few weeks before our semi-annual meeting, this two-year process involved about 60 members or friends of First Parish. The Covenant of Right Relations was adopted unanimously by the congregation in June 2010.

Covenant Groups

Another area of focus for my ministry was support for our Covenant Groups and Covenant Group facilitators. In its second full year after an initial pilot period, First Parish’s Covenant Groups attracted 61 adults in eight groups, led by ten facilitators and co-facilitators. I worked with the Covenant Group Planning Team to develop two session plans, including one based on my sermon on science and spirituality, and to offer additional coaching to first-time facilitators.

Pastoral Care

I am grateful to those who opened their hearts and shared their stories with me this year. I hope I offered some comfort and clarity, along with a caring place where you could let your weary soul rest awhile. Week after week, in committee meetings, one-on-one visits, and on the front steps of this historic church, I was inspired to see how many of you took a chance by caring for one another, our community, and our world, in ways both large and small. Not all the ministers at First Parish wear a robe and stole.

I look forward to keeping in touch with you from afar.

Gratefully,
Rev. Rebecca Benefiel Bijur
Acting Assistant Minister

First Parish in Cambridge
Report from the Director of Religious Education
2009-2010

This year's program, *Getting Deep*, was a success! Nearly 100 registered children and youth, and over 20 guests, attended three sessions of Religious Education classes this year. It was a vibrant program staffed by 5 RE professionals and 23 volunteer teachers. Teachers received a training session including curriculum orientation, weekly in-person and e-mail check-ins, a reflection group for each session, and an appreciation breakfast to close the session. I instituted a supply shopper position to reduce the time burden on teachers. This position also served to help integrate eager new families into the RE program.

In February we were asked to cut budget and our Youth Advisor staff position. Given the lack of attendance by youth, we decided to take a 1-1/2 year hiatus from offering a youth group, and wait until new 9th graders can join the group, to reinstate this position.

Under the direction of Susan Shepherd we built the RE Committee to a group of 7. They have acted in an advisory capacity this year on teachers, classroom issues, and teaching methods. They took a lead role in special events including the winter REtreat and Easter Egg Hunt.

Teachers, advisors and staff led field trips to the Heifer International Festival, Mt. Auburn Cemetery, a showing and discussion of *The Princess and the Frog*, Vineyard Christian Fellowship, the Cambridge Zen Center, UU Urban Ministry, the Walk for Haiti, and the Walk for Hunger. The preschool took three walking trips to their class tree on Cambridge Common. We welcomed youth visitors from the First Parish in Lexington and the UU Church of Belfast, Maine. We hosted guest speakers Judy Faust, Centro Presente and the Haitian Coalition, and voodoo Houngan Adam McGee. Special events included Holiday Helpers, Winter REtreat, Family Night, and the Easter Egg Hunt.

This year Religious Education supported 3 main charities, the UUSC, Partners in Health, and Project Bread. In 2010-11, we anticipate a collaboration with the Margaret Fuller Neighborhood House on their green roofing and other projects, continued work with Heifer International and the UUSC, and a possible diaper drive for the CEOC, one of Tuesday Meals' sponsors.

I wrote a new Christmas Pageant, a sermon entitled *The Future Starts Underground*, and an 8-week, multi-age immigration curriculum entitled *You're Welcome*.

In the coming year the theme will be *Be Here Now: Life Skills For Young Unitarian Universalists*. We will focus on creating a fun and engaging community experience for parents to help build a great family experience at First Parish and increase our volunteer core. Susan Shepherd and I are working together to involve the RE Committee further in Ingatherings, the future of the youth group, and the administration of the program.

Our curriculum for the coming year will include 3 age groups of *Our Whole Lives* sexuality education; a UU parenting class in the winter; new *Tapestry of Faith* offerings for our upper elementary grades, and *Shelter Rock* curriculum for 1-2. Please see my July report for curriculum titles.

I look forward to building on the successes of last year in 2010-11.

Respectfully submitted,
Mandy Neff, Director of Religious Education

First Parish in Cambridge
Report from the Parish/Business Administrator
2009-2010

The past year saw an amazing number of changes in staffing: an Acting Assistant to the Minister who was ordained and became the Acting Assistant Minister, a new position of Director of Religious Education, a new Volunteer Coordinator, an Assistant to the Tuesday Meals Coordinator, and finally, to the delight of everyone, the calling of an Associate Minister after five years of transition. In recognition of both our needs and budget, some of the positions added were full-time, others part-time. These staffing additions and changes reflect the growth and changes that have been taking place over those years and the surges of energy in a congregation not only re-envisioning its role in the community but developing new outlets for action on that vision. And while my position is not new, my title became Business Administrator in order to define more clearly both to congregants and the greater community exactly what I do. "Parish", an archaic word, seemed to confuse many people.

In the area of building management it seemed like a quiet year without the working and scheduling complications of major renovation or construction to work around. (And no dust!) Since First Parish is housed in two interconnected buildings full of nooks and crannies, but like many older buildings, lacks sufficient space, small areas were rearranged and repurposed. Tuesday Meals, growing and ever-improving under the caring guidance of Judy Laris, Tuesday Meals Coordinator, gained much needed secure storage space, a place was created for the ever-multiplying collection of colorful banners to be stored, a classroom was transformed with new furniture into an office for the new Director of Religious Education, a small meeting room was completely redecorated, a closet was emptied of maintenance equipment to make room for an expanding array of media equipment for meetings, the elevator foyer became a teacher supply area, and another storeroom was made into a shared office space for the a Ministerial Intern and the students who enter data for the (virtual) Harvard Square Library.

Along with Eileen Sullivan, Chair of the Standing Committee, I undertook the revision of the information on the First Parish web site and the Handbook, which had fallen into disuse as the original information became increasingly outdated, and which will once again be a living document with additions and revisions as needed and be a go-to resources for leaders and the congregation at large. This document, or large portions thereof will eventually be available and searchable as pdf's on the web site.

Someone recently asked me if I was bored after 20 years in one place. Truthfully, if it had been "one year 20 times over" I would be bored, but except for some difficult years when it felt like trying to start a stalled car, it has never been boring, and has always been rewarding, and incredibly gratifying to work with passionate and committed congregants and to share your attempts and successes, joys and sorrows.

Linda B. Baker, Business Administrator

First Parish in Cambridge Report from the Standing Committee 2009-2010

Members: Eileen Sullivan (chair), Chris McElroy (vice chair), Ernie Sabine (treasurer), Peggy Kraft (clerk), Kathy Abbott, Margaret Drury, Brian Geenbaur, Marcia Hams, Josh Sheldon and Mike Wiggins.

Kathy Abbott resigned in September and was replaced by Elizabeth Kline in December by a vote of Standing Committee. Tarn Stephanos resigned from being a Deacon in July and was replaced by Heather Mills. Both of these votes were done by Standing Committee between semi-annual meetings. Brian Geenbaur resigned in April and this position was not replaced since elections were scheduled for June.

Standing Committee accomplishments including the following:

- Standing Committee recommended for the congregation to call an Associate Minister rather than continue with the Hire to Call for an Assistant Minister. This process included discussions with Finance Committee, convening a hiring committee that was willing to become a search committee, and a vote by the congregation at the fall semi-annual meeting. Standing Committee made decisions around compensation for the new Associate Minister. In March, Standing Committee worked closely with the Search Committee to educate the congregation about the process to call a minister. Standing Committee organized the March 28 meeting which resulted in a successful call of Rev. Lilia Cuervo. A committee was appointed to negotiate a contract (Mike Wiggins, Tim Warren and Sarah Crane).
- Policies were developed and approved including a policy on overnights in the building, a policy on use of the Old Burying Ground, a policy on filming during Sunday worship, a policy on child dedications and child blessings. Upon recommendation of the Senior Minister and the Senior Deacon, it was decided to no longer use the Dummer Bowl during child dedications. This was communicated to the congregation in the February newsletter. Copies of all policies are being posted to the First Parish website.
- Standing Committee voted in April to recommend the Covenant of Right Relations to the congregation. The Covenant of Right Relations was approved at the June semi-annual meeting.
- Members worked with Social Justice Council and ministers to organize a conversation between the members of the Taskforce for Peace and Justice in the Middle East and members who were concerned about the taskforce's mission. This group included Jewish members and allies.
- Chris McElroy chaired the first year of the Transformation Team and worked on developing a different model for the Shared Offering which was approved in May 2010. Marcia Hams worked closely with the newly established Social Justice Council as they begin to provide leadership around social justice and coordinate work of the taskforces. Both of these groups are critical to achieving our goal of becoming a multi-cultural congregation.
- A significant issue for Standing Committee was developing a process for having a healthy annual evaluation with ministers. This was identified as a priority and staff from the Mass Bay District facilitated a workshop for leaders in January 2010. Standing Committee does not supervise the ministers since they are called by the congregation but we identified that

Standing Committee does have the role of needing to provide feedback. Following the workshop, we developed where the minister and Standing Committee would give each other feedback focused on three questions. This conversation was successfully held in June 2010. We also identified the need to re-negotiate the contracts of ministers, DRE and Music Director every three years. This will ensure ministers and staff priorities match the priorities of the congregation and allow any issues around compensation to be addressed.

- Mike Wiggins and Margaret Drury worked on developing a safe congregation policy. They attended a Mass Bay District training, in the winter, with Director of Religious Education Mandy Neff and Religious Education Chair, Susan Shepherd.
- Standing Committee voted to recommend that First Parish resume its role as a teaching congregation in the fall of 2010. Eileen Sullivan and Chris McElroy served on the hiring committee with Rev. Fred Small and Karin Lin from the Transformation Team. Elizabeth Nguyen was offered the position and accepted.
- Mike Wiggins continued to work on the legal dissolution of the Nameless Coffeehouse corporate structure. There was a delay due to lack of a final financial report from the Board of Directors.
- Issues around payment of the boiler continued due to contract termination with Central Mechanical and the failure of Central Mechanical to pay F.W. Webb for the boiler equipment. Mike Wiggins agreed to negotiate with F.W. Webb. These issues were not resolved during 2009-2010.
- Standing Committee agreed to find office space in the building for the Harvard Square Library. A former closet in the mezzanine was cleaned out, painted and turned into a small office to be shared by the library and ministerial interns.
- Standing Committee voted in October for the monthly newsletter to go electronic beginning in February 2010. Staff recommended using Constant Contact. Printed newsletters would be mailed to members without computer access.
- Members worked with Linda Baker to create a functional handbook for leaders. Eileen Sullivan and Chris McElroy led two orientations with leaders in the fall. Feedback on the handbook was positive and improvements will be made for 2010-2011.
- Standing Committee voted to approve minister/staff recommendations to rename the mezzanine rooms the Margaret Fuller room and the Maria Baldwin room.
- A process was developed for approval of community exhibits at the Stebbins Gallery. It was agreed that the Senior Minister would approve community exhibits in consultation with gallery leaders.
- Following discussion with the Communications Committee, Standing Committee began to publicize agenda items before the Standing Committee meetings. Eileen Sullivan posted the agenda on the First Parish listserv several days before the meeting. This appeared to be well received by the congregation. Standing Committee is working on a procedure to make minutes easily available to interested members.
- Standing Committee made several changes for semi-annual meetings. Voting cards are no longer being mailed out in advance due to the high numbers of people who forget to bring them to the meeting. A check-in occurred prior to the meeting and this appeared to work well. Another change to the meeting was to introduce the election of a parliamentarian as

well as a moderator. Beginning with the June meeting, supporting materials were posted on the website in advance of the meeting. Results of the meeting and minutes were posted following the meeting.

- Routine Standing Committee business including approving new members, approving revised committee descriptions, approving General Assembly delegates, developing and approving warrants for the semi-annual meetings and annual approvals of program groups.
- Standing Committee continued to work on staying focused on the larger issues and delegating appropriate work to committees and staff.

**Respectfully submitted,
Eileen Sullivan, Chair**

First Parish in Cambridge Report from the Search Committee for the Associate Minister 2009-2010

Members: Sarah Crane, Ann Daily, Jan Ellertsen, Ethan Field (Chair), Bruce Hoppe, Irene Merwin. Rev. Fred Small advised the committee.

The recommendations of the 2008-2009 Transition Team, as supported by a Standing Committee endorsement and a full vote of the congregation in February 2009, endorsed hiring a minister through the UUA's Diversity of Ministry Initiative (DOMI). DOMI provides support, consultation, training, and coordination to a congregation that has declared its intention to hire or call a minister who is a person of color, Latino/Latina, Hispanic, or multiracial.

The hiring process in the spring of 2009 did not result in a hire. Two of the members of that Hiring Committee (Sarah Crane and Ann Daily) agreed to stay on for another year, and the other members were appointed by Standing Committee in August. Based on feedback from both the spring Hiring Committee and from the UUA, the newly organized fall Hiring Committee recommended to discontinue the use of the "Hire-to-Call" process used in the spring, and to initiate a full ministerial search. The congregation voted to approve them as a Search Committee in October.

The Search produced a candidate, and, on March 28 the congregation voted overwhelmingly (135 to 3) to call Rev. Lilia Cuervo to be our next Associate Minister. Rev. Cuervo is the first Latina minister ever to be called to First Parish. Her ministry with us will begin in September, 2010.

**Respectfully submitted,
Ethan Field, Chair**

First Parish in Cambridge Report from the Transformation Team 2009-2010

TRANSFORMATION TEAM--REVIEW of 2009-2010

This has been an exciting year for the Transformation Team. This year we offered educational films and forums to the congregation:

- Discussions of the film series called *Race: The Power of an Illusion*.
- With the leadership of Marcia Hams, we co-sponsored with Social Justice Council, the amazing performance of *A Simple Act of Courage, the story of Rosa Parks*. The attendance by so many in the community, filling the Meetinghouse, was like a vision of things to come.
- With Religious Education we took a trip to Fresh Pond Cinema to see *The Princess and The Frog*, and had a group discussion with our youth regarding issues that arose in the film.
- With the Immigration Issues Planning Group and Centro Presente, we watched *Made in LA*, a documentary of immigrant workers organizing for their rights.
- We were very active in the candidating week of Rev. Lilia Cuervo, supporting her, responding to community feedback, and celebrating her call.
- Barbara Ceconi, a diversity educator and member of First Parish offered a diversity and accessibility workshop in May.

Members of the team, along with other church members, attended workshops on the *New Social Media for Churches*, *Organizing for Social Justice*, and *Transforming our Whiteness*: a workshop on white privilege. A delegation of five of us plus Rev. Fred Small and Rev. Lilia Cuervo participated in a conference at Middle Collegiate Church in New York on *Leadership in Multicultural Congregations*. Team members presented on their experiences at a worship service in May and will continue to share our learning.

Next year, we will, of course, welcome Lilia into our community with events designed to increase our knowledge of and familiarity with each other. We plan to engage the congregation in revising our mission statement to reflect our commitment to becoming a multi-racial, multi-cultural, justice making congregation. Next year, we will also create opportunities for the leadership of all committees, groups, and task forces to discern their particular contribution to our congregational vision.

TRANSFORMATION TEAM CHANGES- 2010-2011

We have a very energetic and super committed team which this year will be co-chaired by Karin Lin and Chris McElroy. Marcia Yousik, Mauri Mollan, Fred Small, and Mandy Neff will continue on the team.

The Transformation Team will be saying goodbye, with great sadness and gratitude, to Carlos Herrera. He and his family will be leaving First Parish and moving to Albuquerque, New Mexico. Angela Herrera will be the second minister at First Unitarian Albuquerque. Carlos would like to continue to work in an academic setting and is hoping to get a job at the University of New Mexico. With great joy and gratitude we welcome Rev. Lilia Cuervo, as well as two new members, Sarah Joslyn Wahl and Terry Lewis.

Sarah is a member of First Parish and taught the 7th-8th grade RE class this whole year, including a unit on race last fall. She also facilitated the youth discussion on the Disney movie, *The Princess and the Frog*, event we sponsored in January. Sarah currently works as the Program Director at Breakthrough Cambridge, a year-long tuition-free academic program for diverse, low-income

middle-school students, where she leads cultural competency trainings and readings for teachers. She will begin an intensive urban teaching program at Tufts, and she will be a teaching intern in a Boston public middle school. Next year, she will shift her involvement in the work of the church from religious education to transformation .

Sarah says "I hope that we will be able to transform First Parish from a congregation running to catch up with the world around it into a congregation that is leading those around us into the multi-cultural, multi-racial future."

Terry Lewis grew up in the Baptist and Catholic denominations. As an adult, he discovered Unitarian Universalism. The UU principles resonate with his spiritual understanding of divinity, humanity, and social justice. Seven years ago, he joined the UU faith at South Church in Portsmouth, NH. He is looking forward to joining First Parish and growing spiritually with this congregation. As a clinical social worker, teacher and researcher, he has developed knowledge and skills in addressing the challenges of multi-culturalism. He is currently pursuing a doctoral degree and his dissertation is on LGBT affirming black churches and the response to HIV/AIDS. He believes that there is always more to learn and looks forward to the mutual learning and collaboration process of First Parish's transformation process. In Terry's words "As I join the Transformation Team, I bring with me an open heart, an open mind, and a strong faith in the multi-cultural future of this church. I hope the work creates a nurturing frame for the congregation as it moves through the challenging process of becoming a multi-cultural faith community."

Respectfully submitted

Chris McElroy

Co-Chair of Transformation Team

**First Parish in Cambridge
Report of the Program Council
2009-2010**

Program Council is a gathering of the Chairs or designees of all the program committees and groups, with representation from Social Justice Council and Transformation Team. Paine Senior Services, Cambridge Forum and Tuesday Meals can send representatives. The Council met three times this year, on October 14, 2009, February 3rd, 2010, and June 2, 2010. Chris McElroy, Vice Chair of the Standing Committee was the Chair.

The Program Council served to communicate about the Associate Minister search process which was a focal point of this year. Program group leaders discussed their roles in organizing their groups and informing their members about Sunday morning volunteer tasks, stewardship and budgeting.

Space use issues were discussed and conflicts and concerns were worked out.

Program Council played a very important role this year in the Covenant of Right Relations process. Rebecca Benefiel Bijur, the Acting Assistant Minister, introduced the concept to the groups in February, solicited ideas, and encouraged leaders to take this back to groups for discussion. Most leaders did this and thereby, really helped to share the information widely and to promote participation in the creation and adoption of the Covenant.

The Program Council nominated and voted on all of the recipients of the Sunday Shared Offering, served as sponsors and coordinated publicity for each organization. Members discussed a new system going into effect in 2010-2011 in which Social Justice Council and Transformation Team will join Program Council in choosing recipients that reflect congregational social justice and social service priorities.

FY 2009-2010 Donations

Month	Beneficiary	Amount
July	Gaza Mental Health Foundation	\$575.05
August	UU Mass Action	\$576.58
September	Cambridge Forum	\$1,222.76
October	Greater Boston Food Bank	\$1,373.15
November	Margaret Fuller Neighborhood House	\$1,723.80
December	Cambridge Housing Assistance Fund	\$998.88
January	Centro Presente	\$1,448.01
February	UU - UNO	\$1,354.44
March	Hatian Coalition	\$1,633.52
April	City Sprouts	\$1,530.62
May	On the Rise	\$1,198.07
June	Paine Senior Services	\$927.42
	Total Donations	\$14,562.27

Larry Childs, Chair of Stewardship and Alexandra Adams, Chair of Finance attended the February meeting to inform leaders of the issues regarding Annual Fund and budgeting. They encouraged all on the Council to communicate to their group members the importance of contributing generously to the church and of communicating to Finance Committee any budgeting questions. Program leaders were also urged to use these conversations to discuss the importance of church membership with those who had not joined.

The June meeting was devoted to scheduling for the upcoming year with the help of Carol Rabs. In addition, we discussed the importance of implementing the Covenant of Right Relations in groups, and the availability of assistance from the ministers and lay leaders in this process. Leaders were also made aware that the Communications Team was reconfiguring the bulletin boards in the parlor and hall and to check with them about requests and questions.

Rev. Fred Small, Rev. Rebecca Benefiel Bijur and Mandy Neff, Director of Religious Education each attended a Program Council Meeting. This enabled communication of information and helpful interaction between ministerial staff and the program group leaders to take place.

Submitted by
Chris McElroy, Chair

OFFICIAL BALLOT - June 6, 2010

First Parish in Cambridge Fiscal Year 2010-2011

Check here to approve the entire slate:

Standing Committee

Chair	(1 year term)	Eileen Sullivan	_____
Vice Chair	(1 year term)	Chris McElroy	_____
Clerk	(1 year term)	Peggy Kraft	_____
Treasurer	(1 year term)	Ernie Sabine	_____
Elected Member	(3 year term)	Kendra Gray	_____

Deacon

Deacon	(4 years of a 4 year term)	Katrina Piehler	_____
Deacon	(3 years of a 4 year term)	Nancy Erdmann	_____

Denominational Affairs Delegates (all 1 year terms) _____

UU Urban Ministry Delegate	Wendy Mason	_____
UU Urban Ministry Delegate	Helen Glikman	_____
UU Urban Ministry Delegate	Ann Daily	_____

First Parish Auction Committee Annual Report 2010

First Parish holds a Silent Auction fundraiser each Fall to provide funds for the operating budget. However, raising funds is only half of the purpose of this annual auction – the other is to provide opportunities to build community by bringing people together for some fun! Members and friends donate events and services to be auctioned – such as seats at a dinner, use of vacation homes, Bruins tickets, computer help, babysitting, music lessons, gardening help and much, much more! The Silent Auction is organized by the Auction Team – in 2009 the members of the Team were: Carol Agate, Loring Brinckerhoff, Jan Ellertsen and Jennifer Griffith (Chair). The Auction Team strives to solicit donations in a wide variety of price ranges so as many people can participate as possible – opening bids in 2009 ranged from \$10 for a space on a Hike in the Middlesex Fells or a Nature Walk in Alewife Reservation to \$300 for a week at a beautiful house on Lake Winnepesaukee.

The Fall 2009 Silent Auction was held in the parlor after services on November 8, 15 and 22. In 2009, a total of 59 different activities and services were donated by well over 75 different members and friends – many people team up to organize a single event, and some members offer more than one! In 2009, over 115 different members and friends placed winning bids for the 275 available spaces. Thanks to the generosity of those who donated and those who bid, the 2009 Annual Silent Auction raised a total of \$13,205.

Jennifer Griffith

First Parish Buildings & Grounds Annual Report 2010

Over the past year Buildings & Grounds completed several short and long term improvement projects and made headway with a number of new problems masquerading as opportunities. In the Recently Overdue column, we completed outstanding items on the punch list (e.g. economiser cooling) and secured maintenance agreements for the new heating system. With one noteworthy exception, the heating system performed flawlessly over the winter, and the new reliable temperature ranges in the Meetinghouse have even caused concerns over the tuning and condition of the 100 year-old pipe organ. In the Long Overdue column, we replaced the unfathomably ancient range and oven stack in the kitchen with an all new commercial range and convection oven stack during the week before the Tuesday Evening Thanksgiving Meal. (This upgrade was complicated by new requirements for CO sensors and solenoid cutoff controls, bringing our kitchen safety margins up to regulatory compliance for the Third Millennium.) The food stores for Tuesday Evening Meals were also enclosed in a new lockable area in the basement.

In a bid for expanded rental income, we repurposed the mezzanine storage room as office space for the Harvard Square Library project. Pending an occupancy agreement with HSL this space may also be used for interns or other temporary staff.

Big improvements were made to the grounds and greenery along Mass Avenue by volunteers and professional landscapers, with only a modest overrun in budget.

Two groups of volunteers from Covenant Groups were marshaled to the task of painting the Narthex/Foyer/Vestibule/Lobby at 1446 Mass. Ave. during the spring. With a few more participants we might have reached a quorum for consensus on what to call that part of the building.

Two local casualties of Globally Erratic Weather in March: a rising water table invaded the base of our sealed elevator shaft, causing corrosion of the elevator transport and safety assemblies. These were replaced by our maintenance contractor and the elevator was restored to service after about 3 weeks outage. (Still pending is matter of how to best waterproof the shaft going forward.) The second casualty was the ceiling of the Nursery, a sizable region of which opted for resettlement on the floor and furniture after saturation of the overlying roll insulation from a leak in the roof during the March monsoon. The ceiling will be repaired once the insulation has dried out.

Some significant - if incremental - improvements were made in other technical operations of the Church, particularly in those areas where volunteers remain unencumbered by committee oversight: the audio system saw the introduction of several new components, including a new pulpit microphone which adjusts automatically for speakers leaning too close, and a new compact digital recording system adjacent to the audio stack.

Plans for next year include removal of the first two rows of pews (to be replaced by mobile chairs), a more extensive overhaul/upgrade of the audio system, better assisted listening devices, fewer existential leaks in our foundations and firmament, and more regular meetings and building tours.

David Ray

First Parish in Cambridge
Report of the Communications Committee
2009-2010

Background:

The Communications Committee was first created in 2006, split into a web team and newsletter team in 2007 and became defunct later that year. It was reconstituted in November of 2009 with Patrick Sullivan as Chair. This is the first report of the Communications Team.

Covenant:

The First Parish Communications Team is committed to improving both the quality and channels of communication within the congregation and with the external community. We will encourage transparency both in our actions and within the First Parish community. Our goal is to support and enhance a welcoming community for all those connected to First Parish.

Committee Members: Carol Agate, Alan Hamilton, Greg Price, Shai Sachs, Josh Sheldon – Standing Committee Liaison, Heather Marie Vitale, Eileen Sullivan – Standing Committee Liaison

Goals:

1. Ensure that all policies and procedures are documented and accessible to all church members.
2. Research existing communication channels and recommend improvements where needed.
3. Establish two way channels of communication between the Communications Team and other groups within First Parish.
 - a. Improve the coordination of communication among groups at First Parish.
 - b. Encourage more communication from existing groups to the wider congregation.
4. Establish a public relations sub-committee to develop enhanced external communication as well as to promote internal activities.
 - a. Identify more channel(s) of communication from First Parish to a wider external community.
5. Improve online and social media communications within the First Parish community.
6. Ensure all groups at First Parish operate transparently.
7. Ensure that there are accessible communications channels available to everyone.

Accomplishments:

1. Cleaned up and re-ordered the bulletin boards.
2. Created a plan for improving the Meetinghouse sound system.
3. Built a consensus around committee goals and priorities for 2010 – 2011.
4. Established a productive working relationship with administrative staff.
5. Identified priority web-site improvements.
6. Assessed current uses of social media and identified Facebook administrators for various First Parish committees.
7. Recommended revised announcements format.
8. Identified existing communications policies and procedures and recommended improvements.
9. Developed a Facebook use policy with members of Standing Committee.

Respectfully submitted,
Patrick Sullivan, Chair

**First Parish in Cambridge
Report of the Concert Committee
2009-2010**

Our minister's reputation as a folksinger along with his generosity in giving the proceeds of an annual concert to the church have added to the funding for the Beloved Community Fund, used for increasing our diversity and accessibility.

This year was the second annual concert, scheduled for Friday, March 26. The first part of the program consisted of performances by the two principals of Sol y Canto, Brian and Rosi Amador. Fred Small then sang a mix of his usual favorites and some of the numbers less frequently heard.

Tickets were available at church for several weeks prior to the concert and also through online sales. Some were sold at the door. Sales during the concert included CDs, mugs, T-shirts, song books, and refreshments. There was also a raffle, which included a year's membership to Passim, cooking classes, restaurant certificates, a gift basket of candy, theater tickets, and an athletic club membership. Another fund raiser was the auctioning of Fred's original manuscript of "Heart of the Appaloosa."

The concert made about \$4000.

Committee:

Carol Agate
Pepper Greene
Peter Kelsey
Wendy Mason
Mauri Mollan
Heather Marie Vitale

First Parish in Cambridge Report of the Covenant Group Team 2009-2010

Members: Rick Hawkins (Chair), Alison Altman, Rev. Rebecca Benefiel Bijur, Tracy Blanchard, Grace Hall, Jack Jurras, Buck Marks, Jennifer Rochow, Rev Fred Small, Patrick Sullivan and Nick Woebcke.

Covenant groups are groups of 6-11 people who meet for 2 hours each month to share their views on spiritual issues. In a large congregation with a transient population like ours, it can be difficult to develop and maintain friendships and a feeling of community. The purpose of covenant groups is to provide the opportunity to develop friendships, a greater sense of community, and provide the opportunity to explore spiritual meaning with others in a small group setting.

Each individual is expected to make the following covenant:

- To abide by a set of relationship ground rules that each group develops regarding how they will treat one another.
- To welcome new members (either in that group or in the program overall). When a group reaches 11 (the maximum number) and can no longer accept new members, a new group will be formed.
- To engage in a small service project (with your group) to the congregation and/or the larger community.
- To make meetings a high priority.

In addition, participants are expected to bring a willingness to share (although members always have the option of “passing” on any given topic), and a desire to learn. Meetings need to be given a high priority. While no one may be able to make every meeting, members are asked to make every effort to attend.

The meetings are focused on a collection of topics developed within our congregation and by other UU congregations. Topics the group discussed this year included *Right Relations*, *The Human Condition*, *Service is our Prayer*, *Belonging*, and *Surprised by Hope*. This year we had seven groups, two of which had co-facilitators. The groups ranged from 6 to 11 members.

During the 2008-09 church year the CG Team was composed of both facilitators and planning team members. All members of the Planning Team also facilitated groups. This year there were two groups that met at separate times. The Planning Team was responsible for planning, implementing, and evaluating the entire program, and Facilitators were only responsible for leading groups. All members of the Planning Team were facilitators. For the 2010-11 year we will return to our original model of one CG Team. The CG Team will be responsible for both planning and facilitation.

A major concern for last year was our hope that we would have enough support from the ministers and the office staff for the program to be successful. We had learned from the experiences of the former Adult Spiritual Education Team that a program of this magnitude cannot and will not survive without such support. We are happy to report that Fred, Rebecca, and Carol Rabs were a tremendous support. We believe that we have a support system in place that will help the program grow. In addition, we look forward to Rev. Cuervo bringing her considerable Small Group Ministry experience to our program.

In order for the program to grow it was felt that we needed a longer period of time to evaluate the program than the summer provides. To that end, we decided to start the 2010-11 program in January of 2011 and use the fall to evaluate, plan, and make any necessary changes. For next year, the Covenant Groups will start in January and continue through June of 2011. The Covenant Group Team will meet the second Thursday of the month starting in September. In addition, we have a facilitators' training tentatively scheduled for either Saturday, October 2nd or Sunday, October 3rd. A CG Team retreat is scheduled for Saturday, October 16th. Tracy Blanchard will chair the CG Team.

We are pleased with our progress this year. Within three years we have developed and implemented a covenant group program. We hope that more congregants become involved and that covenant groups at First Parish become an increasingly important way for people to develop friendships, feel a greater sense of community, and provide opportunities to explore spiritual meaning. Being a Covenant Group Team member is a great way to give back to the church and assume a leadership role.

**Submitted by Rick Hawkins,
Chair, Covenant Group Team
June 23, 2010**

**First Parish in Cambridge
Report of the Finance Committee
2009-2010**

Committee Members: Alexandra Z. Adams (Chair), Ernie Sabine (Treasurer), Grace Hall (Clerk), Brenda Leahy, Jennifer Griffith, and Tim Warren.

Description of Committee: The function of the Finance Committee is to create the budget for First Parish in Cambridge and to ensure the fiscal responsibility for the congregation. We meet the second Tuesday of every month from September through June.

Activities of 2009-2010:

- Voted unanimously to support the hiring of an Associate Minister. We had a concern that we would not be able to sustain this position after the money raised during our diversity campaign was spent down. We asked that the candidates were made aware of this concern and that growth of both our congregation and the amount of money from pledges raised was needed for the longevity of this position.
- A Tuesday Meals budget was created by Judy Laris and Ernie Sabine. Additionally, income and expense lines were broken out and represented in the First Parish budget instead of having a lump sum of income and expense of \$20,000 as done in the past. Our goal was to have transparency and accountability. In addition, we wanted to have staff budget lines broken out for us to remember to provide raises when given to the rest of the staff, which has been forgotten in the past.
- Jennifer Griffith created a procedure for groups to know how to request the ability to raise funds and how groups should handle money received. The year ended with some tweaking still needed on the forms and the direction sheet to be made.
- Began discussions on how we will pay for a new sound system. A plan for what was needed for the new sound system and the costs was not created by the time we had our June meeting. However, we voted that we would authorize the purchase of 5-10 leveler microphones not to exceed \$10,000 to be approved by Brenda Leahy, Ernie Sabine, and David Ray.
- A zero-based budget was requested for the first time. Our goal was to better understand what requests the committees were making and to ask committees to consider what their needs were instead of rolling over budgets from year to year. We zeroed out all committees budgets and requested that they submit their budgets broken down by line items with an explanation. Committee chairs and leaders were sent a request and description of what we were looking for in January. Requests by committee chairs and leaders were to be made by the end of February.
- Ernie Sabine and Eileen Sullivan researched rental rates of nearby facilities and determined that we should increase our rental rates for the building, which will increase our rental income by 10%.
- Ernie Sabine created charts explaining our sources of income and areas of expense to be posted on a bulletin board at First Parish to help educate our congregation of what it costs to run First Parish in Cambridge.
- A balanced budget was created for next fiscal year. Staff was given a 1.5% raise.
- Alexandra Z. Adams finished her three-year term and Brenda Leahy will be chair for at least one year.

**Respectfully submitted,
Alexandra Z. Adams, Chair**

**First Parish in Cambridge
Report of the Investment Committee
2009-2010**

Members: Tim Warren, Chair, Jennifer Griffith, Charles Leiserson, Ernie Sabine, Mary Wright

The Investment Committee is charged with prudently administering the endowments of First Parish, Cambridge Forum and Paine Social Services. These endowment funds represent the cumulative bequests and gifts of past members over a period of many years. Over time, and through our investments, the endowments have grown in value.

During the past year the committee met three times: November 2, 2009, February 1, 2010 and May 4, 2010. Tim Warren served as Chair and presided at each of these meetings.

During this fiscal year we continued to receive payments of interest and principal from First Parish to amortize the loan made from the endowment for elevator construction. The original balance of the loan was \$433,477. The interest rate is 5.6% and the term is 25 years. This fiscal year the Treasurer of First Parish elected to make the payment to the endowment in a lump sum instead of quarterly payments. The total paid to the endowment was \$32,100.

During this fiscal year we continued to receive regular quarterly payments of interest and principal from First Parish to amortize the loan made from the endowment for a new heating system on March 10, 2008. The original balance of the loan was \$245,000. The interest rate is 6.0% and the term is 20 years. This fiscal year the Treasurer of First Parish elected to make the payment to the endowment in a lump sum instead of quarterly payments. The total paid to the endowment was \$21,117.36.

In August of 2008 we withdrew \$67,500 from the endowment to assist Fred Small and his wife Julie Wormser with their purchase of a home at 4 Theriault Court in Cambridge. This withdrawal was authorized by a vote of the Parish at a meeting in April 2008. First Parish made a shared appreciation loan secured by a mortgage on the property. It will not produce income, but when it is repaid First Parish will receive 17.42% of the appreciation in value of the home.

Since August 31, 2003 Walden Asset Management (a division of Boston Trust & Investment Management Company) has managed our investments. We have been pleased with the management and customer service at Walden. We are also very pleased with Walden's ability to assist us in making our investments socially responsible, which is one of their specialties. In addition to acting on our guidelines in the selection of socially responsible corporations for our investments, Walden also assists and encourages us to file and co-file shareholder resolutions with respect to those investments. Walden also uses our proxy to vote our shares on other social issues that come before shareholders. Jennifer Griffith is the liaison designated by our Investment Committee to work with and advise Walden's Tim Smith on shareholder advocacy issues.

Last year, for example, we participated in shareholder advocacy on the following issues with these corporations:

- Climate Change: Conoco Phillips, Emerson Electric
- Recycling: Pepsi
- Water Footprint: Sysco Corp., Medtronic
- Sustainability Reporting: C.R. Bard, St. Jude Medical, Varian Medical Systems
- Human Rights: Conoco Phillips (indigenous)
- Proxy Voting Review: Northern Trust
- Executive Compensation & Governance Concerns: Colgate Palmolive, Disney, EMC, General Mills, Johnson & Johnson, JP Morgan Chase, Microsoft, IBM

At our February meeting, Tim Smith of Walden Asset Management asked for guidance on the matter of our investment in BP. The company had been fined \$87 million for safety problems in an accident in Texas and had not lived up to promises for corrective action. At the time BP represented 5% of our equity portfolio and Tim wanted to know if we wished to end our investment for reasons of social responsibility. After discussion we left the decision and timing to our managers at Walden. While studying the matter further, Walden retained the investment for several more weeks. After the accident and oil spill in the Gulf of Mexico, Walden promptly sold our BP holdings in their entirety.

Two other matters of note were discussed at our February meeting. First, we discussed the parameters under which the Investment Committee would support the idea of providing assistance to a new Associate Minister for the purchase of a home. We agreed upon certain financial guidelines for a shared equity mortgage and pointed out that any loan from the endowment would require the vote of the congregation at a duly called meeting of the Parish. Second, we discussed ways in which the Tuesday Meals Program could invest its long-term savings as a separately tracked account within the endowment, similar to the services that we provide to Cambridge Forum.

The First Parish endowment increased from \$5,300,063 on June 30, 2009 to \$5,513,087 on June 30, 2010. The Paine endowment increased from \$2,861,732 to \$2,935,239 over the same period.

At our February meeting we met with representatives of Walden to review our investment performance over the 2009 calendar year. For the year the First Parish endowment showed an investment gain of 14.3%. For Walden's entire tenure as our investment managers (i.e., August 31, 2003 to December 31, 2009), they have achieved a total investment return of 37.7%, compared with a gain 31.3% for our blended benchmark portfolio.

One of the functions of the Investment Committee is to determine the disbursement amounts into the operating budgets of First Parish, Paine Social Services and Cambridge Forum. The overall goal is to ensure that the amounts withdrawn from the endowments do not exceed the inflation adjusted returns of the portfolios over time so that the endowment is not whittled away and all organizations benefit from long-term predictable income streams. The committee has adopted a written policy that states that we consider withdrawal rates of between 4.5% and 5% of the trailing average portfolio market values during the previous 13 quarters to be prudent and sustainable, 5%-5.5% to be questionable, and over 5.5% to be unsustainable.

During the 2009-2010 fiscal year, the endowment contributed \$255,000 to the operating budget of First Parish (including amounts designated for restricted purposes such as the Hall and Taft funds), a decrease of \$20,000 over the amount paid out in the previous year. This is a withdrawal rate of 4.3% and it represents over 42% of the total First Parish operating budget.

During the 2010 calendar year, the endowment is contributing \$160,316 to the operating budget of Paine Social Services, compared with a contribution of \$166,464 for the previous year. This is a withdrawal rate of 5.0% and it represents 90% of the Paine operating budget.

At our May meeting, Cambridge Forum Director, Patricia Suhrcke, requested a withdrawal from the Cambridge Forum endowment. The request of \$4,500 represented a withdrawal rate of 4.0% and this was granted and paid in June 2010 for use in the 2010-11 fiscal year.

The Investment Committee typically meets on the first Monday of November, February, and May at 7:00 PM at First Parish. New members with some financial and/or investing knowledge or an interest to learn are welcome. For those revising their wills, please consider that a contribution to the First Parish endowment provides a perpetual annual gift to future members of the community.

**Respectfully submitted,
Tim Warren, Chair**

First Parish in Cambridge
Report of the Membership Committee
2009-2010

The Membership Committee, consisting of Andy Bader (Chair), Laura Estan, Peter Kelsey , Wendy Mason, and Lisa Miville, focused on the following tasks during the 2009-2010 church year:

- Coordinating a successful Homecoming Sunday reception in the auditorium.
- Holding a Newcomers' reception in the fall to establish a connection with recent new attendees
- Organizing and participating in seven Exploring Membership classes with the support of the Senior Minister and Acting Assistant Minister
- Maintaining a consistent schedule of Greeters at the membership tables on Sunday mornings.
- Collecting visitor cards; working with the office staff to ensure updating of the congregational database and issuance of name tags
- Contacting newcomers via email or phone to address questions or help make connections within the congregation
- Working with the RE Director to reach out to RE families interested in membership
- Volunteering as a committee to host a social hour on Sunday morning following worship
- Coordinating two membership recognition ceremonies and breakfasts for new members

The Committee is pleased to report that 42 individuals joined First Parish during the 2009-2010 church year, the largest number in recent memory.

During the 2010-2011 church year, the Committee looks forward to working with Associate Minister Lilia Cuervo in furtherance of the goals of building the Beloved Community at First Parish. The Committee will also seek to address the following needs:

- Provide more support for recent new members of the congregation to ensure that these individuals are feeling connected to the church community
- Work with the RE Committee and RE Director to forge stronger connections between RE families and the congregation, especially for families that have not made a commitment to membership.
- Examine ways to make First Parish a more welcoming congregation for all visitors, newcomers, and members.

The Committee thanks Rev. Fred Small, Rev. Rebecca Benefiel Bijur, Linda Baker, and Carol Rabs for their support during the 2009-2010 church year. We also wish to express our appreciation to former Membership Committee chair, and current Standing Committee chair, Eileen Sullivan for her inspiration and encouragement.

Respectfully submitted,
Andy Bader, Chair

First Parish in Cambridge Report of the Music Committee 2009-2010

Committee members: Jonathan Barnhart, First Parish Music Director; Linda Cundiff, chair; Leila Assad, Jean Farrington, Steve Hanna, Irene Merwin, Mara Vorhees, Mark Pickering and Tim Warren.

This year the First Parish music program continued its traditional events and added some new ones. The continuing activity included:

Choir

- Voice Checks. A new policy was developed for Jonathan to meet individually with choir members to assess strengths and areas needing work, and to identify goals to work on with each. This procedure will be followed with new members as well.
- Easter Service. The music this Easter was exciting- choir processional and postlude to two rousing numbers from *Godspell*, and the *Haitian Hallelujah* a rhythmically difficult piece in Haitian Creole. An expanded choir of 30 drew in six experienced singers and most were new to the choir.
- Multicultural Music. Much more music from other cultures was sung by the choir this year. After the Haitian earthquake, at the “To Haiti with Love” service on 2/14, Jonathan transcribed an SATB arrangement of *Wongolo* a traditional Haitian song farewell that was well received by Haitian visitors at that service. The choir learned other Haitian songs and sang some of them, including the complex *Haitian Hallelujah* for Easter. It also learned and performed two Spanish “gospel” songs in June, in preparation for the installation service for Rev. Lilia Cuervo in September.

Section Leaders. The three paid section leaders (soprano, alto and bass) performed solos or duets at least monthly during the year. They participated enthusiastically in other program activities such as the Holiday Caroling and the Talent Show. The soprano soloist, Renee Saindon, held a voice recital in May, sponsored by the Music Committee, as a fundraiser to help her attend a prestigious opera workshop. It was a creative and moving performance as she was joined by four peers in a musical exploration of human suffering and resistance.

Instrumental Music. Native American flute music for the Candles of Joy and Concern continued to be offered regularly by Elke Jahns and sometimes Ken Mattson and Pepper Greene. Elke and Nick Woebcke also have provided music with flute and piano duets. The Homecoming service featured hand drumming by a guest drummer, Nurudafina Pili Abena, and on Christmas Eve Stan Strickland performed inspiring jazz saxophone solos.

Hymn Sing and Potluck. This annual fall event drew over 25 folks for enthusiastic singing from the two hymnbooks. Coordinated by Mara Vorhees.

Holiday Caroling and Potluck. First Parish has now formed a strong relationship with Cambridge Homes, the Neville Manor and the Sancta Maria nursing home for this annual mid-December event. More than 35 participants, many new to this event, sang for more than 75 people. A highlight was the singing of “Silent Night” in Portuguese on two of the floors with Portuguese speaking residents who appreciated the singing in their language. Coordinated by Mara Vorhees.

Social Hour host. The choir hosted, with copious refreshments, at a September social hour, coordinated by Jean Farrington.

Talent Show. The second annual Talent Show brought out new talent, violin and cello solos, creative duets and ensembles of all musical styles, an improv session with audience participation, etc. Jonathan accompanied and supported many of the acts. Coordinated by Mara Vorhees.

Outreach to Sancta Maria. In early 2009 Elke Jahns created a sing-along event once or twice monthly on Saturday mornings at the three floors of the Sancta Maria Nursing Home. Over 40 people are on the mailing list, and ten to fifteen singers came to each event. They sing from binders of familiar songs with the residents who came to look forward to the visits and sing very enthusiastically! In the spring of 2010 Linda Cundiff added some Portuguese and Haitian Creole language songs that the residents of those languages enjoyed. Elke and Linda are coordinating this as a community service project of the FPC Music Program, and as a way to engage the wider FPC community in a musical activity.

New activities this year included:

Music Committee. The committee added two new members this year, Leila Assad and Steve Hanna. Mark Pickering resigned as Chair after many years as the Chair and Linda Cundiff became the new chair. The Committee worked on:

- Voice Check Policy implementation
- Developing a vision for the Music Program with input from other musicians in the church, coordinated by Linda Cundiff.
- A congregational survey about music in the services. This was done in collaboration with the Worship Committee.
- Developing content for a music page on the First Parish Cambridge web site, coordinated by Steve Hanna.
- Participating in the performance evaluation of the Music Director led by the senior minister.
- Sponsoring a singing workshop led by Jeannie Gagne, a UU musician and singer/songwriter. Attended by over 40 individuals, it was a musically energizing event.

Goals for next year:

- Create the role of Instrumental Coordinator with the goal of increasing the quantity and variety of instrumental music in the service. Irene Merwin will take this on.
- Create role of Choir Snack Coordinator with the goal of increasing camaraderie and group cohesion. Still need a volunteer.
- Obtain stoles for the choir to improve the appearance and uniformity, and perhaps “esprit de corps”. Linda Cundiff will coordinate the design and sewing of at least 30 reversible choir stoles.
- Form a “Festival Choir” that will sing at least three times during the year. Post the music and rehearsal times well in advance, and all committee members will actively recruit experienced singers as well as those with potential to sing at those times. Jonathan will take the lead on this.
- Continue the regular events including, hosting social hour, the hymn sing, caroling event, talent show and community service singing.
- Continue and increase music from the other cultures and languages, including gospel, Latino and Haitian Creole as these are the cultures in our community.

**Respectfully submitted,
Linda Cundiff, Chair**

First Parish in Cambridge
Report of the Pastoral Associates
2009-2010

Following approval of their Charter (attached) by Standing Committee, the Pastoral Associates officially convened the first of their monthly meetings last fall under Fred's guidance. At that and subsequent meetings, we have primarily focused on identifying parishioners who need help and responding to those needs with practical assistance such as rides to medical appointments, meals, cards of encouragement and sympathy, calls and visits. Much of that help has been provided by the many First Parish congregants who signed on to participate in the Circle of Care, particularly following Fred's inspiring sermon on September 27, in which he formally introduced the First Parish Pastoral Care Program to the church community. As part of that sermon he led the congregation and the Pastoral Associates in the following covenant:

Congregation: We, the congregation of First Parish in Cambridge, welcome and affirm you as our Pastoral Associates. We covenant to support you as, guided by the congregation and our ordained ministers, you hold us in your care. We will alert you to those in need and turn to you in our own. We are grateful for your devoted service.

Pastoral Associates: Honored by your trust and humbled by its responsibilities, we the Pastoral Associates of First Parish in Cambridge covenant faithfully to care for you. We will be alert to your pastoral needs, listen with compassion and respect, keep your confidences, and respond to the best of our abilities. We are grateful for the opportunity to serve.

Over the ensuing months, in addition to responding to identified needs, we have become increasingly aware of the challenges involved in expanding our visibility among members of the First Parish community. Mindful that the Pastoral Care Program at First Parish is still in its infancy, we continue our efforts to increase awareness of our availability among parishioners, so that we can become more effective in meeting needs. In this way we also hope to increase awareness in the larger First Parish community of one another's major life events so we can all be more mutually supportive, both in times of sorrow and need and also of joy and celebration. One example of this effort is the Book of Joys and Sorrows that is now available at the front of the sanctuary for all who wish to share their thoughts.

A major new development for our enterprise will be the installation this coming fall of Rev. Lilia Cuervo as Associate Minister of First Parish. We anticipate that Lilia's interest and experience in pastoral care, in combination with Fred's leadership, will not only augment our ability to help First Parish people in need but also enhance our efforts to expand the scope of our endeavors. In particular, we hope to make further progress in providing a network of visiting friends for parishioners who are unable to leave their dwelling places and would appreciate a visit from time to time. We also hope to expand our already-successful provision of rides to and from Sunday services for those who need them.

Overall, we feel gratified at having gotten the First Parish Pastoral Care Program up and running during the past year. Because of the many people in the First Parish community who are willing to help, we have been able to arrange support and assistance activities for an increasing number of congregants in need. Equally inspiring have been the many spontaneous acts of caring and support we have witnessed that occur regularly in the First Parish community. This is truly a caring congregation! As we continue our efforts to find more effective ways of matching needs and resources, we hope First Parish members and friends will continue to feel comfortable about telling

us when they or others in the congregation need help. We are grateful to the First Parish community for their encouragement and willingness to assist.

Submitted by the Pastoral Associates: Janice Darling and Cushing Giesey (Co-Convenors); Helen Glikman, Grier Merwin, Mauri Mollan, Jane Sturtevant

Pastoral Care Program at First Parish in Cambridge (as approved by Standing Committee on 5/17/09)

Any program of structured pastoral care activities should be clearly recognized as supplemental to, and in no way diminishing or replacing, the general and ongoing congregational commitment to mutual care and support, to noticing and responding to each other's needs – to nourish and serve each other – a commitment that has been honored at First Parish for almost four centuries.

CORE ELEMENTS OF PASTORAL CARE PROGRAM

1. A core group, the “Pastoral Associates,” selected and formally commissioned, who are responsible, in consultation with the Ministers, for overseeing structured pastoral care activities at First Parish. The Pastoral Associates would be responsible for:
 - a) Maintaining and activating a wider supporting network, which could be called the “Circle of Care”
 - b) Receiving and disseminating, with discretion and with permission, information about members of the church community who might need support.
 - c) Responding to requests for help personally or by activating the Circle of Care, with follow-up as needed.
 - d) Suggesting and facilitating referrals to appropriate community resources.
 - e) Implementing the “re-membership” program, as described below.
2. A Circle of Care consisting of parishioners who have volunteered to provide discrete services to families and/or individuals experiencing physical or emotional needs. These may include rides to medical appointments, calls, cards, meals, visits, rides to church and other supports activities as needed, recognizing the Care Circle's limitations. Circle of Care members will be identified and recruited by the Pastoral Associates through the annual Volunteer Services Form, on which people could check off specific tasks they would volunteer to take on, upon request and as they are able. This approach would enable busy people to commit to manageable levels of assistance without the risk of burning out, and at the same time provide a workable system for the Pastoral Associates to arrange needed services by simply running down a list of self-identified willing volunteers until a match is identified.
3. An ongoing “re-membership” program of calling all parishioners annually or at other regular intervals (but not at or near the annual canvass) to simply make friendly contact, find out how they're doing and identify pastoral care needs they may have. This could also be an opportunity to obtain feedback on church programs in general.
4. A group of “Visiting Friends” who volunteer to visit people who are hospitalized, home-bound or otherwise confined. This might be for one visit or a series of visits, but should always have clear boundaries in terms of expected lengths of service for both the provider and recipient.

PASTORAL ASSOCIATES APPOINTMENT PROCESS

The current Pastoral Associates are responsible to announce the process, invite recommendations from the congregation and welcome individuals to apply for consideration by filling out a brief application form. The Ministers and the Pastoral Associates then consider all recommendations and applications received, and decide on nominations to be submitted to Standing Committee. Standing Committee makes the final appointments.

PASTORAL ASSOCIATES TERMS

Pastoral Associates serve for a term of two years with a maximum of three consecutive terms. Terms should be staggered so that new members could benefit from “on-the-job” experience of continuing members. One experienced member is designated as the meeting convener and contact for church leaders.

RELATIONSHIP OF PASTORAL ASSOCIATES TO MINISTERS

The Ministers are primarily responsible for all pastoral care and counseling in the church community, and are the first tier of pastoral care expertise and responsibility. Given the size of the First Parish congregation, the Ministers’ pastoral activities are devoted primarily to crisis work – severe illness, accident or death, and short term counseling. All non-emergency** events that may require formal acknowledgement or caring attention from the church community are appropriately under the purview of the Pastoral Associates – e.g., a death in the extended family, a birth, a change in employment, a move, non-emergency hospitalization, divorce, etc. Any request to see the minister(s) will always be forwarded promptly to the minister(s).

***When it is not clear whether an event requires more intensive attention and/or skills than can be offered by the Pastoral Associates, they should always look to the Ministers for direction.*

The Ministers attend monthly meetings of the Pastoral Associates, and also oversee initial and ongoing Pastoral Associate training.

ROLE OF PASTORAL ASSOCIATES

A Pastoral Associate is a trained representative of the church community who brings cheer, consolation and companionship in times of difficulty and transition. It is expected that all involvement will be carefully considered, confidential and time-limited. Psychological or pastoral counseling is not part of the work of a Pastoral Associate.

Once appointed, the Pastoral Associates should be clearly identified to the congregation as the “go-to” people when specific assistance is needed. The Pastoral Associates should take turns being “primary-on-duty” for a month’s period. A rotating schedule will be set up.

News about both emergency and non-emergency life transitions often comes through the church office. Such information would be turned over promptly to the Pastoral Associate on duty. In emergency situations the information will also be promptly passed along to the Ministers. Regardless of where it originates (office calls, pew cards, conversations in church, friends passing along information etc.), all information would be handled with discretion. The Ministers would be apprised at the Pastoral Associates meetings of needs currently being addressed, to help the Ministers keep abreast of events in the congregation.

Whenever possible the Pastoral Associates will assign and oversee support activities to be provided by Circle of Care volunteers. When Pastoral Associates decide to provide direct care, or to suggest or facilitate referral to other community resources, they do so in consultation with the Pastoral Associate group and the Ministers. Regular monthly meetings provide an avenue for this consultation.

Examples of support activities the Pastoral Associates either provide personally or arrange through Circle of Care volunteers:

- a visit, either at home or in the hospital
- a telephone call
- a card
- transportation to church events, doctor appointments
- help with shopping, errands
- a meal
- help with a new baby
- prayer, or joining in meditation, as appropriate

Services provided by the Pastoral Associate program are limited in scope. People with needs which are better addressed by professional or community services should be kindly and tactfully provided with resource information and referral suggestions as appropriate.

ROLE OF CIRCLE OF CARE VOLUNTEERS

All First Parish congregants and friends should have the opportunity to become part of the Circle of Care. As Circle of Care volunteers, congregants have the opportunity to expand their commitment to service and build new relationships.

A volunteer service form will provide opportunities for people to sign up to assist in particular ways they find comfortable and at times they find manageable.

Circle of Care volunteers work under the direction of the Pastoral Associates with appropriate follow-up. This follow-up would always include checking in with the volunteer to discuss the service experience. It could also include a monthly meeting for volunteers to share their service experiences, with appropriate permissions and confidentiality.

ROLE OF CARE RECEIVERS

Bearing in mind that it is equally blessed to give and to receive, the single most important role in an effective pastoral care program is for us all to be willing to take the often difficult step of asking for help when we need it. The Pastoral Associates, in consultation with the Ministers will need to develop and refine a variety of opportunities for needs and concerns to be communicated.

Examples include: making Care Cards available for parishioners to submit at the “Joys and Sorrows” candles; reviving the “Joys and Sorrows” book as a way for members of the congregation to communicate and memorialize both happy and sad events taking place in their lives; an on-line site for people to convey pastoral concerns, requests and suggestions.

First Parish in Cambridge
Report of the Religious Education Committee
2009-2010

Mandy Neff was hired in August of 2009 as a part-time Director of Religious Education (DRE). Mandy came into a situation that had barely survived the transition period since the Minister of Religious Education, Jory Agate, had left. The Religious Education Committee had persevered over the transition period due to a commitment by people who wanted to see the program remain important in First Parish and serve the children and parents of the parish.

The goals of the RE committee this year were to assist in making the transition to a new RE professional, help with tasks within the program, recruit volunteers and maintain a relationship between the larger parish community and the parents and children who participate in the RE program.

On a higher level the goal of the committee was to assist Mandy with decisions about program and direction of the program and how that fit into the committee's goals.

Mainly we wanted the program to run smoothly, make changes where needed and maintain some continuity from the past, while repairing damages from the transition period. There was a high level of success in programming and volunteer recruitment. The report from Mandy Neff which I have attached describes strides made in programming.

Some of the major decisions we made this year were:

- to not force a Youth Program at this time until we examine all the possible structures that may fit our needs and that there is in fact a need;
- to keep the grade divisions as they are from year to year so that children will not stay with the same group throughout their entire RE experience;
- to recruit parents to participate in the program at many levels as volunteers and begin to see this as an obligation of having a child in RE;
- to encourage parents who want to teach to work in groups that not include their own children;
- to do as much teacher training as necessary to bring more people into the teaching experience;
- to focus next year on having our children understand what it means to be a UU and building a spiritual practice of their own, as well as assisting parents in doing this with their children.

We also have worked on a Safe Congregations policy together with members of the Standing Committee and will continue to work in that area making policies that are protective, yet welcoming and realistic. We also worked with the Stewardship Committee to contact RE families about pledging.

We feel we have been successful in most areas. Places where we as a committee need to improve are in working with RE families so that more of them become members and pledge; having more intergenerational events; and integrating parents and families into the larger FP community. To that end Mandy with the support of the RE committee will offer parent classes in the upcoming year.

The level of commitment from the RE committee members was substantial this year. Next year we will be able to achieve even more results from that commitment as we come to better understand our role.

Susan Shepherd, Chair

**First Parish in Cambridge
Stewardship Committee
Annual Report for 2009-2010**

Committee members: Larry Childs (chair), Linda West

Answer the Call: This three-year stewardship campaign to sustain our community was launched in the winter of 2008. The goal was to secure commitments of \$1 over three years. The strategy involved securing multi-year pledges so as to invite members to make longer term commitments to our community and ease budget uncertainty. It was also launched at a period on ministerial transition helping to bring stability in a period of change. In the second year the committee also launched a diversity campaign with funds dedicated to supporting the congregation's aspirations to become a more multi-racial justice making community and hiring of a minister of color.

The pledge campaign of winter/spring 2010 completed the third year of fund raising in what has become a successful Answer the Call endeavor. All of the committee's efforts were dedicated this year to this final pledge year, 2010-2011. A highlight included stronger collaboration with the Standing, Membership and Worship Committees for more effective messaging about the links between UU values, First Parish vision, and parishioner financial giving. Entire services as well as testimonials and announcements contributed to deeper and wider congregant understanding. All new members engaged in discussion about the campaign and pledged upon joining. The pace and timing of pledging advanced over that of the previous years, but only slightly. Finance Committee was still subject to its habitual budget-related feelings angst, doubt and heart palpitations as they wondered if the goal would really be met by late pledges trickling in from late spring to fall 2010. Getting more than 50% of congregants to commit to First Parish with a timely pledge in March prior to the up-coming year remains illusive and will continue to be a challenge for future stewardship leaders.

Our goal for fiscal year 2011 was \$285,000, later adjusted to \$275,000 , as a more realistic goal for the year.

Fiscal Year 2011 pledges secured: \$ 259,594 Pledge units 204

For the three-year campaign from FY 2009 to FY 2011, including the Diversity Initiative, 286 Pledge units pledged \$906,484.

Respectfully submitted

Larry Childs

First Parish in Cambridge Report of the Worship Committee 2009-2010

Members: Ken Adams (chair), Carol Agate, Dan Bartley, Janice Darling, and Katrina Piehler
ex officio: Fred Small (Senior Minister) and Jonathan Barnhart (Music Director)

Purpose

The Worship Committee works with the ministerial staff to design the form of worship at First Parish and layout of the Order of Service. It represents the congregation, gathering responses from members and synthesizing the diversity of interests. In addition, the Worship Committee facilitates the physical preparation and coordination of Sunday worship services. The goal is to create effective and consistently engaging spiritual experiences.

Roles and Responsibilities

The Committee assumes the following roles and responsibilities:

- *Work with the ministerial staff to design, coordinate, and improve Sunday worship services*

A primary goal of the Worship Committee is to help create a worship experience that is welcoming to all and nourishes the spirituality of individual members and our community as a whole. To this end, the Committee works with the ministerial staff throughout the church year to (1) identify aspects of Sunday worship that could be improved, (2) build consensus on a means of improvement, and (3) implement those means. Such aspects include the following:

- The format and content of written and oral announcements.
- The sequence of elements within the Order of Service.
- The frequency of children in worship.
- The frequency and logistics surrounding lay-led readings and services.
- Experimentation with new rituals / worship elements.
- Accessibility issues.

- *Collect and respond to feedback from the congregation*

The Committee receives feedback from the congregation in several forms and settings, both informal and formal. Informal feedback is forwarded to the Committee chair for inclusion in the agenda for the next scheduled Committee meeting. The feedback is then discussed with the goal of consensus on an appropriate response to the feedback.

Feedback in more formal settings is acquired every one – two years. For example, in February 2009 the Committee held a forum for members to give verbal feedback on our worship services and in spring 2010 a written/electronic survey was created and made available to the congregation. Feedback from the forum and survey were analyzed and used to guide adjustments to our worship services in both design and content.

- *Recruit lay readers for regular church year worship services*

During the regular church year, lay members of First Parish carry out four elements of Sunday worship services: the announcements, the chalice lighting, the covenant, and the responsive reading. The Committee is responsible for recruiting lay readers each week and communicating with them on details surrounding the execution of the particular worship element that they will be executing.

- *Serve as Worship Associates to facilitate the physical preparation and execution of Sunday worship services.*

Members of the Committee serve as Worship Associates on a rotating basis. One Worship Associate is needed per Sunday service, and the responsibilities of this role are the following:

- Confirm that all lay readers are present and prepared for to lead their element. If not, inform the minister / worship leader and make alternative arrangements for the execution of the worship element in question.
- Communicate with the Deacon on duty as necessary.
- Deliver the payment to the ASL interpreter (one Sunday per month only).
- Handle the second microphone during the Welcome of Newcomers.
- Assist the minister / worship leader with any last minute help.
- *Coordinate summer worship services*

The ministerial staff is on vacation during the summer, usually spanning 8 – 11 Sundays, and the Worship Committee organizes the summer services during this time. This includes the design of the summer Order of Service and recruitment of guest preachers, which can be ordained ministers, seminarians, or lay leaders. The Committee is also responsible for communicating with the guest preachers in a timely manner to convey the necessary information and answers to questions leading up to their service.

Additionally, members of the Committee act as Worship Associates for the summer services, a role which entails greater involvement than during the regular church year. One Worship Associate is needed per service, and the responsibilities of this role are the following:

- Greet, orient, and assist the guest preacher.
- Deliver the payment to the guest preacher (if due) and ASL interpreter (if present).
- Communicate with the Deacon on duty as necessary.
- Execute several elements of the Order of Service (defined prior to the start of summer).
- Oversee the overall execution of the worship service.
- *Coordinate worship services led by guest preachers during the regular church year*

Every once in a while during the regular church, guest preachers are invited to lead Sunday worship. On these occasions, the Worship Committee coordinates with the guest preacher as during the summer worship services (see above).

Structure

The Committee is intended to be a six-member committee, whose members must be in good standing of First Parish. Terms are three years in length, ideally with two members in their first year, two in their second, and two in their third. Each September, two new members join the committee, replacing the two members whose terms had expired. Of note, the schedule for terms on this committee begins in September so that new members will have experience when summer arrives, an especially busy season for Worship. The Chair is someone in his/her third year of service and is selected by agreement of the members of the committee. One member (not the Chair) serves as Clerk, who records the decisions of the committee and writes the minutes of the meetings. (This role can rotate through the committee month-to-month, if agreed upon by the committee.)

During the church year, the members meet each month on the fourth Tuesday in the Chapel. Attending are the Senior Minister and the Music Director. In the past, we have been joined by the Minister of Religious Education and the Student Intern. We anticipate that the new Assistant Minister will attend, as well as a new intern.

Recruitment of new members includes the following steps. The Chair speaks with the candidate and talks in detail about the committee and about his or her particular interests. The candidate then attends a meeting of the committee. If there is interest on all sides, the candidate's name is submitted to the Standing Committee for approval.

The committee has a site at Yahoo Groups, which provides a list for email, a site for storing documents and a calendar, which can be used for meeting reminders and record keeping for past and future worship services.

Committee Activities of the Past Year

- Welcomed two new members: Janice Darling in September and Carol Agate in March. Melody Lee departed the Committee in January, before her term expired, due to personal scheduling conflicts.
- Continued to recruit lay readers for four worship elements in each Sunday service: the announcements, the chalice lighting, the covenant, and the responsive reading. When possible, the covenant was led by a younger person in the RE program. Of note, Julia Randall (Youth Coordinator) helped recruit Covenant readers from November – December and Emily LeBlanc helped from January – May. We have continued to receive positive feedback from the congregation on the lay reading in worship; however, with one consistent criticism—we have too much repetition of the same people in these roles. A major goal for next year will be to create a structure through which we can recruit a wider range of congregants for the lay readings.
- Expanded the role of Worship Associate to the regular church year. During the summer worship services, members of Worship Committee act as Worship Associates on a rotating schedule. One Worship Associate is needed each Sunday in the summer to greet, orient, and assist the guest preacher, help execute the worship service by leading several elements of the Order of Service, and carry out other tasks. Starting this past December, Committee members act as Worship Associates during the regular church year also. The responsibilities of the Worship Associate during this time are:
 - Communicate with the Deacon on duty.
 - Greet, orient, and deliver payment to the ASL interpreter on the 2nd Sunday of each month.
 - Serve as a “check-in” person for lay readers to confirm that all are present and prepared for their reading. Should one or more lay readers not check in, the Worship Associate will make alternative plans for that reading and inform the Worship Leader.
 - Handle the 2nd microphone during the “Welcome of Newcomers” if needed.
- Coordinated the March 7 worship service, which was led by guest preacher Rev. Kate Wilkinson and Sam Williams from UU Urban Ministry. Leading up to March 7, the Committee communicated with Rev. Wilkinson regarding information and details surrounding the service. Katrina Pehler served as the Worship Associate.

- Worked with Rev. Rebecca Benefiel-Bijur and Elke Jahns to provide an “Evening Contemplative Service” during the week on both March 11 and May 20. Rebecca and Elke originally proposed the idea to the Committee, which we enthusiastically supported. Janice Darling and Ken Adams of the Committee worked together with Rebecca and Elke to create the Orders of Service and execute both services. Approximately 30 congregants attended on March 11 and approximately 15 on May 20. Feedback on the services was very positive, and the Committee plans to support the continuation of the Evening Contemplative Services 2 – 4 times per year, either through its own direction or by supporting the creation of an independent committee / group devoted to providing them.
- Initiated the planning and hosting of a community-wide Passover Seder, which was held on April 2, 6:00 pm – 9:00 pm. The Committee contacted Sara Krakauer, Shelby Meyerhoff, Heidi Meyer and Stephen Cohen, and facilitated their gathering as a planning committee for the Seder. Worship Committee worked with the planning committee to select a date and reserve the parlor, after which the planning committee carried out all preparations. The Seder went very well, with approximately 50 congregants in attendance. Feedback on the Seder was very positive.
- As is tradition at First Parish, Women’s Sacred Circle led worship on May 2 (the first Sunday in May). Both Janice Darling and Katrina Pehler of the Committee acted as liaisons to Women’s Sacred Circle for the service.
- Coordinated the summer worship services, which span June 27 – September 5 (11 Sundays). Guest preachers were recruited by Ken Adams and Carol Agate. Ken Adams and Dan Bartley updated the two summer worship documents, one of which is sent to our summer guest preachers with information and directions for their preparation for their service. As of the submission of this report, the summer services were underway and Committee members were acting as summer Worship Associates as outlined above. So far, the summer services have gone well. With intention to continually improve our worship services, the Committee has identified several aspects which need improving for next summer, which we will address in the upcoming year.
- Created and distributed a written/electronic survey on our worship services this past spring. The survey consisted of ten questions addressing several aspects of our worship services. 123 congregants submitted a completed survey and the feedback was very positive overall. Of the 20 worship elements that currently make up our Order of Service, only 3 elements scored an average rating below 4 on a scale of 1 – 5 representing congregants’ feelings toward each element (1 being most negative, 5 being most positive). Feedback on the amount of emphasis on theism, spirituality, social justice, politics, and intellectual stimulation within both Fred’s sermons and worship services as a whole showed that the majority of members feel that the amount is “just right” for all five areas / topics. And feedback on the amount of lay reading during worship this past year showed that >75% of members are pleased with the current amount. In the next couple of months, the Worship Committee will examine the survey data more thoroughly to not only identify those aspects of worship that the congregation approves of, but also to identify areas which need improvement. In the fall, the Committee will compose and make available a formal summary of the survey data and the Committee’s response to it.
- We have identified and discussed several aspects of worship that we plan to address further in the coming year. These aspects include:
- Accessibility issues, including assisted-listening devices and printed Orders of Service in larger font.

- Better communication among the various parties involved in implementing Sunday worship—the ministerial staff, the Worship Committee, the Deacons, and the Music Committee.
- Greater diversity of First Parish members for lay readings.
- A mechanism through which members can give spontaneous feedback to the Committee in a structured manner.
- Implementation of regular evening Contemplative Services, either under the direction of the Worship Committee or the direction of a newly formed group.
- Adjustments to the Order of Service based on feedback from the worship survey.

The Committee looks forward to addressing the above and other aspects of worship in the coming year.

Respectfully submitted
Ken Adams

First Parish in Cambridge Report of the Social Justice Council 2009-2010

At-large members: Linda Cundiff, Susan Leslie-Pritchard, and Ginger Ryan (Chair)

Task Force Chairs: Margaret Drury, Prison Education Project (PEP); Susan Nye, Justice in the Middle East (JME); Linda Clark and Marcia Yousik, Climate Justice Task Force (CJTF) and Marcia Hams, Standing Committee Liaison.

This was the first full church year of the Social Justice Council at First Parish. Overall, the Social Justice work of First Parish has been more prominent in many aspects of church life. We hope, next year, to further deepen the connections between the work of the task forces and the larger First Parish community, as well as exploring ways to enhance our connection to partners in Cambridge and beyond.

At our semi-annual meeting in June 2009, the congregation approved three task forces, Justice in the Middle East (JME), Prisoner Education Project (PEP) and Climate Justice Task Force (CJTF). JME and PEP had formerly been program groups in the congregation and the CJTF was created to address broader issues of the climate crisis rather than get bogged down with the impossible task of making First Parish a Green Sanctuary as had the former Green Sanctuary group.

We did not anticipate that the Justice in the Middle East Task Force would generate so much controversy at the June semi-annual meeting. The controversy raised many concerns about when and if task forces could speak for the congregation. These concerns were clarified by the Standing Committee at the October semi-annual meeting. Additionally, the SJC charge was amended to require a 2/3 vote for task force approval. The June 2009 semi-annual meeting also highlighted our lack of readiness for facilitating and welcoming difficult conversations within the congregation. We began talks with the Unitarian Universalist Service Committee and the Public Conversations Project on developing a series of workshops on difficult conversations and other aspects of social justice work for First Parish, but these never got off the ground for this year. Unfortunately, we neglected to pursue a conversation between those who were unhappy with the actions of the JME task force and members of the JME before the controversy again arose in the spring of 2010.

The JME task force co-sponsored a photo exhibit, sold Palestinian crafts and olive oil, presented a slide show of a Middle East trip that some members attended, showed a movie and co-sponsored a Cambridge Forum. The SJC did not advise the JME group to sponsor activities for the congregation during this past church year that would have clearly presented a more inclusive view of peacemaking efforts in the Middle East.

The PEP project initially did not see the benefit to being on the SJC, but later came to see how it could be helpful to them. They are continuing to widen their focus from visiting and writing prisoners to working on legislative campaigns such as CORI reform and changing Juvenile conviction laws and they are hoping to work with other UU or faith groups next year. They sponsored an after church discussion in early spring which brought new interest and new members to the task force.

The CJTF has been very busy this year, sponsoring events and letter writing in support of national and local campaigns, sponsoring City Sprouts for the shared plate, working to improve green practices within the congregation, offering a Menu for the Future class, showing a movie depicting a future without attention to climate change, and holding breakfast get-togethers. Despite their many activities, few new members have joined the task force, though they have several dedicated ‘supporters’. The Social Justice Council responded to issues that arose during the year such as supporting health care reform, responding to the humanitarian crisis in Haiti following the earthquake in January, co-sponsoring an after church discussion with Peace Action about Afghanistan and co-sponsoring a table at coffee hour with Mass Equality. We encouraged participation in UU Mass Action legislative campaigns. In the Fall, two of our at-large-members, Linda Cundiff and Susan Leslie, began organizing a FP group interested in immigration. They sponsored representatives from the Haitian Coalition and Centro Presente for the shared plate offerings and have continued developing those partnerships. Working with Rev. Fred Small, the group participated in “Standing on the Side Of Love” with Haiti on Valentine’s Day, signing up many FP members to support and contribute to Earthquake Relief. Together with the Transformation Team they showed the movie *Made in L.A.* They organized FP members to participate in the Walk for Haiti in March and began to organize to be a task force for the church year 2010-2011.

The Social Justice Council met after church on the First Sunday of the month in October, December and February and on May 10th to organize an all congregational meeting to discuss task forces on May 23rd and to prepare for the June 6th semi-annual meeting. We held a meeting on March 14th to help those interested in being task forces for the church year 2010-2011.

In order to have a fuller discussion of task forces before the vote at the semi-annual meeting, we planned to have a meeting on May 23rd during which prospective task forces could share their goals and objectives for presentation to the full congregation. In planning for the meeting, we learned that a group of individuals that were opposed to the JME were meeting with members who wished to be “allies” of this group. The SJC agreed that we wanted to meet with the two groups before the May 23rd meeting. Members of FP consulted with Eric Law at the *Leading Edge* workshop in New York City in late April and suggested a format for approaching the conflict. Susan Leslie agreed to facilitate meetings based on Eric Law’s suggestions. She had already met with the group opposing JME. She then met with the PJME and helped them devise a list clarifying what they did and did not stand for. We then held a meeting between the two groups on May 18th led by Susan Leslie with the goal of providing an opportunity for members of the two groups to “listen deeply” to each others feelings about the issue. Marcia Hams and Eileen Sullivan from the Standing Committee, and Rev. Small also attended the meeting. The meeting did not adhere to the planned structure, but progress was made. Prior to the June semi-annual meeting, the PJME decided to not pursue task force status this year, instead applying to become a program group. The Standing Committee and the Social Justice Council agreed to continue the dialogue about this issue during the next year.

The Meeting on May 23rd was very well attended (close to 50). Larry Childs did an excellent job of chairing and helping us plan the format of the meeting and Rev. Rebecca Bijur set the tone by presenting those attending with the newly created “Covenant of Right Relations.” After hearing from the task forces, participants raised questions, made suggestions and offered feedback. At the June 6th semi-annual meeting, the three task forces – Prisoner Education Project, Climate Justice Task Force, and Immigration Task Force were all approved for the coming church year.

Further Reflections

Task forces as well as the SJC were overwhelmed with the many requests for co-sponsorship from outside groups and for advertising of social justice events both within FP and the outside community. The Standing Committee developed a policy for co-sponsorship that should address this next year. The SJC began sending out no more than one e-mail a week with announcements of social justice events that were either sponsored by a FP task force, the SJC, the UUA or a partnering organization in an effort not to overwhelm the list serv. It has been difficult to get all of the chairs to all of the meetings and we hope to have a more consistent group to work with next year. We have added the expectation to the SJC charge that each task force send the chair or a designated other to **all** Council meetings. We are discussing ways to communicate better among the task forces and within the congregation about social justice events. We plan to prepare a “Social Justice Calendar” for the fall that will be accessible on line and will have a permanent Social Justice table at coffee hour.

The SJC realizes that with two of its at large members focusing on immigration and the third being an “organizer” on the CJTF, it may have neglected other aspects of its mission. We have asked that the SJC include up to 5 at-large members to allow us to respond to issues as they arise, to support and help grow the task forces, and to reach out to other groups and individuals in the congregation. Next year, we plan to offer the task forces more support and “coaching” on organizing within the congregation and working with groups in the community. Each task force will have an at-large member as a liaison in addition to being represented by their chair at Social Justice Council meetings. We also plan to hold workshops on such topics as “one-on-one” organizing.

Marcia Hams is now an at-large-member and newly designated Chair of the Social Justice Council. Susan Leslie and Ginger Ryan remain as at-large members. Other members are Linda Cundiff, Chair of the Immigration Task Force, Linda Clark, Chair of Climate Justice Task Force and Emily Firor, Chair of the Prisoner Education Project.

Next year, SJC will again meet after church on the first Sunday of the month, every other month beginning in October. We will be meeting over the summer to begin planning for next year.

**Respectfully submitted,
Ginger Ryan, Chair**

First Parish In Cambridge Report of The Climate Justice Task Force 2009-2010

Members, 9/2009—5/2010

Organizers: Marcia Yousik(co-chair), Linda Clark(co-chair), Ginger Ryan, Alison Altman, Terry Murphy, Michele Sprengnether;
Carol Agate attended meetings initially but had to drop out.
Supporters: Gloria Korsman, Brenda Lahey, Kathleen Attfield,

Goals

- Help First Parish become more environmentally aware and sustainable in its practices.
- Collaborate with other organizations, both local and national, to increase our effectiveness in promoting climate justice.
- Support the UUA's Study/Action Initiative on "Ethical Eating"

While this first year has been a learning year in large part, we have been able to make some progress in attaining our goals. After meeting with staff at First Parish, progress was made on Goal One with the office administration able to switch to use of 100% recycled content paper and with the purchase of special bins for recycling. The latter, unfortunately, are still not being used consistently but with involvement in the future of the older Religious Education grades in the education effort during social hour, we hope to make more headway there.

Devising guidelines for the Parish kitchen has helped cut down on the use of throw-away utensils and plates and cups. When these products are used, we provided brand names of products that use recycled content and can be recycled themselves.

We made a presentation to the RE classes on recycling and saving energy and included the making of cards by the children to post near the light switches reminding facilities users to turn off the lights when leaving a room.

In February we screened the film, *The Age of Stupid*, about the harm that will result if Global Climate Change is not addressed wisely. We served cider and popcorn. Approximately 30-40 people attended, about half from First Parish.

In addition, we have placed a Green Fact/Green Tip in the order of service each Sunday on general environmental topics.

Goal Two we addressed through our collaboration with 350.org, the Leadership Campaign, and Slow Food Boston in the following ways:

- We organized a weatherization effort at FPC on the International Day of Climate Action; five CJTF members and one other FPC member turned out as well as 6 Harvard students. With more advance notice in the future, it is hoped more FPC members will turn out.
- Later that day the same five members attended the 350.org event down on the waterfront.
- We also held an outdoor vigil at FPC on a Friday night—the coldest night of the winter!—during the Copenhagen climate summit.
- Two CJTF members, Ginger Ryan and Michele Sprengnether, organized FPC's hosting of the Leadership Campaign's event during their sleep-out on Cambridge Common in March.
- Slow Food Boston and FPC co-sponsored the author of *The Locavore Way*, Amy Cotler on May 12. Turn-out was approximately 40-50, about ten of them FPC members.

Goal Three has been addressed by the inclusion of Green Facts/Green Tips that address the social and environmental impact of the food choices we make, the holding of the 7-week *Menu for the Future* course, and the collaboration noted above with Slow Food Boston. A local foods potluck originally scheduled for February has been moved to 10/2/10.

In addition, we held two “conversational” breakfast meetings before Sunday services. The first, in January, was attended by around a dozen FPC members. The second, in May, was attended by only two members but both agreed to be supporters in the upcoming year, a consummation devoutly to be wished! We also participated in the service prior to Earth Day and promoted the UUA’s 40/40/40 Project to honor the 40th anniversary of Earth Day.

In the upcoming year we will continue to address the same goals. Several new strategies will be attempted to make progress on them. As the new Parish year begins in September, we will start a monthly environmental book group meeting before Sunday services. We hope, too, as already mentioned, to involve RE classes more actively in efforts to train members in use of recycling bins. Regularly scheduled letter-writing advocacy tables at social hour is another tactic we hope to undertake, working with other task forces to get this underway, i.e., sharing the table to address legislative actions related to our various agendas as the year progresses.

Fortunately, we appear to have added several new members which will help take up the slack as Marcia Yousik and Ginger Ryan step back to focus on other FPC endeavors. Their support and hard work has been invaluable in getting this Task Force off the ground. Members going forward are:

Organizers: Linda Clark, Chair; Alison Altman, Terry Murphy, Michele Sprengnether, Stewart Wise,
Sharon de Vos

Supporters: Gloria Korsman, Carol Agate, Nick Woebcke, Ernie Kirwan, Marcia Yousik

**Sincerely,
Linda M. Clark**

First Parish in Cambridge
Report of the Peace and Justice in the Middle East Task Force
2009-2010

Membership:

Organizers: Grace Hall, Arthur Holcombe, Ernest Kirwan, Don McInnes, Heather Marie Vitale, Susan Nye (chair);

Supporters: Susan Holcombe, Jeannette Mc Innes, Connie Kirwan, Connie Cutter, Dorianne Low, Pepper Greene, Borg Whittington, Claire Hastie.

Mission: The mission of this task force is to promote deeper understanding of current conflicts in the Middle East where United States foreign policy plays a role and to advocate for human rights in such conflicts. We are guided by Unitarian Universalist principles, especially “The goal of world community, with peace, liberty, and justice for all”. Our focus is primarily on the Israeli/Palestinian conflict, and our activities are mainly educational in nature.

During the past year, the Task Force hosted educational events, some for the First Parish community, some open to the public. In addition, we held a Holiday Sale in the parlor during a social hour in December where we sold Palestinian olive oil and handcrafts. In February we hosted a Sunday social hour with Middle Eastern style food, and again sold olive oil.

Summary of educational events:

In October we hosted a public talk and video presentation by Behah Wolf, a Jewish woman who is married to a Palestinian man and living in the West Bank where they organize non-violent popular resistance to the occupation.

On November 8 we presented a report on the fact-finding trip to Israel and Palestine led by Don McInnes, a member of our Task Force. It was sponsored by Unitarian Universalists for Justice in the Middle East. Three other participants were from First Parish Cambridge. This presentation was for the First Parish Community.

Also in November we were one of the co-sponsors of a photographic exhibit in the Stebbins Gallery entitled *Views of Bethlehem – Then and Now*. It was presented by the Cambridge/Bethlehem People-to-People Project, and featured an opening reception in the Stebbins Gallery and an exhibition program talk. The Stebbins Gallery Committee was another co-sponsor.

In March we presented a showing of the Israeli film *Just Married* which deals with Israel’s 2003 Citizenship Law. This event was co-sponsored by Jewish Voice for Peace – Greater Boston Chapter and United for Justice with Peace Palestine Task Force. A Unitarian Universalist woman from Newton who personally knows one of the featured persons in the film gave an update on her current status.

In May the group sponsored a Cambridge Forum featuring Husam Zomlot, a visiting scholar at the Belfer Centre for Science and International Affairs at the John F. Kennedy School of Government, Harvard University. His topic was *Prospects for a Two State Solution in the Middle East*. Co-sponsors were the Committee for a Strong United Nations and United for Justice with Peace Palestine Task Force.

Future Plans:

In May the group took part in meetings to address the concerns of some congregation members regarding the nature of the group's programming and its status as an official Social Justice Task Force of First Parish Cambridge. Subsequently, the group decided to function as a Program Group next year. Plans for next year include again collaborating with the Cambridge/Bethlehem People-to-People Project and Cambridge Forum. Hosting relevant films on a regular basis is a strong possibility. Local photographers who would like to offer exhibits and/or slide shows have approached us for possible venues and this will be explored. Other events will be organized as current world events and possible presenters provide context and subjects.

**First Parish in Cambridge
Report of the Prison Education Project
2009-2010**

During the last year the Prison Education Project has worked to reestablish itself as an active social justice group at First Parish. Emily Berheide and Margaret Drury took on being the co-chairs of the group. Other consistent active members of PEP over the past year were Charles Rogers, Shelly Rieman, Pepper Greene and Carol Agate.

In October, PEP organized a letter writing campaign to support changes in Criminal Offender Record Inventory (CORI) laws in Massachusetts. Later in the year the Bill supporting CORI law changes passed.

In the month of February, PEP held an after service program led by Reverend Fred Small. Reverend Small led the participants in exploring their feelings about prison and those incarcerated. During the second part of the session, guest speaker, Julia Goldberg shared her experiences in a women's prison and the challenges women face in prison.

PEP held several fundraisers over the year to raise money to support Luis Martinez upon release from prison after serving a fifteen year mandatory minimum drug sentence. The funds will go to support Luis's dream of opening a language school in the Dominican Republic.

PEP has held organizational meetings over the last few months and successfully completed the application process to become a Social Justice Task Force for the upcoming 2010/2011 church year.

First Parish in Cambridge
Report of the UU Buddhist Group
2009-2010

For the past four years, the UU Buddhist group has met every other Tuesday from September to June from 7:30 to 8:45. We met in the kindergarten room on the second floor for 3 years, and this last year in one of the rooms downstairs (a much better venue). I have been very happy to lead this program, and I am grateful for First Parish leadership in sponsoring it. I look forward to next year.

1. **The Leadership for the group** includes Jack and Linda Jurras. I am the only practice leader, but with more time and consistent attendance, others will hopefully arise who are able and willing. The fact that I have been working as a “qualified” or “authorized” practice leader and not sharing practice leadership is consistent with Buddhist traditions – but it seems to me now to be a hindrance. I will be looking for ways to spread practice leadership within the group.
2. **The purpose** we have been working with is modest: to introduce Buddhist meditation practice, to introduce the Buddhist world of understanding “what is,” and to open the possibility of commitment to practice and to awakening. The practices are from my Tibetan teachers – primarily John Makransky (www.foundationforactivecompassion.org and www.johnmakransky.org), author of “Awakening Through Love.” In line with my root organization, the Foundation For Active Compassion, I do not consider “Buddhism” per se (or even UU Buddhism) as the goal, but the qualities of love and wisdom - the fruit - that Buddhist practice can unleash in human beings, consistent with any or no theological tradition. The UU connection is worked in naturally through questions and discussion.

I think the Foundation for Active Compassion is a natural “partner” of First Parish. It supports liberating activity, and it includes as teachers leaders in many traditions and social action organizations. Buddhism is not just for sitting!

3. **Attendance** has continued to be modest, ranging from 2 to 10. with an average of 4 to 5 persons per meeting (plus leader)
4. **Composition** has been both drop-ins who come once to three times, and about 5 or 6 “regulars” who come fairly consistently.
5. **Meetings:** I have proposed to meet every Tuesday during the year, from September 7 through May 25 (taking a break from mid-December to mid-January). For four Tuesdays in September and again in March, I will focus on a basic introduction to Buddhist practice and ways of understanding. The other Tuesdays will be practice and experience oriented with a focus either from questions or a brief “dharma talk.” The more regular meetings will enable participants to miss some sessions without having to wait so long for the next, and will enable regulars to strengthen their practice.

There is a scheduled **UU Buddhist Convocation, April 8-10, 2010** at the Garrison Institute, outside New York City. I hope some Cambridge UU’s will attend.

A link to the flyer of the event is <http://www25.uua.org/uubf/UUBFConvocation-Flyer-2011.pdf>.

To see John Makransky’s presentation at Barre Center for Buddhist Studies this summer:

http://foundationforactivecompassion.org/JM_video.aspx

Submitted by,
Joel Baehr

First Parish in Cambridge
Report of CUUPS (Covenant of Unitarian Universalist Pagans), 2009-2010

Leaders: Michelle Kalas and Melody Lee.

We planned a ceremonial circle to celebrate Yule (winter solstice), and this was attended by a group of thirty people. We also held a ritual to celebrate the Spring Equinox, and this was attended by a smaller group.

First Parish in Cambridge Report of the UU DoSomethings Group 2009-2010

The DoSomethings is a group of people mostly in our 30's, 40's and 50's interested in building community with each other here at First Parish. Our intention is to be a continual, casual, and welcoming connection point for newcomers to the community and for long time members and friends. We're a whole mix of people – singles, couples, folks with children. Through a variety of both planned and impromptu activities throughout the year, such as monthly potluck discussions, hikes, beach trips, volunteer projects, concerts and plays, winter and summer weekend trips, etc. we create opportunities to get to know each other more deeply and be in true community together. On Sundays we usually gather for lunch in Harvard Square after the worship service - this is an activity where we particularly try to welcome newcomers to the church to help them learn about and connect with us if they like. We share information about upcoming events through our informal Google groups email list which all are welcome to join.

There are many active members of the DoSomethings group. However, because of the casual and open nature of the group activities, not everyone participates in every event. Some leaders of the group and active members who have hosted and planned events this year are Katrina Piehler, Nick Woebke, David Lane, Carol Springs, Jennifer Griffith, Buck Marks, Trish Reid, Bruce Hoppe, Tracey Blanchard, Elke Jahns, India Spartz, Jacquie Gambarini, Leila Assad, Linda Cundiff, Emily Shull, Judy Eisenberg, Kriss Aho, Kathleen Attfield, and Maria Altamore.

Some of the regular and significant events and activities we have had this year are:

- Monthly Potluck Discussion Evenings
on the third Saturday of each month - facilitated and hosted at different group member's houses throughout the year. Topics this year were (UU4th Principle - Free & Responsible Search for Truth & Meaning, Food & Food for Thought - inspired by the book Ominvore's Dilemma, Compassion, UU 7th Principle - Interdependent Web - What does it mean to you, Art that Speaks to Us, Prayer)
- Summer Fun Weekend in Vermont (Summer 2009)
- Beach Potluck gatherings at Crane Beach (Summer 2009)
- Apple and Pumpkin Picking at Shelburne Farms
- Pumpkin Carving in the church parlor
- Volunteering at Tuesday Meals - Thanksgiving week
- Post Holiday Yankee Swap & potluck gathering
- Annual - Winter Fun Weekend in North Conway, NH (February 2010)
- Summer Potluck Party in the Parlor - (Summer 2010)
- AND many, many various gatherings and outings to plays, concerts, (including ones at First Parish), movies, exhibits, arts & crafts or science festivals, sing a longs, swing dancing nights, etc.

**First Parish in Cambridge
Jewish Culture Group
2010**

Sara Krakauer

The Jewish Culture Group was founded during the '09-'10 year by some First Parish members from Jewish backgrounds, who were interested in further incorporating their Jewish identities into their experiences in this community. Our first meeting was in December, and approximately 20 people came or expressed interest in being involved. . We also held a small discussion session focusing on what it means to be both Jewish and Unitarian Universalist. In April, we hosted a First Parish Passover Seder, planned by Shelby Meyerhoff, Stephen Cohen, Jane Ehrlich, Heidi Meyer Sara Krakauer and Carol Agate, and over 60 people attended our lay-led service and feast.. The group became official in May of 2010. Looking forward, the Jewish Culture Group will welcome all who are interested in exploring Jewish culture as a part of their UU identities. It is open to members who did not grow up Jewish as well. The group will provide a chance for discussion around topics related to Jewish culture, as well as sharing of favorite songs, stories, readings, and recipes. For those of us who grew up Jewish, this group will serve as a chance to celebrate our cultural roots in the context of our current religious community. Regular meetings during the '10-'11 year will be held on the second Sunday of each month, from 12:30-2:00 in the Chapel. We will also host special events focused around Jewish holidays, like the Passover Seder, and hope to extend and include other holiday events, such as a Purim party. We're hosting a Rosh Hashanah potluck on the evening of September 10th as a kick off.

First Parish in Cambridge
Report of the Nameless Coffeehouse
2009-2010

Many of us have enjoyed the music and songs that our Sr. Minister, Fred Small brings to our Sunday services. Fred's talent is an example of the Folk music roots of the **Nameless Coffeehouse**; music can lift our spirits and restore our faith. The mission of our coffeehouse is to promote the expression of music, for companionship and to work together as a community for entertainment and charitable purposes.

The Nameless Coffeehouse held 6 concerts this past year; the Acapella concert was held in the Meeting House and we had 250 people in the audience. We attracted some well known artists in addition to new artists and those coffeehouse concerts filled the parlor as well.

In the coming 2010-2011 season we've scheduled 5 concerts, each with a theme, for example a Latin folk music concert in September, to coincide with the installation of Rev. Lilia Cuervo as the new Associate Minister to First Parish Cambridge. Doors open at 7:30 and the concert starts promptly at 8:00 pm: please join us for these concerts on Saturday evenings in the warmth of the church parlor. Please see www.namelesscoffeehouse.org for more details. Next season's schedule follows:

SCHEDULE for 2010 – 2011

September 11	Latin Folk Music
November 13	Gypsy Jazz
January 15	Blues and Bluegrass
February 12	Valentines with Susie Burke and David Surette
April 10	American Folk Music

**First Parish in Cambridge
Report of the Stebbins Gallery Committee
2009-2010**

Located at Zero Church Street, the Stebbins Gallery presents art experiences that enhance our spiritual and cultural lives. The following shows were held during the 2009-2010 season:

Recent Works by Janet Amphlett

Dates: October 18-November 4

Artist: Janet Amphlett

Raised \$510 for the gallery

Janet hung a selection of paintings, mostly landscapes, with a few portraits and cityscapes. Much of the work was done on site, and many of the paintings focus on Provincetown.

Views of Bethlehem: Then and Now

Dates: November 8-December 4

An exhibition of historical images and contemporary photographs of Bethlehem sponsored by the Cambridge/Bethlehem People-to-People Project and the First Parish Task Force for Justice in the Middle East.

Holiday Sale

Dates: December 5-December 20

Raised \$780 for the gallery.

A sale of arts and crafts created by members and friends of First Parish.

Simple Things Determine Existence: Alewife Reservation Fine Art and Photography Show

Dates: March 28-April 20

Artists: Monique Fischer photography, John Heymann photography, Ellen Mass water color, Brooke Mohnkern photography, Vicki Paret guache

Friends of the Alewife Reservation is a non-profit volunteer organization dedicated to the preservation and enhancement of the Alewife Reservation through volunteer efforts and cooperation with the MDC and local officials. This show presented works of art inspired by the Alewife Reservation.

Cambridge Open Studios

Dates: April 24 and 25

Artists: Jennifer Fuchel woodcut prints, John Heymann photography, Lori Lander painting, Ellen Mass water color

Artists throughout Cambridge opened their doors to the public for the second annual citywide Cambridge Open Studios. Stebbins provided space for artists who weren't able to use their own studios for the show.

Art on the Wall Ceramics in the Middle

Dates: May 11-May 23

Artists: Simon Cohen and Violet Doucette ceramics; Mia Gussen and Anna Steinman painting

Painting and ceramics instructors from Cambridge Rindge and Latin School curated works by some of their top students. The students produced work specifically for this show and had the opportunity to show their work outside of the classroom for the first time. They organized a very well-attended reception for their parents and friends.

Committee

The Stebbins Gallery Committee met approximately monthly. All meetings and shows were publicized to the church community via the written, verbal and e-mail announcements.

Throughout the year, committee members cleaned and organized the space and repaired and painted the walls. We also purchased a poster display that we use to promote our shows. This display is available for use by other committees.

In addition to the committee members listed below, Linda, Carol and Roland were a tremendous help to us during the year. Linda coordinated keys for people staffing the exhibits. Carol handled our committee announcements, as well as scheduling our meetings. Roland repaired and cleaned the gallery for us, particularly after the water damage we sustained last spring. And all three have handled the increased traffic from people dropping off art, picking up art, asking questions, etc.

Stebbins Gallery Committee 2009-2010

Julie Duncan, Chair

Janet Amphlett

Laurie Gaines

Pepper Greene

Ernie and Connie Kirwan

Ellen Mass

KD Mernin

Maurie Mollan

Josh Sheldon

Amy Stein

First Parish in Cambridge Report of the Women's Book Group 2009-2010

The Women's Book Group meets on the Tuesday after Homecoming Sunday in September, and on the first Tuesday of each month from October through June. Each meeting is from 7:00 pm -9:00 pm.

The group is open to any female member or friend of First Parish, and attendance each month is not required – participants should feel free to come to as many or as few discussions as they would like.

The group is run through a model of shared leadership and open membership. The group's facilitator is Stacey Jackson. Each month's discussion is facilitated by the woman who suggested that book.

People who frequently attended the discussions in 2009-2010 include: Carol Agate, Alison Altman, Arlene Olivero, Barbara Ceconi, Christine Howard, Tracy Blanchard, Dorianne Low, India Spartz, Jennifer Griffith, Kathryn Rosenberg, Liz Anderson, Mara Vorhees, Rachel Wilson, Juliette Braun, Shelby Meyerhoff, and Jean Chandler.

We choose the books we read at the first meeting of the year. Everyone is invited to this meeting and invited to present books for the group to consider, then we vote on the books we want to read.

Participants who are not able to attend the meeting in September but want to recommend a book to the group can email the women's book group facilitator at womensbookgroup@firstparishcambridge.org.

Outside the meetings, the Women's Book Group communicates through a yahoo group called FirstParishWomensCommunity. Women interested in being on the yahoo group should email the facilitator at womensbookgroup@firstparishcambridge.org.

Participants can also find out information about the women's book group in the printed weekly announcements in the order of service, in the printed and online versions of the Meetinghouse News each month, or on the First Parish website.

In 2009-2010 we read and discussed these books:

October 6: The Guernsey Literary and Potato Peel Pie Society -- Mary Ann Shaffer and Annie Barrows

November 3: My Life in France -- Julia Child

December 1: Traveling Mercies: Some Thoughts on Faith -- Anne Lamott

January 5: Pilgrimage -- Paolo Coelho

February 2: The Lemon Tree -- Sandy Tolan

March 2: March -- Geraldine Brooks

April 6: The Nine -- Jeffrey Toobin

May 4: The Poisonwood Bible -- Barbara Kingsolver

June: Strength in What Remains -- Tracy Kidder

The Women's Book Group is guided by the covenant of right relations that we adopted in October 2008 and amended in September 2009:

As both Unitarian Universalists, and as members and/or friends of First Parish in Cambridge, the Women's Book Group covenants to honor the principles of our denomination and our church community during our discussions.

As members of First Parish in Cambridge:

In covenant with one another, and all we hold sacred, we answer the call of love. Welcoming all people into the celebration of life; searching for truth and meaning, and striving for justice and compassion, to nourish and serve each other, our community, and our world.

As Unitarian Universalists, we 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.

We adapt these principles to the women's book group as follows:

- * We agree to start and end on time: 7:00 pm to 9:00 pm. If it's necessary for us to come late, we agree to do so unobtrusively. We agree to address group business at the beginning of the meetings, and discuss only the books after business is addressed.
- * We will start and end our book discussions with a chalice lighting and extinguishing to help us be fully present in the discussion and in our Women's Book Group community. The book discussion leader for that month will lead the chalice lighting and extinguishing and can choose to read all or parts of our group's covenant, and/or a brief other reading.
- * We accept the democratic process as our way of choosing our books. After we vote on the books we will read for the year, we agree to embrace what the books we have chosen can offer us.
- * We affirm the personal experience of every participant with each book, and recognize that every person will have a different experience with a book. We approach each person's experience with compassion and honor her experience.
- * We affirm that every participant should be able to participate to the extent that she desires. We agree to share the discussion with all members present at each event, and listen while each person is speaking.
- * We agree to not interrupt each other and to not engage in side conversations apart from the whole group. We embrace the use of "I" statements when expressing our opinion ("I believe," "It was my experience," "It is my opinion that," etc.). We agree to ask if anyone has anything more to add on the topic being discussed before changing the topic.
- * We welcome people to attend whether or not they have finished the book. We realize that reading can prompt us to explore many topics and agree to discuss only those directly related to the contents of our books -- or the parts we have read -- and our personal experiences with them. We recognize that if we don't finish the book, the ending will probably be given away during book group!

First Parish in Cambridge
Report of the Women's Sacred Circle
2009-2010

This annual report is to acknowledge the contributions and activities of the Women's Sacred Circle, a women's spiritual group celebrating the feminine in the Divine, held in the First Parish in Cambridge. These activities include our monthly circle gatherings on the second Friday of every month beginning in the month of September, 2009 and running through June of 2010. We accepted new members in October of 2009 in our annual Open Circle, as the circle is closed to new members for the remainder of the year. We have concluded our circle gatherings with an optional trip to Singing Beach where we had a potluck dinner and held circle under a Full Moon. The leadership council has gathered for concerns and planning regarding the circle 3 times this circle year and one more meeting is scheduled for planning the coming year before the start of the circle year in September 2010. All circles are held in the Barn Room and meetings are held at various leadership council members' homes. Our contributions to the church have been our Tarot Fortune Telling Night held in the barn room in February of 2010 to help raise funds for the church. It was a very successful event and both attendees and Tarot readers had a great time. This was followed by our annual lay led service in the first week of May of 2010 for the Beltane holiday, complete with Maypole dancing. In coordination with this service the Women's Sacred Circle also hosted the coffee social which followed our service. This service included participation/contributions from many of our circle sisters and proved to be the most inspiring of our lay led services for our circle and we believe for the congregation of the church. Finally, in August we will be gathering for our 2nd annual (and optional) weekend retreat to reconnect with nature and each other. We look forward to the coming year of shared spirituality with our circle sisters and the First Parish community.

The leadership council members are Lori Green, Co-Chair, Holly Williams, Co-Chair, Juliette Braun, Joan Jordan, Cynthia Knight and Michelle Kalas.

**First Parish in Cambridge
Report of Women Writing Together
2009-2010**

This bi-weekly group has continued to appeal to new people and ongoing attendees. Started in January, 2006, the group also meets in a nearby university fountain garden in the summer, and offers a winter afternoon retreat, for people who can't necessarily make it to the weeknight meeting times.

The group is confidential, and brings people together to write to their own topics or to prompts that the leader provides. People then share their just-written pieces out loud, as they wish. The group does not offer criticism but rather is there just to be with each other's forays into imagination, memory, questions, and observations. Good-heartedness among all members greatly prevails. In its sacred feeling, it has come to feel a little bit like a covenant group, in that we are permitted to deeply share in a trusting, safe, confidential environment. We have knitted our lives over the years, and have joyfully seen individuals start families, go on important peace missions, find a romantic soul partner, as well as having been there for individuals suffering money pinchedness, housing stresses, work frustrations, and other difficulties.

We heard from people who couldn't attend on Mondays, and offered a new schedule this past year, alternating between Monday evenings and Thursday evenings. No new people ended up coming to the group with any lastingness, and we observed that attendance was always much stronger on Mondays (one speculation for the lack of interest in Thursday meetings is that as the week progresses, there is more to do - laundry, house chores, etc. to get ready for the weekend, that may prevent people from getting out to community group meetings such as ours). We will therefore return to the Monday schedule for the coming year, and still keep our minds open to people's needs for schedule changes in the future.

The writing group for women is a strong group, doing an activity, writing our hearts out, that is extremely low-cost, and thus allows for all ages and economic walks of life to participate and benefit from the healing of women regularly writing together.

We have recently started to discuss designing a writing service to conduct for the parish community, as a way to give of ourselves to the greater community of care and desire for meaning. We will see how this develops, and when we would feel ready to propose the idea to the Worship Committee. Perhaps it could be a 'second' hour, after Sunday service, if the Committee does not feel that there is room in the calendar for a lay-led service such as this.

**Submitted July 20th, 2010 by
Heidi Meyer
Leader, Women Writing Together**

First Parish in Cambridge Report of Paine Senior Services 2009-2010

History:

Paine Senior Services was established in 1905, when Jeannie Warren Paine left a bequest to First Parish to assist Cambridge residents. At first, the Paine Fund (as it was originally called) responded mainly to financial distress. Gradually, Paine expanded its operation to include a wider variety of social services. In 1977 the name was changed to Paine Social Services (PSS) to more accurately reflect the agency's work. The name was changed again this year to Paine Senior Services to more accurately identify the clients we serve.

Mission:

PSS is committed to providing a wide range of high quality, personalized services to Cambridge elders and their families, regardless of their financial means. In a spirit of compassion and justice, PSS offers assistance through counseling, preventive planning, advocacy and collaboration with community resources.

Board of Directors:

The Board is comprised of First Parish members or affiliates and professionals in the elder provider network. Board members are chosen for the skills that they can offer the agency.

Board Members whose terms ended in June 2009

- Alice McCarter, New Communities, Inc., Chair
- Lisa Van Vleck, First Parish

Current Executive Board of Directors

- Susan Pacheco, Director of Client Services, Cambridge Council on Aging, Chair
- Jennifer Bonardi, Somerville Coalition for the Homeless, Vice Chair
- Ernie Sabine, First Parish, Treasurer
- Kathleen Connolly, CASCAP
- Brian Geenbaur, First Parish (on medical leave as of September 2009)
- John O'Neill, Executive Director, Somerville-Cambridge Elder Services
- Helene Quinn, Executive Director, the Cambridge Homes
- Helen Glikman, First Parish, resigned her role as Vice Chair and went on leave for the remainder of 2009, returning in January 2010

Staff:

Elizabeth Aguilo, LICSW, Executive Director
Maureen Harty, LICSW, Social Worker
Pat Leiby, Bookkeeper
Kerry McRae, MSW Intern, Boston College, 2008-2009
Jean Chapman, Boston University, 2009

CLIENT PROFILE 2009: (below are the top 4 reasons that elders were referred to PSS)

- **SHINE:** Serving Health Information Needs of Elders is a state program that trains providers and volunteers to help elders research their options regarding their health insurance needs. SHINE counselors attend monthly meetings to keep themselves updated on constantly changing insurance benefits. Referrals for SHINE tripled from 2007 to 2008, and in 2009, represented a little more than half of the referrals Paine received, demonstrating the ever-increasing need for help to identify appropriate, yet affordable, insurance.
- **Access to services:** includes helping clients access and accept in-home services to maintain a safe home environment including homemaking, meals on wheels, supervision, respite and transportation to medical appointments. May also include access to benefits—free care through hospitals, insurance to cover outpatient services and medications, supplemental income through Social Security.
- **Housing:** Paine received increased requests for help to either maintain current housing or help applying for appropriate subsidized housing, underscoring the financial pressures elder homeowners were facing. This reason for referral was tied with the increased requests we received for financial assistance (see below).
- **Financial Assistance:** As stated above Paine Senior Services began as the Paine Fund primarily responding to requests for financial help. Although our mission changed, Paine had still annually received modest amounts of funds from the Deacons’ Fund of First Parish. These monies were used to help elders buy glasses, for instance, or to fund other one-time financial needs as deemed prudent by the Executive Director. 2009 marks the first year when these funds were not available from First Parish.

** Many elders are referred for multiple reasons. For example, if someone is struggling with housing issues, finances are often also a concern.*

Aside from the above categories, Paine provided “Healthy Aging,” “Budgeting,” “Mental Health,” and “SHINE” presentations and groups in various elder settings, such as housing buildings and the Councils on Aging. These workshops enabled us to serve an additional 89 people and marks a collaborative effort with CASCAP, the agency that provides social services to elders in Cambridge public housing, and the Council on Aging.

Total # of elders referred for service in 2009: 216 (*up from 134 in 2008*)

Additional # of elders served through presentations and groups: 89

Total # of elders served for 2009: 305

Average # active clients each month: 40

FINANCIAL PROFILE OF YEAR END 2009:

Income	\$199,609
<i>(Includes income from Endowment, Investments, Fundraising, Fees and miscellaneous contributions. Of particular note, Paine Senior Services was <u>reimbursed</u> for grant money the agency has distributed to the community since 2001. This accounts for the increased income; however, as reimbursement, it replaced money that had been spent previously.)</i>	
Expenses*	\$174,435
<i>(Includes employee salaries, benefits, training and supervision, malpractice insurance, and office expenses—rent, telephones, email account, office supplies)</i>	
Income Minus Expense	\$ 25,174

MONEY DISTRIBUTED TO ELDERS AND THE COMMUNITY

(Every year, PSS had received money from First Parish for direct distribution to the community per the bequests of Abel Whitney and Augustus Whitney, former deacons and treasurers of First Parish. This year, Paine has not received that funding.)

Second Whitney Expenses—Direct Distribution to Individuals	\$0
<i>(Requests for funding for eyeglasses, air conditioners, and other necessary expenses)</i>	
First Whitney Grants	\$0
<i>(Expenses around holidays—food etc. Money has in the past gone to local settlement homes for food baskets for isolated elders.)</i>	
Grants	\$0
<i>(In previous years, the money received from the church for distribution went underspent. To correct this, PSS had distributed small annual grants to local agencies. This money has been spent.)</i>	
Total:	\$0

AFFILIATIONS:

Paine Senior Services values collaboration with other community providers. In addition to the direct services we provide to seniors in Cambridge, we strive to have a wider community impact. To that end, both social workers participate in various community collaborations—i.e. serving on agency Boards and community task forces.

- Somerville-Cambridge Elder Services
- Somerville-Cambridge Elder Services’ Money Management program
- The Cambridge Homes
- Somerville-Cambridge Interagency Task Force (SCIT)
- Aging and Mental Health Task Force
- CHNA 17 (Community Health Network Area)

GOALS FOR 2010:

Paine Senior Services strives to continue its vital role in the community and its ongoing mission as an outgrowth of First Parish's larger call for social justice.

- We will continue to provide direct service to the community, helping elders attain affordable housing, health insurance and medication coverage, and healthy, productive lives.
- We will continue to provide educational groups, enabling elders to educate themselves and advocate for their needs.
- We will strengthen community partnerships to address concerns of elders.
- We will strengthen our relationship with First Parish and recruit Board members from the church.

**Respectfully Submitted,
Elizabeth Aguilo, LICSW
Executive Director**

First Parish in Cambridge Tuesday Meals Program Annual Report for FY 2009-2010

Nutrition has been an important focus for the year. Since becoming member agency of the Greater Boston Food Bank, and establishing an ongoing relationship with Food For Free in Cambridge in 2009, we have access to more produce and a greater variety of foods. The result has been that we are offering our guests more varied menu and a much more nutritionally sound meal than in the past to larger crowds. During FY 2009-10 Tuesday Meals served 5639 hot meals and 5678 'to go' meals (PB & J sandwich, fruit and snack)

A very welcome change this year was the replacement of the tired kitchen equipment. The old range and ovens were installed in 1914, and provided nearly a century of service, but both were failing, only one of the three ovens was operational, and replacement parts were unavailable. The parish and the Tuesday Meals Program shared the cost of replacing the equipment with a new six-burner range with a conventional oven, and two stacked convection ovens. The new equipment has provided the resource necessary to offer more varied meals, and to meet the needs of the higher meal attendance.

The new food sources, increased numbers of people attending the meals has created a challenge in picking up, delivering and storing meal supplies. In March, the Program Coordinator's hours were reduced and Brian Downes was hired for 4-6 hours per week as the Tuesday Meals Program Assistant. His primary responsibilities are Food Bank and restaurant supply pick-ups and deliveries.

With more supplies, comes the need for storage. A secured area was built in the basement for Tuesday Meals supplies, in accordance with the Greater Boston Food Bank's guidelines. The TMP refrigerator also was not up to the job of cooling larger quantities of food, and it was replaced by a professional cooler in the kitchen. Several of the Harvard Medical School volunteers obtained a grant and provided half of the funds for the cooler.

The Tuesday meals Program began participating in First Parish's annual budgeting process, with the program coordinator developing line item categories and projected expenses for the upcoming year. We are beginning to look ahead to plan for long term sustainability for the program, and financial and service records are necessary background information in soliciting funding such as grants. The Advisory Board approved taking a portion (37.5K) of the program's funds to begin an endowment for Tuesday Meals. The budgeting and other record keeping generate information necessary for grant applications

Volunteers are the backbone of the program. In March 2010 we celebrated the second annual volunteer appreciation dinner which was attended by Cambridge City Counselor Sam Seidel. Sam participated in handing out award and appreciation certificates. In addition, he presented Cambridge City Council's resolution recognizing the volunteers contribution. The program received more community recognition when one of the regular guests wrote an article for the *Spare Change* Magazine: <http://www.sparechangenews.net/news/come-table-all-are-invited>

In addition to our many individual volunteers, we have had an increase in volunteer groups. The Harvard Medical students continue to come regularly to take blood pressures and make referrals,

and the guests enjoyed another year of an energetic group of teens from the TELEM program, twice a month. We have established new group volunteer relationships with the Summer School Program for High Schools Students at Harvard, the First Year Urban Program at Harvard, The Compass School and a group of community volunteers from Bertucci's in Harvard Square.

Respectfully submitted,

Judith Laris
Tuesday Meals Program Coordinator

**First Parish in Cambridge
Report of the Cambridge Forum
2009-2010**

Board of Directors: Mary Ann Daily*, President; David Leveille, Vice-President for Programs; Jane Sturtevant*, Treasurer; Janet Burns*, Clerk; Frances Ackerly*, Virginia Burns, Lee Gagan, Marcia Hams*, Hubert Jessup, Gail Leftwich Kitch, Donald McInnes*, Vincent Panico, Nan Waldstein*, Timothy Weiskel

* Member of First Parish in Cambridge

In 2009-10 Cambridge Forum completed its 43rd year of public programming at First Parish in Cambridge. We produced 19 live public forums and 5 collaborative programs, working with 7 community organizations as co-sponsors. In addition, we produced 22 new radio programs and distributed a weekly radio series (52 programs) on the National Public Radio satellite. All of Cambridge Forum's public programs were made available as streaming webcasts and downloadable mp3 files on the expanded national Forum Network hosted by WGBH. Our total attendance for the live programs was 1,707, a decrease of about 800 from the preceding year. The decrease is attributed to three factors: (1) 20% fewer live programs; (2) a change in starting time which was unfamiliar to many members of the audience; and (3) increased reliance on on-line (rather than published) calendar listings which eliminated a major source of free publicity for Cambridge Forum programs.

For the sixth year, Cambridge Forum focused its programming around a non-exclusive theme. In 2009-10 the chosen theme was "Challenges for the Obama Administration." Programs examined the specific policy issues—the war in Afghanistan, environmental policy, health care reform, immigration policy—facing the administration. In addition, speakers addressed some of the underlying systemic issues challenging the administration, such as the lack of bipartisanship and the financial crisis. A second series of "Conversations on Creativity" allowed Cambridge Forum to focus on the arts and human creativity as a foundation for a just society.

One member of the Forum's Board—Nan Waldstein--resigned after three years of service. The Nominating Committee is identifying candidates to replace her.

Cambridge Forum benefited from First Parish's donation of half of the plate contributions in September 2010. Cambridge Forum adopted an over-all operating budget with a 20% reduction for 2009-10, anticipating reduced revenue from foundations and individual donors. Expenses, including salaries, were reduced by 20% across the board. Thanks to this conservative planning, the Forum ended the year with a balanced budget.

A complete list of 2009-2010 Cambridge Forum programs is attached:

September 23

PLANET WASHINGTON

Ken Rynne, an alum of the renowned Capitol Steps troupe, and his faithful piano accompanist provide an evening of music, song, and comedy improv that cuts through the rhetoric and gets to the reality of the characters and customs of "Inside the Beltway" Washington.

October 1

THE GRAVITY OF FLESH

Poet Jill Breckenridge reads from her collection of poems, *The Gravity of Flesh*, in the annual Phi Beta Kappa program.

Co-sponsored by Phi Beta Kappa.

October 5

AFGHANISTAN REVISITED

Andrew Bacevich, professor of International Relations at Boston University, is joined by Charles Sennott, founder of GlobalPost, to discuss the challenges the Obama administration faces in Afghanistan. What impact is the growing United States' military presence having in this war-torn country? What role should we play in Afghanistan?

Co-sponsored by Mullane, Michel, & McInnes, Counselors at Law.

October 14

HOLLOWING OUT THE MIDDLE: The Rural Brain Drain

As the United States prepares for the 2010 census Patrick J. Carr of Rutgers University discusses current demographic research. What are the factors behind the dramatic population shift from the middle of the country to the coasts? What does this demographic change mean for the depopulated Midwest? the coastal cities gaining population? our national identity?

October 21

THE MUSE AND MOOD: Creativity and Language

Princeton-based poet and songwriter Paul Muldoon joins poet and playwright Elizabeth Swados to explore the relationship between creativity and mood. For more than a century artistic genius has been linked in the popular imagination with suffering, mental illness, and untimely death--as though creativity somehow rendered artists unfit for ordinary human life. Swados, who has detailed her own battles with bipolar disorder in print, and Muldoon, who wrote some of the haunting lyrics on Warren Zevon's last CD, reflect on this Romantic idea of artistic creativity.

Funded in part by a grant from the Cambridge Arts Council.

November 4

I.F. STONE: The Case for the Press in a Democracy

D.D. Guttenplan, London-Based journalist and author of a new biography of iconic independent journalist I.F. Stone, discusses Stone's career in light of the current seismic shift in the shape of news-gathering and distribution systems world wide. Was Stone the proto-type of today's blogger? Could his financial model work for independent journalists today? Is there a role for government in maintaining an independent press?

Co-sponsored by Griffin Properties and Jane Sturtevant

November 8

LOVE AND LIMITS IN AND OUT OF CHILD CARE

Pediatrician Lisa Dobberteen explores the dilemma of modern parents seeking child care. What are the characteristics of a nurturing environment? How Can parents and child care providers work together to raise happy, healthy, caring children?

December 2

STORYTELLING IN THE ELECTRONIC ERA

Storyteller Odds Bodkin and Harvard folklorist Maria Tatar explore the art of the story in the 21st century. Telling stories is an ancient art, a holdover from the pre-literate human past. How did the advent of the written word affect the art of storytelling and the stories themselves? What impact will the digital culture of wikis and filesharing have on the future of storytelling?

Funded in part by a grant from the Cambridge Arts Council.

December 14

GARRISON KEILLOR

Garrison Keillor, host and writer of public radio's A Prairie Home Companion and The Writer's Almanac, talks about his early days as a writer in New York City and remembers Christmases past.

January 28

AFTER COPENHAGEN: Mini-Conference on Global Climate Change

Scientists explore the impact of atmospheric methane on the earth's temperature, as well as the impact that climate change will have on human health, agricultural production, and sea level. The impact of the 350.org movement, the Copenhagen talks, and a follow-up proposal for the United States government are the focus of physicist James Hansen's closing address.

Co-sponsored by Hubert Jessup and Tim Weiskel.

February 3

HEALTH CARE: Tales from the Edge

Danielle Ofri, practicing psychiatrist at New York's Bellevue Hospital, discusses the experiences of people marginalized by our society and our health care system with Amy Slemmer, Executive Director of Health Care For All. How will current proposals for health care reform affect their lives? What changes in the American health care system would make Ofri's stories a thing of the past?

Co-sponsored by Helen Glikman and Dan Bartley.

February 24

THEATRE: Realizing Imaginary Space

Actress Maeve Kincaid and ART artistic director Diane Paulus discuss the four imaginations- of playwright, actor, director, and audience - that work together to create a theatrical space that feels "real," but actually does not exist outside the theatre.

Funded in part by a grant from the Cambridge Arts Council.

March 3

EMPIRE OF ILLUSION

Pulitzer Prize-winning journalist Chris Hedges discusses his new book, Empire of Illusion. Has the United States become a society impressed only by spectacle? Have our media shortened our attention spans and our government blurred the edges of the truth enough so that we can no longer tell the difference between reality and fantasy?

March 17

CRITICIZING CREATIVITY

Critic Daniel Mendelsohn and former New York Times Book Review editor Charles McGrath examine the ways in which criticism itself becomes a creative act.

Funded in part by a grant from the Cambridge Arts Council and co-sponsored by Ann Daily.

April 7

SCIENCE AND CREATIVITY

Science journalist Marcia Bartusiak and physicist/composer Lisa Randall explore the creative inspiration involved in scientific research and science writing. How does the creativity involved in scientific discovery differ from the creativity at work in the arts?

Funded in part by a grant from the Cambridge Arts Council.

April 14

AMERICAN PASSAGE: Immigration Then and Now

Historian Vincent Cannato discusses the history of Ellis Island with political scientist Paul Watanabe. Watanabe's research examines contemporary immigration trends as a counterpoint to Cannato's historical research. How has the immigrant experience changed since Ellis Island was the key entry point to the United States? How has it remained the same? What are the nation's expectations from immigrants today, as compared with a century ago?

April 21

FRAMING THE STORY: Cartooning and Graphic Novels

Sage Stossel and Hilary Price explore creativity under the pressure of daily deadlines and rigid formal requirements. What impact do external structural demands have on the creative artist and on the work of art? Using the parameters of the daily cartoon strip and the graphic novel as models, they ask how formal rules change and develop as an art form grows, attracting new audiences and taking on new roles in the world of art.

Funded in part by a grant from the Cambridge Arts Council.

May 6

PROSPECTS FOR A TWO-STATE SOLUTION IN THE MIDDLE EAST

Dr. Husam Zomlot, visiting scholar at the Belfer Centre for Science and International Affairs at Harvard's Kennedy School of Government, explores the current prospects for the two state solution in the Middle East. Are there ways to develop greater mutual understanding in the region? What are the prospects that they can be pursued successfully? Can economic issues be used to support peace initiatives?

Co-sponsored by the Justice in the Middle East Task Force at First Parish Cambridge, the Coalition for a Strong United Nations, and the United for Justice with Peace Palestine Task Force.

May 12

COMEDY'S CREATIVE POWER TO PERSUADE

Joe Garden and John Krewson, editors of the satiric journal *The Onion*, examine the place of comedy in our public discourse in an era when Jon Stewart and Stephen Colbert are the news sources of choice for a generation of citizens. How does *The Onion* craft stories that are persuasive enough to be taken seriously by governments around the world?

Funded in part by a grant from the Cambridge Arts Council.

2009-2010 WGBH FORUM NETWORK PROGRAMS

PLANET WASHINGTON

Ken Rynne, an alum of the renowned Capitol Steps troupe, explores the people and culture of "Planet Washington" in music, song, and comedy.

AFGHANISTAN REVISITED

Andrew Bacevich, and Charles Sennott discuss the challenges the Obama administration faces in Afghanistan.

HOLLOWING OUT THE MIDDLE: THE RURAL BRAIN DRAIN

As the United States prepares for the 2010 census, Patrick J. Carr the dramatic population shift from the middle of the country to the coasts

THE MUSE AND MOOD: CREATIVITY AND LANGUAGE

Poet Paul Muldoon and playwright Elizabeth Swados explore the relationship between creativity and mood.

I.F. STONE: THE CASE FOR THE PRESS IN A DEMOCRACY

D.D. Guttenplan discusses I.F. Stone's career in light of the current seismic shift in the shape of news-gathering and distribution systems world wide.

STORYTELLING IN THE ELECTRONIC ERA

Storyteller Odds Bodkin and Harvard folklorist Maria Tatar explore the art of the story in the 21st century.

GARRISON KEILLOR

Garrison Keillor, host and writer of public radio's *A Prairie Home Companion* and *The Writer's Almanac*, talks about his early days as a writer in New York City and remembers Christmases past.

AFTER COPENHAGEN: Mini-Conference on Global Climate Change

Scientists explore the impact of atmospheric methane on the earth's temperature, as well as the impact that climate change will have on human health, agricultural production, and sea level.

Physicist James Hansen presents a strategy for following up on the failed Copenhagen climate talks.

HEALTH CARE: Tales from the Edge

Physician Danielle Ofri discusses the experiences of people marginalized by our society and our health care system with Amy Slemmer, Executive Director of Health Care For All.

THEATRE: Realizing Imaginary Space

Actress Maeve Kincaid and ART artistic director Diane Paulus discuss the ways that theatre creates a space that feels "real," but actually does not exist off of the stage.

EMPIRE OF ILLUSION

Pulitzer Prize-winning journalist Chris Hedges asks whether the United States become a society impressed only by spectacle that can no longer tell the difference between reality and fantasy.

CRITICIZING CREATIVITY

Critic Daniel Mendelsohn and former New York Times Book Review editor Charles McGrath examine the ways in which criticism itself becomes a creative act.

SCIENCE AND CREATIVITY

Science journalist Marcia Bartusiak and physicist/composer Lisa Randall explore the creative inspiration involved in scientific research and science writing.

AMERICAN PASSAGE: Immigration Then and Now

Historian Vincent Cannato discusses the history of Ellis Island with political scientist Paul Watanabe. Watanabe's research examines contemporary immigration trends as a counterpoint to Cannato's historical research.

FRAMING THE STORY

Sage Stossel and Hilary Price explore creativity under the pressure of daily deadlines and rigid formal requirements of the daily cartoon strip.

PROSPECTS FOR A TWO-STATE SOLUTION IN THE MIDDLE EAST

Dr. Husam Zomlot explores the current prospects for the two state solution in the Middle East. Are there ways to develop greater mutual understanding in the region?

COMEDY'S CREATIVE POWER TO PERSUADE

Representatives from The Onion examine the place of comedy in our public discourse in an era when Jon Stewart and Stephen Colbert are the news sources of choice for a generation of citizens.

2009-2010 COLLABORATIVE PROGRAMS

with the National Heritage Museum, Lexington:

October 24

TOXIC TO DEMOCRACY: Conspiracy Theories, Scapegoating & Demonization of Freemasonry

Chip Berlet, senior analysts with Political Research Associates, demonstrates how a culture of conspiracy is harmful to the health of democracy.

November 14 **THE EXPERIENCE OF WORK IN THE AMERICAN INDUSTRIAL AGE**

What was work like as the Industrial Revolution swept America during the Gilded Age? Historian James Green of the University of Massachusetts Boston looks at labor conditions before the reforms of the Progressive Era.

March 14

CAPTURING AMERICA'S NATURAL TREASURES

Quang-Tuan Luong talks about his experiences photographing America's National Parks.

March 28

EXHIBITING CHANGE: Movie Theaters and American Culture

Film historian Ross Melnick captures the flavor and excitement of moviegoing over the past century and discusses the issues facing historic theaters in the digital age.

April 9

NEW PERSPECTIVES ON AMERICAN FREEMASONRY AND FRATERNALISM

Conference explores the history of freemasonry in America to illuminate the future of fraternal service organizations.

2009-2010 Co-sponsors

Anonymous
The First Parish in Cambridge, Unitarian Universalist
The Lowell Institute
Friends of Cambridge Forum
The Frederick E. Weber Charities Corporation
Wainwright Bank and Trust Company
Mullane, Michel & McInnes, Counselors at Law
United for Justice with Peace Palestine Task Force
First Parish Task Force for Justice the Middle East
Cambridge Community Television (CCTV)
The United Ministry at Harvard

Griffin Properties
Sheraton Commander Hotel
The Spencer Foundation
Coalitions for a Strong United Nations
Harvard Book Store
WGBH Forum Network
Massachusetts Cultural Council
Cambridge Arts Council
Cambridge Trust Company
The M.I.T. Chaplains (Interfaith)

First Parish in Cambridge Report of the Harvard Square Library 2009-2010

The most important ministry performed by the Harvard Square Library of the First Parish in Cambridge is our free publication online worldwide of vital liberal religious literature.

- In July we made available in an abridged, illustrated edition of classic Unitarian biographies, *Heralds of a Liberal Faith*, edited by American Unitarian President Samuel Atkins Eliot.
- In July we made available *Hands*, a liberal religious education classic by one of our most wonderful UU ministers, Dorothy Sproul.
- In September-October-November we distributed free to the world online literature of *Three Prophets of Religious Liberalism*: the classic introduction to all of these by Conrad Wright plus illustrated documents expressing *Unitarian Christianity* by William Ellery Channing, *The Divinity School Address*, by Ralph Waldo Emerson, plus the Ware Lecture on its Enduring Significance by John Haynes Holmes of the Community Church of New York, and *The Transient and Permanent in Christianity* by Theodore Parker.
- In December we presented free online, with illustrations, the entire 365 days of celebration of Unitarian Universalist history as noted by the late Dr. Frank Schulman. In fact our website offerings are made in honor of Alice and Frank Schulman. Also in this month we published online a review of the three volumes of *American Liberal Theology* plus a sketch of the “International Impact of the Harvard Square Library.”
- In February, thanks to his daughter and Beacon Press, we published free online an illustrated edition of a natural science masterpiece by Harvard astronomer Harlow Shapley, *Of Stars and Men*. However, Beacon has decided to begin publishing e-books, so we shall receive fewer permissions from them. We also offered free this month a lecture by Mark Harris, “A Faith for a Few?” plus memorial celebrations of Henry Bellows, Ralph Waldo Emerson, and Carl Seaburg.
- In March we celebrated community ministry by publishing free online *Sacred Service in Civic Space*, a book by Kathleen Parker, the new editor of the *Journal of Unitarian Universalist History*. This month we also celebrated the spiritual quest of the Rev. Mark Morrison-Reed. Moreover, thanks to the American Ethical Union we published free online a handsome volume, *We Sing of Life* (with We Speak of Life).
- In April, thanks to Harvard’s Memorial Church, we published online *South Africa in Dark Times* by the late author of *Cry the Beloved Country*. We issued *Art and Religion* by Von Ogden Vogt. An illustrated article also celebrated recent continuing national public radio broadcasts of our own First Parish Cambridge Forum, part of my Harvard Square ministry since 1967.
- In May we celebrated the double bicentennial of Margaret Fuller, sharing online her far-seeing *Woman in the Nineteenth Century*, and Theodore Parker’s final communication to his congregation titled *Experience as a Minister*. We also noted for celebration the contribution by former First Parish in Cambridge members Lowell and Janice Steinbrenner: the funding which created at the Carnegie-Mellon University, Pittsburgh, the amazing new Steinbrenner Institute for Environmental Education and Research.
- This report ends in June 2010 when, by courtesy of Beacon Press, we offered online free worldwide a little book on *Whitehead and the Modern World* celebrating the great liberal religious philosopher of the twentieth century, Alfred North Whitehead. We also issued a paper on “Community Ministry and the Meadville Lombard Theological Model” by Dr. Michael Hogue, and also offered online a biography of William Lloyd Garrison.

All this work has been done by our long-term webmaster, Andrew Drane, who can now spend less time with us. Peter Jenks, our graduate student, has been precious but is now leaving us to marry in California, where he will write his doctoral dissertation in semantics. Michael McLean is our very able part-time Harvard College student, who will continue for another year. We also thank my wife, Dorothy, for volunteering and helping us through storm and calm, including my suffering a heart attack this past year.

Major news is that the Board elected Gloria Korsman as our President as of February 2010, and she has already begun conversations with some of my possible successors as our Director, to begin not later than September 1, 2011. Mark Harris has declined the position since our financial future is now assured only as long as Alice Schulman lives.

John Buchrens has resigned from the Board.

Our small office space on the Mezzanine has become available. We have purchased an iMac computer. The space is to be shared with two of the First Parish student assistants.

Gloria Korsman, Don McInnes and I have held quarterly meetings at the Faculty Club with Terry Sweetser, UUA Vice President for Stewardship and Development and his associate, Lindsey Reed. Gloria, Don and I are hoping to have a long-delayed summer meeting with our donor, Alice Schulman, at her summer home in Rhode Island.

It has been a fruitful year of unique worldwide ministry. We send monthly "UU Notable News" to 2,000 ministers. Rev. Dr. Randy Becker of "Key West, Conch Republic" writes "Thanks again for all you do for our heritage and therefore for our future."

Rev. Dick Woodman writes, "You keep doing great work. Cheers."

From Calgary, Alberta, Canada, Rev. Fran Dearman writes, "Thank you for your good work and generosity."

**Respectfully submitted,
Rev. Herbert Vetter, Director**

APPENDIX

**First Parish in Cambridge
Semi-Annual Meeting
October 25, 2009**

After establishing that a quorum was present, the meeting was CONVENED by Peggy Kraft, Clerk of the Parish, at 12:10 pm, in the Meetinghouse at First Parish. Alan Hamilton explained the microphone procedure.

Article I: To chose a Parliamentarian

A MOTION was MADE, SECONDED and VOTED for Margaret Drury to serve as Parliamentarian.

Article II: To choose a Moderator

A MOTION was MADE, SECONDED and VOTED for Larry Childs to server as Moderator.

Article III: To vote on the 2009-2010 fiscal year budget

Alexandra Adams, chair of Finance presented the budget. The endowment is showing signs of stabilization after last year's economic downturn. So, as long as everyone continues to pay the pledges, we are on track to meet our budgeted expenses this year.

A MOTION was MADE, SECONDED and VOTED to accept the 2009-2010 fiscal year budget, 100% for, 0 against.

Article IV: To vote to authorize a search for an Associate Minister

Eileen Sullivan, chair of Standing Committee provided a summary of the hiring/searching process thus far. Since initially planning to use the "Hire to Call" process, we have learned that ministers of color do not typically seek ministerial positions using this method. If we really want to attract a high level candidate, Standing Committee recommends using a search process. Finance and Stewardship agree with authorizing a search. Ernie Sabine, Treasurer, provided information on a 5 year salary projection. Using conservative estimates, the difference in cost between calling an associate minister and hiring an assistant minister will be just \$1000.00. It was noted that the diversity fund money that was raised last year is not included in this year's budget except for expenses involved in the search for the new minister. Also, we will need to continue to work to get newcomers to become members and pledge.

A MOTION was MADE, SECONDED and VOTED to authorize a search for an Associate Minister, 100 % for, 0 against.

Article V: To vote to appoint a Search Committee for the Associate Minister and hear a report from the Search Committee

Eileen Sullivan introduced the members of the Search Committee: Sarah Crane, Ann Daily, Jan Ellersten, Ethan Field (Chair), Bruce Hoppe, Irene Merwin, Rev. Fred Small (ex-officio).

A MOTION was MADE, SECONDED and VOTED to appoint the above members to the Search Committee, 100 % for, 0 against.

Ethan Field reported on the committee's work thus far. The survey results are very similar to the Transition Team findings last year. They anticipate a few minor changes to the job description. During October, they are creating a profile on the UUA online service to match ministers with congregations. Our profile specifically states our goal of hiring a minister of color. On November 1, 2009, ministers will be able to look at our profile. The Diversity of Ministry (DOM) will broker this process for us and will provide us with profiles of four ministers of color who are in fellowship with the UUA to review. The DOM timeline is a bit earlier than the regular search timeline so the Candidating Week at may be in late March.

Article VI: To hear a report from the Social Justice Council

Marcia Hams, Standing Committee Liaison to the Social Justice Council, presented a report from the Social Justice Council. The Prison Education Project (PEP) is planning their activities for this year. UU for Justice in the Middle East Task Force conducted a fact finding trip and will provide a report on November 8th. They also are planning a photo exhibit and a movie night. The Climate Justice Task Force has a banner flying on the front of the church. They are also planning a local foods potluck. PEP and the Climate Justice Task Forces need additional members. The Social Justice Council is also working on the Marriage Equality efforts in Maine and Health Care Reform. Their next open meeting is December 6th.

Article VII: To vote to require a 2/3 majority vote of the congregation to approve future Social Justice Taskforces or to approve public witness on behalf of the congregation.

The question was raised asking for clarification of what you can say as a Task Force without a 2/3 vote. There was also a question as to the difference between a group and a Task Force. Marcia Hams responded that Task Forces can take a stand as a committee, but not on behalf of the congregation unless there is a vote. Task Forces must be renewed annually; however, resolutions do not. Another question was asked regarding clarification between a Task Force and a group. The purpose of the Task Forces is to identify our priorities as a congregation. To become an approved group, the group must submit an application to the Standing Committee.

A question was also asked about whether or not abstaining votes are counted within the 2/3 majority. According to our bylaws, the vote is 2/3 of voting members present.

A motion was made to require a $\frac{3}{4}$ majority. Ernie Sabine explained that Standing Committee discussed this and felt that 2/3 was a good balance between consensus and prevention a small group from holding the congregation back. Margaret Drury reported that 2/3 majority follows Robert's Rules of Order. These rules are a very old standard that is widely recognized as the way to protect the minority interest. Another member also noted that 2/3 majority feels like a step in the right direction knowing that we can always revisit this again. The motion was not seconded.

One Task Force member asked the Social Justice Council for support in providing Task Force information to the congregation between now and the June semi-annual meeting. Marcia Hams responded that the SJC plans to have at least one meeting for presentation of Task Forces to the congregation before the voting meeting. She also noted that Task Forces should plan educational meetings as well.

One member stated that she felt that the minority voice was not heard at the June 2009 semi-annual meeting nor was it addressed after the meeting. Chris McElroy, Vice-Chair of Standing Committee, urged everyone to remember that we all need to keep working on these issues. We need to continue to work together before and after a vote on a Task Force; we need to remember that this is a process.

A MOTION was MADE, SECONDED and VOTED to require a 2/3 majority of those present at a warranted meeting of the congregation to approve future Social Justice Task Forces or to approve public witness on behalf of the congregation, 48 for, 1 against, and 1 abstaining.

Article VIII: to hear a report from Standing Committee on priorities for 2009-2010

Eileen Sullivan provided a summary of Standing Committee's Priorities for 2009 (see attached).

David Ray announced that the heating upgrade is complete.

Article IX: To receive the 2008-2009 annual report

Eileen Sullivan reported that the Annual Report will be available online in about 2-3 weeks. Print copies are available upon request.

Article X: To transact any other business that may legally come before said meeting

Marcia Hams clarified that the 2/3 majority vote for a Social Justice Task Force or public witness is to occur at a “warranted congregational meeting.”

The meeting was ADJOURNED at 1:20 pm.

Respectfully submitted, Peggy Kraft, Clerk

Attachments: Financial Report, Ministerial Search Committee Members, Financial Considerations for Associate Minister Search, Standing Committee Report to the Congregation

**FIRST PARISH CAMBRIDGE
FIRST CHURCH (UNITARIAN UNIVERSALIST)
CONCURRENT SPECIAL MEETING
March 28, 2010**

After establishing a quorum was present, the meeting was convened by Peggy Kraft, Clerk of the Parish at approximately 12:10 P.M. One hundred and thirty-eight members of First Parish and First Church had signed in.

A MOTION was made and seconded for Eileen Sullivan to serve as moderator. The motion was carried unanimously.

A MOTION was made and seconded for Margaret Drury to serve as parliamentarian. The motion was carried unanimously.

Eileen Sullivan introduced and thanked the Transformation Team including Carlos Herrera, Karin Lin, Mauri Mollan, Chris McElroy and Marcia Yousik. She acknowledged their hard work to help get us to the very important step of voting to call an associate minister. Chris McElroy, chair of the Transformation Team provided an introduction and overview of the importance of this congregational vote. She reminded us that this is just one step in becoming a multiracial, multicultural, justice-making congregation. Eileen Sullivan then introduced and thanked the Search Committee including Ethan Field (chair), Sarah Crane, Ann Daily, Janice Ellertson, Bruce Hoppe and Irene Merwin for the many hours of work that they have done to select Rev. Lilia Cuervo as our candidate. Ethan Field made an opening statement on behalf of the search committee which included an overview of the role of the associate minister and the specific gifts Rev. Lilia Cuervo brings to our congregation.

Rev. Lilia Cuervo then answered questions from the congregation. A member asked how she plans to reach out to the community to those who are not familiar with Unitarian Universalism. Lilia responded that her goal would be to invite outsiders to join us and express our warmth, love and hospitality. She emphasized that it is important that we get to know them for who they are. Another member asked for more details about her path to ministry. Lilia explained that her path started as a young child being raised by a single parent in a poor community. Her mother instilled in her the importance of service to others. Lilia emphasized how important it is to keep inviting people to join us. She said that people are thirsty for a welcoming spiritual community. Rev. Cuervo then left the meeting.

Ethan Field recommended calling Rev. Lilia Cuervo as Associate Minister and the nomination was seconded. A discussion followed.

A number of members spoke out to emphasize how easy it is to learn to communicate with people with different accents and encouraged us not to worry about whether or not having an accent will be a problem. Another member expressed how her accent is a positive contribution to the congregation because it will help others who speak English with an accent feel welcome. It was also noted that it is wonderful that Lilia can speak Portuguese as this may help us be more welcoming. A question was raised as to whether or not Lilia will be able to support members from non-Catholic backgrounds. Ethan Field explained that Rev. Cuervo has worked through her own painful experiences with Catholicism and the skills she gained in through her own personal journey are transferrable and will be able to help people from all backgrounds. Also, she is culturally literate and well studied across a broad spectrum of religions. A number of members expressed enthusiasm for calling Lilia, describing her as a joyful, intelligent, warm, spiritual woman. A question was asked as to how long Lilia intends to be at First Parish. Ethan responded that Lilia is energetic and committed to being with our congregation. He also reminded us that there is never any guarantee as to how long a minister will stay. When asked about the team dynamics for the staff, Fred responded

that he and Lilia hit it off quite well. They have different, but complimentary styles and that he looks forward to working with her. In addition, Fred reported that Linda Baker, Business Administrator has expressed her support of the candidate. The discussion period ended with one member reminding us that calling Rev. Cuervo is not a one-stop solution to diversity. We cannot expect Lilia to solve all the challenges ahead – we have to continue to work on transformation of our beloved community.

A MOTION was then made, seconded and approved for the Church to vote to recommend to the Parish that it call Reverend Lilia Cuervo to be Associate Minister of First Church and First Parish. The vote was taken by secret ballot and was counted in private by volunteers from the congregation. The clerk announced that 98% of the members of the Church voting recommended that the Parish call Reverend Cuervo (135 yes and 3 no).

A MOTION was then made, seconded and approved that the Parish call Reverend Lilia Cuervo as Associate Minister. The vote was taking by members raising their ballots. The clerk announced that 100% of the members of the Parish voting recommended that the Parish call Reverend Cuervo (136 yes, 0 no).

Ethan Field informed Rev. Cuervo of the successful vote and brought her back into the meeting to a standing ovation and much cheering. Lilia expressed her joy and happiness at being called.

The meeting was adjourned at approximately 1:30 PM.

Respectfully submitted,
Peggy Kraft, Clerk

**FIRST PARISH CAMBRIDGE
FIRST CHURCH (UNITARIAN UNIVERSALIST)
CONCURRENT SEMI ANNUAL MEETING
JUNE 6, 2010**

After establishing a quorum was present, the meeting was convened by Peggy Kraft, Clerk of the Parish at approximately 12:10 P.M. Seventy-one members of First Parish and First Church had signed in.

A MOTION was made and seconded for Larry Childs to serve as moderator. The motion was carried unanimously.

A MOTION was made and seconded for Mike Wiggins to serve as parliamentarian. The motion was carried unanimously.

Eileen Sullivan introduced and thanked the leaders transferring from leadership positions. She acknowledged their hard work on behalf the congregation.

David Ray introduced the slate of nominations for leadership positions (attached). A MOTION was MADE and SECONDED to nominate all the individuals on the slate. A vote was taken by secret ballot and the congregation VOTED to accept all individuals on the slate.

Alexandra Adams, Chair of the Finance Committee, presented the proposed FY2011 Budget. A member expressed concern that the staff raises are very low at 1.5% and that we need to be mindful that if we want to keep strong staff, we need to compensate them accordingly. Alexandra agreed, and stated that in order to raise the staff increases, we need an increase in pledging from the congregation. A MOTION was MADE, SECONDED and VOTED to approve the budget as proposed.

Eileen Sullivan introduced the Covenant of Right Relations and reviewed the history of congregational input on the development of the document since 2008. She emphasized that there has been a lot of support expressed for this Covenant of Right Relations. Rev. Rebecca Benefiel Bijur read the Covenant of Right Relations aloud. Larry Childs asked everyone to break into small groups and discuss what parts of the Covenant will be easy for them to uphold and which will be more difficult. The congregation then reflected on the small group discussions as a larger group. One member asked if the Covenant of Right Relations had been used in the discussions with the Peace and Justice in the Middle East Task Force proposal. Eileen reported how it had helped her in those discussions. Another member requested that we consider professional trainings on non-violent communication that would help us develop skills to implement the Covenant of Right Relations more effectively. It is also noted that it is important that we are culturally sensitive and recognize that as we welcome diversity, there may be differences in how we handle conflict.

A MOTION was MADE, SECONDED and VOTED to accept the Covenant of Right Relations (Yes = 68, No = 0).

Ginger Ryan introduced the Social Justice Council and acknowledged the leadership. She announced that the Peace and Justice in the Middle East Task Force withdrew their application to become a Task Force and instead will apply to Standing Committee to be a group. Some members asked about the difference between a group and Task Force. Marcia Hams responded that there are no real differences in privileges between groups and Task Forces. However, Task Forces are identified as priorities of the whole congregation and have an obligation to the congregation to provide opportunities for dialogue and education. Task Forces cannot carry a sign or otherwise represent themselves as speaking on behalf of the congregation unless they bring a specific issue back to the congregation for a vote. A member asked if groups can make public statements on issues, and the Social Justice Council referred the question to Standing Committee because groups are not part of the Social Justice Council.

Each group that applied to become a Task Force presented an overview of their plans for next year and detailed why they would like to be a Task Force. Linda Clark presented on behalf of the Climate Justice Task Force, Susan Leslie-Pritchard and Linda Cundiff spoke for the Immigration Task Force, and Emily Berheide provided information on the Prison Education Task Force.

A MOTION was MADE, SECONDED and voted by secret ballot to approve the Climate Justice Task Force (Yes=61, No=0).

A MOTION was MADE, SECONDED and voted by secret ballot to approve the Immigration Task Force (Yes=57, No=0).

A MOTION was MADE, SECONDED and voted by secret ballot to approve the Prison Education Project Task Force (Yes=54, No=1).

There being no other business, the meeting was adjourned at approximately 2:15 PM.

Respectfully submitted,
Peggy Kraft, Clerk

**THE NAMELESS COFFEEHOUSE
BALANCE SHEET FY 2010**

	Verizon	Food License	BACHA Dues	Publicity & Booking	Food	Performers	Sexton	Website	Monthly Debit	Monthly Proceeds	Monthly Income
September	\$ (45.00)					\$ (200.00)			\$ (245.00)	\$ 372.00	\$ 127.00
October	\$ (45.00)								\$ (45.00)		\$ (45.00)
November	\$ (45.00)								\$ (45.00)	\$ 261.00	\$ 216.00
December	\$ (45.00)	\$ (105.00)		\$ (116.00)					\$ (266.00)		\$ (266.00)
January				\$ (162.89)		\$ (450.00)			\$ (613.00)	\$ 524.00	\$ (89.00)
February									\$ -		\$ -
March				\$ (310.00)	\$ (60.00)	\$ (590.00)	\$ (189.00)		\$ (1,149.00)	\$ 2,258.00	\$ 1,109.00
April	\$(224.00)				\$ (60.00)	\$ (200.00)		\$ (166.00)	\$ (650.00)	\$ 304.00	\$ (346.00)
May			\$ (75.00)	\$ (114.50)	\$ (35.00)	\$ (210.00)		\$ (5.00)	\$ (434.50)	\$ 603.00	\$ 168.50
June								\$ (5.00)	\$ (5.00)		\$ (5.00)
	\$(404.00)	\$ (105.00)	\$ (75.00)	\$ (704.00)	\$ (155.00)	\$(1,650.00)	\$(189.00)	\$ (176.00)	\$ (3,452.50)	\$ 4,322.00	\$ 869.50
									\$ (3,452.50)	\$ 4,322.00	\$ 869.50

Balance in C Checking 6/30/2010 \$ 3,239.00