

**First Parish in Cambridge  
2010 - 2011 Annual Reports  
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# Senior Minister's Annual Report

## My Priorities:

### Worship

Leading worship that is welcoming, uplifting, and spirit-filled

### Pastoral Care

Helping each person feel known and cared for

### Transformation

Celebrating the journey into a multiracial, multicultural, justice-making future

### Right Relations

Facilitating dialog and compassionate listening

Looking back on my third year of ministry at First Parish in Cambridge, I am amazed how the time has flown since my arrival here in August, 2008. Like all congregations, First Parish poses challenges, but the constant rewards of serving this extraordinary community remind me how blessed I am. Every day is a new opportunity to love, to grow, to challenge, and be challenged.

## Worship

Over the last three years, I have gradually introduced a number of changes designed to create a warmer, more spirit-filled, and more moving worship experience. These include:

- Placing risers behind the pulpit so worship leaders are visible to the entire congregation
- Delivering oral announcements by a single spokesperson before the prelude, with the opportunity for a spotlight announcement by a representative of a recognized First Parish group
- Procession by worship leaders during the prelude
- Sharing the Call to Worship among worship leaders, bringing all their voices into worship at the outset
- Singing at least one hymn or song without the hymnal each Sunday, inviting worshipers to be more present to the music, to each other, and to the sacred
- Inviting newcomers to introduce themselves by name and residence
- Speaking words of welcome, acceptance, and Beloved Community every Sunday
- Inviting the congregation to make a welcoming affirmation to newcomers
- Introducing the Newcomer Liaison to the congregation
- Singing the children out of the sanctuary in English and Spanish
- Increasing diversity in music
- Inviting worshipers to write in the Book of Joys and Sorrows
- Extinguishing the chalice with a spoken affirmation
- Inviting congregants to greet one another at the close of worship

Worship should be a blend of the traditional and the innovative. Positive response from the congregation suggests that this balance has by and large been respected.

## **Pastoral Care**

Meeting with members of the congregation with pastoral needs is one of the greatest privileges and joys of my ministry. Beyond these personal conferences, it's vitally important that I be—and be perceived as—available to congregants and genuinely interested in their lives. Because I have so many responsibilities, I can give the impression of being busy—perhaps “too busy” for the needs and concerns of congregants. I've addressed this issue directly in my column in the Meetinghouse News, emphasizing that nothing I do is more important than talking with parishioners about whatever is on their minds. I've set aside an hour each Friday noon to 1 pm for unscheduled visits or phone calls from congregants. And I reserve time on Sunday mornings to mingle with the congregation. (Church consultant Lovett Weems calls this “the ministry of wandering around.”)

Providing invaluable assistance in pastoral care are our eight Pastoral Associates, who reach out to parishioners in need with notes, phone calls, and personal visits. They also coordinate the Circle of Care, volunteers who provide transportation, food, and other short-term assistance to congregants in need.

## **Transformation**

Associate Minister Lilia Cuervo has brought tremendous spiritual, pastoral, and liturgical leadership to our congregation. I'm delighted how our ministries complement and enrich each other's, and I immensely enjoy co-leading worship and other events with her. Our opinions often differ, but our shared values and mutual respect inform our relationship and make communication swift and easy. The start-up workshop for her ministry, in October, 2010, facilitated by Revs. Hope Johnson and Tracey Robinson-Harris drew over thirty congregants inspired by the shared vision of a transformed and transformative church.

Among the strategies for achieving greater diversity in the congregation is greater public visibility in the surrounding community as a force for justice. The Social Justice Council and the task forces it oversees have done outstanding public witness work, while sharing the plate offering with community partners has deepened our relationships in the neighborhood. I have frequently appeared as a speaker, worship-leader, and song-leader at public events for immigration, economic, and environmental justice.

Recognizing the efforts of First Parish in building the Beloved Community, the Unitarian Universalist Association produced a mini-documentary titled “Opening the Doors of Diversity” as part of its *A Religion for Our Time* series, which “highlights inspiring work in Unitarian Universalist congregations.” The video, released in January, 2011, may be viewed at <http://www.uua.org/multiculturalism/stories/174755.shtml>.

## **Right Relations**

The Israeli-Palestinian issue is capable of provoking extraordinary acrimony and divisiveness. I have worked closely with First Parish leaders to create channels of respectful and caring communication across lines of disagreement. In October, 2010 I attended “Transforming Divisive Conversation,” a one-day workshop at the Public Conversations Project in Watertown that explored ways that religious leaders can deal with contentious issues. In March, 2011, nearly two dozen congregants participated in a dialogue sponsored by the Social Justice Council on the controversy surrounding the June, 2009, congregational vote to authorize the Justice in the Middle East Task Force. I believe most participants left with a deeper appreciation of the motivations and good intentions of all concerned. Tensions linger, however, and we must continue to minister to those on both sides of the controversy so they may be at once true to themselves and compassionate to others.

The October, 2010, death of 17-year-old Gracie James in a highway accident presented profound emotional and spiritual challenges not only to her family, but also to her congregation. Gracie’s death brought to a boil conflict among her youth peers that had been simmering for years. To address this conflict, First Parish retained the consulting services of Rev. Eric Dawson. After interviewing youth, parents, and leaders, Rev. Dawson reported that a confluence of interpersonal dynamics, staff transition, and leadership inattention had led to a failure of right relations that continued to be felt among both youth and adults. In March, 2011, he and I led a special worship in Crothers Chapel for youth, their families, and allies on the theme of ownership, forgiveness, and letting go. The worship was an important step in closure for those who attended.

In May, I sent to the congregation a pastoral letter on the youth conflict, concluding: “One of the most important ministries of a religious community is to provide a safe place for young people to learn, explore, and grow together. In this instance, First Parish leaders, including me, didn’t listen closely enough, and we didn’t act effectively in response to what we heard. I deeply regret the resulting injury to individuals and to our community. As Senior Minister, I take responsibility for these failures and apologize with all my heart. First Parish has learned hard lessons from this painful experience. Our ministers, staff, and lay leaders recommit ourselves to the safety, wellbeing, and spiritual nurture of our youth.”

Throughout these conflicts—and many others large and small—our Covenant of Right Relations has aided us immeasurably. Many congregants have told me they turn to the Covenant for guidance not only on First Parish matters, but also in their work and community lives. Let us continue to lift it up in our meetings and in worship.

**Blessings,  
Rev. Fred Small  
Senior Minister  
October 30, 2011**

## **Associate Minister Report**

This, my first year at First Parish, was filled with good challenges and with many opportunities for growth and positive transformation. One of the first challenges was the planning of my installation. Our joint work with the Installation Committee was intense and rewarding, culminating in a beautiful and meaningful installation ceremony on September 26, 2010.

The Start Up workshop, in which a large group of congregational leaders and I participated, gave us a number of tools with which to learn much about the church's history and about our outlook regarding multiculturalism as an objective for First Parish. The fact that First Parish called a Latina as its Associate Minister demonstrated its commitment to change. The expectation is that the Associate Minister will help bring change in the makeup of the congregation from an overwhelmingly white one to a more multicultural, multiethnic congregation that reflects its surrounding demographic composition.

Recognition by the UUA of the preparatory work done by First Parish in the area of multiculturalism was its inclusion among the ten most advanced congregations in that kind of work; as such, our congregation was invited to participate in the UUA Multicultural Growth Consultation. As required, in preparation for the dialogue with the other nine participants in the Consultation, we conducted an Appreciative Inquiry among some 40 church leaders. In early March, nine of us including Eileen Sullivan, then Chair of the Standing Committee, and the Rev. Fred Small went to Mount Kisco to meet our partner congregation, the Unitarian Society of Germantown, located in Philadelphia, PA. There we discussed the results of our respective Appreciative Inquiries. From there I went to Baltimore, Maryland, to meet the representatives of the other congregations and of the UUA Multicultural Growth and Witness office. For two days we exchanged ideas and compared activities carried out to help transform our congregations. It was clear that First Parish had become a leader among the congregations participating in this important consultation.

Since the position of the Associate Minister is a new one in our congregation, I am including in some detail the duties and responsibilities I carried out this past year:

Participated, at times jointly with the Senior Minister, and at times independently, on the following groups and activities: Standing Committee, Worship Committee, Pastoral Associates, Transformation Team, Exploring Membership, Committee on Ministry, Congregational Conversations and Staff meetings; wrote for the monthly newsletter, lead worship (including preaching once a month), and assisted at two other services; attended General Assembly (including leading a workshop) and District meetings; did Public speaking, blessings, and invocations; performed weddings and other ceremonies.

In addition, there were several areas of management that were under my responsibility, either as a supervisor or as dedicated support. These were:

Religious Education Director. Mandy Neff, the Director of Religious Education, and I met weekly to plan special activities such the RE annual retreat, to consult on RE policies, on participation in Sunday services, and other activities. I participated in the RE annual retreat, attended meetings with parents, and supported Mandy and her assistant Johanna as requested. In preparation for the Day of the Dead celebration I suggested to Mandy to have an intergenerational workshop on Saturday, November 6<sup>th</sup>, to make paper flowers and sugar skulls and to bake Bread of the Dead (*Pan de Muertos*). This workshop was well attended and everyone seemed to enjoy the activities. It looks as if both the workshop and the Sunday service honoring our dead, which included Mariachi music, a roll call of the First Parish deceased, and a colorful altar (*ofrenda*) could become a tradition at First Parish.

Tuesday Meals. At the request of Eileen Sullivan, Standing Committee Chair, I prepared a report titled "Issues around Tuesday Meals." One of the objectives of the report was to shed light on the status of the program and on ways to improve it. Based on this report and on recommendations by Judith Laris, the then Tuesday Meals Program Coordinator, First Parish aided in the revitalization of the Tuesday Meals Committee, and created two new positions which will operate under a new management model. These positions are now filled by Tom Hathaway, the Tuesday Meals Service Coordinator, and Jenna Tucker, the Kitchen Coordinator. Additionally, Rebecca Caira-Davila, the Community Life Coordinator, a newly created position, will devote 20% of her time to supervise the Tuesday Meals program.

Covenant Groups Facilitators. At my suggestion, the Covenant Group Coordinator and the facilitators adapted to the First Parish culture a well-tested approach to lead the Covenant Group sessions. This meant that more spirituality --as requested by several of the participants in the Covenant Groups-- more focus on personal sharing rather than intellectualizing, and more singing took place. As part of my support for this program I attended the Covenant Group facilitators monthly meetings and participated in their annual retreat and training.

Spiritual Pathways Program (formerly Adult Religious Education, ASE). The Standing Committee approved a Committee formed of Carla Ashton-Cohen, Linda Jurras, Sibyl Senters, and Eric Wahl. This committee will help with the selection of classes, workshops, and other offerings leading to spiritual enhancement and transformation of the congregation.

The following activities are examples of those offered under the Spiritual Pathways program: The workshop “Re-imagining the Holy” led by me, with the aid of Carla Ashton-Cohen; a three-session Bereavement Group co-led by Mauri Mollan, a Pastoral Associate, and I; and the Contemplative Services organized and offered by Janice Darling and Elke Jahns with my participation. These monthly evening services are intended to offer opportunities for quiet reflection as well as for sharing joys and concerns.

Theological reflection with the First Parish Intern. To help our intern Elizabeth Nguyen fulfill one of her requirements as a seminarian at Harvard Divinity School, I met with her for a weekly hour of Theological Reflection.

Foundations of Community. During the time that this position was active I had weekly contact with the Coordinator Emily LeBlanc.

I continue to be very impressed by the openness, shown by both the leadership and the congregation, to try new things. Thanks to that positive attitude towards change these other suggestions made by me have met with success so far:

Newcomers Breakfasts. These Sunday gatherings before the service are organized and catered by the Membership Committee. Members of this committee, the ministers, old and newer members of the congregation gather to greet the newcomers, to inform them about the programs of our church, and to answer any questions they may have including conditions for membership in our congregation. These breakfasts were suggested to welcome and involve newcomers as soon as possible after first visiting us.

Congregational Lunches. It has been a joy seeing Steve Hanna and other volunteers so interested in helping with these lunches, which are offered for a voluntary donation, on special occasions. The expectation was that by giving opportunities to the congregants to gather, and enjoy a good meal together, the sense of extended family and friendship will deepen among those attending the lunches.

Worship Associates (WA). Attending to the need to create a vibrant, efficient program, and to offer better hospitality to newcomers and congregants on Sundays, I collaborated with the Senior Minister, Janice Darling, Carol Agate and Katrina Piehler in the restructuring of the Worship Committee, and in the reformulation of the responsibilities of Deacons and Ushers to better complement those of the Worship Associates. One of the results so far is a team of ten Worship Associates, which will be increasingly involved with the preparation and delivery of the worship services.

Chalice Lighting. I like to light and extinguish the chalice at the beginning and at the end of meetings, as a centering practice and to be reminded that the work of Committees and other groups is to help us grow in spirit and mind, both as individuals and as congregation. The practice seems to be spreading to other gatherings giving a sense of unity in our work.

Open Office Hour. I wanted to offer congregants wanting to talk to a minister some flexible time without having to make an appointment. At present, my open hour is on Tuesday at noon.

Auction items. As part of my desire to model multiculturalism, I offered a Colombian dinner for six, at my home. I also offered a pool party for adults. Because Sam and I enjoyed so much being hosts to members and friends of the congregation, we are offering the same items this year. Another item I auctioned was a sermon; again, because I had so much fun both planning it with the winners Mauri Mollan and Cushing Giese, and delivering it, I am auctioning another one this year.

I finish this report with a great sense of gratitude for the myriad opportunities First Parish and its very able leadership have provided me to serve, and in doing so, to stretch and grow my mind and spirit. It has been an honor to accompany you in moments of joy and in those of sadness and a true joy just witnessing your excitement, hearing your laughter as we continue growing and becoming a Beloved multicultural community. I want to express my gratitude to Rev. Fred Small for his trailblazing vision which prepared the way for my ministry here, and for his unmatched generous and fun collegiality.

**Respectfully submitted,  
Rev. Lilia Cuervo.**

## **From dragon dances to young adult sexuality education: Ministerial Intern Elizabeth Buffington Nguyen's Annual Report for Fiscal Year 2010-2011**

During this past year at First Parish my priorities have been to offer my ministry as a preacher, a pastoral care provider and a person working for justice. Below are a few highlights from the year:

- I preached five times over the past year on topics ranging from Têt, Vietnamese Lunar New Year to queer identity and queer spirituality. I worked with Rev. Lilia Cuervo to craft a worship in dialogue on finding magic in our ordinary lives. I co-led Ingathering worship with DRE Mandy Neff and co-led a contemplative evening worship. I have participated and presided over worshipful ceremonies to mark transitions in the lives of members of our community.
- I coordinated and co-facilitated a 10 ½ hour Young Adult Our Whole Lives sexuality education workshop. This workshop came out of my desire to share my skill and passion for comprehensive sexuality education to a spiritual community as well as a desire for First Parish to offer a program specifically to meet the needs and interests of young adults. A vibrant group of young adults identifying as Unitarian Universalists, progressive Christians and Quakers attended the workshop.
- I worked with the Transformation Team to create an event to screen the documentary *Wilderness Journey* followed by a presentation of research that I did on First Parish in Cambridge's experience with what is commonly called the Unitarian Universalist Black Empowerment Controversy. This event broadened and deepened First Parish's understanding of the history of our religious denomination and also provided a space for congregants to explore what this history means for our contemporary community.
- As a member of the Transformation Team, I had the pleasure of listening to the hopes and dreams of our community as we drafted a new mission statement. This mission statement was joyfully affirmed by vote at our June semi-annual meeting!

### **Final Remarks**

This first year at First Parish in Cambridge has found me living the beautiful, difficult, often hilarious, often joyful, and always spirit-filled and love-sustained work of ministry. I feel blessed to be serving this community, respected by my colleagues in ministry and lay leadership, and connected to the congregation through a relationship of mutual learning. My gifts and voice have been embraced by this community and I will continue to hold myself accountable for bringing my perspective and passions to our growing ministry.

**Respectfully submitted,  
Elizabeth Buffington Nguyen  
Ministerial Intern**

## Director of Religious Education

Religious Education programs in 2010-2011, themed “Be Here Now,” focused on Life Skills for Young Unitarian Universalists. These included an emphasis in Ingatherings, social justice projects and curriculum on the following topics:

### **Worship and spiritual practice**

Experiencing mystery and wonder; celebrating joys; coping with loss; knowing ourselves through personal reflection.

### **Relationship Building**

Self-respect; love and caring for others; honest, age-appropriate sexuality education.

### **Bravery**

Standing up for justice, and taking action on behalf of others.

### **Peacemaking**

Learning healthy communication skills, and practicing and valuing nonviolence.

Our curriculum for the year were:

PreK-K	<b><i>Celebrating Me and My World</i></b>
K-1	<b><i>Our Whole Lives</i></b> (afternoons, 8 sessions)
1-2	<b><i>Free to Believe</i></b>
3-4	<b><i>Moral Tales</i></b> and <b><i>Cartooning at Church</i></b>
4-5	<b><i>Our Whole Lives</i></b> (afternoons, 8 sessions)
5-6	<b><i>In Our Hands</i></b> and <b><i>Cartooning at Church</i></b>
7-8	<b><i>Our Whole Lives</i></b>

Registrations this year included 97 children and youth. Of those registrations, 34 were new in 2010-2011. Attendance averages for fall, winter and spring sessions varied widely and this is an ongoing challenge at First Parish. Attendance is consistently highest in fall.

The RE Committee agreed that due to the impact on winter/spring attendance, OWL for elementary levels is best offered during the Sunday morning time slot in future years. Newcomers in those age brackets will be invited to participate in classes with the next closest age group. The RE Committee needs to re-examine grade groupings and the curriculum cycle in OWL years in order to accommodate this strategy.

26 volunteer teachers and 1 paid teacher were recruited and trained this year. They received weekly e-mail support as well as quarterly Reflection meetings. Additional volunteers served as members of the RE Committee, special events coordinators, field trip and retreat chaperones, supply shoppers, and substitute teachers. RE Assistant Johanna Seale, in preparation for her own DRE position at Milford, NH, took on increasing responsibility, teaching OWL K-1 and leading an Ingathering.

This year I created and offered a 4-session parenting class, the first in many years. The class included guided meditations, creative multi-sensory exploration of families' spiritual priorities, and discussion of the new book ***Tending the Flame: The Art of Unitarian Universalist Parenting***. Participants have created a spinoff group that will meet monthly to discuss other books on parenting.

We worked closely with a Youth Group Consultant to resolve ongoing youth group issues and develop a plan for healthy long-term growth. Results included the new Coming of Age Coordinator proposal and hire, and Religious Education sections of a newly instituted Safe Congregations Policy.

This year the children voted on a topic of interest to focus their social justice efforts. They chose Fair Trade, and we subsequently hosted a forum with members of the Coalition of Immokalee Workers. Continued work on the topic included a Fair Trade Chocolate Fundraiser at Valentine's Day, classroom letter writing and an eventual trip to Trader Joe's, with postcards signed by the congregation, protesting their policies on Farm Worker treatment and requesting they adopt the Penny A Pound tomato fee.

With the help of Carol Rabs, I began a weekly e-mail newsletter entitled ***This Week in RE***, informing families of upcoming events. Professional development workshops I attended included the North Atlantic LREDA technology retreat, LREDA Fall Conference in New Orleans on Partnerships for Justice, Ferry Beach RE Week, and Storytelling for Children. I served on the LREDA Fall Conference Planning Committee and the UU Massachusetts Action Network Board. In the latter role, I led workshops at the winter Immigration Conference on my immigration curriculum, and a youth training at the UU Urban Ministry for Advocacy Day at the State House.

During the course of the year, I planned and led multigenerational events during Sunday services such as the Day of the Dead service and the altar preparation day, a Thanksgiving Guest at Your Table collection for the UU Service Committee, the Children's Pageant, the dragon parade for Lunar New Year, the Easter service and Egg Hunt, and RE Sunday, which this year included the premier of our cartoon ***The Unitarian Universalists' Seven Principles***. Annual special events included an RE Pool Party at Rev. Cuervo's home, Pajama Party Movie Night, Holiday Helpers, the Winter REtreat for junior youth at YMCA Camp Harrington, and the Walk for Hunger.

We look forward to a new year with the theme of "Our UU Sources" and a social justice focus on Water issues.

**Respectfully submitted,  
Mandy Neff  
Director of Religious Education**

## Standing Committee

Standing Committee proposed a bylaw amendment to change the effective terms of officers from beginning “at the end of the meeting” (usually first weekend in June) to beginning on July 1<sup>st</sup>. This was proposed to align with the fiscal year and allow for smoother transitions when new officers are elected. The bylaw change was approved at the October semi-annual meeting.

Standing Committee voted to make some changes to the traditional semi-annual meeting warrant. The goal was to make the meeting notice easier for new members to understand and to include critical information around childcare, parking and lunch on the warrant. This cut down on additional handouts to accompany the mailing. For both semi-annual meetings, handouts were posted on the website. This increased transparency and used less paper. The 2009-2010 annual report was available on line. Paper copies were available from the office by request.

At the September retreat, Standing Committee chose priorities including membership, leadership development and stewardship.

Final dissolution of Nameless Coffeehouse Corporation took place in June 2011. The Nameless successfully transitioned to being a church program group.

Key decisions made during the year included:

- Approved Lisa Dobberteen as a Standing Committee member in September to fill a vacancy.

- Convened Ability and Access workgroup in October and requested they develop recommendations. The recommendations were presented to SC in the spring. Several recommendations were adopted including forming a committee.

- Approved participation in “Religion for Our Time” video with UUA series

- Approved change to the Christmas Eve Shared Offering to be consistent with the Sunday Shared Offering. Effective 2011, half of the Christmas Eve Shared Offering will go to a non-profit.

- Approved Building and Ground plans for removal of two front pews and “indent” on a pew half way back in the meetinghouse. Goal was to increase space for choir and flexibility of space at the front of the meetinghouse. Plan provided several options for people in wheelchairs, scooters or with other physical disability issues.

- Developed a plan to transition Tuesday Meals after Judy Laris’ retirement.

- Developed new staffing plan and Tuesday Meals Committee to focus on program sustainability.

- Approved hiring Rev. Eric Dawson to support resolution of conflict with former Coming of Age participants and parents. Formed temporary committee to support DRE

- Approved mission statement in May and recommended its adoption by the Congregation at the June meeting.

- Approved Safe Congregation Policy. Mike Wiggins and Margaret Drury worked with Mandy Neff and the RE Committee to research and develop an appropriate policy.

- Approved proposal from Climate Justice Task Force to participate in Sustainable Community Leader Program.

**Respectfully submitted,  
Eileen Sullivan, Chair**

## **Transformation Team**

**Members:** Karin Lin (co-chair), Marcia Yousik (co-chair), Chris McElroy, Mauri Mollan, Sarah Joslyn Wahl, Terry Lewis, with Revs. Fred Small and Lilia Cuervo, Ministerial Intern Elizabeth Nguyen, and Director of Religious Education Mandy Neff.

The Transformation Team enjoyed a second exciting year as First Parish welcomed Rev. Lilia Cuervo and Elizabeth Nguyen, creating a multicultural ministerial team. Most of us participated in a “ministerial startup” workshop for Lilia in October with many other congregational leaders, led by UUA staff. We also held our annual retreat in November.

Our major activity this year was guiding the revision of the First Parish mission statement. During the late fall and winter, we held three “Mission Matters” workshops designed to encourage conversation about the identity and purpose of the congregation, followed in the spring by many meetings and conversations with congregants to craft and refine the statement. It was adopted by vote of the congregation at the June semi-annual meeting.

We offered several events to stimulate discussion and education within the congregation on issues of racial and cultural inclusion. In October, the Rev. Mark Morrison-Reed preached and led a workshop entitled “Darkening the Doorways: Black Trailblazers and Missed Opportunities in Unitarian Universalism.” In January, we co-sponsored a multicultural potluck with the Immigration Task Force. In March, we led a trip to view the traveling exhibit “RACE: Are We So Different?” at the Boston Museum of Science, followed by an intergenerational discussion. In April, we hosted a screening of “Wilderness Journey,” on the Empowerment Controversy within Unitarian Universalism in the 60s, followed by a discussion facilitated by Elizabeth Nguyen. Finally, in May, we offered what we hope will be an annual or semi-annual gathering for congregational members and friends who identify as people of color, Latino/Latina/Hispanic, or multiracial.

On a district and denominational level, in the early spring most of us participated in the Multicultural Growth Consultation, a UUA program in which we were paired with another congregation (Germantown, PA) to share best practices, culminating in a day-long workshop in March in Mt. Kisco, NY. In May, several of us also attended “Renewing our Commitment to Multicultural Ministries,” a workshop offered by the Clara Barton and Mass Bay districts in Littleton.

First Parish in Cambridge was chosen by the Unitarian Universalist Association to be featured in its “A Religion For Our Time” video series for our commitment to multicultural ministry. A link to the video, released in January 2011, can be found on the Transformation Team page on the congregation’s website.

**Respectfully submitted,  
Karin Lin, Co-chair**

## **Program Council**

Program Council met on October 6, 2010, February 23, 2011, and June 1, 2011

As usual, Program Council served as a forum for announcements and discussion of major issues facing the church as well as the logistics of scheduling time and space.

Each Program Group leader gathered information from the Council and communicated it to their groups. This year the central all-church issue was the creation of a new Mission Statement and Program Council members heard presentations on this from Transformation Team representatives.

The Program Council welcomed the new Partner Church program group led by Sam Berliner. This group will nurture and sustain a connection with a partner UU church in Transylvania.

Program Council heard presentations on stewardship, the budget, and the issues regarding member involvement and leadership. Members discussed policies on streamlining publicity, fundraising and handling money.

We also incorporated some time to reflect on the groups and their practices for bonding, choosing leaders, and facing challenges. This small group time was felt to be very interesting and useful.

Program Council is responsible for choosing the recipient for three months of the Sunday Shared Offering and this year chose the Prison Book Program, Cambridge Camping, and Books of Hope.

**Submitted by**

**Chris McElroy, Chair**

## OFFICIAL BALLOT - June 5, 2011

First Parish in Cambridge    Fiscal Year 2011-2012

*Check here to approve the entire slate:*

### Standing Committee

Chair	(1 year term)	Chris McElroy	___
Vice Chair	(1 year term)	Susan Shepherd	___
Clerk	(1 year term)	Peggy Kraft	___
Treasurer	(1 year term)	Ernie Sabine	___
Elected Member	(3 year term)	Mike Wiggins	___
Elected Member	(3 year term)	Julie Duncan	___

## **Buildings and Grounds Committee**

This year's Buildings and Grounds committee includes Sam Berliner, Stephen Cohen, David DeSmit, Cushing Giesey, Pepper Greene, Ed Koenig, Joe O'Farrell, and David Ray (chair). Other participants in liaison and emeritus roles include Carol Agate, Alan Hamilton, Ernie Kirwan, Michele Sprengnether, and Howard Van Vleck.

Our most challenging and visible undertaking this year was the removal of two rows of pews across the front of the Meetinghouse. This change was conceived as an aid to mobility for the choir, but was expanded to include provisions for general accessibility, including *cut-outs* along the north and south aisles. Although a similar removal had occurred twenty years earlier, the degree of controversy and deliberation that arose this past year provides proof - if it were ever needed - of the investment parishioners have in the traditions, aesthetics, and layout of the Meetinghouse. Responses to the outcome have been overwhelmingly positive.

Another project that grew in complexity from the outset was the upgrade of the dish sanitizer in the kitchen to a real industrial strength dishwasher. This seemingly simple task met with "found conditions" in the plumbing of the drain, which had to be corrected to pass muster with the city plumbing inspector. A soap dispenser and washup sink was also added to meet regulations for a public kitchen. The new dishwasher is expected to reduce the time required to sanitize a load of ceramic plates, allowing the Tuesday Meals Program to curtail the use of disposables.

For the second year in a row we experienced an outage in elevator service and an expensive repair bill due to ground water in the shaft. This is another long term maintenance issue that will require attention for the lift of the elevator. We recently engaged a contractor to waterproof the interior with a 10 year guarantee.

Looking to next year, there are numerous new projects including an ambitious replacement of the badly deteriorated exterior wall along the north side of the Meetinghouse. We have applied for the first time ever for an Institutional Preservation Grant from the Cambridge Historical Commission to address this and other conditions of our "envelope". Other areas of on-going concern include repairs to the bathrooms, Baldwin Room, Nursery and Narthex ceilings, more improvements to accessibility, new tables for candle lighting, an updated emergency evacuation plan, greater attention to the condition of trees along the north side, and a renewed effort to improve the accuracy of the Mass. Ave. clock.

For more information on our future plans and activities contact David Ray at 617 642-5420 or [david@demarrer.com](mailto:david@demarrer.com).

**Respectfully submitted,  
David Ray, Chair**

## **Committee on Ministry (COM)**

**Members:** Nan Sirna Waldstein, Chair; Peter Kelsey serving a two year term, Irene Merwin serving a three year term, Rev. Fred Small, Rev. Lilia Cuervo

The COM is a conduit for communication between the congregation and the ministers and it provides the ministers with an opportunity to discuss a wide range of issues related to their ministry at First Parish. This year, with the arrival of Rev. Lilia Cuervo, the Committee transitioned into a committee for a shared ministry. The COM met monthly from September 2010 to June 2011.

Many of the issues considered by the Committee were sensitive and confidential. Committee members were consulted from time to time by congregants on a variety of sensitive issues which the members brought to the committee for discussion. The ministers also brought confidential concerns to the Committee for discussion and problem solving. The Committee discussed the logistics involved in covering for the Senior Minister during his future sabbatical.

The COM was involved in two congregational conflicts. The Committee worked in consultation with the Social Justice Committee around the PJME conflict and also worked in close consultation with the Standing Committee and the ministers to address the conflict facing the Youth Group. It was agreed that it was advisable to intervene in conflicts as soon as they arise so as to avoid the escalation of difficult situations.

Nan Sirna Waldstein ended her two year term in June and Peter Kelsey will be Chair in 2011-2012. Jan Ellerston was nominated and unanimously voted in as a member serving a three year term.

**Respectfully submitted,**

**Nan Sirna Waldstein, August 17, 2011**

## **Concert Committee**

Fred Small's annual concert to raise money for the Beloved Community Fund was held on May 20, 2011. We have now held it in March, then June, and now May. March had the highest attendance. Although the attendance this year was not as high as last year, we made substantially more money because more of the work was done by volunteers. Linda Jurras created a beautiful poster. Jim McCartney, for the third year, took care of the sound system. And, for the first time, we sold brownies made by our members: Lisa Dobberteen, Stacey Jackson, and Gloria Korsman.

Volunteers the night of the concert, many doing double duty in two assignments, were Alison Altman, Carla Ashton-Cohen, Ben Atherton-Zeman, Jean Chandler, Jan Childs, Linda Clark, Steve Cohen, Janice Darling, Pepper Greene, Kerry Kohout, Mauri Mollan, Susan Shepherd, Suzi Sluyter, Cynthia Smith, Eileen Sullivan, Mollie Uline, Mara Vorhees, Marcia Yousik. And then, of course, there was Fred Small.

Once more, we had a lot of fun making money to support our church's commitment to diversity and accessibility.

**Respectfully submitted,  
Carol Agate and Peter Kelsey**

## Covenant Group Program 2011

**Members:** Rev Fred Small, Rev. Lilia Cuervo, Bruce Hoppe, Alison Altman, Rick Hawkins, Jennifer Rochow, Jeannette McInnes, Grace Hall, Patrick Sullivan, and Tracy Blanchard (Chair).

*In a large congregation like ours, it can be difficult to find ways to sink deeper into our spiritual beings (ultimacy) as well as create stronger and more resonant roots in our community (intimacy). At First Parish we have created a Small Group Ministry (SGM) model we call Covenant Groups to provide the opportunity to develop ultimacy and intimacy outside of Sunday service. Covenant Groups are open to all members and friends of First Parish.*

Covenant Groups are comprised of 6 to 11 people who meet for two hours each month to discuss spiritual issues and to practice compassionate listening—listening without judgment, listening without interruption, listening without trying to fix or advise. We bear witness to each other and to our own true selves. Each group is guided by a trained facilitator. These facilitators are in turn guided at monthly ministerial support and problem-solving meetings.

Discussion topics this year came from the San Jose, CA congregation's SGM program. Topics included "Getting to Know You," "Simplicity," "Asking for Help," "Spaces in Between," "What is our Place in the Universe," and "Deep Listening." In addition, each group carried out a service project, giving back to the church community and/or the wider world. Projects included working in the fields of the Food Project, cleaning the kitchen for Tuesday Meals, hosting several coffee hours, cleaning the graveyard for the Easter Egg Hunt, hosting a New Member Breakfast, and hosting a potluck for all the groups.

**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.

This year the program took a hiatus in the fall to get to know Lilia Cuervo and learn from her experience in San Jose, a nationally known and well-respected program. We wanted to re-imagine our own program in order to deepen the spiritual elements. We wanted to make being a facilitator a more spiritual practice as well. We extended the facilitator training and added our first ever retreat. Lilia helped us add spiritual exercises to our meetings and we set aside time for continued training in each meeting as well. This greatly enhanced the experience for facilitators.

We also incorporated many of the liturgical elements of the San Jose model while keeping the most important elements of the First Parish program as it had evolved over the last several years. We've had a great response from facilitators and participants both, despite the shortened year and we're very happy with the time we took to take the program to the next level. The facilitators will continue to meet over the summer and will return to its regular schedule next year of a full year from October through June.

Facilitators are responsible for planning, publicizing, implementing, and evaluating the program. Recruiting facilitators remains a challenge. We believe this is because of the time commitment, as well as the fact that because the most likely people to become facilitators are often already highly involved in other commitments. We have spoken to Lilia and Fred about these concerns and they have agreed to encourage folks that we identify as good facilitators. We hope that more congregants become involved and that covenant groups at First Parish become an increasingly important way for people to explore spiritual meaning, to develop friendships, and feel a greater sense of community. Being a Covenant Group Team member is a great way to give back to the church and assume a leadership role.

Next year the chair of the program will be Patrick Sullivan.

**Submitted by Tracy Blanchard  
Chair, Covenant Group Program  
May, 2011**

## Investment Committee

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

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 1, 2010; February 7, 2011 and May 4, 2011. 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 opening balance of the loan on September 30, 2006 was \$430,477. 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 Julia 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.

At our February meeting, Marcela Pinilla of Walden Asset Management reviewed our record of social action. During the previous year, we participated in shareholder advocacy on the following issues with these corporations:

Climate Change: Conoco Phillips

Sustainability Reporting: C.R. Bard, St. Jude Medical, Emerson Electric

Political Contributions: Target, IBM, PepsiCo, JPMorgan Chase, UPS, 3M

Loan Servicing / Mortgages: JPMorgan Chase

Non-Discrimination based on Sexual Orientation: ConocoPhillips

Executive Compensation & Governance Concerns: Hewlett-Packard, IBM, PepsiCo; C.R. Bard, St. Jude Medical

The First Parish endowment increased from \$5,513,087 on June 30, 2010 to \$6,281,801 on June 30, 2011. The Paine endowment increased from \$2,935,239 to \$3,297,682 over the same period.

At our February meeting we met with representatives of Walden to review our investment performance over the 2010 calendar year. For the year the First Parish endowment showed an investment gain of 11.5%. For Walden's entire tenure as our investment managers (i.e., August 31, 2003 to December 31, 2010), they have achieved a total investment return of 53.6%, compared with a gain 44.2% 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 2010-2011 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), the same amount paid out in the previous year. This is a withdrawal rate of 4.4%.

During the 2011 calendar year, the endowment is contributing \$156,000 to the operating budget of Paine Social Services, compared with a contribution of \$160,316 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 2011 for use in the 2010-11 fiscal year.

The Investment Committee typically meets on the first Monday of November, February, and May at 7:00PM 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**

## **Membership Committee**

Members: Laura Estan, Peter Kelsey, Susan Shepherd, Wendy Brown,  
Christine Bodnar, and Carla Ashton Cohen, Andy Bader (Chair).

The Membership Committee focused on the following tasks during the 2010-2011 church year:

- Coordinating a successful Homecoming Sunday reception in the auditorium.
- Holding several Newcomers' breakfasts to establish connections with recent new attendees
- Organizing and participating in six Exploring Membership classes with the support of the Senior Minister and the Associate Minister
- Maintaining a consistent schedule of Greeters at the membership tables on Sunday mornings.
- Introducing the new role of Newcomer Liaison to oversee the greeters and welcome newcomers at Social Hour
- 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
- Planning the Membership Recognition Ceremony and Breakfast for new members
- Doing preliminary planning for a Member Mentoring program to be introduced in the fall of 2011.

In addition, committee member Susan Shepherd contributed tremendous time and energy to coordinate the new church photo directory, which will be delivered in time for Homecoming Sunday in September, 2011.

The Committee is pleased to report that 31 individuals joined First Parish during the 2010-2011 church year. Over the past two years, First Parish has welcomed 73 new members—an influx that has had a direct positive bearing on the Stewardship Campaign (a high percentage of first-time pledgers this year) and the vitality of congregational life.

At the end of the 2011 church year, Senior Minister Fred Small thanked Andy Bader for his five years of service to the Membership Committee, including two years as Chair. Fred lauded Andy's conscientious approach to managing the enrollment process and overseeing the core functions of the committee during an important time of transition within the church community.

During the 2011-2012 church year, the Committee looks forward to working under the leadership of new Committee Chair Laura Estan. The Committee will also seek to address the following needs:

- Expand and revamp the format of Exploring Membership classes
- Provide more support for recent new members of the congregation to ensure that these individuals are feeling connected to the church community. The Mentoring program will be evaluated as a helpful initiative towards this objective.
- 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.
- Ensure continuing recruitment of greeters and Newcomer Liaisons so that there is a strong presence each Sunday at both entrances and in social hour.

The Committee thanks Rev. Fred Small, Rev. Lilia Cuervo, Linda Baker, and Carol Rabs for their support during the 2010-2011 church year. We also wish to express our appreciation to former Membership Committee chair and retiring Standing Committee chair, Eileen Sullivan for her inspiration and encouragement.

**Respectfully submitted,  
Andy Bader  
Chair**

## Music Committee

**Committee members:** Jonathan Barnhart, First Parish Music Director; Linda Cundiff, chair; Mara Vorhees, co-chair, Jean Farrington, Steve Hanna, Irene Merwin, 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

#### **Membership:**

**New members:** 3-4 altos, 2 sopranos and a bass joined this year, replacing some members who either resigned or sang less frequently.

**Voice check policy:** was not consistently implemented this year, but there were fewer issues with singers fitting into their sections.

#### **Special Services**

**Installation of Rev. Cuervo late September 2010.** A moving musical program of Latino and traditional music and an expanded choir of 30 drew in six experienced singers and many others new to the choir.

**Easter Service.** The music this Easter consisted of challenging Spanish-language music and ended with dancing in the aisles.

**Multicultural Music.** Much Spanish language music, some of it from Colombia, South America, was sung by the choir this year, in celebration and support of the new ministry of Rev. Lilia Cuervo. Jonathan arranged a Spanish language mass (**Ariel Ramírez's *Misa Criolla***) as well as other Latin American music performed several times throughout the year, in collaboration with Rev. Cuervo.

**New seating arrangement.** The long-planned removal of the first two rows of pews was finally accomplished in the spring. The choir now sits in chairs facing the piano and the choir director, and stands in place when singing. This is a huge improvement in many ways - less disruptive and more flexible for placement of singers for best musical advantage, and viewing the director.

**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. Beloved alto section leader, Anna Turley resigned in February as she was starting graduate school and a replacement was not hired this church year, but a search is currently in process for the fall (see below).

The soprano section leader and soloist, Renee Saindon, organized and inspirationally and competently led a complete summer Music Service on July 10, an event sponsored by the Music Committee. Wide participation by the choir and other FPC musicians culminated in a moving musical interpretation of the FPC covenant.

**Instrumental Music.** Native American flute music for the Candles of Joy and Concern continued to be offered regularly by Elke Jahns, and occasionally Ken Mattson and Pepper Greene. Elke Jahns and Nick Woebcke also have provided music with flute and piano duets. The Homecoming Sunday service featured hand drumming by a guest drummer Nurudafina Pili Abena. Irene Merwin was designated the Instrumental Coordinator at the beginning of the year, and she directed folks via announcements to our web page, although new musicians have yet to be identified.

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

**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 continued its strong relationship with Cambridge Homes, the Neville Manor and the Sancta Maria nursing homes for this annual mid-December event. More than 25 participants, many new to this event, sang for more than 75 people. This year's event was coordinated by Mark Pickering.

**Talent Show.** The second annual Talent Show brought showcased much talent: an incredible violin duet, other creative duets and ensembles of many musical styles. Jonathan accompanied and supported many of the acts. This event was coordinated by Bruce Hoppe, assisted by Mara Vorhees.

### **Community Outreach**

**Sancta Maria.** Since early 2009 Elke Jahns has led a sing-along event once or twice monthly on Saturday mornings on the three floors of the Sancta Maria nursing home. Over 40 people are on the mailing list, and four to fifteen singers come to each event. They sing along with the residents, using binders of familiar songs; residents look forward to the visits and sing very enthusiastically! Elke Jahns and Linda Cundiff 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.

The choir also sang at the Haitian Coalition of Somerville's 2011 commemoration of the 2010 Haitian earthquake at the Somerville High School on 1/13/11, performing an SATB arrangement of "Wongolo", a traditional Haitian song farewell, which Jonathan had transcribed and arranged for SATB choir. On this occasion, the choir was directed by Renee Saindon, soprano section leader and song leader extraordinaire.

**Music Committee.** The Music Committee initiated and oversaw a variety of significant events and developments this past year. Prominent among these was the strengthening of fellowship among choir members. This was accomplished in several ways, but was perhaps most apparent in the acquisition of colorful stoles for choir members to wear, with the objective of more festive and uniform appearance, as well as “esprit de corps”. Linda Cundiff designed and sewed 30 beautiful, reversible choir stoles using colorful hand loomed Guatemalan fabric. Choir members enjoy wearing them, and many congregants have expressed pleasure and appreciation in seeing them,

**New activities this year also included:**

- Choir snack and Choir lunches: Linda organized a box (located in the music section in the Meeting House) that has equipment to make coffee and hot water for beverages when there is time for “choir snack” in between rehearsal and the service on Sunday morning. Someone is needed to consistently coordinate this. Steve has organized monthly Choir lunches after church. Both have served to increase choir solidarity.
- Completed the content and posted a beautiful new music page on the First Parish Cambridge web site, incorporating the Vision Statement developed last year. This project was developed and coordinated by Steve Hanna.
- Summer “hymn choir.” Steve Hanna brought this concept into being for this summer - encouraging choir members to sit together during the service to better support congregational hymn-singing during the more sparsely attended summer services.
- After the Alto Section leader resigned in March, the committee discussed a process for recruiting and hiring a replacement who ideally would add racial and/or ethnic diversity to the choir and the church staff. Rev. Small joined in those discussions. Recruiting is being completed in August. Mara Vorhees agreed to become a co-chair for 2011-12, and Linda Cundiff resigned as Chair after two years, and Steve Hanna became the new co-chair for 2011-2012. The Committee worked on:

**Goals for next year:**

- Continue to develop a “Festival Choir” that will sing at least three times during the year. Post the music and rehearsal times well in advance; committee members will actively recruit experienced singers as well as those with potential to sing at those times. Jonathan will take the lead in this initiative.
- Continue established events, including: hosting social hour, the hymn sing, caroling event, talent show and community service singing.
- Strengthen Summer Music
- Continue and increase music from the other cultures and languages, including especially gospel, Latino and Haitian Creole as these cultures are represented prominently in our wider Cambridge community.
- Improve Music Committee organization and involvement.

**Respectfully submitted,  
Linda Cundiff, Co-chair**

## Pastoral Associates

During our second year, under Fred's and Lilia's guidance, the Pastoral Associates have grown both in experience and in numbers. With the welcome addition of Elke Jahns and Stacey Jackson swelling our ranks to eight, we have substantially increased our capacity to provide and coordinate assistance to First Parish congregants in times of need. At the same time, our visibility seems to be increasing, with the number of requests for help averaging about 20 per month this year, considerably higher than last year. An especially encouraging visibility indicator is that at times when congregants have been in extreme need of support this year, the Pastoral Associates have been called upon quickly enough to be able to provide essential help when it was most needed.

These increasing opportunities to serve have reinforced our commitment to improving our listening, helping and caring skills, as well as the effectiveness of our processes and organization. As part of this effort, we all attended a day-long retreat in January, facilitated by Fred and Lilia and very graciously – and deliciously - hosted by Jane Sturtevant. We focused on how to improve our ability to provide services, and we also engaged in some role-playing to increase our ability to be supportive in emotionally challenging situations. Organizationally, we agreed to concentrate on three areas over the next two years:

- Increasing Visibility - becoming more intergral and useful to First Parish life, through including joys and sorrows (at a parishioner's own request) in the printed announcements, and finding additional ways to let congregants know who we are and what we do.
- Developing Effective Systems - including a Pastoral Associates manual, and online resources to increase visibility, provide more ways to contact us, and better coordinate Circle of Care participation.
- Drafting a mission statement that will reflect the Standing Committee's original Pastoral Associates charge, our covenant with the congregation, and our respective personal views on what the Pastoral Associates mission should be over the next two years. A draft of the mission statement will be submitted to Standing Committee for final approval.

In addition to the above, we affirmed the continuing need to augment the scope of our endeavors. This includes such things as continuing to arrange rides to and from Sunday services for those who need them, as well as continuing visits to parishioners who are unable to leave their dwelling places and possibly developing a network of visiting friends to better meet that need.

We again want to honor the many people in the First Parish community who have been and continue to be so willing to help one another both as participants in the Circle of Care and through the spontaneous acts of care and support that occur all the time in the First Parish community. This is truly a caring congregation!

**Submitted by the Pastoral Associates:** Janice Darling, Cushing Giesey, Helen Glikman, Stacey Jackson, Elke Jahns, Grier Merwin, Mauri Mollan, Jane Sturtevant

## Religious Education Committee

Some of this report is copied from the report from the Director of Religious Education and supplemented by Susan Shepherd, chair of the RE committee in 2010-2011. The other members of the RE committee this year were: Bruce Leslie-Pritchard, Nora O'Farrell, Shelby Meyerhoff, Julie Duncan, Nick Wuebcke along with staff member Joanna Seale. We met monthly for two hours, at least, from October to June.

The RE committee set its priorities in consulting with Mandy on various decisions, assisting in recruiting teachers, working as RE greeters on Sundays and general support for the various activities. Having Mandy as the Director of Religious Education has been fantastic and she and the committee share many goals of having a solid RE program, welcoming newcomers, building the full participation of parents and families in congregational life and developing UUism in our young congregants.

The Religious Education programs in 2010-11, themed "Be Here Now," focused on Life Skills for Young Unitarian Universalists. These included an emphasis in Ingatherings, social justice projects and curriculum on the following topics: Worship and spiritual practice – experiencing mystery and wonder; celebrating joys; coping with loss; knowing ourselves through personal reflection. Relationship Building – self-respect; love and caring for others; honest, age-appropriate sexuality education. Bravery - standing up for justice, and taking action on behalf of others. Peacemaking – learning healthy communication skills, and practicing and valuing nonviolence.

Our curriculum for the year were:

PreK-K	<u>Celebrating Me and My World</u>
K-1	<u>Our Whole Lives</u> (afternoons, 8 sessions)
1-2	<u>Free to Believe</u>
3-4	<u>Moral Tales</u> and <u>Cartooning at Church</u>
4-5	<u>Our Whole Lives</u> (afternoons, 8 sessions)
5-6	<u>In Our Hands</u> and <u>Cartooning at Church</u>
7-8	<u>Our Whole Lives</u>

Registrations this year included 97 children and youth. Of those registrations, 34 were new in 2010-11. Attendance averages for fall, winter and spring sessions varied widely and this is an ongoing challenge at First Parish. Attendance is consistently highest in fall.

The RE Committee considered carefully how the Our Whole Lives (OWL) curriculum, one of our most popular, fits into the RE calendar. The RE Committee agreed that due to the impact on winter/spring attendance, OWL for elementary levels is best offered during the Sunday morning time slot in future years. Newcomers in those age brackets will be invited to participate in classes with the next closest age group. The RE Committee needs to continuously reexamine grade groupings and the curriculum cycle in OWL years in order to accommodate this strategy.

Twenty-six (26) volunteer teachers and 1 paid teacher were recruited and trained this year. They received weekly e-mail support as well as quarterly Reflection meetings from the DRE. Additional volunteers served as special events coordinators, field trip and retreat chaperones, supply shoppers, and substitute teachers. The DRE was very active in recruiting volunteers and involving parents in our participatory RE program. RE Assistant Johanna Seale, in preparation for her own DRE position at Milford, NH, took on increasing responsibility, teaching OWL K-1 and leading an Ingathering.

This year Mandy created and offered a 4-session parenting class, the first in many years. The class included guided meditations, creative multi-sensory exploration of families' spiritual priorities, and discussion of the new book Tending the Flame: The Art of Unitarian Universalist Parenting. Participants have created a spinoff group that will meet monthly to discuss other books on parenting.

A team of people including the ministers, the DRE and others worked closely with a Youth Group Consultant to resolve ongoing youth group issues and develop a plan for healthy long-term growth. Results included the new Coming of Age Coordinator proposal and hire, and Religious Education sections of a newly instituted Safe Congregations Policy.

With the help of Carol Rabs, Mandy began a weekly e-mail newsletter entitled "This Week in RE," informing families of upcoming events.

Mandy Neff, our DRE, was particularly spectacular in initiating and coordinating a number of multi-generational events this year, which are outlined in her own annual report.

The RE committee feels that we have turned a corner in religious education for children at Frist Parish and look forward to a solid future with RE as a cornerstone for building the Beloved Community.

**Respectfully,  
Susan Shepherd  
Chair, RE committee**

## Stewardship Committee

**Committee members:** Andy Coate, Cushing Giesey, Steve Hanna, Eileen Sullivan, Mary Sutula, Linda West, Mike Wiggins (Standing Committee Liaison)

With our ministerial team in place, First Parish has moved on to the next stage of our journey: realizing our dreams within and beyond our church. We have wonderful, grand dreams of building a multicultural, justice-filled community. But to realize these dreams, we will need more than just ideas. We'll need a plan and the resources necessary to execute that plan.

The theme for this year's canvass was "In dreams begins responsibility". This wonderful quotation from William Butler Yeats embodies our challenge for the next few years: committing the time, money, and other resources needed to realize our grand dreams.

This year's Stewardship Committee lifted up this challenge and called upon our community to fulfill our financial responsibilities by increasing our total giving from \$275,000 to \$300,000 (an increase of approximately 10%). We did two leadership receptions in late February, mailed out pledge packets in early March, and collected pledges during a rousing Celebration Sunday service later in March.

Inspired by their dreams, the church community stepped forward with 89 households increasing their pledges and more than 39 new households (a new record!). We reached 64% of our goal on Celebration Sunday, a strong achievement. We set records for pledging, surpassing the previous year's goal by mid-May (earlier than usual) and ending the year with a pledge total of \$275,969 (92% of goal, the highest total ever and the highest percentage in memory).

We are planning a follow-up campaign in the fall to solicit donations from new members and returning members who have not yet pledged. We are confident that this final push will carry us over the finish line, enabling First Parish to meet our pledging goal and to realize our dreams. If we all fulfill our pledges and a reasonable number of new pledges are received in the fall, our church will have the financial resources we need.

However, our financial work has only just begun. The 2010-2011 budget draws substantially upon the Beloved Community Fund, a short-term fund designed and donated to carry us through the transition as our church grows in size and in mission. As we look forward to next year, we will be called upon to bridge this gap and to do even more. The best way to accomplish this is to grow our church and to increase our commitment to the church. All the resources of energy and money and love that we need are located here in our community. So let's dedicate ourselves to realizing our dreams of multiculturalism and justice and to sharing our message publicly. If we do so, new people will flock to our church and next year's stewardship campaign will be a huge success.

FY2012 pledges secured by May 24, 2011: \$ 275,969 Pledge units 220

**Respectfully submitted ,  
Steve Hanna**

## Worship Committee

**Members:** Ken Adams, chair; Carol Agate, Dan Bartley, Janice Darling, Katrina Piehler.

Ex-officio: Rev. Fred Small, Sr. Minister; Rev. Lilia Cuervo, Associate Minister; Jonathan Barnhart, Music Director

### Activities of the Past Year

- The Committee continued to **recruit lay readers for two worship elements in each Sunday service:** the announcements and the chalice lighting. Results from the spring 2010 worship survey indicated that the congregation desired greater diversity of laity in the pulpit in worship. In response, the Worship Committee posted and publicized a sign up sheet on boards in the Parish House for congregants to self-identify to be contacted to participate in worship. However, the sign up sheet was of limited success and was ultimately abandoned.
- The Committee continued to **take on the role of Worship Associate during the regular church year.** The responsibilities of the Worship Associates included:
  - communicating with the Deacon on duty,
  - greeting, orienting and delivering payment to the ASL interpreter on the 2<sup>nd</sup> Sunday of each month,
  - serving as a check-in person for lay readers to confirm that all are present and prepared for their reading,
  - leading the covenant, or recruiting a lay congregant to do so,
  - handling the 2<sup>nd</sup> microphone during the “Welcome of Newcomers” if needed,
  - assisting the ministerial staff with any issues that arise prior to the start of worship.
- As is tradition at First Parish, **Women’s Sacred Circle led worship on May 1** (the first Sunday in May. Katrina Piehler acted as liaison to Women’s Sacred Circle for the service.
- Regular **monthly contemplative services**, beginning with a Winter Solstice service in December, have been led by Associate Minister, Lilia Cuervo; Worship Committee member, Janice Darling and Elke Jahns. There has also been able participation by various congregants. They have become an increasingly anticipated service of quiet reflection on the fourth Wednesday of the month and will be continued in the coming year.
- We offered **American Sign Language interpretation one Sunday a month during the year** in hopes of being able to be a resource for those in the deaf community who might like to join our worship. We have realized that a stand alone offering such as this is not useful as it needs to be linked to a more comprehensive ministry to the deaf population, which we are not able to provide at this time.

- The Committee **coordinated the summer worship services, which spanned June 26 – September 4 (11 Sundays)**. Guest preachers were recruited by Carol Agate, who focused on securing seasoned ministers to further solidify our summer worship. Services were well attended by both visitors and regular congregants. The Committee worked together to update 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.
- Through the course of discussions in this past year’s Worship Committee meetings, 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 assistive 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.

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

- Upon the conclusion of summer 2011 the Committee saw **the departure of three members: Katrina Piehler, Dan Bartley and Ken Adams**. During the past year, Katrina joined the Deacons and will take on the role of Head Deacon starting in fall 2011. In that role she will be an ex-officio member of the Worship Committee.
- The Committee **embarked upon a process of re-envisioning and re-structuring** including:
  1. Improving communication between groups involved in coordinating worship
  2. Developing lay leadership in worship.

This process included regular conversations during monthly meetings, a special re-envisioning meeting during the summer of 2010, research into other models of lay participation in worship and numerous casual conversations. This re-envisioning and re-structuring process will continue in the fall of 2011 with the addition of several new members and the creation of a broadened Worship Associate program that will function during the entire year.

**Respectfully submitted,  
Ken Adams, Chair**

## Social Justice Council

**Members:** Marcia Hams (Chair), Ginger Ryan and Susan Leslie-Pritchard (At-large), Margaret Drury (Standing Committee and Prison Justice Task Force), Shelley Rieman (Prison Justice Task Force), Linda Clark (Climate Justice Task Force) and Linda Cundiff (Immigration Task Force).

The Social Justice Council held quarterly meetings to plan SJC at-large activities and communication; to review and support work of the three Task Forces (Prison Justice, Climate Justice and Immigration); respond to non-Task Force related requests for support from outside First Parish, and implement the process for the congregation to vote on Task Forces for 2011-2012. See Task Force reports for details of their work. We were responsible for choosing three groups to receive the shared plate offering and, in conjunction with the Task Forces, selected the Haitian Coalition, Centro Presente and Families Against Mandatory Minimums (FAMM).

We produced the SJC News 2-4 times per month to announce meetings and events of the Task Forces, UU Mass Action, Unitarian Universalist Association, Standing on the Side of Love, and other groups as appropriate. Highlights included the following, which were attended by members of First Parish (see Task Force reports for details on TF events):

- UU Mass Action Immigration Conference in December and April Advocacy Day at the Statehouse on bills to address poverty (homelessness, jobs, affordable housing, foreclosures) as well as greenhouse gas regulation and Transgender Equal Rights
- Central Square Theater play and discussions on the Middle East (December)
- Cambridge Martin Luther King Jr. Day Commemoration --MLK Jr. Vigil for Peace and Civility, on First Parish steps, to remember shootings in Tucson. UUA and Standing on the Side of Love organized events in many areas.
- Tuesday Meals volunteer needs
- Rally in support of Immokalee Farm workers campaign for Fair Food (kids at First Parish also did cards and met with Immokalee workers)
- Transformation Team film and discussion on black empowerment within UUA
- Rallies in support of Wisconsin public sector workers organized by UUA and Interfaith Worker Justice
- Walk for Hunger First Parish delegation
- May 1 International Workers Day March in East Boston—marched under SSL banner
- May 17<sup>th</sup> Mass Equality celebration in Cambridge of 7 years of marriage equality
- Gay Pride March in June

We hosted tables at coffee hour to involve the congregation in events and action. Highlights included selling Standing on the Side of Love T-Shirts, collecting signatures for the Transgender Equal Rights Bill (50 collected and submitted by UUMassAction to legislators) and Task Force activities. (see TF reports).

**Organizing workshop:** Marcia Hams, Susan Leslie-Pritchard and Susan Shepherd facilitated a workshop on ways to get more people deeply involved in First Parish. We used models for doing internal congregational organizing and invited the Task Forces and other committee leaders, and it was attended by 15 people.

**Dialogue on Middle East congregational issues.** We addressed the conflict around the role of the Peace and Justice in the Middle East group at First Parish, which had been a Task Force for one year and a group for many years. We held a dialogue in the spring with members of the PJME group, some First Parish Jewish members and others concerned. To prepare for this and other issues, four members of the SJC and Task Forces attended (along with Fred Small) a day long training at the Public Conversations project. We used these materials and approaches to facilitate the dialogue, which was attended by about 20 members who found it to be very helpful. In addition, a Compassionate Listening workshop was held in October, and Social Justice Council recruited several people to attend who were a part of the Middle East dialogue. SJC will continue to help address these challenging issues.

On May 22 we held the Social Justice Open House and Task Force Presentations to prepare for the congregational vote in June. It was attended by about 50 people. Task Forces reported on their work this year and proposed work for next year. We also had small group discussions about these and other potential social justice activities. At the semi-annual meeting on June 4 the Environmental Justice Task Force (previously Climate Justice Task Force) and Immigration Task Force were voted in. Prison Justice had decided not to seek Task Force status and will be a program group next year.

**Respectfully submitted,  
Marcia Hams, Chair**

## CLIMATE JUSTICE TASK FORCE

### Members, 9/2010—5/2011

Organizers: Linda Clark, chair; Ginger Ryan, Michele Sprengnether, Terry Murphy, Kate Toomey, Sharon DeVos, Alison Altman, Molly Uline, Stewart Wise, Collin Weller

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

### Goals

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

### Actions

We began our church year by hosting the Local Foods Potluck Supper on 10/2 in support of the UUA SAI on Ethical Eating. Several speakers spoke on various aspects of the social justice issues related to eating locally grown/produced foods: the Carrot Project, the Food Project, and Slow Food Boston. About 25 out of the around 35 who signed up attended, making our offerings on the slim side. In the future requiring a "ticket" cost at sign-up may help to ensure attendance.

Among several major efforts this year was a substantial effort to review the General Assembly Statement of Conscience draft on Ethical Eating. Few congregations undertake this process which can make it hard to get congregational action on them. We submitted our edits, revisions, and suggestions and reviewed the draft submitted to GA so that our delegates know where we stand and can advocate for us before the GA votes on the final draft.

Additionally, we began weekly sale of fair trade coffee, hot chocolate mix, and chocolate bars during social hour. In our course last year, Menu for the Future, the UUA's guide on Ethical Eating urged congregations to undertake this effort. Kate Toomey and Terry Murphy had been involved in this effort at the Arlington Street Church and took this on. It has been a big success, all our profits going to the UUSC Small Farms Fund.

We have also begun the process of assessing the sustainability of all practices here at First Parish through the Sustainable Business Network of Greater Boston's Sustainable Community Leader Program. Having gained the support of the Standing Committee and the Buildings & Grounds Committee, we will be undertaking this in the fall, forming a green team of First Parish members to oversee the process. Unlike the Green Sanctuary certification process, we will have much more help and many more resources from the SBN. Funding of the \$600 fee for this process is our responsibility. Half the cost will come from funds we already have available to us and the other half from fund-raising efforts we will undertake.

Other activities throughout the year were our film series of 4 films and speakers from the UUSC for two of them, continuation of our environmental book group, letter-writing and petition-signing in support of the EPA's Clean Air Act regulation and of strict regulation of the procedure called fracking in drilling for natural gas in the Marcellus Shale and other areas, bike rides in support of a coal plant-free MA and Livable Streets, supporting the Coalition of Immokalee Workers in their drive for a living wage in So. Florida farming and collaboration with the Cambridge Climate Emergency Action Group in the planning of Cambridge Climate Week.

For the coming year Kate Toomey and Terry Murphy will be our co-chairs and our name will change to the Environmental Justice Task Force. Primary activities planned are:

1. Undertaking the Sustainable Community Leaders Program, a 6-month process
2. Participating in 350.org's "Moving Planet" event 9/24/11
3. Offering a Northwest Earth Institute 7-week course on sustainability
4. Continuing our environmental film series
5. Continuing our monthly environmental book club
6. Letter-writing and other advocacy of pertinent legislation

Working in collaboration with other First Parish groups and taskforces and community groups where our goals overlap.

**Respectfully submitted,  
Linda Clark, Chair**

## IMMIGRATION TASK FORCE

### **Members, 9/2010—5/2011**

Organizers: Linda Cundiff, chair; Karin Lin, Susan Leslie-Pritchard, Alison Altman, Andy Coate

Supporters: Molly Uline, Gloria Korsman, Rashid Shaik, Susan Shepherd, Wendy Brown

*The purpose of the Immigration Task Force is to promote education and awareness of both local and global immigrant issues, and to advocate for local, state and national policy and legislative changes in concert with our partners. In keeping with our congregation's journey toward a multiracial, multicultural, justice-making future, and in affirming the inherent worth and dignity of every person, we take action to support positive social change.*

### **Task Force Objectives for church year 2010-2011 and how we met them:**

- Introduce First Parish to the different immigrant communities in Cambridge and Somerville.  
*Began efforts by having Student Immigrant Movement (SIM) guests tell their stories at 2 events. Worked closely with the Haitian Coalition to plan and put on the Earthquake Commemoration event, held the International Gala for Haiti at First Parish and the chair of the Immigration Task Force went on a mission to Haiti with the Haitian Coalition.*
- Educate congregation about current issues and legislation related to immigration reform.  
*Yes, through 2 Sunday Services, 3 after church events with guests and a multicultural potluck event.*
- Make advocacy action opportunities available to congregation.  
*Yes, 7 events plus letter writing campaign against Secure Communities and for the Dream Act.*
- Partner with key agencies serving/advocating for immigrants: continue with Centro Presente and Haitian Coalition, add others e.g. Centro Latino, Maps (MA Association of Portuguese Speakers), Brazilian Women's Group, Headstart, etc.  
*Continued with Centro Presente and Haitian Coalition, added only Student Immigrant Movement this year.*

### **Task Force Objectives for church year 2011-2012**

- Introduce First Parish to the different immigrant communities in Cambridge and Somerville.
- Make advocacy action opportunities available to congregation. Continue partnerships with SIM, Centro Presente and Haitian Coalition. Meet with others to explore possible future partnerships.
- Prepare congregation to vote on becoming a member church of the Boston New Sanctuary Movement (BNSM). First Parish staff and leaders are already participating.
- Send a larger than usual delegation to Phoenix GA in June 2012.

**Possible strategies, activities or events planned for church year 2010-2011**

- Invite local leaders to ITF meetings. Include RIM (Refugee and Immigrant Ministry), Brazilian Women’s Group, etc.
- Present the proposal to join the BNSM at the October semi-annual meeting and a vote at June semi-annual meeting.
- Multicultural Forum- hold an evening or Saturday event to celebrate cultures and hear immigration stories
- Continue to provide advocacy opportunities and educational events, preparing congregation for Phoenix GA.

***ITF Activities with Supporting Partners July 2010-June 2011***

<b><i>Month</i></b>	<b><i>Activity</i></b>	<b><i>Partner organization (s)</i></b>	<b><i>Approx # participating</i></b>
<b><i>July</i></b>	<i>Phoenix AZ demonstrations</i>	<i>UUA, Puente ?</i>	<i>4</i>
<b><i>October</i></b>	<i>Press Conference about Somerville ICE raid</i>	<i>Centro Presente</i>	<i>4</i>
<b><i>October</i></b>	<i>Clergy Breakfast- at First Parish</i>	<i>Boston New Sanctuary Movement</i>	<i>5</i>
<b><i>November</i></b>	<i>DREAM Act Rally; Boston</i>	<a href="#"><i>Centro Presente</i></a>	<i>10</i>
<b><i>Fall and Winter</i></b>	<i>Social Justice Spanish Classes</i>	<i>Centro Presente</i>	<i>6</i>
<b><i>December</i></b>	<i>Holiday Party</i>	<i>Centro Presente</i>	<i>12</i>
<b><i>January</i></b>	<i>Haitian Earthquake Commemoration; Somerville</i>	<i>Haitian Coalition</i>	<i>45</i>
<b><i>Jan-May</i></b>	<i>Secure Communities protests- 2 Statehouse rallies, hearing in Waltham</i>	<i>UUA, Centro Presente, BNSM</i>	<i>15</i>
<b><i>May</i></b>	<i>May Day March and Rally</i>	<i>Centro Presente and many others</i>	<i>4</i>
<b><i>April</i></b>	<i>A Faithful Understanding conference</i>	<i>Boston New Sanctuary Movement</i>	<i>4</i>
		<b><i>Total</i></b>	<b><i>150</i></b>

**ITF Activities at First Parish July 2010-June 2011**

<b>Month</b>	<b>Activity</b>	<b>Partner organization(s)</b>	<b># First Parish members participating</b>
<b>Oct.</b>	Sunday Service: Immigration with Phoenix attendees	WUVA	congregation
<b>Nov.</b>	Event: Student Immigrant Movement: guests, lunch	SIM	20
<b>Jan.</b>	Event: Multicultural Potluck: Food and stories, Timeline		30
<b>Jan.</b>	Letter writing campaign against Secure Communities during coffee hour		55
<b>Feb.</b>	Sunday Service: Courageous Love Award: service and social hour celebration	SIM	congregation
<b>April</b>	Event: Haiti Gala fundraiser at FPC	Haitian Coalition, Arlington Street Church	30 FPC attended plus 15 donated
<b>Feb.</b>	Event: Coalition of Immislakee Workers	Climate Justice ITF	15
<b>March</b>	ITF Open House: film on global migration; info about immigration issues		20

Respectfully submitted,  
Linda Cundiff, Chair

We had a retreat at Margaret Drury's home in August to plan the year. The name Prison Education Project was changed to Prison Justice Task Force. We agreed to focus on advocacy, legislative work, visiting prisoners and providing opportunities for the congregation to participate in our work.

There were four major activities this year.

- The first was in October, a presentation by Eve Sullivan and two other people, who explained their work in prisons with The Parents' Forum. They teach prisoners communication skills with a goal to improving their family relationships when they are released from prison.
- In mid-December, we invited the congregation to join us in writing holiday cards to prisoners. This was very successful. Approximately 30 people wrote 90+ cards and notes. We had some specific names of people to write, as well as a bundle to the Concord Prison Ministry who would distribute them.
- Our other very successful effort was the Spring book drive. We received book donations on three Sundays after church; hundreds of books were donated. Some of the group members then took the boxes of books to the Prison Book Program at the Lucy Parsons Bookstore in the basement of United First Parish Church in Quincy.
- We have been working on a legislative effort with FAMM, Families Against Mandatory Minimums, and there was a success this spring; the state legislature agreed to reduce first offense mandatory minimum sentences from 15 years to 7. Barbara Duggan, the state director of FAMM, joined us at church in May to receive half the plate offering on behalf of FAMM.

Our group was scheduled to meet monthly from September through June. Sometimes only two members attended a meeting. People have many involvements at First Parish; often another group or meeting took priority. We reflected on our work and agreed that the holiday cards and book drive were our most successful efforts, and also involved the congregation. We decided to become a committee instead of a task force for the coming program year. We will meet bi-monthly, sponsor those two activities and choose one more focal point, either legislative work or making more visits to prisoners.

**Respectfully submitted**

**Shelley Rieman, Chair**

**UUDoSomethings Group**

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 often 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'd 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, Elke Jahns, Nick Woebke, Jennifer Griffith, Trish Reid, Bruce Hoppe, Jacquie Gambarini, Laura Estan, Ed Koenig, Kriss Aho, Kathleen Attfield, Frances Donovan, and Lydia Carmosino.

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:

Right Relations - discussion about our Covenant

Connectedness and Community

What Does it Mean to celebrate the Holidays as a UU?

Beyond Resolutions: Living your Truth in the New Year

Our Relationship with Animals

Fun - Do you have it in your life, make time for it?

What does it mean for you?

- Revels River Sing gathering/picnic
- Apple and Pumpkin Picking at Shelburne Farms
- Annual - Winter Fun Weekend in North Conway, NH
- Summer Camping Trip at Tully Lake Campground
- Lantern Festival in JP gathering/picnic
- Shakespeare on the Common gathering/picnic
- Beach potluck gatherings at Crane Beach
- AND many various gatherings and outings to concerts, (including ones at First Parish), movies, hikes, music festivals, sing a longs, swing dancing nights, etc.

This year, the DoSomethings have also made an effort to be the volunteers for greeting, ushering and social hour hospitality on the 1st Sundays of each month. We had some success with that this year and intend to more fully expand our participation in coming years.

**Respectfully submitted,  
Katrina Piehler**

**Jewish Culture Group**

During the 2010-2011 year, the Jewish Culture Group expanded its programming to include more events. Most importantly, we celebrated several holidays: A Chanukah potluck in December, A Purim Party in March, and a Passover Seder in April. Each of these events was well attended, in particular the seder.

In addition to these meetings, we also held a potluck in September to kick off the year, and a discussion session in October. Since the group is still becoming more active, we also got our listserv up and running, and have over 25 people subscribed, and we communicated via email about several other events in the Boston area to celebrate Judaism in the context of our UU identities. We continue to work to serve people in the First Parish community who want to celebrate and learn about Jewish culture. Many of our participants come from Jewish backgrounds, but there are also many who are just interested to learn more.

**Respectfully submitted,  
Sara Krakauer**

## **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 5 concerts, with themes this past year, such as the Bluegrass concert and an Americana Folk concert. We were pleased to see so many members of the congregation attend and enjoy the company of their friends as well as the music. Our attendance continues to grow.

The coming 2011-2012 season is the 45<sup>th</sup> anniversary and we're planning special concerts to celebrate. In the tradition of the Nameless Coffeehouse we'll provide both an open mic, as well as nationally known artists who got their start at our coffeehouse in past years. Our special January concert will feature Lorraine and Bennett Hammond, with a surprise guest. Doors open at 7:30 pm and the music 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](http://www.namelesscoffeehouse.org) for more details. Next season's schedule follows:

### **SCHEDULE for 2011 - 2012**

October 1      Geoff Bartley and Friends

November 5 Traditional Folk featuring Terry Kitchen

January 21 Lorraine and Bennet Hammond with a surprise guest

March 10 To be announced

April 14 To be announced

**Nameless Coffeehouse  
Balance Sheet FY2011**

Balance in Reserve Account—\$1832.00 6/30/11

Month	BACHA Dues	Performer Fees	Sexton	First Parish Donation	Legal Fee	Total Monthly Expense	Monthly Proceeds	Net Income (loss)
Sept. 2010		\$360	\$125			\$485	\$300	(\$185)
Nov. 2010		\$250	\$125			\$375	\$235	(\$140)
Jan. 2011		\$300	\$125	\$500		\$925	\$407	(\$518)
Feb. 2011		\$325	\$125			\$450	\$343	(\$107)
April 2011	\$75	\$200	\$125		\$305	\$705	\$255	(\$450)
<b>TOTALS</b>	<b>\$75</b>	<b>\$1435</b>	<b>\$625</b>	<b>\$500</b>	<b>\$305</b>	<b>\$2940</b>	<b>\$1540</b>	<b>(\$1400)</b>

**Respectfully submitted,  
Marianne Cutter, Chair**

**Partner Church Group**

The Partner Church Group provides love, friendship, and support for a very tiny Unitarian congregation, Bordos, far up on the western slope of the Carpathian Alps in Transylvania, the Hungarian-speaking area of northwest Romania which was the birthplace of Unitarianism over 440 years ago and where it continues in unbroken line. The Group was informally convened in June 2010 and the Standing Committee approved the Group at its September 2010 meeting. On September 18, 2010 the Bordos church held a big 100th Anniversary festival, attended by 90 people; Bishop Benczedi Ferenc Balint, Arch-Bishop Laszlo Nagy, and Unitarian seminary dean Csaba Kecskes all spoke.

The Partner Church Group held its first “formal” meeting on January 9, 2011 and on January 16, 2011 a spotlight announcement was made. Donations were solicited thereafter to cover the cost of the Group’s membership in the UU Partner Church Council, which coordinates US-Transylvanian efforts. First Parish funds have been denied. Unfortunately, the Bordos Minister, Rev. Sándor Kovács, died of a brain tumor on May 18, 2011 and we are currently awaiting the assignment of a replacement (Sam Berliner met with the likely candidate at GA); in the interim, personal photographs and bios will be exchanged and donations will be solicited for the 2011-2012 year. First Parish congregants will be made aware of pilgrimage opportunities for 2012. This Program seeks to enhance multi-culturalism, as well as enrich our sense of Unitarian history.

**Respectfully submitted,  
S. (Sam) Berliner, III - Chair**

**Peace and Justice in the Middle East Group**

**Mission:** 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.. The focus is primarily on the Israeli/Palestinian conflict, and activities are mainly educational in nature.

**Membership:** Constance Cutter, Grace Hall, Arthur Holcombe, Susan Holcombe, Ernie Kirwan, Connie Kirwan, Donner Lohnes, Don McInnes, Jeannette McInnes, Dorianne Low, Claire Hastie, Bill Dotson, Susan Nye, Pepper Greene, Sharon Devos, Rashid Shaikh, Annique Caplan.

### **Summary of educational events:**

**November-December 2010.** We hosted a presentation on “Water Issues in Palestine”, by George S. Rishmawi who is the Coordinator of the Siraj Center for Holy Land Studies in Beit Sahour, Palestine. It is the Siraj Center personnel who make local arrangements for the trips to Israel and Palestine that First Parish member Don McInnes has led under sponsorship of Unitarian Universalists for Justice in the Middle East.

Some members also attended offerings from the Palestine Film Festival and the Jewish Film Festival. Invitations to join the outings were extended to all members of First Parish via weekly announcements.

**January-March 2011.** The group showed the two-part film by Paul Smaczny featuring composer and director Daniel Barenboim and the West-Eastern Divan Orchestra. It documents a project to enable young European, Israeli, Palestinian, and other Arab musicians to practice together and perform in Europe and Ramallah.

The group presented a talk and slide show featuring First Parish member Arthur Holcombe who visited the Gaza Strip in December 2010 to determine ways that awareness and support can be raised to help a women’s embroidery project, and to explore ways to alleviate the extreme poverty there.

**April-May 2011.** The group offered a two-part seminar on the history of the Israeli-Palestinian Conflict, conducted by Anne Minton. She is a retired Episcopal priest who has taught courses on this subject at the Tufts University adult learning program. Each session was well-attended.

### **Additional activities.**

The group held a Holiday Sale in the parlor during a social hour in December where they sold Palestinian olive oil and handcrafts. In March they hosted a Sunday social hour with Middle Eastern style food and again sold olive oil.

In November, several members of the group participated in the workshop on Compassionate Listening led by certified trainer Yael Petretti. Compassionate

Listening is a spiritual practice and skill-set for healing conflict and polarization. The workshop was offered to the First Parish community as part of an effort to address feelings regarding the group's programming. The process continued in March when eight members of the group participated in a workshop entitled "The congregational conflict about the Middle East—Exploring the roots and complexities of our feelings". It was designed by First Parish members who were trained for this type of facilitation.

**Future Plans:**

The members of the Peace and Justice in the Middle East Group are reviewing their mission and examining programming possibilities for 2011/2012.

**Respectfully submitted,  
Susan Nye**

### **Stebbins Gallery Committee**

**Members:** Laurie Gaines, Pepper Greene, Ernie and Connie Kirwan, Mauri Mollan, Josh Sheldon, Amy Stein, Julie Duncan (Chair)

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 2010-2011 season:

***For the Love of Art – September 19, 2010 – October 3, 2010***

Artists: Alliance of Cambridge Tenants (ACT)

ACT represents more than 5,400 households who live in Cambridge Housing Authority housing programs. Fifteen ACT artists presented original art in watercolor, oil, wood painting, drawing, photography, sculpture and mixed media.

In addition to their beautiful artwork, the group did a phenomenal job of publicizing the exhibit, including placing a short article in *El Mundo*. They also took full advantage of the space next to the church steps to present poetry and artwork during their opening event.

***Holiday Sale – October 2010 through January 2011***

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

***Children at Art*** - March 6 – 20, 2011

Artists: The children of Beyond the 4<sup>th</sup> Wall's art program  
Lace Campbell of Beyond the 4<sup>th</sup> Wall created a series of free art workshops for 2–4 year-olds in free-form painting, textured collage and play dough sculptures. While they created, the children were surrounded by the works of current Children at Art students inspired by themes of shape, texture and form. The sessions ended with a sing-a-long, story and snack.

***Splash!*** - May 20, 2011 - June 5, 2011

Artists: 9 Colors

An eclectic group of nine painters who share a love of creating works that express life, emotions, ideas, and nature presented their work in the gallery. This exhibit was also part of the Cambridge Open Studios.

***life and death*** - April 1, 2011 - May 15, 2011

Artists: Cambridge Rindge and Latin School painting students

A collection of artwork completed by CRLS students after school. They chose to explore the theme 'life and death' through different media (drawing, painting, collage) with the help of NYC artist Lori Schouela.

***Craft Show*** - July 2011 - present

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

**Finances**

Income 2010-2011 = \$1468.00

Expenses 2010-2011 = \$1007.70

Net Income = \$460.30

Balance in Reserve Account = \$1719.61

**Committee**

This year we chose not to meet regularly, but to handle most committee business via e-mail. Throughout the year, committee members cleaned and organized the space and repaired and painted the walls.

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. He also painted one wall with chalkboard paint. This has been a big hit with children and adults alike!

**Respectfully submitted**

**Julie Duncan, Chair**

**First Parish Women's Book Group**

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 in 2010-2011 was Stacey Jackson. In 2011-2012 the group's business will be co-facilitated by Mara Vorhees, Jennifer Griffith, and Sylvia Wheeler. Each month's discussion is facilitated by the woman who suggested that book.

People who attended the discussions in 2010-2011 include: Carol Agate, Alison Altman, Barbara Ceconi, Christine Howard, Stacey Jackson, Sylvia Wheeler, Dorianne Low, Jennifer Griffith, Mara Vorhees, Rachel Wilson, Suzi Sluyter, Linda Jurras, Juliette Braun, Molly Uline, 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](mailto: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](mailto: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.

In 2010-2011 we read and discussed these books:

September: ***The Diving Bell and the Butterfly*** by Jean-Dominique Bauby.

November: ***Zeitoun*** by Dave Eggers.

December: ***House Rules*** by Jodi Picoult.

January: ***Complications: A Surgeon's Notes on an Imperfect Science***  
by Atul Gawande.

February: ***Prodigal Summer*** by Barbara Kingsolver.

March: ***Out of the Flames: The Remarkable Story of a Fearless Scholar, a Fatal Heresy, and One of the Rarest Books in the World*** by Lawrence Goldstone.

April: ***Committed: A Skeptic Makes Peace with Marriage*** by Elizabeth Gilbert.

May: ***The Island Beneath the Sea*** by Isabel Allende.

June: ***The Help*** by Kathryn Stockett.

The Women's Book Group is guided by the covenant of right relations that we adopted in October 2008 and amended in September 2009 and in September 2010:

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.
  - \* The format for discussions is as follows: after business is discussed, the participants will read the book group's abridged covenant of right relations out loud. The discussion leader for that month will light the chalice, lead a round of brief personal check-in, then lead a round of reactions to the book, and finally facilitate the discussion in the way she deems appropriate.
  - \* 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 agree to assume the good intentions of others, and to deal directly with each other when conflict arises.
- \* 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!

**Respectfully submitted,  
Stacey Jackson, Facilitator**

## **Women Writing Together**

An organismic feeling has developed in the group's 6+ years: every other week, women attendees come together to create, free of judging minds, in the caring company of deeply felt hearts. Women continue to explore our freedom to write, and share (out loud, optionally), at Monday evening meetings all year, including outdoors during the summer in a nearby university fountain garden. A natural sacred bond has built from our confidential, safe activity, and we often light a chalice candle; occasionally we plan a group cultural outing, or go out for coffee together. The annual winter afternoon writing retreat was not held this past year; perhaps it will feel right to bring it back in coming years. The group appeals to people curious about the creative voice in their too-dormant writing pens, and who enjoy the company of liberal-minded, thoughtful, open-hearted participants. Contact the facilitator at [womenwriting@firstparishcambridge.org](mailto:womenwriting@firstparishcambridge.org) with questions or comments and for meeting times and dates.

**Respectfully submitted,  
Heidi Meyer**

## **Women's Sacred Circle**

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 UU Church of Cambridge. These activities include our monthly circle gatherings on the second Friday of every month beginning in the month of September, 2010 and running through June of 2011. We accepted new members in October of 2010 in our annual Open Circle, as the circle is closed to new members for the remainder of the year. We 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 5 times this circle year and we asked for member input for planning the coming year and asked what more they wanted from circle before the start of the circle year in September 2011. The response was very positive and resulted in a fuller participation from everyone in the planning of the circle year. 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 2011 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 2011 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 continues to be a great source of inspiration and community outreach for our circle. The feedback from the congregation of the church is always greatly encouraging and appreciative. Finally, in August we gathered for our 2<sup>nd</sup> 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 (Chair), Holly Williams, Joan Jordan, Michelle Kalas, Julie Ebin, and Theresa Werth.

## **PAINE SENIOR SERVICES 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 in 2008 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.

Susan Pacheco, Director of Client Services, the Cambridge Council on Aging, Chair  
Jennifer Bonardi, Executive Director, Ford Hall Forum, Vice Chair  
Ernie Sabine, First Parish, Treasurer  
Kathleen Connolly, CASCAP  
Laura Estan, First Parish  
Annie Fowler, Director of Aging Information program, SCES  
Brian Geenbaur, First Parish  
Helen Glikman, First Parish  
John O'Neil, Executive Director Somerville-Cambridge Elder Services (SCES)  
Helene Quinn, Executive Director, the Cambridge Homes

### **Staff:**

Elizabeth Aguilo, LICSW, Executive Director  
Maureen Harty, LICSW, Social Worker  
Pat Leiby, Bookkeeper  
Kelly Hogan, MSW intern, Boston University, 2010

**CLIENT PROFILE: (below are the top 3 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, demonstrating the ever-increasing need for help to identify appropriate, yet affordable, insurance.

**Access to services:** includes 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:** Referrals for help to either maintain current housing or explore other options, including subsidized senior housing or assisted living. This is reflective of the economic and housing distress in which the country finds itself.

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

Total # of elders referred for service in 2010: 170

*(PSS anticipated 108 referrals for the year based on referrals from previous years.)*

Average # active clients each month: 40

**FINANCIAL PROFILE OF YEAR END 2010:**

**Income** **\$183,373**

*(Includes income from Endowment, Investments, Fundraising, Fees & contributions)*

**Expenses\*** **\$185,746**

*(Includes employee salaries, benefits, training and supervision, malpractice insurance, and office expenses—rent, telephones, email account, office supplies)*

**Income Minus Expense** **(\$2,373) deficit**

**Of note, the following factors helped off set the expected deficit of \$11,235.**

**PSS received an anonymous donation of \$5,000 and PSS also spent less than budgeted. PSS also received a grant from the Cambridge Community**

**Foundation, which will be counted towards 2011 income.**

**MONEY DISTRIBUTED TO ELDERS AND THE COMMUNITY**

*(Every year, PSS is to receive 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. The amount available for distribution is highly dependent on investment of the funds. For 2010, funds were not available for distribution.)*

Second Whitney Expenses—Direct Distribution to Individuals \$0  
*(Requests for funding for eyeglasses, air conditioners, and other necessary expenses)*

**First Whitney Grants** **\$0**  
*(Holiday Meal Baskets to East End House and food cards to individual elders from Shaw's or Johnny Foodmaster's)*

**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)

The Cambridge Council on Aging

**GOALS FOR 2011:**

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 evaluate our role in the community given the evolving needs and resources of the community.

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

## **Tuesday Meals Programs**

The Tuesday Meals Program continued to have increased attendance throughout the fiscal year. The growth we experienced is due to increasing need as well as a small reduction in services—one meal program in Boston closed and we have had new guests to our program who were formerly ‘regulars’ at the closed meal. In total, we served over 6000 meals in the 2010-2011 fiscal year, while continuing to meet our priority of providing balanced, nutritious meals.

Several changes made this year have positioned the program for sustainability. The kitchen is now fully equipped to meet the program’s current needs as well as increased needs in the future, A new six burner range and 2 convection ovens were added this year, with the cost shared equally between the parish and the program. TMP purchased the new professional refrigerator in the previous fiscal year, and during the first weeks of FY 11-12, a new dishwasher and hand washing sink were installed, after collaborative planning between Buildings and Grounds and TMP. The church and TMP equally shared the expense of the new dishwasher, TMP covered the expense for the hand washing sink and the parish paid the expenses for bringing the kitchen plumbing up to standard.

The new dishwasher can wash and sanitize a full rack of dishes in less than 2 minutes, which provides the potential for the program to use conventional tableware and silverware. The transition will be both fiscally and environmentally sound, providing a savings of \$1500 for purchasing disposable tableware, and will keep thousands of plastic plates, bowls and utensils out of the landfills. The change also provides the program with additional means of meeting another of our priorities: serving our guests with dignity.

The hand washing sink is a very basic need that is required by all city codes in a professional kitchen. The City of Cambridge and the Greater Boston Food Bank have given us high marks on our annual inspections despite the lack of the hand washing sink.

The second significant change is that 2010-2011 was the first year in the history of TMP that the program had an operating budget along with the other programs in the parish. Generating historical documentation of sound fiscal management is a basic necessity to position the program to apply for grant money for future expenses.

The number of individual volunteers and volunteer groups that work with the program has continued to grow, and this past fiscal year we also had several volunteers who had court ordered community service to complete. The feedback has been consistently positive: the volunteer experience has been enriching for both the volunteers and the guests.

The Standing Committee approved a staffing restructuring of the program. That plan is currently being put into place as Judy Laris, Program Coordinator since October 2008, resigned in June.

**Respectfully submitted,  
Judy Laris**

## Cambridge Forum 2010-2011 Public Programs

**Board of Directors:** Mary Ann Daily\*, President; David Leveille, Vice-President for Programs; Jane Sturtevant\*, Treasurer; Janet Burns\*, Clerk; Virginia Burns, Lee Gagan, Kendra Gray\*, Jennifer Griffith\*, Hubert Jessup, Gail Leftwich Kitch, Donald McInnes\*, Timothy Weiskel

\* Member of First Parish in Cambridge

In 2010-11 Cambridge Forum completed its 44th year of public programming at First Parish in Cambridge. We produced 20 live public forums, working with 9 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 1,804, an increase of about 100 from the preceding year. The increase is attributed to two factors: (1) an increase in the number of live programs and (2) a change in starting time which eliminated a conflict with the end of the workday for members of the audience.

For the seventh year, Cambridge Forum focused its programming around a non-exclusive theme. In 2010-11 the chosen theme was "Renewing American Democracy." Programs examined some of the specific instances—the Supreme Court's *Citizens United* decision, the divisive partisan atmosphere in the current Congress, the influence of the health insurance lobby on health care reform legislation—that have challenged American democracy in recent years. In addition, speakers addressed some of the fundamental causes underlying the current state of perceived dysfunction in our democratic system, ranging from lack of citizen participation to the decline of the press, to the structure imposed by the Constitution itself. A minor programmatic focus was "21<sup>st</sup> Century Frontiers in Science," examining new research in neuroscience and genetics.

Our liaison with the Standing Committee—Marcia Hams—retired; Kendra Gray became our new liaison. In addition, the Forum Board lost 3 members this year. Don McInnes retired after more than 20 years of service including ten year as Board chair. Vincent Panico retired after 6 years of service. And Frances Ackerly, who had joined the Board in 2002 and served on its Program Committee, passed away. The Nominating Committee is identifying candidates to replace them; Jennifer Griffith has recently accepted an invitation to join the Board.

Cambridge Forum adopted an over-all operating budget for 2010-2011 that restored half of the preceding year's 20% reduction. Thanks to careful management, the Forum ended the year with a balanced budget.

A complete list of 2010-2011 Cambridge Forum programs is attached:

**September 15          RENEWING DEMOCRACY: Soul of a Citizen**

Author and activist **Paul Rogat Loeb** discusses citizenship. It's more than political engagement, he argues, in this newly revised edition of his underground best-seller, *Soul of a Citizen*. How do his narratives of creative, moral, and emotional citizenship play out in our age of cynicism and fear?

**September 22          PHILANTHROPY RECONSIDERED**

**George McCully**, creator of the *Catalogue for Philanthropy* and the new *Massachusetts Philanthropic Directory*, analyzes the current transformation of philanthropy. Rooted in the Classical tradition of "humane-ness" or "loving what it is to be human," philanthropy provided the explicit rationale for creating the United States. How is the practice of philanthropy changing today? How and why are the IT revolution and the new demographics of wealth promoting a paradigm-shift in philanthropy today? What does the future hold?

**October 3                HOWARD ZINN AND THE FREEDOM TO WRITE**

The late historian Howard Zinn was well known for his support of liberal causes and for his popular and inclusive research and writing. Another, less well known facet of his life-work was his encouragement of young writers and small presses. **PEN-New England** celebrates Howard Zinn and his support for the freedom to write with a panel discussion led by **Helene Atwan** of Beacon Press. Panelists include **David Zirin**, **Marc Favreau**, and **Martin Espada**.

*Co-sponsored by PEN-New England*

**October 13              RENEWING DEMOCRACY: Change Congress**

Harvard Law professor **Lawrence Lessig** argues that American democracy is broken and that only a concerted effort to change the way that Congress operates can restore our system of government. What changes does he see as necessary? And how does he see those changes coming about?

**October 23              PHIL OCHS SONG NIGHT**

**Sonny Ochs**, sister of the song-writer **Phil Ochs**, brings together a group of musicians, including First Parish minister **Fred Small**, to perform her brother's songs and keep his music alive today. Phil Ochs' political songs helped shape the social consciousness of the protest movements of the 1960s. These performances are a vivid expression of the power of music to move us and change the world.

**October 27              IN-BETWEEN**

**Mark Morrison-Read**, Unitarian Universalist minister, discusses *In Between: Memoir of an Integration Baby*, his memoir of growing up during the era of the civil rights movement. The author wrestles with racism, the death of Martin Luther King, black radicalism, his interracial family, and his experience as one of the first black Unitarian Universalist ministers. What was it like for African Americans who were among the first to bring racial diversity to their neighborhood, school, church or workplace?

**November 3 RENEWING DEMOCRACY: How Important Are Elections Anyway?**

Constitutional scholar and Visiting Professor at Harvard Law School **Sanford Levinson** discusses ways the Constitution limits democratic self-government. Most citizens see voting in elections as a major duty of citizenship. And political parties and the media focus almost exclusively on elections as the source of the nation's governing "mandate." Why, then, don't elections make more difference in the policies and activities of our government?

**November 8 THE MASSACHUSETTS PHILANTHROPIC DIRECTORY: A Tool for Donors**

**George McCully**, founder of the *Catalogue for Philanthropy*, and representatives from community foundations discuss the *Catalogue's* new on-line Directory to all charities in Massachusetts. A powerful, analytical tool freely available to donors, grant-makers, philanthropic advisors, managers, and everyone involved in philanthropy, the *Massachusetts Philanthropic Directory* has the potential to transform the way we think about and participate in philanthropy. How will it increase charitable giving?

**November 17 CREATE DANGEROUSLY: The Immigrant Artist at Work**

Award-winning Haitian-American author **Edwidge Danticat's** reflection on art and exile is introduced by Harvard Professor **Henry Louis Gates, Jr.** What does it mean to be an immigrant artist, especially in relation to one's country of origin? When that country is suffering—from violence, poverty, oppression, or disaster—how does the artists's responsibility change?

*Co-sponsored by Harvard Book Store and the W.E.B. DuBois Institute for African and African American Research at Harvard.*

**November 30 RENEWING DEMOCRACY: Deadly Spin**

Corporate whistle-blower **Wendell Potter** reveals the ways the insurance industry altered and tried to stop the process of health care reform. How is the power of corporate lobbyists exercised in our nation's capital? What can be done to counteract that power?

**January 26 COMMON AS AIR: Revolution, Art and Ownership**

MacArthur Fellow **Lewis Hyde** defends the concept of the cultural commons. How has our cultural heritage, the store of ideas and art we have inherited from the past, come to be seen as "intellectual property." Does the emergence of Wikileaks endanger the notion of freedom of the press? Is "net neutrality" possible in the ownership society?

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

**February 9**

**WORLD ON THE EDGE:**

**How to Prevent Environmental and Economic Collapse**

Internationally renowned environmentalist **Lester Brown** has been assessing the health of the earth's ecosystems for more than two decades. Over that time he has seen increasing signs of break-down until we are now facing issues of near-overwhelming complexity and unprecedented urgency. Can we change direction before we go over the edge? In his new book *World on the Edge*, Brown attempts to answer that question by systemically laying out both challenges and potential policy solutions.

*Co-sponsored by Tim Weiskel and an anonymous Friend of Cambridge Forum.*

**February 24**

**"YELLOW:" Decoding Emily Dickinson**

Her "life like a loaded gun" (Lyndall Gordon), the "woman in white", Emily Dickinson, arguably, wrote the greatest poetry in 19th century English. **Lynn Margulis** discusses Hans Werner Luescher's (b. Switzerland, 1901- d. California 1991) lifework to decode Dickinson. Luescher wrote (to T. J. Wilson, Director, Harvard University Press, Cambridge, April 19, 1962): "In the course of my painstaking analysis of the symbols, similes and parables contained in Emily Dickinson's poems, I have come to discover the central fact in the life of the poet." Lynn will talk about Luescher's opus and its relation to Ruth Owen Jones' far more reliable identification of Emily's Master figure.

**March 2**

**ROGUE STATES AND SUITCASE BOMBS:**

**Coping with the New Nuclear Threat**

Harvard Kennedy School expert in nuclear security **Matthew Bunn** discusses the nuclear threats of the 21st century: nuclear theft and terrorism, proliferation, and the nuclear energy fuel cycle. How serious are the new nuclear threats? What methods for handling them are effective?

*Co-sponsored by Don and Jeannette McInnes and an anonymous Friend of Cambridge Forum.*

**March 16**

**FIRE IN THE HEART: White Activists for Racial Justice**

Harvard sociologist **Mark Warren** uncovers the dynamic processes through which some white Americans become activists for racial justice in his new book *Fire in the Heart*. Based on in-depth interviews, Warren shows how the motivation to take and sustain action for racial justice is profoundly moral and relational. What are the difficulties that white activists face on their path to embracing racial justice? How have these challenges evolved over the past half century?

*Co-sponsored by Dan Bartley and Helen Glikman-Bartley.*

**March 21**

**WHY EVERYONE (ELSE) IS A HYPOCRITE:**

**Evolution and the Modular Mind**

Evolutionary psychologist **Robert Kurzban** challenges the traditional concept of the integrated self. The human mind's structure makes for behavioral inconsistency, so it is perfectly natural to believe that everyone else is a hypocrite. What is meant by the notion of the "modular mind"? What are the implications of human inconsistency for a world built around rational models?

**April 13**

**EMPIRES OF FOOD**

**Andrew Rimas** discusses his latest book, *Empires of Food: Feast, Famine and the Rise and Fall of Civilizations*. What does this sweeping look at the relationships between food, food availability, new food, and developing human civilizations tell us about food security in our own warming world?

**May 5**

**CAN THE SUPER RICH SAVE US?**

Political activist and consumer advocate **Ralph Nader** discusses the revised edition of his latest book *Only the SuperRich Can Save Us!* Described as a work of imagination, but not of fiction, Nader's newest book challenges our vision of the American Dream. How does Nader's provocative message resonate with American voters as the Great Recession drags on. How do the recent assaults on working people's livelihoods fit into his vision? How does he reconcile his call to the "super rich" with the Supreme Court's *Citizens United* decision on political campaign contributions?

**May 13**

**CLIMATE CHANGE: IS GREEN CONSUMPTION A SOLUTION?**

**Heather Rogers**, author of *Green Gone Wrong*, kicks off Climate Change Week in Cambridge, eight days of events about facing and reducing the escalating threats of a changing climate. Solutions for climate change aren't known, but science tells us that our consumption, what we eat, the products and services we buy, contribute to the problem. What can be done about the products that contribute most? Heather Rogers has investigated whether earth-friendly products are a solution. Tim Weiskel moderates the discussion.

*Co-sponsored by Cambridge Climate Emergency Action Group.*

**May 19**

**CHARLES SUMNER AT 200:**

**The Tradition of Civil Rights in Cambridge**

Charles Sumner, 19<sup>th</sup> century abolitionist and U.S. Senator, is one of the most visible figures in Harvard Square. On the 200<sup>th</sup> anniversary of his birth in 1811, the city of Cambridge rededicates his statue on the corner of Massachusetts Avenue and Church Street. Immediately following, **Beverly Morgan-Welch**, executive director of the Museum of African American History, and **Daniel Coquillette**, visiting professor at Harvard Law School, discuss Sumner's significance in America's on-going debates about Civil Rights.

*Co-sponsored by Jane Sturtevant, the Longfellow NHS, the Boston African American NHS, the Museum of African American History, Friends of the Longfellow House, and First Parish in Cambridge.*

## 2010-2011 WGBH FORUM NETWORK PROGRAMS

### **RENEWING DEMOCRACY: Soul of a Citizen**

Author **Paul Rogat Loeb** argues that citizenship is more than simple participation in civic affairs and elections.

### **PHILANTHROPY RECONSIDERED**

**George McCully**, creator of the *Catalogue for Philanthropy* and the new *Massachusetts Philanthropic Directory*, analyzes the current transformation of philanthropy

### **HOWARD ZINN AND THE FREEDOM TO WRITE**

**PEN-New England** and Cambridge Forum celebrate Howard Zinn and his support for young writers and small presses with a panel discussion led by **Helene Atwan** of Beacon Press. Panelists include **David Zirin**, **Marc Favreau**, and **Martin Espada**.

### **RENEWING DEMOCRACY: Change Congress**

Harvard Law professor **Lawrence Lessig** argues that only a concerted effort to change the way that Congress operates can restore our system of government.

### **PHIL OCHS SONG NIGHT**

**Sonny Ochs**, sister of the song-writer **Phil Ochs**, brings together a group of musicians to perform her brother's songs, which helped shape the social consciousness of the protest movements of the 1960s.

### **IN-BETWEEN**

**Mark Morrison-Read**, Unitarian Universalist minister, discusses *In Between: Memoir of an Integration Baby*, his memoir of growing up during the era of the civil rights movement.

### **RENEWING DEMOCRACY: How Important Are Elections Anyway?**

Constitutional scholar and Visiting Professor at Harvard Law School **Sanford Levinson** discusses the ways the Constitution limits democratic self-government.

### **CREATE DANGEROUSLY: The Immigrant Artist at Work**

Award-winning Haitian-American author **Edwidge Danticat** discusses her essays on art and exile with Harvard Professor **Henry Louis Gates, Jr.**

### **RENEWING DEMOCRACY: Deadly Spin**

Corporate whistle-blower **Wendell Potter** reveals the ways the insurance industry altered and tried to stop the process of health care reform.

### **COMMON AS AIR: Revolution, Art and Ownership**

MacArthur Fellow **Lewis Hyde** defends the concept of the cultural commons, the store of ideas and art we have inherited from the past.

### **WORLD ON THE EDGE: How to Prevent Environmental and Economic Collapse**

Environmentalist **Lester Brown** has been assessing the health of the earth's ecosystems for more than two decades, seeing increasing signs of break-down until we are now facing issues of near-overwhelming complexity and unprecedented urgency.

### **"YELLOW:" Decoding Emily Dickinson**

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### **ROGUE STATES AND SUITCASE BOMBS: Coping with the New Nuclear Threat**

Kennedy School expert in nuclear security **Matthew Bunn** discusses the nuclear threats of the 21st century: nuclear theft and terrorism, proliferation, and the nuclear energy fuel cycle

### **FIRE IN THE HEART: White Activists for Racial Justice**

Sociologist **Mark Warren** uses in-depth interviews to uncover the dynamic processes through which some white Americans become activists for racial justice.

### **WHY EVERYONE (ELSE) IS A HYPOCRITE: Evolution and the Modular Mind**

Evolutionary psychologist **Robert Kurzban** challenges the traditional concept of the integrated self, arguing that the human mind's structure guarantees behavioral inconsistency.

### **EMPIRES OF FOOD**

**Andrew Rimas** discusses his latest book, *Empires of Food: Feast, Famine and the Rise and Fall of Civilizations*, a sweeping look at the relationships between food, food availability, new food, and developing human civilizations.

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Political activist and consumer advocate **Ralph Nader** challenges our vision of the American Dream in his provocative book *Only the Super Rich Can Save Us!*

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**Heather Rogers**, author of *Green Gone Wrong*, investigates whether earth-friendly products can be a solution to the problem of climate change.

### **CHARLES SUMNER AT 200: The Tradition of Civil Rights in Cambridge**

On the 200<sup>th</sup> anniversary of Charles Sumner's birth, **Beverly Morgan-Welch** of the Museum of African American History and **Daniel Coquillette**, visiting professor at Harvard Law School, discuss his significance in America's on-going debates about Civil Rights.

**2010-2011 Co-sponsors:**

**Anonymous**

The First Parish in Cambridge, Unitarian Universalist

The Lowell Institute

The Fetzer Institute

Food for Free

Friends of Cambridge Forum

Massachusetts Cultural Council

Cambridge Arts Council

Cambridge Climate Emergency Action Group

Cambridge Trust Company

Wainwright Bank and Trust Company

Mullane, Michel & McInnes, Counselors at Law

National Senior Network

Sheraton Commander Hotel

The Spencer Foundation

National Park Service

PEN-New England

Harvard Book Store

Friends of the Longfellow House

WGBH Forum Network

The United Ministry at Harvard

The M.I.T. Chaplains (Interfaith)

## HARVARD SQUARE LIBRARY

Under Chairperson Gloria Korsman, the Harvard Square Library was able to deliver free books via the Internet worldwide to people in more than 100 countries on six continents.

Among the free literature made available this year with illustrations in color were:

*Unitarian Universalist Composers* compiled by Ernest Sabine  
*Celebrating Easter and Spring* by Carl Seaburg and Mark Harris  
Theodore Parker's final autobiography, his *Experience as a Minister*  
*Standing Before Us: Unitarian Universalist Women and Social Reform 1776-1936*  
edited by Dorothy May Emerson, a volume focused on the leadership of our  
movement by women.

Other works shared were:

*Cakes for the Queen of Heaven*, a probing encouragement to liberal religious women  
*A Totalitarian Church in a Democratic State*, by George La Piana, a work shared  
worldwide by the great late Harvard church historian

We also published online some key documents of the American heritage made possible by a remarkable Boston Unitarian woman, Mary Hemingway, who promoted the publication of *Old South Leaflets*.

We began in the first half of 2011 to celebrate worldwide a series celebrating some great American events featuring Universalists:

*Amos Throop*, founder of the California Institute of Technology  
*Olympia Brown*, America's first ordained woman  
*Dr. Benjamin Rush*, the signer of the Declaration of Independence who was the first  
American to call himself a Universalist  
*Hosea Ballou 2nd* and *Jean Mayer*, outstanding presidents of Tufts University  
*John and Judith Murray*, liberators of both religion and women  
*Clara Barton*, founder of the American Red Cross

This series will continue for the final six months of 2011 celebrating

*Horace Greeley*, America's great New York publisher  
*P.T. Barnum*, the "Greatest Showman on Earth"  
*George Huntston Williams*, on renewing religion at Harvard  
*Augusta Jane Chapin*, addressing the first World Parliament of Religions  
*Owen D. Young*, president of General Electric  
and *Louise W. Carnegie*, supporter of free libraries.

We receive daily statistics concerning the number of viewers we have in each of the one hundred countries reached by us. Favorite articles are biographies of composer Bela Bartok and folksinger Pete Seeger and my art work: a set of liberal religious Symbols of Power. Unitarian Universalists congregations and ministers receive monthly email announcements of Harvard Square Library publications.

Our new small office space is at the First Parish in Cambridge. Our monthly articles and books published on our Harvard Square Library website will continue to be available for years to come. This affiliated organization of the First Parish in Cambridge is now a recipient of a generous annual grant from the Alice and Frank Shulman Fund of the Unitarian Universalist Association. I am now retiring, and a new Director is about to be announced.

**Herbert F. Vetter, D.D., Director**

*Harvard Square Library Board of Directors*

Gloria Korsman, Chairperson; Jane Sturtevant, Treasurer; Donald McInnes, Clerk; Conrad E. Wright; James B. Vetter; Michael Melford; Alan Seaburg, Advisor.

First Parish in Cambridge  
First Church, Unitarian-Universalist  
Fall Semi- Annual Meeting

Members are notified that the Semi-Annual Meeting of the members of the Parish and Church will be held on October 24, 2010 at noon in the Meeting House.

The agenda:

FIRST: Choose a Parliamentarian

SECOND: Choose a Moderator

THIRD: Vote to amend First Parish bylaws Section III A. "The Standing Committee shall consist of the officers of the Parish and six elected members, elected by ballot at the Spring Semi-Annual Meeting of the Parish, to take office at the end of the meeting." The vote is to remove the words "at end of the meeting" and replace with "on July 1<sup>st</sup>".

FOURTH: Standing Committee, ministers and staff will share priorities for 2010-2011

FIFTH : Transformation Team will report on the proposed Mission process

SIXTH: Worship Committee will share results of the spring 2010 survey

SEVENTH : Updates will be provide about accessibility in the Meetinghouse and pew removal

EIGHTH: Standing Committee and Finance Committee will present an update on finances

NINTH: The 2000-2010 annual report will be received

TENTH: Transact any other business that may legally come before the meeting.

On behalf of the Standing Committee and in accordance with their vote on September 21, 2010,

Eileen Sullivan  
Chair, Standing Committee

Peggy Kraft  
Clerk, Standing Committee

Childcare will be provided during the meeting. Lunch will be for sale prior to the meeting and proceeds will benefit the Social Justice Council. All voting members can check-in at the beginning of the meeting and receive voting cards. Whether or not you're eligible to vote, you are welcome to attend the meeting and participate in discussion. If you are not a voting member, we encourage you to join our congregation and fully participate - contact [Membership@firstparishcambridge.org](mailto:Membership@firstparishcambridge.org) for information about joining First Parish. Voting members need to have officially joined First Parish and need to have made a financial contribution within 12 months of the meeting. If you are unsure of your status, contact Linda Baker, our Business Administrator, at [fphsq@aol.com](mailto:fphsq@aol.com) or 617-876-7772 by October 20<sup>th</sup>. Only voting members will receive voting cards.

Handouts and other information related to the agenda can be found on our website: <http://www.firstparishcambridge.org/meeting>. Please review this information before the meeting. Our congregation is a democracy, which depends on each member's voice and vote. Please join us on October 24<sup>th</sup> at noon.

First Parish in Cambridge  
Fall Semi- Annual Meeting  
October 24, 2010

Eileen Sullivan, Chair of the Standing Committee, opened the meeting upon verifying the presence of a quorum. She explained that the Clerk (Peggy Kraft) was absent and reminded the congregation of importance of using microphones when speaking.

Article I: **To choose a Temporary Clerk and Parliamentarian**

It was unanimously VOTED to elect Gloria Korsman as Temporary Clerk and Parliamentarian of the meeting.

Article II: **To choose a Moderator – Elizabeth Kline**

It was unanimously VOTED to elect Elizabeth Kline as Moderator of the meeting.

Article III: **Vote whether to amend First Parish bylaws Section III A. “The Standing Committee shall consist of the officers of the Parish and six elected members, elected by ballot at the Spring Semi-Annual Meeting of the Parish, to take office at the end of the meeting.” The vote is to remove the words “at end of the meeting” and replace with “on July 1st”.**

Eileen Sullivan presented the proposal as a “practical matter” to align officers’ terms with the fiscal year. Officers are elected at the Spring Semi-Annual Meeting, which takes place several weeks in advance the conclusion of the current fiscal year. It was unanimously VOTED to amend First Parish bylaws Section III A. “The Standing Committee shall consist of the officers of the Parish and six elected members, elected by ballot at the Spring Semi-Annual Meeting of the Parish, to take office at the end of the meeting.” The vote is to remove the words “at end of the meeting” and replace with “on July 1st”.

Article IV: **Standing Committee, ministers and staff will share priorities for 2010-2011**

Senior Minister Fred Small’s priorities for the current church year are:

*Worship.* Leading worship that is welcoming, uplifting, and spirit-filled.

*Pastoral Care.* Helping each person feel known and cared for. Our congregation is too large for any one minister to provide pastoral care for everyone, so Fred will deliver pastoral care directly whenever possible and also foster additional places for pastoral care to take place.

*Transformation.* Celebrating the journey into a multiracial, multicultural, justice-making future and continuing to make public witness a priority.

*Right Relations.* Facilitating dialog and compassionate listening.

Associate Minister Lilia Cuervo’s priorities for her first year at First Parish are:

To continue getting to know the Congregation, both in groups and individuals, and offering it her ministerial support, caring, and love.

In collaboration with interested supporters, to formulate a rich, viable, Adult Religious Education Program.

To help foster a greater participation of the congregation in the Tuesday Meals program. She invited members present at the meeting to sign up to help at Tuesday Meals.

To help increase and strengthen the partnership for social justice, between First Parish and chosen community groups.

Continue increasing support to the Covenant Groups, in order to attain a broader participation by the congregation in this program.

Mandy Neff, Director of Religious Education, was away at a conference. Susan Shepherd, Chair of the Religious Education Committee presented Mandy's priorities:

- To improve communication with parents through weekly e-mail, parent orientations, and a parenting course in Winter 2011
- To explore best practices for teen ministry this year, to create a vibrant Coming of Age 2011-12 program and Youth Group in 2012 and beyond
- To build community, investment and participation through fun family events this year such as the Pajama Party, Tuesday Meals RE Night, and Winter Retreat

Before offering his priorities, Music Director Jonathan Barnhart, thanked the congregation for funding his attendance at the most recent Unitarian Universalist Musicians Network meeting where he learned what other congregations do and strengthened his repertoire. He announced that we have acquired 20 copies of *Las Voces del Camino*, our Spanish language hymnal, which will be used in worship. Jonathan's priorities are:

- To continue to foster growth of the Choir while building a sense of community within the Choir and the church as a whole.
- Guided by the data supplied by the recent congregational survey, to plan and present music including more regularly scheduled participation by lay instrumentalists.
- To support the new ministry of Rev. Lilia Cuervo, by presenting music specifically appropriate for the worship services she leads.
- To continue to explore, along with Rev. Fred Small, new and diverse songs for congregational singing to enrich and enliven our worship.

Eileen Sullivan presented Standing Committee's priorities

Membership

- Create more opportunities to build community and commitment among members

- Implement "Foundations of Community" and create a strong and consistent culture of welcoming newcomers

Leadership Development

- Develop clear paths to leadership and support for leaders

Stewardship

- Continue to create a culture of generosity

- Educate the congregation about our finances and opportunities

- Become more comfortable talking about money and values

The Moderator invited questions. Heidi Meyer expressed appreciation that Lilia would oversee the development of a vibrant religious education program for adults, and asked how one might propose an adult education offering while program development is underway. Eileen Sullivan responded that she and Lilia welcome proposals for adult education programs although there is currently no formal adult program.

**Article V: A report from the Transformation Team on a proposed Mission Statement process.**

Elizabeth invites Chris McElroy described purpose of mission statement and provided an overview of visioning since the last mission statement was written in 2000. Karin Lin, only joined a year ago and is clear describes this congregation as a group that fulfills its promises to be a congregation of all people Time to bring mission statement in line with our named priorities (diversity). It is our hope that a well-crafted mission statement will help us reach our goals quote Thom Belote.

Bruce Hoppe—curious of difference between Mission statement and covenant statement. Covenant is a bond among ourselves and mission is outward focused. Sandy ... -- some of us would like to study Spanish & signed up for a class at Centro Presente but have heard nothing. to better understand Lilia ... Karin will talk with her after the meeting knows what's up. Susan Leslie commented that Centro Presente has been really busy with raids.

Jennifer Griffith—communication is a key piece of being connected. Particularly a problem here Elizabeth Kline responded that communication is everyone's job.

**Article VI: Worship Committee will share results of the spring 2010 survey**

Elizabeth invites Ken Adams to present (10 minutes) and moderates questions – Chair of Worship Committee. Acknowledged those who created the survey. Survey monkey and print surveys. Total of 123 responses. Strong consensus that all worship elements were liked or important part of worship. Overall satisfied ... desire for more spirituality was a theme and providing more opportunities for congregants to lead lay readings (now a signup sheet in the parlor). Hard copies of these results will be posted on the wall in the parlor. Katrina Piehler thanked Ken and emphasized the committee is not only looking at the data, but also the comments, to make improvements. Heidi Meyer needs there to be a blog notebook in the hall to some of these uber committees. I never know if my comments get beyond the screen so I know if my idea gets dropped or is really dealt with. Ken responded that they are agreed 100% and is looking to set up a space on the website. Laura Estan – could committees keep minutes and make those minutes available? Ken says they write minutes but not as good as they could be about sharing minutes. Claudine—body language “no, no, no” though pulpit message is “yes yes yes”. Elizabeth mentioned compassionate listening workshop to learn how to interact with one another. Gloria reminded people that history is lost if you don't create minutes and share.

**Article VII: Updates will be provide about accessibility in the Meetinghouse and pew removal**

Alan Hamilton (overview), Carol Agate (hearing devices and CART) and David Ray (pews) Elizabeth invites Alan Hamilton, Carol Agate and David Ray to come forward; presents (2-3 minutes each) and moderates questions All Abilities group says that all of us have abilities and none of us excels at all abilities. Each of ability grows and changes from birth to death. Society has a narrow definition of ability. If you know people who aren't coming to church because they cannot hear, let them know we have a new system. Our FM system did not work well because our transmitter was old and weak. We have a transmitter on loan from the UU A and will eventually need to buy one. Would be great to someday have CART (Communications Access Real Time). UUA has loaned us some assistive listening devices for use in meetings. Hearing Loss is not a stigma... come out of the closet so you can participate fully in church.

Photo shopped by David Ray. Imagine possibility of no pews someday and a moving, living, dancing congregation. Karin Lin asked about wheelchairs and theatres with seating parties together. Carol Agate --Scooters wheelchairs feel conspicuous in front --need cutouts. Alison reminded people to give hymnals to people in wheelchairs who cannot reach them in the pew racks.

**Article VIII: Standing Committee and Finance Committee will present an update on finances**

Ernie Sabine (budget), Tim Warren (endowment) and Brenda Leahy (conclusion) Elizabeth invites Ernie Sabine, Tim Warren and Brenda Leahy to come forward; present and moderates questions. Ernie—we closed the books for last year. First audit in many years coming. First year in a while that pledge income exceeds endowment income.

Tim for Investment committee. Blessed with large endowment. Note balance plus details.

Brenda, chair of Finance, noted we are \$14K short on stewardship. If money not raised, cuts will be made in December.

Jennifer asked people to host dinners for the auction.

Fred introduced himself as glass half full guy and wants us to know we are coming through the worst recession on our lifetimes and commends our generosity and prudent stewardship.

Susan Leslie asked for confirmation about how much goes out to the community --\$15K (half of \$30K collection).

Laura Estan – where is \$ for Pew removal? Ernie: will likely come from reserve funds.

Laura—who are the people who have not yet pledged? Ernie—always have a few people to chase who pledged before but have not yet pledged. Eileen offered that SC made pledging a requirement for membership last year. Laura realized she was part of that first year, so that's why she was confused about non-pledging members.

**Article IX: The 2009-2010 annual report will be received – posted on website**

Eileen will show where posted on website and announce copies are available if no access to computer by contacting Linda Baker

**A MOTION was made to adjourn the meeting and it CARRIED unanimously.**

The meeting was adjourned at 1:51pm

Respectfully submitted,

Gloria J Korsman

Clerk Pro tempore

First Parish in Cambridge  
First Church, Unitarian-Universalist  
Spring Semi- Annual Meeting

Members are notified that the Semi-Annual Meeting of the members of the Parish and Church will be held on June 5, 2011 at noon in the Meeting House.

The agenda:

- FIRST: Choose a Parliamentarian
- SECOND: Choose a Moderator
- THIRD: Recognize 2010-2011 leaders who are ending leadership responsibilities
- FOURTH: Elect 2011-2012 officers
- FIFTH : Vote on a mission statement for First Parish
- SIXTH: Update on First Parish finances and stewardship
- SEVENTH : Vote on the 2011-2012 budget
- EIGHTH: Vote on the 2011-2012 social justice taskforces
- NINETH: Transact any other business that may legally come before the meeting.

On behalf of the Standing Committee and in accordance with their vote on May 17, 2011

Eileen Sullivan  
Chair, Standing Committee

Peggy Kraft  
Clerk, Standing Committee

Childcare will be provided during the meeting. Lunch will be for sale prior to the meeting and proceeds will benefit the Religious Education Coming of Age Program. All voting members can check-in at the beginning of the meeting and receive voting cards. Whether or not you're eligible to vote, you are welcome to attend the meeting and participate in discussion. If you are not a voting member, we encourage you to join our congregation and fully participate - contact [Membership@firstparishcambridge.org](mailto:Membership@firstparishcambridge.org) for information about joining First Parish.

Voting members need to have officially joined First Parish and need to have made a financial contribution within 12 months of the meeting. If you are unsure of your status, contact Linda Baker, our Business Administrator, at [fphsq@aol.com](mailto:fphsq@aol.com) or 617-876-7772 by June 1<sup>st</sup>. Only voting members will receive voting cards.

Handouts and other information related to the agenda can be found on our website: <http://www.firstparishcambridge.org/meeting>. Please review this information before the meeting. Our congregation is a democracy, which depends on each member's voice and vote. Please join us on June 5th at noon.

FIRST PARISH CAMBRIDGE  
FIRST CHURCH (UNITARIAN UNIVERSALIST)  
CONCURRENT SEMI ANNUAL MEETING  
JUNE 5, 2011

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

A MOTION was made and seconded for Mike Wiggins 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.

Rev Fred Small read the Covenant of Right Relations.

Chris McElroy and Fred Small introduced and thanked the leaders transferring from leadership positions. Chris acknowledged their hard work on behalf of the congregation and presented each person with a small pin as a token of appreciation.

Eileen Sullivan made opening remarks about the election of 2011 – 2012 officers. She thanked the nominating committee for their work and acknowledged that improvements need to be made to our process in the future. Mike Wiggins then 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 unanimously to accept all individuals on the slate. (Yes = 80, No= 0, Abstain = 0)

Chris McElroy provided an overview of the work done by the Transformation Team on developing a new Mission for First Parish. She thanked all the leaders who helped lead this effort. Chris then read the proposed mission out loud and emphasized that, if approved, we will need to work together to *live* the mission as we go forward. A suggestion was made to add a reference to nature the next time the mission is reviewed. A MOTION was MADE and SECONDED and VOTED to approve the mission (Yes = 77, No = 0, Abstain = 2).

Steve Hanna presented an update on this year's stewardship campaign entitled "Power of Dreams." We have reached 92% of our stewardship goals already. There are 39 new households who pledged this year and 40% of households pledging increased their pledges this year. These figures point to strong commitment and engagement within our congregation. Stewardship plans to continue to work on closing the remaining gap in our budget.

Brenda Leahy, Chair of the Finance Committee, presented the proposed FY2012 budget (attached). The budget has a \$5000 gap. There are several alternatives for bridging this gap. Ideally, we would raise the money through increased stewardship, and we are already doing quite well with stewardship with a \$25,000 increase in annual fund pledges. Other options include using extra money from the diversity fund, increasing rental incoming, or possibly raising more money through the auction. Brenda noted in the expenses that there is a total of a \$6.6K increase for a cost of living increase for staff. In addition, there are increases in staff insurance costs. And lastly, we are rounding out our religious education staffing with a Coming of Age advisor. Brenda also noted that we need to be planning for future increased costs for building repairs and maintenance, growth of programs in the congregation, possible expenses with

Tuesday Meals. A MOTION was MADE, SECONDED and VOTED to approve the budget as proposed.

Susan Leslie-Pritchard introduced the Social Justice Council and acknowledged the leadership. A member asked about the difference between a Group and Task Force. Susan explained that the Task Forces are priorities for the entire church and requires ten people to apply. Task Forces get priority room reservations and funding. There were two applications for Task Forces: Immigration and Environmental Justice (applications attached).

Linda Cundiff provided an overview of the Immigration Task Force and thanked the volunteers who helped make the activities this year a success. Members and friends were invited to join their Yahoo listserv. A member asked if the Task Force would include activities on immigration from around the globe. Linda responded that they will do as much as they can with the resources they have. A MOTION was MADE, SECONDED and VOTED to approve the Immigration Task Force (Yes = 62, No = 0, Abstain = 2).

Kate Toomey provided an overview of the Environmental Task Force (formerly the Climate Justice Task Force) and thanked the volunteers who participated in the activities last year. A MOTION was MADE, SECONDED and VOTED to approve the Environmental Task Force (Yes =61, No = 0, Abstain =1).

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

Respectfully submitted,

Peggy Kraft, Clerk

Attachments:

FY2012 Budget

Stewardship Report

Mission Statement

Warrant

Environmental Task Force Overview and Application

Immigration Task Force Overview and Application