

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



2008—2009 Annual Reports

Published : November, 2009

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First Parish in Cambridge
Senior Minister's Annual Report
July 31, 2009

My first year at First Parish was everything I hoped for—exciting, challenging, and deeply rewarding. I'm grateful for outstanding lay leadership that consistently facilitated my ministry. No report can do justice to the many gifts and hard work displayed by this congregation. I can touch on only a few highlights.

Worship

My priorities as worship leader are spiritual uplift, emotional engagement, and call to transformation. Every Sunday I strive to create a sacred space and time that affords sanctuary from the stress and busyness of secular life. To this end I've turned consistently to the wise counsel of the Worship Committee. The service has been reordered for smoother flow, with oral announcements preceding the prelude along with a "spotlight announcement" to provide face time for enthusiastic organizers. After inviting newcomers to introduce themselves, I lead the congregation in a litany of welcome. Each Sunday I lead at least one song—usually not from the hymnal, but out of the folk and spiritual traditions—and the congregation has responded with open-hearted and full-throated singing. I've encouraged congregants, including youth, to lead worship elements. After listening to the diverse and strongly held views of the congregation, the Worship Committee decided that congregants would be especially invited to greet one another immediately following the postlude rather than before or during worship, and the practice has been well received.

Membership

Believing that membership is the foundation of commitment, engagement, and stewardship in congregational life, I've encouraged *lowering barriers* to membership while *raising expectations* of members. A new application form, which may be submitted electronically, eases the process. A paragraph of introduction is still invited, but the purpose is explicitly to help the congregation get to know the newcomer rather than for the Standing Committee to evaluate his or her moral and spiritual worthiness for membership. Instead of multiple classes, a single membership orientation (offered five times a year) now suffices for new members. At this orientation, representatives of the Standing and Stewardship Committees explain the responsibilities of membership. The Standing Committee now accepts applications at every monthly meeting rather than only immediately prior to biennial membership recognition in worship.

Building the Beloved Community

The congregation has broadly embraced the call to become a truly multiracial, multicultural, justice-making community—a vision it has long declared a priority but had difficulty realizing. The congregation voted on October 5 to ask the Unitarian Universalist Association's JUUST Change Consultancy to guide us on this path. On February 8, the congregation voted overwhelmingly to seek a person of color as our second minister. Although this minister can be a catalyst for transformation, we understand that the work of diversity, justice, and racial reconciliation belongs to all of us. On May 9, forty congregants attended "A Call to Transformation: Becoming a Multiracial, Multicultural, Justice-Making Congregation"—an impressive turnout on a spring Saturday! Presenters Hope Johnson, Keith Kron, and Ken Wagner helped us understand the dynamics of congregational change and generated lively

discussion of how race and racism play out in our congregation and communities. With the assistance of the UUA's Diversity of Ministry Team, we look forward to finding a good ministerial match to lead First Parish into an exciting future.

Right Relations

Everyone deserves a spiritual home free from mistreatment and disrespect. On April 21, the Standing Committee approved a Safe Congregation Statement of Principles governing violence and abuse, and a more detailed policy should be forthcoming this year. On October 26, nearly two dozen people gathered in the chapel to brainstorm a Covenant of Right Relations. The enthusiastic discussion was captured on newsprint but awaits distillation into a draft. Although words alone cannot ensure good conduct, a covenant can be a touchstone for reflection and forbearance. This coming year I will ask Assistant to the Minister Rebecca Benefiel Bijur to guide the covenant process forward, and I will continue to address problematic behavior personally and pastorally.

Congregational Conversations

Wishing more frequent and informal conversation with parishioners, I launched Congregational Conversations, an open discussion of the sermon and any other subject participants wish to raise. After worship the third Sunday of each month, up to two dozen have crowded into the Hall Library, which has been reclaimed as pleasant social space with the removal of the desk and relocation of the photocopier. Discussion has been broad-ranging and stimulating, and I look forward to continuing this tradition.

Balance and Self-care

Because the tasks of ministry are potentially endless, every minister must vigilantly draw sensible boundaries to protect their home life, preserve their energy and passion, and nurture the leadership of others. I love my ministry at First Parish, and there were times this year when I worked too hard—attended too many night meetings, chose to do something myself rather than delegate it, took too much responsibility rather than let it go. I'm working with lay leaders to consolidate my evening duties at church and resolve to take better care of myself and my family in the coming year—for a healthier congregation and ministry.

**Blessings,
Rev. Fred Small
Senior Minister**

Standing Committee 2008-2009 Annual Report

Officers: Gloria Korsman (Chair), Eileen Sullivan (Vice Chair), Brenda Leahy (Treasurer), Nan Waldstein (Clerk)

Members-at-Large: Brian Geenbaur, Marcia Hams, Chris McElroy, Charles Rogers, Josh Sheldon,
Michael Wiggins.

Ex-Officio members: Fred Small (Senior Minister), Meg Anzalone (Interim Associate Minister)

Others regularly present: Linda Baker (Parish Administrator).

Standing Committee is the elected governing board of the First Parish and First Church (Unitarian Universalist). Our monthly open business meetings occurred every third Tuesday from June 2008 through May 2009. Occasional special meetings were needed to approve new members and to interview candidates for Director of Religious Education and Assistant Minister. We issued warrants for three congregational meetings – two required Semi-Annual meetings and a Special Meeting on February 8th. We also convened twice as the Nameless Coffeehouse Corporation.

On a sunny Saturday in September, Standing Committee gathered together with our ministers to establish a vision that would guide our work throughout the year. The strategic planning efforts and congregational polls of recent years informed our priorities. We focused on achieving excellence in religious education, fostering a stronger sense of connectedness and community, strengthening pastoral care, and building a multicultural, multiracial, justice-making future.

Standing Committee commissioned a Transition Team (Meg Anzalone, Ethan Field, Peggy Kraft, Maurice Mollan, Ginger Ryan, Fred Small, and Marcia Yousik) to help the congregation discern the future of the Interim Associate ministry. The Transition Team's purpose was to engage the congregation, its leadership, and its staff in a conversation about staffing needs for religious education, pastoral care, spiritual development, and justice ministry. Standing Committee asked the Transition Team to research the processes, protocols, and timelines associated with various staffing options, share this info with the congregation and recommend "best fit" options for staffing. Satisfied that Transition Team implemented a consultative, collaborative discernment process to balance needs, Standing Committee enthusiastically accepted the Transition Team's recommendation to hire a ¾ time Director of Religious Education, part time youth advisor, and a full-time minister of color to lead and encourage racial and cultural diversity in our congregation, among other tasks of parish ministry. The congregation then voted to approve this vision at a Special Meeting on February 8th. A congregational poll was used to assemble two hiring committees, one to seek a Director of Religious Education and another to seek an Assistant Minister.

Following the congregational vote to build a diverse ministry at First Parish, Standing Committee applied to participate in the UUA's Diversity of Ministry Team (DOMT) Initiative. First Parish is the third congregation to be accepted in this elite program which supports healthy, sustainable ministries with ministers of color. The Assistant Minister Hiring Committee worked closely with the DOMT office and recommended an outstanding candidate to Standing Committee. Sadly, the candidate respectfully declined our offer due to complications of

relocating a two-income family in this harsh economy. The candidate's spouse was unable to find employment in the Boston area. We will reopen the search in the fall and hope to bring a second minister to First Parish in September 2010.

The Director of Religious Education Hiring Committee unanimously and enthusiastically recommended Amanda (Mandy) Neff to join the staff next fall. Standing Committee and Fred were equally impressed with Mandy's upbeat personality, strong communication and administration skills, and her love of children. Mandy has served as a DRE for several years and participated in our Young Adult Group in the mid-1990s.

To amplify our Unitarian Universalist voice in the public square and deepen our sense of spiritual community as hand-in-hand we build the Beloved Community, Standing Committee recommended the formation of a new Social Justice Council (SJC) and a new model for social justice programming. Each spring, in advance of the Spring Semi-Annual Meeting, the SJC convenes an open meeting where advocates of the various social justice issues may present their material, talk with interested persons, and build interest groups of ten supporters. Of the ten supporters, five people must commit to organizing and leading a potential task force, and five more must commit to participating in the task force's events and programs. The congregation then votes whether to approve each task force and adopt its vision as our social justice agenda for the forthcoming church year. The congregation voted to approve this model on February 8th, and approved task forces on June 7th. The approved task forces for 2009-2010 are: Climate Action, Justice in the Middle East, and Prison Education.

To move toward a multicultural, multiracial future, Standing Committee proposed that we apply for a JUUST Change Consultancy, the UUA's anti-oppression consulting program for congregations, established in 2005. Over the past couple of years, Standing Committee discussed the potential value of JUUST Change as a catalyst for greater multicultural awareness. This year felt like an ideal time to apply, not only had the congregation rearticulated a longstanding desire for greater diversity in a recent congregational survey, but we had the enthusiastic support and strong leadership of Senior Minister Fred Small. The congregation affirmed this recommendation at the Fall Semi-Annual Meeting. Marcia Hams completed the application on our behalf, which was accepted.

Chris McElroy serviced as a liaison to the consultants who made two visits to speak with leaders, and then recommended two programs: a day-long facilitated workshop for the entire congregation and a mystery worshipper sensitive to multicultural concerns who would visit First Parish on a Sunday and provide feedback. . The day-long workshop, "A Call for Transformation", took place on May 9th and we await the mystery worshipper results. The impression of the consultants was that we have the commitment to carry the vision forward.

In order to keep this forward momentum, we will continue to seek a second minister who has the presence, the skills, the enthusiasm, and the commitment to embody and lead this transformation. We will continue with congregation wide dialogue of all kinds to understand and try to implement a shift from a mono to multi-cultural system of operating. Our consultants will be available to assist with skill building and empowerment to make these changes.

We have created a Transformation Team, currently consisting of myself, Mauri Mollan, and Marcia Yousik. This team will be recruiting members over the summer and into the fall. The team will not make the transformation happen; it will help coordinate the efforts of all. This will be an "interconnected web" type endeavor. The involvement of every committee, program, task force, and member will be needed. They will engage with the Transformation team to come up with their own unique contribution to the mission. The Program Council provides an existing structure to make the necessary connections to most groups. The participation of each and every committee and group, each and every member, will enable us to approach our vision from many

angles. Our new Volunteer Coordinator will help to recruit the additional talent needed to strengthen various committees and hospitality initiatives.

Our consultants specifically urged us to actively pursue a depth of understanding of the wider community. This can be accomplished by expanding our understanding of who is our neighbor and how we might best welcome and be in relationship with them, finding the courage, the flexibility, and the kindness to try, and to be witnesses to our own awkward attempts and those of others, through these we can learn and grow.

To encourage connectedness and community, we approved a new Pastoral Associates program, proposed by Fred Small. A group of six members will receive support and training to deliver pastoral care at First Parish. The first group of Pastoral Associates includes: Cushing Giesey, Janice Darling, Jane Sturtevant, Maurice Mollan, Amy Stein, and Grier Merwin.

We also appointed a new Communication Team to recommend and implement a vision and policy for internal and external communications, using vehicles such as our official website, printed brochures, press releases, and social networking websites like Facebook.

A Mass Bay District Ministerial Start-Up workshop, led by Mass Bay District Executive Teresa Cooley, provided congregants a place to articulate priorities for our ministry with Fred. A question was raised at the workshop whether our affiliated groups have missions that reflect the church's current priorities, and still merit support from First Parish. The Standing Committee questioned whether the Nameless Coffeehouse reflects our mission. The Nameless is currently a folk music venue drawing a mostly mature audience, but was originally created as outreach program to youth in Harvard Square. We commissioned a sub-committee comprised of Chris McElroy, Mike Wiggins, and Gloria Korsman to explore changing the relationship of First Parish to the Nameless Coffeehouse. Standing Committee took action to withdraw as the members of the Nameless Corporation, and identified the folk music community as the most logical constituency to become involved. From Standing Committee's perspective the Nameless structure as constituted took our focus away from achieving the congregation's goals of connectedness and community, strengthening pastoral care, and building a multicultural, multi-racial, justice-making future. The Nameless Coffeehouse Board of Directors then requested that Standing Committee dissolve the corporate structure, and free the Nameless Coffeehouse volunteers to reorganize under a new structure.

OTHER POLICIES AND VOTES

A summary of policies approved by Standing Committee follows. Over the summer, these policies will become available for reference on www.firstparishcambridge.org.

Safe Congregation

We approved Safe Congregation Principles to affirm our dedication to providing "a supportive and nurturing environment, First Parish in Cambridge strives to ensure safety from violence and abuse of all kinds." A detailed policy is under development.

Group Policy

Groups not approved as Social Justice task forces, such as affinity groups and book groups, must annually submit a one-page form in May, June or July to ensure groups are considered active for the start of the church year, and each group must have a designed leader who is a First Parish member in good standing and some additional participating members. Groups that do not meet the criteria of the full policy will not have the privileges of active groups, such as access to cost-free meeting space.

Inclement Weather Policy

First Parish intends to hold Sunday worship services at 10:30 am without exception. If weather conditions cause us to cancel or delay Sunday worship, we will update the greeting on the church

voice mail (617-876-7772). We will also announce delays or cancellations on the WBZ StormCenter at AM radio 1030, WBZ-TV channel 4, and online at wbz.com.

The Senior Minister will decide whether services are cancelled. In the Senior Minister's absence, the Chair of the Standing Committee will decide. If both the Senior Minister and the Standing Committee Chair are absent, the Standing Committee Vice-Chair will make the decision.

Sponsorship and interns

All persons preparing for fellowship as Unitarian Universalist ministers, whether pursuing parish ministry or community ministry, are required to obtain sponsorship by a Unitarian Universalist congregation. Standing Committee established official criteria for sponsorship which includes being a member in good standing, and expects that sponsored candidates will communicate regularly with the congregation about their progress and plans.

Fundraiser Policy

Fundraisers are an important part of active congregational life, providing opportunities for our members to strengthen their commitment and contribution to First Parish as well as providing funds for our groups, programs, and charitable causes.

A First Parish member must submit a request for approval on behalf of any group seeking to engage in fundraising activity. The request must certify:

- The timing and logistical arrangements of the fundraiser are appropriately coordinated with other scheduled activities at First Parish according to the following guidelines.
- Space use request forms have been completed and included in the application.
- The activity complies with the legal requirements of our church's tax-exempt status.

The policy applies to all First Parish groups. Guidelines for outside groups proposing fundraisers on First Parish property, and seeking special financial consideration, are covered under a separate rental policy. All fundraisers over \$250 must be approved by the Chair of the Standing Committee. Fundraisers expected to raise less than \$250 must be approved by the Parish Administrator.

Beloved Community Fund

Standing Committee established the Beloved Community Fund to promote diversity and accessibility at First Parish. Fred Small will offer a benefit concert on June 19th to underwrite the cost of American Sign Language interpretation at worship services.

Use of the Old Burial Ground

A variety of opinions exist within First Parish and in the wider community about the appropriate use of the Old Burial Ground, which is owned by the City of Cambridge. Standing Committee researched city regulations and solicited member opinions about etiquette in the burial ground. Most members we surveyed advocated for holding the annual Easter Egg Hunt in the Old Burial Ground. As long as an event is "small and controlled", the city has no concerns about an egg hunt, or other church-sponsored event, in the Old Burial Ground. A public area and parks permit, however, must be obtained from the Department of Public Works. A permit costs \$25. It requires a signature as well as the names of people responsible for cleanup. Standing Committee decided that groups may plan events in the Old Burial Ground, provided they fully conform to city regulations. A full policy is being developed.

Paperless Parish

Standing Committee voted that electronic copies of the “Meetinghouse News” will continue to be distributed free of charge to anyone who desires a subscription. Members without email or internet access will continue to receive a written copy. A \$15 subscription will be sold to those with email who prefer to receive a written copy. We hope the financial incentive will promote a more environmentally and fiscally responsible use of our resources.

Boiler

Standing Committee voted to terminate our contract with Central Mechanical, and seek a new contractor to complete the final stage of the heating upgrade project. Mike Wiggins generously provided legal services.

Congregational Handbook

We revised the decade-old congregational handbook. Many thanks are due to Eileen Sullivan for leading the work. We revised charges for all committees, revised the above noted policies, and added a requirement that “all groups must create a welcoming atmosphere for newcomers.”

**Respectfully submitted,
Gloria Korsman**

Transition Team II 2008-2009 Annual Report

Committee Members: Rev. Meg Anzalone, Ethan Field, Peggy Kraft, Mauri Mollan, Ginger Ryan, Rev. Fred Small, Marcia Yousik

During the spring and summer of 2008, the Transition Team had focused on evaluating the RE program. We recommended to the Standing Committee that they take steps to strengthen and support the RE program and its leaders and to help build more connections between RE families and the rest of the congregation.

After Rev. Fred Small joined the TT in September, he brought new ideas about how FP might achieve a more multiracial and multicultural congregation. Rev. Small proposed the idea of hiring a minister of color as a step towards achieving this goal.

The TT explored the staffing options available to insure having a first rate RE program and to build a more multiracial and multicultural congregation. We studied church history, identified needs and issues that had come up repeatedly in surveys, cottage parties, etc. in the past decade. We consulted with UUA experts about staffing options, salaries to meet our needs as well as our size, turnover and urban location. We spoke with Standing Committee, RE Committee, Finance Committee, Program Council and staff and conducted open forums with the congregation on these issues. We presented our initial findings at the semi-annual meeting on October 5th which followed a sermon by Rev. Fred Small on “Building the Beloved Community”. After considering the needs of the RE program as well as the needs/wishes of the congregation to grow our membership, achieve a more multiracial and multicultural congregation and expand our social justice agenda, we concluded that FP would be best served by hiring three new staff members: a DRE, a full time Assistant Minister of color, and a part-time youth advisor.

In preparation for our meetings with the Standing Committee and the Finance Committee, Ethan Field designed various scenarios to assess the financial feasibility of hiring additional staff. We brought our recommendations to the entire congregation on January 4, 2009 to gather feedback on our proposals.* The proposals were enthusiastically received and many members came forward to pledge additional funds to help support the additional staff member. We held additional informal forums after church on January 25th and February 1st to gather further feedback.

The Standing Committee brought a formal recommendation to hire a ¾ DRE, full time Assistant Minister of color hired on a three year hire to call contract, and part-time youth advisor to the entire congregation which they approved at a specially convened congregational meeting on February 8th.

The TT also participated in the JUUST Change consultancy that had been approved at the semi-annual meeting on October 5, 2008.

The Transition Team designed an on-line survey to identify individuals nominated by the members of the congregation who would be willing to serve on either the Assistant Minister Hiring Committee and/or the Director of Religious Education Hiring committee. We proposed a slate of candidates for the Assistant Minister position which the Standing Committee approved at their February meeting. The TT’s recommended slate for the DRE hiring committee was approved by the Standing Committee at their March meeting.

After the hiring committees were established, members of the TT have gone on to participate in other ways at First Parish. We did reconvene in June to make a recommendation to the SC that they reopen the search for the Assistant Minister again this Fall as a hire-to-call three year contracted position rather than initiate a Search Committee. Peggy Kraft and Ethan Field helped design a new on line survey to fill the two or three vacancies on the Assistant Minister Hiring Committee. After the on-line survey closed, some of us met with Eileen Sullivan to recommend to the Standing Committee two members to fill those vacancies.

Transformation Team

Our mission to be a multi-racial, multi-cultural, justice making congregation is underway. We have had consultants from the UUA Juust Change Initiative and the Diversity of Ministry team. We have had Leadership training sessions and a well attended All Congregation Transformation Workshop in May. The impression of the consultants was that we have the commitment to carry the vision forward.

In order to keep this forward momentum, we will

- 1) Continue our search for a minister who has the presence, the skills, the enthusiasm, and the commitment to embody and lead this transformation.
- 2) Continue with Congregation wide dialogue of all kinds to understand and try to implement a “shift from mono to multi-cultural system of operating. Our consultants will be available to assist with skill building and empowerment to make these changes
- 3) Assemble the Transformation Team, currently consisting of myself, Mauri Mollan, and Marcia Yousik. This team will be recruiting members over the summer and into the fall. The team will not make the transformation happen; it will help coordinate the efforts of all. This will be an “interconnected web” type endeavor.
- 4) Involve every committee, program, task force, and member. They will engage with the Transformation team to come up with their own unique contribution to the mission. The Program Council provides an existing structure to make the necessary connections to most groups. The participation of each and every committee and group, each and every member, will enable us to approach our vision from many perspectives. Our new volunteer coordinator will help to recruit the additional talent needed to strengthen various committees and hospitality initiatives.
- 5) Follow our consultant’s advice which specifically urged us to “actively pursue a depth of understanding of the wider community, expanding our understanding of who is our neighbor and how we might best welcome and be in relationship with them”
- 6) Find the courage, the flexibility, and the kindness to try and to be witnesses to our own awkward attempts, and those of others. Through these we can learn and grow.

**Presented by Chris McElroy
Semi-Annual Meeting
June 7, 2009**

**First Parish Cambridge
Finance Committee Annual Report – FY'09**

Members: Alexandra Adams (Chair), Brenda Leahy (Treasurer), India Spartz (Secretary), Tim Warren, Jennifer Griffith, and John Moss.

Building and Grounds Liaison: David Ray – Chair

Standing Committee Liaison: Gloria Korsman – Chair.

Completed Tasks:

- Worked with Transition Team to recommend to Standing Committee three positions; a full-time hire to call Assistant Minister of Color, a ¾ Director of Religious Education, and a part-time Youth Advisor. Finance voted these measures through based on the increased funds raised by Stewardship specifically to pay for a new Assistant Minister of Color as well as the \$15,000 grant given for this purpose by the UUA. With the increased funds, we felt comfortable with the salaries we were offering for these positions. In addition, we believe that with these new positions we can strengthen and build our congregation and members which could continue to pay the salaries as the initial funds raised are spent.
- Created a balanced budget for FY' 10.
- Voted on term limits for our members. A member can serve on the committee a maximum of 9 years. The time spent as Chair, Treasurer, or liaison from another Committee does not count as part of the nine years.
- At the end of this year Brenda Leahy stepped down as Treasurer and will now be a member of Finance Committee. India Spartz has stepped down as member of Finance Committee.

In coming year:

- Ernie Sabine will be the new Treasurer and Grace Hall will be a new member of the Finance Committee. We need a new Secretary since India Spartz has stepped down, which we will decide at the September 2009 meeting.

**First Parish in Cambridge
Investment Committee
Annual Report 2008-2009**

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 3, 2008, February 3, 2009 and May 4, 2009. Tim Warren served as Chair and presided at each of these meetings.

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 elevator construction. The original balance of the loan was \$433,477. The interest rate is 5.6% and the term is 25 years. The quarterly payments are \$8024.91 for an annual total of \$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. The quarterly payments are \$5,279.34 for an annual total of \$21,117.36.

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

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

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

- Climate Change: Conoco Phillips
- Recycling: Pepsi
- Sustainability Reporting: Dentsply, St. Jude Medical, Stryker
- Human Rights: Conoco Phillips, ABB (Sudan)
- Credit Card Predatory Practices: American Express
- Corporate Governance – Executive Compensation: Colgate Palmolive, Disney, EMC, Intel, Procter & Gamble

The First Parish endowment decreased from \$6,135,190 on June 30, 2008 to \$5,300,063 on June 30, 2009. The Paine endowment decreased from \$3,326,449 to \$2,861,732 over the same period.

At our February meeting we met with representatives of Walden to review our investment performance over the 2008 calendar year. For the year, the First Parish endowment showed an investment loss of 13.8%. For Walden's entire tenure as our investment managers (i.e., August 31, 2003 to December 31, 2008), they have achieved a total investment return of 20.5%, compared with a gain of 10.1% 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 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 2008-2009 fiscal year, the endowment contributed \$295,000 to the operating budget of First Parish, an increase of \$10,000 over the amount paid out in the previous year. This is a withdrawal rate of 4.9% and it represents over 41% of the total First Parish operating budget. Included in the total withdrawal amount of \$295,000 is a special allotment of \$10,000 for moving expenses, if needed by our new Senior Minister, and another \$10,000 for search expenses for a new Associate Minister if that search is conducted in 2008-9. Without this special allotment, the percentage of withdrawal would have been 4.57%.

During the 2009 calendar year, the endowment is contributing \$166,464 to the operating budget of Paine Social Services, compared with a contribution of \$166,176 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 3.9% and this was granted and paid in June 2009 for use in the 2008-2009 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
Jennifer Griffith
Brenda Leahy
Charles Leiserson
Ernie Sabine
Mary Wright**

OFFICIAL BALLOT - June 7, 2009

First Parish in Cambridge Fiscal Year 2009-2010

Check here to approve the entire slate:

Standing Committee

Chair	(1 year term)	Eileen Sullivan	_____
Vice Chair	(1 year term)	Chris McElroy	_____
Clerk	(1 year term)	Peggy Kraft	_____
Treasurer	(1 year term)	Ernie Sabine	_____
Elected Member	(3 year term)	Margaret Drury	_____
Elected Member	(3 year term)	Kathy Abbot	_____

Deacon

Deacon	(4 year term)	Leo Melanson	_____
Deacon	(3 years of a 4 year term)	Tarn Stephanos	_____

Denominational Affairs Delegates (all 1 year terms) _____

Mass Bay District Delegate	Nancy Erdman	_____
Mass Bay District Delegate	Carol Agate	_____
UU Urban Ministry Delegate	Wendy Mason	_____
UU Urban Ministry Delegate	Helen Glikman	_____
UU Urban Ministry Delegate	Ann Daily	_____

**The First Parish in Cambridge
Fiscal Year 2008-2009
Report of the Parish Administrator**

Having a settled new Senior Minister encouraged and increased change. Some who thought they had been stretched to the point of burnout were now revitalized by a different kind of stretching – the need to grow in different directions and discover who “we” were both in thought and in action.

Transitions and changes became almost expected during this year as growth occurred in many areas and the resulting complexity of structure made it necessary to develop formal policies and procedures spanning activities from the use of the Old Burying Ground to guidelines for sponsorship of candidates for the Unitarian Universalist Ministry. In support of a greater number of ever more active groups competing for space and time for activities the Standing Committee developed group guidelines which formalizing and clarifying the requirements for forming a new group, maintaining a recognized active group, group fundraising activities, etc. all with the goal in mind of keeping a group “alive”, linked to and supported by the church as a whole. Some of this work was directed toward the goal of updating and expanding an existing but much outdated First Parish Handbook to create a resource for the answers to many common leadership questions, from “How do we...” to “Why do we...” Plans were developed for changes in staffing in response to new needs and goals of the congregation.

With the goal of becoming more energy efficient (and sometimes concerned that the old heating system might refuse to respond during the expanding hours of building use) we undertook the second major building related project in five years - the installation of a new heating system for both buildings. Fortunately the heating system did not require major structural changes or excavation, so we were spared the noise and dust which had just seemed to finally settle after the installation of our elevator in 2005!

Tuesday Meals transitioned to a new pro-active Coordinator . Judy Laris began expanding the vision of her predecessors. Her ambitious and successful efforts were received enthusiastically, but they required finding and creating storage in basement area in chaos during the furnace installation.

Congregational relationships were deepened with a new emphasis on developing covenant groups; other ties and relationships outside the congregation were expanded and deepened by a renewed Denominational Action Committee, and a Social Justice Council.

Growth is challenging to a congregation, leaders and staff; it is also renewing, revitalizing—and guarantees that there will never be a dull moment.

Respectfully,

Linda Baker

Program Council – Annual Report FY 09

Eileen Sullivan (Standing Committee) and Patrick Sullivan (Leadership Development Team) served as co-chairs

Program council attendance varied between 10 -20 people; some people represented multiple groups.

Four meetings took place: October, December, February and June. The June calendaring meeting was the best attended meeting.

Groups that were represented on a regular basis: Standing Committee, Cambridge Forum, CUUPS, Denominational Action, Leadership Development, Membership, Personnel Committee, Tuesday Meals, UU for Justice in the Middle East , Web Team/Communications, Women's Book Group, Women's Sacred Circle and Worship Committee

Groups that were represented at least once: Buddhist Group, Nameless Coffee House, Religious Education Committee, Stebbins Gallery, Stewardship Committee and YAG,

Groups that were not represented during the year: Auction, Board of Investment, Buildings and Grounds Committee, DoSomethings, Finance Committee, Prison Education Project

During FY 08, Rev Anita and Rev. Meg encouraged Program Council to take a more active role in helping to develop policies and process congregational life issues in order to free up Standing Committee to set policies. During FY 09, in consultation with Rev. Fred Small and the Mass Bay District, it was determined that this would not be the best direction for First Parish and might lead to confusion. The purpose of Program Council was clarified as: to improve communication, connectedness and coordination between church programs including coordination of church calendar and scheduling of major events.

Tasks might include:

- Serve as a sounding board for new policies and congregational issues.
- Each June coordinate a planning calendar of regular meetings and special events for the next fiscal year.
- Discuss and recommend resolutions for conflicts around space use between program groups and program committees.
- Select non-profit organizations to receive half of the undesignated plate for each month and one non-profit organization to receive the entire undesignated plate for Christmas Eve. Publicize ways to nominate non-profits and amounts donated to the Congregation.

During the 2008-2009 church year Program Council gave input to the new proposed model for Social Justice Council and the new annual program group process. Program Council also discussed the proposed Foundations of Fellowship program and gave input to the membership committee. Issues around kitchen use and hospitality were also discussed. The second annual calendaring process was successful.

Plate donations were determined by majority vote of members present at the meeting. Outreach occurred through several MHN articles to keep the congregation informed and encourage groups to be nominated.

Month	Donation Amt.	Organization
July	\$388.27	West End Boys and Girls Club (Allston)
August	\$679.76	Knoxville UU Relief Fund
September	\$1,363.33	Cambridge Forum
October	\$1,143.88	Paine Senior Services
November	\$1,962.52	Greater Boston Food Bank
December	\$1,224.75	Respond Inc
Christmas Eve	\$2,280.00	UU Urban Ministry
January	\$1,118.59	The Food Project
February	\$1,395.57	UUSC
March	\$1,504.47	Bicycle Empowerment Network
April	\$1,671.37	Tuesday Meals
May	\$1,501.74	Food for Free
June	\$876.98	Cambridge Camping
Total for FY 09	\$ 17,111.23	

Annual Report from the Covenant Group Team 2008-09

Members: Rev Meg Anzalone, Buck Marks, Alan Hamilton, Alison Altman, Tracy Blanchard, Ethan Field, Marcia Hams, Jennifer Rochow, Ken Adams, and Rick Hawkins (Chair).

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

Each individual is expected to make the following covenant:

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

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

The meetings are focused on a collection of topics developed within our congregation and by other UU congregations. Topics the group discussed this year included *God as a Metaphor*, *Gratitude*, *Forgiveness*, and *Endings and Beginnings*.

The Covenant Group (CG) Team’s major goal for 2008-09 was to fully implement a Covenant Group program at First Parish beginning in the fall of 2008. During the 2008-09 church year there were 7 covenant groups. Six groups met monthly and one group met twice a month. One group decided not to continue after several meetings. Groups ranged in size from 4-10 people. Groups met from October 2008-June 2009. New groups will be formed in the fall.

Another major goal for 2008-09 was to provide training for prospective facilitators. The Covenant Group Team hosted a CG Introductory Workshop on Friday, September 5th from 6:30 – 8:30 and a Facilitator Training from 9-4 on Saturday, September 6th here at First Parish. M’ellen Kennedy, a UU community minister and psychologist and co-founder of the Small Group Ministry Network, conducted the trainings. In order to lead groups, facilitators must have been a member of a covenant group, participated in a facilitator training program, been approved by a minister, and agree to meet monthly as a group for support and additional training.

During the 2008-09 church year the CG Team was composed of both facilitators and planning team members. All members of the Planning Team also facilitated groups. Starting in the summer of 2009, there will be two groups who will meet at separate times: The Planning Team who is responsible for planning, implementing, and evaluating the entire program, and Facilitators, whose

sole responsibility is to lead groups. All members of the Planning Team are or have been facilitators.

We hope that as more and more congregants become aware of Covenant Groups that our enrollment will increase. Our major goals for the coming year include publicity efforts to ensure that congregants are aware of and understand the goals of the program and to streamline the registration process. The Planning Team is currently reviewing the 2008-09 participant evaluations and will be using that data to make improvements for the coming year.

Covenant Groups have proven to be a very important part of Unitarian Universalist congregational life in helping to build community and to meet the spiritual needs of members, particularly in larger congregations like ours. In order to be successful in a church our size, significant resources, including ministerial and office staff time, energy, and support need to be provided, possibly the equivalent of the resources allotted to children's religious education. We have learned from the experiences of the former Adult Spiritual Education Team that a program of this magnitude cannot, and will not survive without such support. To that end, Rev. Fred Small will lead the Facilitators meetings and we will have additional office support for registration.

We are pleased with our progress this year. Within two years we have developed and implemented a covenant group program. We hope that more congregants become involved and that covenant groups at First Parish become an increasingly important way for people to develop friendships, feel a greater sense of community, and provide opportunities to explore spiritual meaning. Being a CG Facilitator and/or Planning Team member is a great way to give back to the church and assume a leadership role. During the 2009-2010 church year Facilitators will meet the third Wednesday of the month from 7:15-8:45. The Planning Team will meet for 30 minutes following this meeting. Training for new facilitators will be held following Homecoming Sunday, September 13th from 1-3.

**Submitted by Rick Hawkins,
Chair, Covenant Group Team
July 16, 2009**

ANNUAL REPORT Summer 2009
DENOMINATIONAL ACTION COMMITTEE (DAC)

MEMBERS, FRIENDS ON DAC E-MAIL

Carol Agate, Linda Cundiff, Ann Daily, Ethan Field, Helen Glikman, Marcia Hams, Gloria Korsman, Wendy Mason, Heidi Meyer, Susan Nye, Ginger Ryan, Eileen Sullivan, Patrick Sullivan.

ROLES with descriptions

Founders, Mentors—Eileen Sullivan and Gloria Korsman spoke with me about “renewing” this committee function at a meeting they called near the end of the 2008 regular church year for members wishing to become further involved in church action. My background as a teacher, school administrator, PTA Co-Chair, elected School Committee and Town Meeting Member, and Rotary Club Officer included abilities, experiences, and interests coinciding with those helpful for reviving this kind of committee. Eileen and Gloria met with me during the summer to orient me to the past activities as well as the potential scope of a renewed DAC. Eileen provided essential help at the all-church DAC meeting the following spring. Gloria and Marcia Hams were closely involved with me over the entire year in reestablishing DAC, and we all collaborated, with Marcia as point person, in establishing the role of the soon to be established SOCIAL JUSTICE COMMITTEE (SJC) vis-à-vis DAC. The two Committees would be “sister committees,” with collaborative as well as independent responsibilities and meetings.

UUA Massachusetts Bay District Liaisons--Heidi Meyer had to resign but was present at a major UUUM event, Dan McKanan’s lecture at First Parish, Roxbury. (Dan is the holder of the Emerson Chair at Harvard University as well as a member of our church.) Wendy Mason also had to resign but initiated several positive discussions by telephone with Rev. Sue Banks. Although not an official liaison, Nancy Erdmann (DAC Chair) attended both the morning sermon and the afternoon workshop (re: working through congregational conflict), both given by the talented Mass. Bay District Director at the Acton UU church in the Spring of 2008.

Unitarian Universalist Urban Ministry in Roxbury (UUUM) Liaisons---Helen Glikman, Ann Daly and Nancy Erdmann were able to represent our church well in all of the basic categories where action is requested of UUUM Liaisons. At least two of us were present at the seminal lecture by Dan McKanan, previously referred to, which took place in the fall/winter section of the year. I was present in Newton at a meeting called by the UUUM Search Committee for UUUM liaisons to give their thoughts on the search for their new director due to retirement of the present (at that time) director. (Only about three liaisons from fifty member churches attended that particular meeting so it was ideal for making the leadership of the UUUM aware of our church’s interest.) At least two of us were present for the “morning conversation” —held before the afternoon annual meeting in the spring—with the UUUM’s new director, Catherine Senghas, and its new one-year-only advisor, Bill Sinkford, our former UUA President. Both of us attending spoke out. Two of us also attended the annual meeting in the afternoon. These attendances and participations covered the UUUM’s first category, Attendance at Three Events and (if at all possible) the Annual Meeting.

The second category is Help with Fundraising. Through our liaison participation on the Program Council, our church donated the entire Christmas Eve collection. I sent a handwritten note on behalf of our minister, congregation, liaisons and DAC and received a gracious thank you letter. I asked Rev. Rebekah Ingram, coordinator of volunteers and liaisons, to send me their donation envelopes for Mother’s Day and made them available in prominent locations at

our church. Our church is listed among the top fourteen contributors, in financial terms, to the UUUM out of its fifty member churches.

A third category is for liaisons to make sure they receive the electronic e-newsletter from the UUUM, and I believe that all three of us monitored that information.

A fourth category of importance for a liaison to the UUUM is the facilitation of information on UUUM events and activities into print for the liaison's congregation. I cannot recall precisely how many of these bulletins got into print. Nevertheless, due to praiseworthy help from Carol Rabs and Thom Lissey, I estimate that probably four accounts of DAC news, some of them about the UUUM, were announced or described in the Newsletter or Order of Service. Additionally, Helen Glikman was a dedicated volunteer in the UUUM after-school program.

Up-coming changes in the above listed liaison roles, as voted by our church in the spring and suggested by Gloria Korsman and by me to optimize our liaison power will include the following.

- Carol Agate, a new member from the Santa Monica UU church with an extensive background in denominational action, and I will fill the Mass. Bay District Liaison roles. We have the pecuniary flexibility and private transportation required.
- Ann Daly and Helen Glikman, longtime, faithful UUUM Liaisons, will be joined by Wendy Mason. Wendy has been active on the Membership Committee and as a Greeter (including organizing Greeters for this summer's services) as well as consistently demonstrating commitment to our church's events and goals. She also currently serves on the board of a low-income housing action group. The UUUM Liaison role is a much better fit for Wendy in that its events are less difficult to attend. Wendy has recently met with me for an hour-long orientation to the role supported by a folder of printed material I was able to give to her from the UUUM.

Delegates to the UUA General Assembly in Salt Lake City, June 2009

Carol Agate, Linda Cundiff, and Ethan Field served as our Delegates in attendance at the G.A. this year, and Gloria Korsman and Susan Nye served as our absentee Delegates. All of our Delegates applied for the position by submitting to DAC a statement designed to illustrate their qualifications for the role. DAC passed on a condensed version of these members' statements and a recommendation that they be appointed Delegates to the G.A. to the Standing Committee through its Chair (and DAC's mentor), Gloria Korsman. As Chair of DAC, at Gloria's inspired suggestion, I also requested an additional statement from each of these five nominees regarding their willingness, ability, and intention of actively relaying information and resources gleaned from attending the G. A. back to our own church, through its committees or in an all-church open meeting, as aided by DAC. All five of our delegates expressed enthusiasm for this projected sharing. Due to timely e-mail reports from "the front," sent to me after the conclusion of the G. A., I have been able to place a brief piece about last June's G. A. in our church's September Newsletter. DAC will be undertaking (I project) strong outreach to our church with the participation of our conscientious G. A. Delegates from whom I already have ideas of interest in this regard. We will be meeting (I again project) in September to start to outline this outreach project.

MEETINGS: DAC held three full committee meetings, the last of which was an open meeting for the congregation to listen to video presentations by the two candidates for the UUA Presidency. Those present discussed the candidates' relative merits for the position and expressed a general preference for Rev. Morales. I personally did bring up concerns I had about Rev. Hallman's potential being downplayed perhaps because of an unconscious preference for male leadership (especially at the very top) which might continue to play a significant role in

our society. DAC also gave a quick overview of its first year activities at this open meeting. I also held three sub-committee meetings for planning purposes with DAC mentors Marcia Hams and/or Gloria Korsman. These sub-committee meetings were useful in further developing the desired possible trajectory of DAC action, in defining DAC's relationship to its "sister" SJC, and in clarifying the development of the roles of liaisons and delegates.

OTHER RELATED NOTES: Gloria Korsman and I attended the Fall UUA Conference in Worcester, a kind of "mini-G.A.," where we heard both candidates for President of the UUA speak and where many booths and brochures were available, some of which we brought back for our church purposes. I attended one meeting at our church of the UJME, organized by DAC member Susan Nye, and opted to receive e-mail updates. I wanted to touch base with this on-going action group although the group is not formally under DAC; I felt there was, at least, an informal connection. Additionally, Susan Nye maintained contact with the U.U. United Nations, and Marcia Hams acted as an informal liaison with the Mass. Action Committee. I believe we would do well, perhaps with help from our church's Leadership Development Committee, to encourage other members' interest and commitment in these other denominational opportunities and in any others which might be available. Senior Minister Fred Small, Susan Shepherd (R. E. Committee) and I participated at Cambridge Rindge and Latin School (our public high school) in a peaceful counterprotest to a demonstration by an anti-gay, religiously-affiliated group from Kansas. Many of us on DAC participated in other church or social action events, all of which gave our committee more dimension.

Respectfully Submitted on 8-13-2009 by Nancy Erdmann, Chair

Report of the Membership Committee 2008-2009

Last fall, the Membership Committee welcomed new senior minister Fred Small who took an active part in the group's work throughout the year. Fred encouraged the Committee to explore ideas for growing the church community contained in the DVD series produced by the Jefferson Unitarian Church of Golden, Colorado. He also worked with co-chairs Liam and Kathleen Seward to streamline the application process for new members of First Parish.

The Membership Committee sponsored five orientations for new members and two "member recognition" Sunday services preceded by breakfasts in the parlor. In addition, the Committee helped plan the potluck lunch in the auditorium for Homecoming Sunday last September. Throughout the year, Committee members served as greeters; collected "blue", "green" and "yellow" cards from visitors and prospective members; and made follow up contacts with people interested in attending the orientations and taking final steps to membership. Liam and Kathleen also maintained an attractive bulletin board featuring photos of new members. Andy Bader recruited and scheduled Sunday greeters throughout the year.

As a result of these collective efforts, First Parish welcomed 34 new members into the congregation, ten more than the previous year. New members came from Cambridge, Medford, Somerville, Arlington, Boston, and Watertown. A significant number quickly found ways to get involved in the church community through committees, ushering, and participating in covenant groups. A few of the new members were long-time "friends" who decided that the time was right to make a deeper commitment to the church community.

During the upcoming 2009-2010 church year, the Committee will continue to try new ideas for welcoming visitors and prospective members. The Parish's commitment to developing the "Beloved Community" of a multi-racial, multicultural and justice making congregation will influence the Committee's agenda for outreach to visitors and the public. The Committee is also evaluating whether to sponsor a Foundations of Fellowship initiative in the fall that would mobilize a broader segment of the congregation to volunteer for roles that help make First Parish a welcoming community, such as greeters, ushers, hospitality hosts, and RE guides.

Incoming chair, Andy Bader, wishes to thank outgoing co-chairs Liam and Kathleen Seward for their capable leadership during the past two years, a time of significant change in the church community. Liam and Kathleen not only helped many people become members, but they also produced a future prospect, Frances Alexandra Seward, born on November 14, 2008 and dedicated in the Meeting House this spring.

Membership Committee 2008-2009

**Liam Seward, Co-Chair
Kathleen Seward, Co-Chair
Andy Bader
Lindsay Baber
Heidi Meyer**

First Parish in Cambridge Music Committee
Annual Report: 2008-09

Committee members: Jonathan Barnhart, First Parish music director; chairman, Mark Pickering;

Jean Farrington, Irene Merwin, Mara Vorhees, Tim Warren.

For the First Parish music program, the highlight of the church year 2008-09 was the choir's performance in the special installation service for the Rev. Fred Small, new senior minister at First Parish. The choir sang "Deep Peace," words by Fiona MacLeod and William Sharp and music by Bill Douglas.

With the help of the new energy brought by the Rev. Small, the First Parish choir recruited new members, rejuvenated Thursday rehearsals and led the church's groundbreaking Talent Show.

Overall this church year, the music program presented a diversity of musical styles from a wide variety of cultures and time periods. These included pieces such as:

- "Lonesome Road," by singer-songwriter James Taylor.
- "Selections from A Little Jazz Mass," by Bob Chilcott.
- "Their Bodies Are buried in Peace," by G.F. Handel.
- "And the spiritual "Peace Like a River."

The annual Christmas caroling event was the choir's most successful, as everything followed a tight schedule that had our various audiences ready for us. First Parish has now formed a strong relationship with Cambridge Homes, the Neville Manor and the Sancta Maria nursing home. Our more than 30 participants sang for more than 75 people. And we didn't let six inches or more of snow get in the way of the fun.

Among other highlights:

- The choir performed a recruitment song with lyrics penned by the music director adapted from the hymn "Wake Now My Senses." (The hymns' lyrics are by our former parish minister, the Rev. Thomas Mikelson.)
- With 24 singers, the Easter performance featured one of the largest choirs First Parish has seen in decades performing music by contemporary composers Paul Winter, Jim Scott and Paul Halley.
- The church's second Hymn Sing was a fine evening of food, song and good cheer.

BACKGROUND: Beginning with the new century, the Music Committee began a program to increase volunteer participation in the choir.

The Music Committee's goals were the result of a report by a paid consultant and a process similar to the congregation's Renewing Our Calling efforts. The consultant report's goals included these current-day choir successes:

- Growing dramatically so as to have about 20 members.
- Providing an entry point for newcomers.
- Increasing visibility, in part by singing in front of the congregation.

Religious Education Committee Report 2008-09

The Religious Education Committee oversees the children's RE program. This was the second year of transition for the RE program and the disruptive aspects of transition were felt by all in the program. It was a particularly difficult year for the teachers.

In spite of this, due to efforts of the 30 volunteer teachers, the RE program provided education and fun for children from pre-kindergarten to high school. The Coming of Age program also included 12 volunteer mentors. Cheyenne McCarter also conducted Wheel of the Year services 6 times during the year.

In the Spring, the middle grades had a weekend retreat at Friendly Crossways which was a great success.

The Easter egg hunt in the adjacent graveyard was a tremendous success. The older children and youth packed hundreds of plastic eggs with donated candy, while approximately 70 younger children and babies hunted for the eggs. A volunteer committee obtained a permit from the city for the egg hunt and thoroughly cleaned the graveyard for many hours on the day before the hunt.

In May we raised money for the Walk for Hunger and enjoyed fellowship as we walked, trotted, and sometimes cajoled kids along the route! The 6th graders also engaged in quite a service project – collecting donations for MSPCA – hundreds of items and raised over \$900 for Heifer International.

We added a Youth Coordinator in the middle of the year to assist with organizing the youth. However, this was not successful and the youth program was not all that we had planned for in spite of our best efforts and that of the two youth who were stalwarts.

In the Spring, we finally hired the RE assistant who was a tremendous help and will remain with the program in the coming year.

The Coming of Age Program involved 11 young people from the 8th and 9th grades. This program was run by all volunteers this year. There was an overnight in the beginning of the year, a week-long trip in February and a weekend retreat in the spring culminating in the final COA service in May. The trip this year was a civil rights history tour of the South similar to the one initiated by our intern Jake B. Morrill in 2002. The program did fundraising for the trip by selling sandwiches for meetings and selling COA-decorated Christmas wreaths.

The year ended with the hiring of our new Director of Religious Education, Mandy Neff who we truly look forward to working with in the coming years.

The expenditures for the Religious Education Program for fiscal year 08-09 break down in the following way.

5640.0 Religious Education Program:	
5645.0 RE Office assistant	\$ 2,190.00
5646.0 RE Soc Sec. Office assistant	\$ 167.59
5650.0 Childcare assistants	\$ 4,908.75
5660.0 RE Materials -books, supplies, teacher reimbursements	\$ 5,630.86
5665.0 Youth group-books and Jake for retreats	\$ 273.72
5670.0 Adult RE-supplies and workshops	(\$ 174.02)
5640.0 Rug and lamp for RE Office	\$ 120.83
<hr/>	
Total	\$13,117.73

**Respectfully submitted,
Susan Shepherd, Chair**

Social Justice Council Annual Report 2009

Members: Ginger Ryan (at large member), Chair; Linda Cundiff (at large member); Marcia Hams (Standing Committee Liaison).

At a specially convened congregational meeting on February 8, 2009, First Parish voted to establish the Social Justice Council. The SJC was created to “amplify our Unitarian Universalist voice in the public square” and to “deepen our sense of spiritual community as we build the Beloved Community Together”. The SJC will be made up of three at large members and the chairs of the FP commissioned task forces. Two at large members, Linda Cundiff and Ginger Ryan, were appointed in March. Standing Committee and the Leadership Team are seeking a third at large member.

Our first task was to assist First Parish in identifying social justice concerns. We had only a short little time for this task and began by asking members to complete a brief questionnaire. Few responded, but it was a starting point. We spoke to members of existing social justice groups: Prisoner Education Project; and Justice in the Middle East. We also spoke with members of the defunct Green Sanctuary. There was interest in forming a group concerned with climate justice rather than continuing with Green Sanctuary.

We organized an informal breakfast meeting on March 29, 2009 to explain the requirements and privileges of being a task force as well as offer help in forming new task forces and preparing existing task forces for the new way of organizing social action groups at First Parish. Afterward we set up meetings for those interested in forming a task force on climate action to organize themselves into a task force.

The SJC held an open forum on April 26th so that task forces could advocate their issue within the congregation and recruit members. At that meeting, the groups Prisoner Education Project,

Justice in the Middle East and the proposed Climate Action group gave presentations. A few other individuals made presentations, but could not identify the required number (ten) of interested individuals to pursue becoming a task force for next year. Tuesday Meals also presented at the meeting. Tuesday Meals and Standing Committee later agreed that Tuesday Meals has a special status as a longstanding social justice program of First Parish. A member of the Tuesday Meals Advisory Board will be a member of the Social Justice Council.

After the meeting, it became clear that a Task Force Application clearly stating Task Force goals, UU principles involved, and task force activities for the coming year would be helpful. Linda Cundiff designed an application. Copies of this year's applications are attached.

In preparation for the June 7th Semi-Annual meeting, each task force filled out an application and submitted a brief summary of their purpose and plans for next year. The summaries were included in the mailing announcing that meeting.

On June 7th three task forces and Tuesday Meals made brief presentations to the congregation before the congregation voted whether to endorse them in the coming year. The SJC did not anticipate the difficult and heated discussion that followed these presentations. All were approved for the coming year.

Following the meeting, Linda Cundiff, Marcia Hams, Chris McElroy, Rev. Fred Small, and myself met to discuss the meeting. We made some recommendations to the Standing Committee on ways to improve the process and the quality of the conversation. The SJC might also want to hold a separate forum before the meeting where the congregation votes, to allow the congregation to engage in a full discussion on the merits of each task force. We also agreed that in the future ballots for task force selection should list task forces separately without the option of voting the entire slate.

A Social Justice Council meeting is scheduled for August 13th to prepare for the coming year. We have scheduled SJC meetings on the first Sunday of the month every other month beginning in October and are looking forward to working with the full council to promote and support the social justice agenda at First Parish.

2009 Task Force Applications

First Parish Cambridge Task Force for Justice in the Middle East

Our mission is to promote deeper understanding of current conflicts in the Middle East where United States foreign policy plays a role and to advocate for Human Rights in such conflicts. We are guided by Unitarian Universalist principles, especially "The goal of world community, with peace, liberty, and justice for all". Our focus is primarily on the Israeli/Palestinian conflict, and our activities are mainly educational in nature. Events are usually open to the public and free of charge, and present a variety of perspectives. These perspectives might include the peoples affected, representatives from governments, international organizations, Jewish, Christian and Muslim groups working for a just peace, and various other groups, both local and national. The Task Force includes members of First Parish who are also members of Unitarian Universalists for Justice in the Middle East (UUJME), but such membership is not required. Please contact Susan Nye at sny5@verizon.net for more information.

Climate Action Task Force

The Climate Action Task Force will focus on three areas related to Climate Action over the next year. The first will be focusing on the education and organization of the Congregation, including the use of more sustainable practices within the church and providing learning opportunities for both adults and children. The second will be working in collaboration with other organizations and campaigns within our wider community such as Green Decade Cambridge, UUA Mass Action and 350.org. Finally, we will support the UUA's ethical eating "statement of conscience" with a focus on the importance of eating locally raised and produced food addressing both environmental and economic justice. Some of the events we are planning are a film series, a local harvest dinner, an event at First Parish for the day of International Climate Action on October 24th.

We will be meeting over the summer to plan for the fall. Please contact Marcia Yousik, myousik48@gmail.com or Peter Cutting at petercutting@rocketmail.com for more information.

Mission Statement of Prison Education Project:

Our mission is to remind ourselves, this church and the broader community of the plight of millions of our fellow human beings who are incarcerated and to take active steps to ensure that their worth and dignity are affirmed, and they receive compassion and justice.

The work we do to accomplish this mission includes:

- Supporting individual inmates who are working to obtain their college degree and/or general visits to support those who do not have other visitors. We offer them emotional, intellectual and spiritual support through regular visits and letters;
- Sponsoring programs that educate our group, First Parish in Cambridge, and the broader community about the reality of life in prison and important criminal justice issues;
- Engaging in political activism, such as letter writing, phone calls, protests and other efforts on behalf of political issues that affect prisoners in Massachusetts, the United States, and the world;
- Organizing fundraisers, collecting books, volunteering with the Prison Book Program, participating in Alternatives to Violence workshops in prisons, and working with the Urban Ministry Prison Program of the UU Church of the Larger Fellowship;

Please contact Emily Firor at emilyfiror@yahoo.com for more information.

Tuesday Meals Program

First Parish's Tuesday Meals Program has been providing nourishment in a warm welcoming environment to people in need for over twenty years. The program first began as part of a collaborative effort with other Cambridge churches to reach out to a diverse population and ensure that a free meal was available every day of the week to anyone in need. Led by our part-time, paid Coordinator, Tuesday Meals now serves a hot meal to 90 to 120 people each week and also provides sandwiches and other food to go for their later needs. The program receives supplies for the meals from the Greater Boston Food Bank, the Cambridge Economic Opportunity Committee, Food for Free, as well as donations from Cambridge hotels, bakeries, grocery stores and restaurants. Other necessary supplies are purchased wholesale whenever possible. Many volunteers support the Tuesday Meals Program, some long time regular volunteers, others come occasionally. Collectively they provide between 50 and 100 hours of work each week to meet Tuesday Meals guests, prepare, serve, and clean up after meals. Tuesday Meals operational goals for 2009-2010 are:

- Continued emphasis on sound nutrition and serving fresh fruits and vegetables.

- Upgrade First Parish's kitchen equipment to better support meal preparation, improved nutrition and energy efficiency.
- Maintain a high level of sanitary standards, enhance the guests' dining experience, and improve the effectiveness and satisfaction of the volunteers through improved recruitment, training, documentation, and coordination.

Please contact Judy Laris at judy.laris@gmail for more information.

**Respectfully submitted,
Ginger Ryan**

First Parish Cambridge Task Force for Justice in the Middle East

Formerly Unitarian Universalists for Justice in the Middle East (UUJME) —First Parish Cambridge Chapter.

Report for 2008/2009.

Organizers: Grace Hall, Arthur Holcombe, Ernest Kirwan, Don McInnes, Susan Nye, Heather Marie Vitale.

Supporters: Connie Cutter, Henry Cutter, Susan Holcombe, Martha Jenks, Constance Kirwan, Dorianne Low, Wendy Mason, Jeannette McInnes, Megan Parker-Johnson, Borg Whittington.

The UUJME group hosted 3 public events during the church year, in co-operation with various local groups seeking a just peace in Israel/Palestine. On February 17, there was a panel discussion with Noam Chomsky, Leila Farsakh, and Shachaf Polakow, a representative from Anarchists Against the Wall, a group of young Israeli activists. On March 7, we hosted a presentation by Combatants for Peace, a group of Israeli and Palestinian ex-combatants who have renounced violence and are working together to encourage alternatives. They were in the Boston area in March 2009 to be one of the recipients of the Courage of Conscience Award at The Peace Abbey in Sherborne, MA. On April 29, we hosted a service to honor the memory of Hilda Bernstein Silverman, a beloved and much respected local Jewish activist who died about a year prior. The event featured an address by Sandy Tolman, author of The Lemon Tree: An Arab, A Jew, and the Heart of the Middle-East.

The group also hosted a table during coffee hour in January 2009 to give people an opportunity to write letters of their own to elected officials expressing concern over the violence in Gaza at the time.

Don McInnes, President of UUJME nationally, plans to lead his third trip for interested Unitarian Universalists to Israel and Palestine in October 2009. Three other members of First Parish, Dorianne Low, Heather Marie Vitale, and Elizabeth Kline plan to travel with this group.

The UUJME group was strongly encouraged to apply for the new designation of Task Force, as defined by the new Social Justice Council. Organizers and supporters were recruited. The group's description for the meeting warrant was as follows:

First Parish Cambridge Task Force for Justice in the Middle East

The Task Force includes members of First Parish who are also members of Unitarian Universalists for Justice in the Middle East (UUJME), but membership in UUJME is not a requirement for Task Force membership. The mission is to promote deeper understanding of current conflicts in the

Middle East where United States foreign policy is playing a role. Activities are inspired by Unitarian Universalist principles, especially “The goal of world community, with peace, liberty, and justice for all”. Focus is mainly on the Israeli/Palestinian conflict, but may occasionally include others. Tasks are primarily educational in nature, but may involve advocacy work such as facilitating letter-writing and phone-calling. Educational events, which are usually open to the public and free of charge, attempt to present a variety of perspectives. These might include the peoples affected, representatives from governments, international organizations, Jewish, Christian and Muslim groups working for a just peace, and various other groups, both local and national, who are able to present relevant and interesting events. Non-public activities might include study and discussion groups.

There was lively discussion at the Semi-Annual meeting in June, and the proposed task force was voted into existence by the congregation.

**Respectfully submitted,
Susan Nye**

Tuesday Meals Program Annual Report for FY 2008-2009

2009 marks the twentieth year that the Tuesday Meals Program (TMP) has served a meal to people in need, and it has been a year marked with substantial change. Kristina Perry, last year’s Tuesday Meals Program Coordinator resigned in September and the Personnel Committee hired Judith Laris to fill the position in October 2008.

Kristina began the process of establishing a Tuesday Meals Advisory Board, and Judy completed that process after her arrival. The Advisory Board met for the first time in November 2008, and continues to meet monthly, with their goal being to monitor, support and advise the Program Coordinator on matters pertaining to the program. In addition to the Program Coordinator, the current members are: Winnie Peart-Harding, Lyn Lidsky, Patience Terry, Linda West and Sara Bell.

The economic downturn of the past year has impacted many aspects of our lives, and TMP has not been exempt from economic challenges. The extreme gasoline prices of last fall led to rising food costs, with some staple products, such as rice, doubling in price. The Cambridge Economic Opportunity Committee, a local agency that helps subsidize many food/hunger related programs in Cambridge, including The Tuesday Meals Program, made several requests of TMP in October, which, although challenging to implement, have resulted in positive changes for the program. Some of the specific changes that have taken place in the program include:

- 🍌 As of March, 2009 TMP is a Member Agency of the Greater Boston Food Bank, which has resulted in significant cost saving. Between March 9, 2009 and June 19, 2009 the program purchased over 4000 pounds of food, with a retail value of \$5045.09 for \$319.04. Even more importantly, our relationship with the GBFB has resulted in higher quality meals, with more fresh produce frequently including organic foods, and enabling us to present a much more diverse and nutritious menu.
- 🍌 AS of April, 2009, the Red Cross picks up our Food Bank order once a month and delivers it as part of their Hunger Relief Services Program.
- 🍌 In November 2008, with the efforts and support of Elaine DeRosa, Executive Director of the Cambridge Economic Opportunity Committee (CEOC), Raymond Chicoye,

Community Advocacy Coordinator for CEOC, David Leslie, Executive Director of Food for Free (FFF), and Christian Oviedo, FFF driver, and the TMP morning volunteers, TMP re-established a relationship with the not for profit Food For Free, on Inman St in Cambridge. This affiliation has provided us with all the produce we need each week *fresh from the market on Tuesday morning*, as well as bread and a few other staple items, at no cost to TMP. The quality of the produce from FFF has been superior, which has further enriched our meal offering.

- 🍌 The Program Coordinator has established relationships with two restaurant supply companies to procure needed supplies that are not available from the above agencies, resulting in additional cost savings.

Volunteers and the Program Coordinator have collaborated to develop new procedures and routines to accommodate our new food sources. The bottom line on all of this change is abundantly clear: it has been well worth the efforts of everyone involved, as our weekly meal has improved substantially in quality, nutrition, the amount of fresh fruits and vegetables, and in the variety of foods offered, while costs have dropped substantially. (See below for details). Also, we have in the past given the guests a peanut butter and jelly sandwich and cookies to go after the meal. We are now able to complement the ‘to go’ snack every week with fresh fruit and a healthy snack such as trail mix or pita chips. Our Tuesday guests have noticed the many changes in the meals and many have been very vocal with their appreciation!

An additional reflection of our weakened economy has been the number of people seeking our services. Early in FY 2008-2009 TMP typically served 75-85 people per week. During June of 2009 we served an average of 112 people per week, with attendance over 130 one week.

Despite the substantial meal improvements noted above and the increase in the number of meals served, we are pleased to report that our new affiliations and careful shopping have resulted in lower meal costs. Expenditures for food in the 1st Qtr. of FY 2008-2009 averaged \$214 per week. The last Qtr. of FY 2008-2009 the average weekly food expenditure had dropped to \$83. (Note: these figures represent food only & do not include tableware, laundry, salary and other non-food items.)

- 🍌 An important “first ‘in 2009 was first TMP Volunteer Appreciation Dinner, held in the parlor in April. The volunteers enjoyed foods prepared by Judy and two volunteer chefs. The gathering gave volunteers that work on different aspects of TMP an opportunity to meet, but most importantly, it was a time for all of the TMP volunteers to be reminded of how crucial their efforts are, and that they are very much appreciated.
- 🍌 In addition to weekly volunteer efforts, the Program Coordinator recruited volunteers to do a one day deep cleaning of the kitchen in January. Twelve people scrubbed for hours and subsequently our kitchen passed two inspections by the Food Bank and one by the Cambridge Department of Health.
- 🍌 A ‘behind the scenes’ addition to TMP this year has been the acquisition of six units of heavy duty industrial steel shelving for the basement. They were purchased used from Craigslist at a fraction of the typical retail cost. We are now able to store our non-perishables food items according to code.



Volunteers: the Heart of the Tuesday Meals Program

Between 60 and 100 hours of volunteer time are spent preparing, serving & cleaning up each week. Clearly, the meal would never happen without the dedication and hard work of our many volunteers. Some of our volunteers have volunteered regularly for years, such as Patience Terry, who has been working at TMP since it first began. Another faithful, long-service volunteer, Winnie Peart-Harding was honored by the Cambridge Senior Volunteer Clearinghouse as *Volunteer of the Year* for her years of loving service to TMP. Tuesday Meals received a generous anonymous donation on her behalf.

A new group of teens from the Jewish TELEM program volunteered with TMP again this year. This wonderful group of twelve young people came to TMP twice a month all year and found it to be a rewarding experience, as did our guests, always looking forward to the enthusiastic conversations. The Program Coordinator is currently engaged in conversations with the new TELEM Program Coordinator to plan for a new group of TELEM volunteers for 2009-2010.

Also new in 2009 is our relationship with the Harvard Summer School Secondary School Program. High school students from all over the world study at Harvard for eight weeks and are also offered community service opportunities. We have had the help of 5 to 7 of these enthusiastic student volunteers each week.

Wendy Mason, a First Parish parishioner and regular volunteer has organized and led an effort to meet needs our guests may have beyond food. After informally surveying our guests, she determined that socks and underwear are much needed by many of our guests, and she is now planning and implementing an effort to gather new socks and underwear to be distributed at the meals.

Several medical students from Harvard Medical School continue to be on hand each week to check blood pressures, answer questions and make referrals when possible. Their advisor is Dr. Jim O'Connell, founder & head of Health Care for the Homeless, so they have expert, pertinent advice available. The students are very caring and compassionate and continue their weekly service, even during the summer months. Their presence is much appreciated.

TMP was also blessed for a Tuesday in June with thirteen 10th graders from Charlottesville, VA, a graduating Coming of Age group from The Thomas Jefferson Memorial UU Church. Their RE Director reported that TMP was the highlight of their trip to Boston.

Local merchants continue to augment the meals with food donations nearly every week. Continuing donors include Hi-Rise Bakery, The Charles Hotel and Starbuck's Coffee on Church Street. Finale in Harvard Square and Whole Foods in Fresh Pond, have recently begun donating their day old bread as well as some desserts.

Tuesday Meals Celebrates

Serving a weekly meal for two full decades has created a spontaneous community of sorts. A high percentage of our weekly guests are 'regulars' whom we typically see most weeks. One of the things that communities do is celebrate, of course, and Tuesday Meals celebrates! We do so by holding special meals throughout the year, including meals for Thanksgiving, Christmas, New Years, Valentine's Day, St. Patrick's Day and Easter, as well as occasional random special dinners. Extraordinary efforts on the part of many volunteers are the keystone of these special celebrations. Our Christmas meal was the year's highlight --because of the generosity of some

volunteers, Starbuck's on Church Street and Timberland in NH, each of our nearly 100 guests received a holiday gift in addition to a special meal, the beautiful and delicious desserts prepared and donated by individuals in First Parish was a much appreciated conclusion for the holiday meal.

One of the bigger challenges that Tuesday Meals has had during the year has been dealing with numerous equipment failures and preparing the meals with limited oven space. The main oven has not worked all year and has been deemed not repairable. There have been intermittent failures of the other two ovens, and as this report is being submitted, it appears that a second oven is permanently down. The dish sanitizer also appears to have reached the end of its life cycle, as it has not worked most 5 of the last 7 weeks. As this report is being written, equipment replacement is the highest priority for Tuesday Meals. TMP Advisory Board has prepared a proposal for equipment replacement, being submitted at the end of July. In addition, new pots & pans and other kitchen supplies are needed.

The TMP priorities for FY2009-10 include:

- Replace failing kitchen equipment
- continued focus on good nutrition
- Establish volunteer training, resources and support system
- Hold a parish-wide celebration in honor of Tuesday Meals 20 years of service to those in need

Respectfully submitted,
Tuesday Meal Program Coordinator, Judy Laris
Tuesday Meals Advisory Board Members,
Lyn Lidsky, Winnie Peart-Harding, Patience Terry, Linda West and Sara Bell

Report of Worship Committee, First Parish in Cambridge, 2008-2009

Members: William Whalen (chair), Ken Adams, Dan Bartley, Melody Lee, Katrina Piehler.
ex officio: Rev. Fred Small, Jonathan Barnhart.

The Worship Committee wishes to emphasize the following achievements in the church year 2008 to 2009:

- We added two new members, Katrina Piehler and Dan Bartley. And we welcomed Fred Small to his first year as Senior Minister.
- We wrote a more formal description of the committee and defined the optimal committee size as six. Each member serves three years, with two new members beginning each church year. We also instituted the role of Clerk, a member other than the Chair, who records the minutes.
- After much debate and serious consideration, we made several changes in the order of service. The Announcements now appear at the beginning, before the prelude, with the addition of an optional Spotlight, focusing on a particular group or activity. The welcoming of visitors is now more systematic and has been effective. The greeting of one another now occurs at the end of the service, following the postlude.
- Fred requested that congregants participate in the service more frequently. After some weeks of experimenting, we settled on the following pattern for most services: Announcements; read by a chair of a committee or other church leader; Chalice, lighted by a member or guest, who selected or composed a reading; Covenant, led by a younger member of the congregation, usually from the Coming of Age group; and Responsive Reading, led by a member or guest. One member of the committee coordinated each of these four items, contacted volunteers several weeks in advance, and informed the church office.
- We had several special services: Homecoming, child dedications, Day of the Dead, Christmas Eve, Flower Communion, and farewell to Interim Associate Minister, Meg Anzalone.
- On a few occasions, we had guest ministers, and we worked out more systematic methods for communicating with them, beforehand and during the preparation on Sunday itself.
- In February, we held a Worship Forum, introduced by William and moderated by Fred. This event enabled members of First Parish to give feed back on specific topics relating to worship, and this was a very energetic discussion, which provided helpful insights which the committee drew upon for later decisions. The format was our own devising, and it could easily be done again with usefulness in later years.
- We had less emphasis on lay-led services than in the past two years. But our one lay-led event was a great success. The Women's Sacred Circle did a service in honor of May Day, and it was very well received.
- As has been the case for the last several years, the committee has taken on responsibility for organizing the summer services. This year, we have eleven guest preachers, one more than last summer. Each member of the committee acts as Worship Associate for one or two Sundays, helping with the service. Ken Adams has organized the guest preachers, and William and Ken revised the documents for the guest preachers and the Worship Associates. The summer takes a good deal of effort, but we have a method for approaching it which can be carried forward in later years.

**Report of CUUPS (Covenant of Unitarian Universalist Pagans)
First Parish in Cambridge, 2008-2009**

The leaders of the group were Michelle Kalas and Melody Lee.

We planned a ceremonial circle to celebrate Yule (winter solstice) but it unfortunately was cancelled at the last minute due to a snow storm. We held two pot luck gatherings at members' houses. These involved discussion of paganism and CUUPS at First Parish and viewing and discussing movies on earth-centered topics. These were well attended.

We plan to have more pot lucks with movie discussions next year and two hold circles to celebrate Yule and Spring Equinox. We've scheduled snow dates for each.

**Report of the Buddhist Meditation Group
First Parish in Cambridge, 2008-2009**

We have consistently met on the first and third Tuesday evenings from 7:30 to 8:45 in the kindergarten room with attendance ranging from a low of 3 (including leader) to a high of 9, with an average of 4-5. The total number of participants who attended at least one session is about 12. The attendees have been about evenly divided between First Parish members and non-members. Some attendees have come to the church because of the meditation group.

The group's purpose is to practice meditation, following the Tibetan tradition taught by Lama John Makransky (www.johnmakransky.org and the book "Awakening Through Love"). Rev. Joel Baehr, our leader, is designated a practice leader by Makransky. The Foundation for Active Compassion is a natural "partner" for First Parish (see http://www.johnmakransky.org/social_justice.html), since it is guided by the insight that *"To be effective in their work for social change, social justice activists need to embody the deepest spirit and motivation of their work."* The practices of the UUBU Practice Group are those that the Foundation teaches to social activists and social service professionals. We invite First Parish leaders to investigate ways in which the practices we do can be helpful to church leaders, especially for social action. Contemplation and action together is being found to be synergistic and supportive of burn-out free commitment.

There has been a growing sense of engagement by the core of 4-5 who attend regularly. A number of people have chosen to go to other Buddhist practice groups in addition to attending this one.

**Respectfully submitted,
Linda Jurras**

The Nameless Coffeehouse Annual Report FY 2009

Program Committee Members: Alison Altman, Marianne Cutter, Helen Glikman, Pepper Greene,

Harold Helson, Lisa Miville, Lisa Montague, Doug Scott,
Mare Ulne

The Nameless Coffeehouse regrets that it lost four board members in October of 2008. These board members cited their frustration with the politics of the two previous booking coordinators. These booking coordinators worked independently of the coffeehouse board and volunteers, creating undesired stress and tension for all involved. Happily we have engaged a new, experienced booking coordinator. She first performed at the Nameless 15 years ago and has 10 years experience booking performers.

Status

The Nameless wants to thank the members of the Standing Committee, especially Chris McElroy for their work done on behalf of the coffeehouse. A church meeting was held in November, 2008 to discuss the interest in and organization of the Nameless. During this meeting the Standing Committee proposed that the Nameless Corporation be dissolved and the Nameless become a Program Committee of First Parish. The Standing Committee found administering to the Nameless Corporation an overburdening task. The task had become overburdening to the Nameless members also.

Issues

I'm pleased to say that the existing Nameless members really embraced this idea. The Nameless was also able to meet the First Parish requirements to become a Program Committee and this has renewed interest from church & coffeehouse members also.

The coffeehouse is reducing the number of "concerts" to 5 for the 2009-2010 season. The new booking coordinator is able to attract performers with a larger following, which will increase audience size. We have a new volunteer coordinator which should reduce the stress on the coffeehouse members. If this goes well we will consider increasing the number of coffeehouses next year (2010-2011) to 6 or 7.

**Marianne Cutter, Chairman
The Nameless Coffeehouse
6/28/2009**

First Parish Women's Book Group 2008-2009 Annual Report

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 7-9 p.m.

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'd like.

We choose the books we read democratically 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 choose democratically 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, Stacey Jackson, at womensbookgroup@firstparishcambridge.org. Each discussion is facilitated by the woman who suggested the book.

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 womensbookclub@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 Meeting House News each month, or on the First Parish website -- <http://firstparishcambridge.org/?q=taxonomy/term/17> -- scroll down from this page to find the women's book group.

In 2008-2009 we read and discussed these books:

October 7: *Three Cups of Tea*
November 4: *The Last Chinese Chef*
December 2: *The Zookeeper's Wife*
January 6: *Eat, Pray, Love*
February 3: *American Jezebel*
March 3: *The Faith Club*
April 7: *People of the Book*
May 5: *Hungry Ocean*
June 2: *Water for Elephants*

In October 2008 we adopted the following covenant of right relations:

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 p.m. to 9 p.m. If it's necessary for us to come late, we agree to do so unobtrusively. We agree to address group business at the beginning of the meetings, and discuss only the books after business is addressed.

- * We will start and end our book discussions with a chalice lighting and extinguishing to help us be fully present in the discussion and in our women's book group community. The book discussion leader for that month will lead the chalice lighting and extinguishing and can choose to read all or parts of our group's covenant, and/or a brief reading.

- * We accept the democratic process as our way of choosing our books. After we vote on the books we will read for the year, we agree to embrace what the books we have chosen can offer us.

- * We affirm the personal experience of each member of the group with each book, and recognize that each person will have a different experience with each book. We approach each person's experience with each book with compassion, and honor her experience.

- * We affirm that every member of the group 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 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**

Women Writing Together

Continues into its 4th year! New women come to check it out fairly regularly. A core group of women who started with the group consists of 3 (plus the leader), add to that a newer regular set from this past year of about 4 to 6 women which has created groups of 6+ women generally, and sometimes has reached 9 or 10 women, with random drop-ins ongoing. A recent newcomer said that the fact that the group was here made her feel that the Church was supporting expression, and that made her feel good. The group does seem to serve as a bit of a 'gateway' to church beyond the Sunday morning service. The group has almost come to resemble a covenant group, as it is safe to explore our written voices in our confidential setting. We do not critique the writing, just write, and then read aloud our share. Laughter and tears are shared. We had our 3rd winter, afternoon retreat, with the most attendees this year of 15 people, which often becomes a feeder to the bi-weekly evening group. To help facilitate people coming who cannot come on Monday evenings, the leader has started a new schedule, by alternating between Monday, and Thursday, on an approximate bi-weekly schedule, beginning this summer of 2009. The leader is very pleased with the success of the group, and the value for people of the group activity, and feels good about it continuing into the indefinite future. Heidi Meyer, group leader and parishioner, h.meyer@comcast.net

**Respectfully submitted,
Heidi Meyer**

Young Adults Group

Regular Participants: Jennie Blodgett, Sara Donahue, Nick Goffee, Marcus Graly, Kendra Gray

Andrea Halverson, Kevin Hoeschele, Ben Holland, Justin Koser,
Ryan McMahon, Heather Mills, James Norton, Tamina Stephenson,
Emily Zall, Liz Zembruski

Accomplishments / Events

- Met almost every Tuesday of the year for Sustenance for the Soul program. (We are the longest running small group ministry in the church)
- Improved gender diversity of the group over last year. (This was a concern, since we were becoming overwhelmingly male)
- Organized retreat this past April in Maine.
- Various social events

Goals

- Continue to reach out to newcomers in our age range.
- Continue to improve Tuesday Night Sustenance for the Soul Program. Sustenance for the Soul is a weekly series of complimentary, spiritually-centered activities through which UU Young Adults can grow together as a community while cultivating our own spiritual lives. Each month's theme is explored through different formats.
- Allow Young Adults to feel welcome in the larger church community.

**Respectfully submitted,
Marcus Graly**

Cambridge Forum
2008-2009 Public Programs

The First Parish in Cambridge (Unitarian Universalist)
3 Church Street, Cambridge, MA 02138 (Harvard Square)
phone: 617-495-2727
on the web: www.cambridgeforum.org

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

Staff: Patricia Suhrcke, Director

* Member of First Parish in Cambridge

In 2008-09 Cambridge Forum completed its 42nd year of public programming at First Parish in Cambridge. We produced 24 live public forums and 4 collaborative programs, working with 8 community organizations as co-sponsors. In addition, we produced 27 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 WGBH Forum Network. Our total attendance for the live programs was 3,591, a decrease of about 1,400 from the preceding year. Last year's attendance figures were unusually high, as we had 4 standing room only programs which accounted for 2,750 people; 2008-09 attendance is greater by more than 1,400 than 2006-07 attendance (a more typical year).

For the fifth year, Cambridge Forum focused its programming around a non-exclusive theme. In 2008-09 the chosen theme was "Cost: What We Pay and What We Value." Programs examined the many costs American society pays—not only financial costs, but also costs in time and well-being, costs to the environment, our reputation, and our ideals. What is the relationship between the costs we are willing to bear and the values we profess? We were able to host three members of the Obama transition team during fall 2008: Jared Bernstein, Linda Bilmes, and Cass Sunstein. A high point of the Winter-Spring season was the conversation between Nobel Laureate Paul Krugman and political analyst David Gergen.

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

Cambridge Forum benefited from First Parish's donation of half of the plate contributions in September 2008. In addition, gifts from individuals increased over the year, allowing the Forum to make up for the loss of some grant funding, as foundations scaled back their giving due to decreased revenue.

A complete list of 2008-2009 Cambridge Forum programs follows:

September 18

TALES OF SCIENCE AND LOVE

Internationally renowned evolutionist **Lynn Margulis** reveals science from the inside—its passions, disappointments, and triumphs. Drawing on her lifetime of experience as a researcher and conversations with the world’s most esteemed scientists, Margulis gives personal voice to those who attempt to wrest secrets from nature.

Ron Burns Memorial Forum on Science and Technology.

October 1

IS AMERICA POSSIBLE? A Journey of Hope

Vincent Harding, theologian and professor emeritus of religion and social transformation at the Iliff School of Theology in Denver, argues that, especially for African Americans, the American Dream has never been realized. At best a hope, at worst a mockery, it remains alive in the words and imaginations of the artists and activists of the community. Retracing the roads and revisiting his companions of the Civil Rights Movement, Harding reflects on their achievements in making the dream more of a reality and points out the work that still needs to be done.

Co-sponsored by The Fetzer Institute.

October 8

CRUNCH: Feeling Squeezed in Today’s Economy

Jared Bernstein, senior fellow and director of the Living Standards Program at the Economic Policy Institute, decodes the workings of the economy. Translating the jargon of Wall Street into the language of Main Street, Bernstein argues that economics should be more than a tool for the nation's elite. How are Wall Street and Main Street linked? How can we use economics to organize American society to provide for Main Street's needs as well as Wall Street's?

October 15

THE OPINION MAKERS: Lies My Pollster Told Me

David Moore, a former senior editor at the Gallup Poll, argues that pollsters don't report public opinion; they manufacture it. What tactics and strategies do they use in shaping our views? What can ordinary citizens do to short-circuit their methods? Why is it important to understand the sources of pollsters' power?

October 20

CONFESSIONS OF AN ECO-SINNER

Science journalist **Fred Pearce** traces the environmental costs of the things that make up ordinary daily life—our clothing, our food, our cup of coffee— to reveal the extraordinary hidden costs of a modest Western lifestyle. What changes in our consumption patterns could we make to lower those environmental costs? What would those changes mean for our lifestyle?

Co-sponsored by Tim Weiskel.

October 29

THE THREE TRILLION DOLLAR WAR

Linda Bilmes, expert in budgeting and public finance at Harvard's Kennedy School, discusses "the true cost of the Iraq conflict", as calculated in her new book, co-authored with Nobel Prize-winning economist Joseph Stiglitz. What expense items have been hidden from American taxpayers? What future costs does war entail? What trade-offs does the cost of war impose on the U.S. economy?

November 5

HUMAN RIGHTS IN CHINA: AFTER THE OLYMPICS

Jianli Yang, survivor of the Tiananmen Square massacre and a five year prison term in China, looks at human rights in China today. After the Olympic spotlight has dimmed, what real progress toward an open society based on principles of individual rights do we see? What internal democratic movements exist in China? What role can the international community play in moving China toward democracy?

Co-sponsored by an Anonymous Supporter of China-Tibet Friendship.

NUDGE: Improving Decisions About Health, Wealth, and Happiness*

Harvard law professor **Cass Sunstein** applies cutting edge social science research on human behavior to legal questions in the stock market, mortgage markets, environmental protection, and family law. What are the implications for law and public policy of psychology's new insights into decision-making behavior? What is the moral significance of developing public policies that "nudge" people to make "wise decisions"?

November 19

OLD CULTURES ON A NEW FRONTIER

Boston *Globe* travel writer **Tom Haines** has visited the remote corners of the globe on reporting assignments and he's found that the world really is getting smaller. What impact have the forces of modern communications and trade had on formerly isolated cultures? What is daily life like for people living with one foot in the past and one in the present?

Co-sponsored by D. Leveille.

December 3

LOOT: Stolen Treasures of the Ancient World

Why are the Elgin Marbles in London and not on the Acropolis? Foreign correspondent and former *New York Times* culture reporter **Sharon Waxman** demonstrates that there are no simple answers to this question. In her new book *Loot: The Battle Over the Stolen Treasures of the Ancient World*, Waxman explores the issues of preservation, cultural context, theft, and repatriation that accompany the question of ownership of a work of art. What role does the international law play in determining the fate of antiquities? What role does monetary value play in the conflict over their rightful ownership? What value does the sense of shared cultural heritage have in this conflict?

Co-sponsored by Jane Sturtevant.

January 14

ROGUE ECONOMICS

International economics reporter **Loretta Napoleoni** exposes the dark side of the global economy—the sex trade, drug trade, counterfeiting—operating without government control in the global marketplace. What role do corporations play in globalizing criminal enterprises? What remedies are proposed for an international economy gone wrong?

January 28

SO DAMN MUCH MONEY

Veteran *Washington Post* correspondent **Robert G. Kaiser** exposes the impact of lobbyists and their money on American government. From the cost of political campaigns to the way legislation is written, how has lobbying changed in recent decades? How does the growing power of the lobbyists affect ordinary citizens?

Co-sponsored by Harvard Book Store

February 4

INVISIBLE HISTORY: Afghanistan's Untold Story

Paul Fitzgerald and **Elizabeth Gould**, a husband and wife team of journalists, have been reporting on Afghanistan since the Soviet invasion in 1979. Their 1981 reporting for CBS News and their PBS documentary *Afghanistan Between Three Worlds* took American television viewers behind the scenes in a little known part of the world. Their latest book continues the story of Afghanistan's troubled relations with competing "Great Powers," and clarifies the challenges facing the new Administration as it tries to avoid an endless war in a war-torn part of the world.

February 9

PAUL KRUGMAN IN CONVERSATION WITH DAVID GERGEN

Nobel Prize-winning economist **Paul Krugman** in conversation with **David Gergen** of the Harvard Kennedy School. Krugman explores the foundations of the liberal political and economic systems; in the current economic downturn, he asks what we learn from past liberal successes and failures.

Co-sponsored by Harvard Book Store and Mullane, Michel & McInnes, Counselors at Law.

February 11

THE LONELY AMERICAN

Jacqueline Olds and **Richard Schwarz**, clinical psychiatrists at Harvard Medical School, examine the personal and societal effects of the unheralded epidemic of social isolation in America today. How does the contemporary American lifestyle and work-style lead to social isolation? Are friends on Facebook a true substitute for friends we meet face-to-face?

March 11

WHEN DOCTORS ARE WRITERS: A Panel Discussion

Elissa Ely and **Tess Gerritsen** talk about their unique identity as writers and doctors. How does writing affect their medical practice and *vice versa*? What kind of attention and analysis does the practice of medicine require? How do the demands of being a doctor differ from the demands of writing? Moderated by fellow physician **Sasha Helper**.

Co-sponsored by Ann Daily.

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March 18

SOWING CRISIS: The Cold War and the Middle East

Premier U.S. historian of the Middle East, **Rashid Khalidi** dissects the impact that Cold War-era rivalries had in shaping the dynamics of current Middle Eastern conflicts. What role did the Cold War play in establishing the American presence in the Middle East? How do the long shadows of the United States and Soviet Union continue to affect our view of Middle Eastern politics?

Co-sponsored by Don and Jeannette McInnes.

March 25

THE THIRD CHAPTER

Sarah Lawrence Lightfoot of the Harvard Graduate School of Education identifies a new developmental stage in her latest book, *The Third Chapter*. In the 25 years after age 50, Americans are in transition, changing careers, continuing educations, traveling, volunteering. Why is this happening? What impacts will this trend have on our society as life expectancies increase?

Co-sponsored by Helen Glikman and Dan Bartley.

April 2

AMY GOODMAN: Celebrating Independent Media

Award-winning journalist **Amy Goodman** of *Democracy Now!* celebrates independent media with Cambridge Forum. She discusses her latest book *Standing Up to the Madness: Ordinary Heroes in Extraordinary Times*, in a special program to benefit Cambridge Forum. Goodman shares her experiences in the trenches as she travels the nation and finds a healthy grassroots base for participatory democracy. Join us for a memorable evening.

April 10

JOSS WHEDON: Cultural Humanist

Television writer and director **Joss Whedon** receives the 2009 Outstanding Lifetime Achievement Award in Cultural Humanism. The creator of the long-running television series *Buffy the Vampire Slayer* explores the moral foundation of a humanistic universe.

Co-sponsored by the Humanist Chaplaincy at Harvard.

April 16

SUSAN STEWART: Poetry and Perception

Poet **Susan Stewart** argues that poetry is a “slow” artform. She also argues that poetry most often treats what the poet sees out of the corner of his/her eye, not what is seen head on. What does she mean by these claims? How does her concept of poetry fit into the fast-paced modern world of 25-words-or-less elevator speeches?

April 29

THE FIRST TYCOON

Author **T.J. Stiles** discusses his new biography of Cornelius Vanderbilt. What are the parallels between the career of Vanderbilt who amassed a fortune in the 19th century and those of his counterparts today? How did federal and state governments respond to the challenge of Vanderbilt’s wealth? What can we learn from his story in today’s economy?*Co-sponsored by Harvard Book Store.*

May 6

BEYOND THE POLLUTION PARADIGM: Why We Can’t Leave Saving the Planet to the Environmentalists

Environmental provocateur **Michael Shellenberger** asks whether American climate change policy is moving in the right direction. The cap-and-trade model for regulatory legislation is based on economic assumptions that have shattered in the current economic crisis. Now Shellenberger and his co-author Ted Nordhaus question “the emerging climate consensus,” arguing that pollution limits are woefully inadequate, both politically and technologically. Instead of attempting to make dirty energy prohibitively expensive, can we make clean energy cheap?

June 14

FAIRLY UNBALANCED: Writing Political Satire in the 21st Century

PEN New England and Cambridge Forum present a discussion of the power—and the pitfalls—of writing political satire in the age of Jon Stewart and (soon?) Senator Al Franken. Panelists include acclaimed novelists **Percival Everett** and **Lise Haines**; comedian **Jimmy Tingle**, former Maine Poet Laureate **Baron Wormser**, and **The Harvard Lampoon**.
Co-sponsored by PEN-New England.

2008-2009 WGBH FORUM NETWORK PROGRAMS

TALES OF SCIENCE AND LOVE

Internationally renowned evolutionist **Lynn Margulis** draws on her lifetime of experience as a researcher and conversations with the world’s most esteemed scientists to reveal science from the inside—its passions, disappointments, and triumphs.

IS AMERICA POSSIBLE? A JOURNEY OF HOPE

Vincent Harding, theologian and professor emeritus of religion and social transformation, reflects on the achievements of the Civil Rights Movement in making the American Dream more of a reality for African Americans and points out the work that still needs to be done.

CRUNCH: FEELING SQUEEZED IN TODAY’S ECONOMY

Jared Bernstein, senior fellow at the Economic Policy Institute, translates the jargon of Wall Street into the language of Main Street.

THE OPINION MAKERS: LIES MY POLLSTER TOLD ME

David Moore, a former senior editor at the Gallup Poll, argues that pollsters don’t report public opinion; they manufacture it.

CONFESSIONS OF AN ECO-SINNER

Science journalist **Fred Pearce** traces the environmental costs of the things that make up ordinary daily life—our clothing, our food, our cup of coffee— to reveal the extraordinary hidden costs of a modest Western lifestyle.

THE THREE TRILLION DOLLAR WAR

Linda Bilmes, expert in budgeting and public finance at Harvard’s Kennedy School, discusses “the true cost of the Iraq conflict.”

HUMAN RIGHTS IN CHINA: AFTER THE OLYMPICS

Jianli Yang, survivor of the Tiananmen Square massacre and a five year prison term in China, looks at the internal democratic movements in China today.

NUDGE: IMPROVING DECISIONS ABOUT HEALTH, WEALTH, AND HAPPINESS

Harvard law professor **Cass Sunstein** applies cutting edge social science research on human behavior to legal questions in the stock market, mortgage markets, environmental protection, and family law.

OLD CULTURES ON A NEW FRONTIER

Boston *Globe* travel writer **Tom Haines** reports on the impact the forces of modern communications and trade have had on formerly isolated cultures.

LOOT: STOLEN TREASURES OF THE ANCIENT WORLD

Foreign correspondent **Sharon Waxman** explores of the issues of preservation, cultural context, theft, and repatriation that accompany the question of ownership of a work of art.

ROGUE ECONOMICS

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SO DAMN MUCH MONEY

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Journalists **Paul Fitzgerald** and **Elizabeth Gould** clarify the challenges facing the new Administration as it plans its strategy in war-torn Afghanistan.

LIBERAL ECONOMICS: PAUL KRUGMAN IN CONVERSATION WITH DAVID GERGEN

In conversation with **David Gergen**, **Paul Krugman** explores the foundations of the liberal political and economic systems; in the current economic downturn, he asks what we learn from past liberal successes and failures.

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Clinical psychiatrists **Jacqueline Olds** and **Richard Schwarz** examine the personal and societal effects of the unheralded epidemic of social isolation in America today.

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Historian **Rashid Khalidi** dissects the impact that Cold War-era rivalries had in shaping the dynamics of current Middle Eastern conflicts.

THE THIRD CHAPTER

Sarah Lawrence Lightfoot of the Harvard Graduate School of Education describes how Americans are in transition, changing careers, continuing educations, traveling, volunteering as they reach the milestone age of 50.

AMY GOODMAN: CELEBRATING INDEPENDENT MEDIA

Award-winning journalist **Amy Goodman** of *Democracy Now!* shares her experiences in the trenches as she travels the nation and finds a healthy grassroots base for participatory democracy.

JOSS WHEDON: Cultural Humanist

Television writer and director **Joss Whedon** explores the moral foundation of a humanistic universe as he receives the 2009 Outstanding Lifetime Achievement Award in Cultural Humanism from the Harvard Humanist Chaplaincy.

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Poet **Susan Stewart** argues that poetry is a “slow” artform that deals with the ephemeral and transitory. How does her concept of poetry fit into the fast-paced modern world of 25-words-or-less elevator speeches?

THE FIRST TYCOON

Author **T.J. Stiles** discusses his new biography of Cornelius Vanderbilt.

BEYOND THE POLLUTION PARADIGM: WHY WE CAN'T LEAVE SAVING THE PLANET TO THE ENVIRONMENTALISTS

Environmental provocateur **Michael Shellenberger** asks whether American climate change policy is moving in the right direction. Instead of attempting to make dirty energy prohibitively expensive, should we try to make clean energy cheap?

FAIRLY UNBALANCED: WRITING POLITICAL SATIRE IN THE 21ST CENTURY

PEN New England and Cambridge Forum present a discussion of the power—and the pitfalls—of writing political satire in the age of Jon Stewart and Al Franken. Comedian **Jimmy Tingle** gives a demonstration of his brand of political satire.

2008-2009 LABORATIVE PROGRAMS *with the National Heritage Museum, Lexington:*

October 18

WHAT'S NEW ABOUT THE NEW IMMIGRATION?

Nancy Foner of Hunter College explores the similarities and differences between immigration through Ellis Island and the present. How did the Ellis Island legacy shape our understanding of the immigrant experience?

November 8

THE REFUGEE EXPERIENCE

How is the experience of refugees different from that of other immigrant populations? **Karen Jacobson** of Tufts University looks at refugees across the globe and describes how they make their way to America.

December 6

BECOMING AMERICAN

Huong Nguyen of the Heller School at Brandeis University looks at the process of acculturation and outlines the ways that immigrant populations adjust socially, psychologically, and academically to life in the United States.

January 17

IMMIGRATION POLICY AND ECONOMICS

George Borjas from the Harvard Kennedy School reviews the history of immigration policy in the United States. How has the economic impact of immigration changed over the past century? How does economic affect the current debate over immigration reform?

2008-2009 Co-sponsors:

Anonymous

The First Parish in Cambridge, Unitarian Universalist

The Lowell Institute

Friends of Cambridge Forum

The Frederick E. Weber Charities Corporation

Massachusetts Cultural Council

Cambridge Trust Company

Wainwright Bank and Trust Company

Mullane, Michel & McInnes, Counselors at Law

Sheraton Commander Hotel

The Fetzner Institute

PEN New England

The Humanist Chaplaincy at Harvard University

Harvard Book Store

Cambridge Community Television (CCTV)

WGBH Forum Network

The United Ministry at Harvard

The M.I.T. Chaplains (Interfaith)

HARVARD SQUARE LIBRARY ANNUAL REPORT JULY 2008-JUNE 2009

Harvard Square Library is now a nonprofit corporation of the Commonwealth of Massachusetts. We are legally tax-exempt. Donald McInnes, Esq., our corporation clerk, did the legal work *pro bono*. Jane Sturtevant is our treasurer. The corporation members are the Standing Committee of the First Parish in Cambridge. The Harvard Square Library board members, other than officers Don, Jane and me, are Gloria Korsman, Alan Seaburg, Conrad E. Wright, John Buehrens, James Vetter, and Michael Melford. Our stated purpose is to celebrate our Unitarian Universalist religion by communicating free information to America and the World. Our online library already has viewers in more than 100 countries on six continents.

This year, through an unsolicited grant from Alice Schulman of Texas and Rhode Island, we became the recipient of what we propose to call the Alice and Frank Schulman Fund. It has already begun providing \$25,000 per year administered through the Unitarian Universalist Association Office of Stewardship and Development.

Among our other First Parish online public communications during the 2008-2009 year are the following:

- ***James Luther Adams: Prophet to the Powerful***, an online and paperback book by the late noted Harvard professor of social ethics; ***Prayers of Power***, an online and paperback book co-edited by five Unitarian Universalist ministers, including the late Arthur Foote II, late Chairman of the Unitarian Universalist Hymnbook Commission;
- ***Is God Necessary? No! and Yes!*** an online and paperback book by yours truly;
- ***Mahatma Gandhi: An American Portrait***, an online book by John Haynes Holmes and Bruce Southworth of the Community Church of New York.

We also began publishing online this year ***The Living Legacy of Ralph Waldo Emerson***, an illustrated text by Emerson biographer Robert D. Richardson and the late Rev. Frank Schulman. The public Emerson Bicentennial Exhibit of the Unitarian Universalist Association, designed by Bonnie Hurd Smith, was held at the First Church in Boston, Unitarian Universalist, founded in 1630.

Among our briefer articles now online you will find a light piece about Dr. Preston Bradley, the late long popular minister of the People's Church of Chicago, plus a review of ***Revolutionary Spirits: the Enlightened Faith of America's Founding Fathers*** by Rev. Gary Kowalski. Also online is a prayer I delivered at the service of the installation of Rev. Fred Small as the Senior Minister of the First Parish in Cambridge founded in 1636.

You will also find our HSL recommendation of a free truly great book newly online: ***Religion in the Making*** by Alfred North Whitehead, the Lowell Lectures delivered at King's Chapel, Boston, Unitarian, in 1926.

We are also publishing online a lengthy illustrated article by Dr. Jack Mendelsohn celebrating Beacon Press books; it drew more than 20,000 viewers in one single month, and it will run daily for years in updated form.

Under the caption, "***Great Is the Power of Blackness***," we named the many notable black speakers featured on the First Parish's continuing weekly national Cambridge Forum radio broadcasts since 1970. Incidentally, Harvard's Audio Archives contains some 2000 audio tapes

of Cambridge Forum radio broadcasts since 1970. Also, Cambridge Forum of First Parish is now a prominent part of the WGBH Forum, with occasional single camera communication.

The year opened with our repeat offer to national PBS television stations of our Harvard Square Library/Cambridge Forum offer of our one hour public TV special production HARVARD HONORS NELSON MANDELA. This First Parish/Harvard production celebrating the 27 year imprisoned liberator who became President of South Africa. We may later offer to PBS for free distribution a third time.

I'm delighted to note that we are publishing online the address by President Drew Faust, the first woman president of Harvard University who delivered a parable to celebrate the centennial of the Harvard Business School, which was established during the administration of Unitarian President Charles W. Eliot. Moreover, Harvard Square Library now carries on its website the illustrated story of *Harvard's Unitarian Presidents*. A too long hidden fact is that from 1810 to 1933 all of the presidents of Harvard University were Unitarians. That's 123 years.

Our working plans for the 2010 national and worldwide celebrations of our free faith include communicating each day beginning January 1, 2010 an image and brief text from **This Day in Unitarian Universalist History: A Treasury of Anniversaries and Milestones of Religious Tradition** by the late Dr. Frank Schulman.

This year's splendid staff consisted of webmaster Andrew Drane and Harvard graduate student of linguistics, Peter Jenks. Copyediting was by Margaret Studier, Managing Editor of the Harvard Theological Review. Thanks to volunteer Dorothy Vetter, we email 1800 copies of our monthly *UU Notable News*.

Herbert F. Vetter, President

PAINE SENIOR SERVICES ANNUAL REPORT 2009

History:

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

Mission:

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

Board of Directors:

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

Alice McCarter, New Communities, Inc., Chair
Helen Glikman, First Parish, Vice Chair
Ernie Sabine, First Parish, Treasurer
Lisa Van Vleck, First Parish
Jennifer Bonardi, Aids Action Committee
Kathleen Connolly, CASCAP
Brian Geenbaur, First Parish
Susan Pacheco, Cambridge Council on Aging

Staff:

Elizabeth Aguilo, LICSW, Executive Director
Maureen Harty, LICSW, Social Worker
Pat Leiby, Bookkeeper
Rebecca Lavine, MSW intern, Boston University, 2007-2008
Kerry McRae, MSW Intern, Boston College, 2008-2009

CLIENT PROFILE: (below are the top 3 reasons that elders were referred to PSS)

- **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.
- **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.

- **Finances:** Referrals for help to deal with finances also tripled from the previous year. People come to Paine wondering how they will pay for housing, food, utilities, and medical care. This is indicative of the economic 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.*

Aside from the above categories, Paine provided “Healthy Aging” workshops in 2 elder housing buildings. This workshop enabled us to serve an additional 18-20 people and marks a collaborative effort with CASCAP, the agency that provides social services to elders in Cambridge public housing.

Total # of elders referred for service in 2008: 134 (*up from 110 in 2007, but down from 164 in 2005. This decrease is related to the decreased availability of social workers to provide the same # of groups provided in the previous year.*)

Average # active clients each month: 40

FINANCIAL PROFILE OF YEAR END 2008:

Income **\$187,529**
(Includes income from Endowment, Investments, Fundraising, Fees and miscellaneous contributions)

Expenses* **\$180,169**
(Includes employee salaries, benefits, training and supervision, malpractice insurance, and office expenses—rent, telephones, email account, office supplies)

Income Minus Expense **\$7,360**

**Of note, to address financial concerns, the office manager’s hours were cut and the Executive Director took on the resulting additional administrative responsibilities as well as the main responsibility for supervising Master level Social Work interns.*

MONEY DISTRIBUTED TO ELDERS AND THE COMMUNITY

(Every year, PSS receives 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)

Second Whitney Expenses—Direct Distribution to Individuals **\$2,663**
(Requests for funding for eyeglasses, air conditioners, and other necessary expenses)

First Whitney Grants **\$180**
(Holiday Meal Baskets to East End House and food cards to individual elders from Shaw’s or Johnny Foodmaster’s)

Grants**\$ 0**

(In previous years, the money received from the church for distribution went under spent. To correct this, PSS distributed small annual grants to local agencies. This year, the PSS Board decided not to give out these small grants, but instead, to use the additional money to respond to individual requests for financial assistance.)

Total:**\$2,843****AFFILIATIONS:**

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

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

GOALS FOR 2010:

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

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

Respectfully Submitted,

**Elizabeth Aguilo, LICSW
Executive Director**

APPENDIX

Semi-Annual and Special Meetings

October 5, 2008 Semi-Annual Meeting Minutes	A-1
February 8, 2009 Special Meeting Minutes	A-3
June 7, 2009 Semi-Annual Meeting Minutes	A-5
Social Justice Priorities for 2009-2010	A-7
Nameless Coffeehouse Financial Statement	A-9

Minutes of the October 5, 2008 Semi-Annual Meeting

First Parish in Cambridge, First Church in Cambridge Unitarian Universalist

The Meeting was called to order by the clerk at 12 noon.

FIRST – A MOTION was made, seconded and voted to select Larry Childs as Moderator of the meeting.

Larry led the meeting in a celebration of the end of the transition period for selection of a Senior Minister.

SECOND – The Chair of the Finance Committee, Alexandra Adams, reported on the budget. A MOTION was made, seconded and voted, with two abstentions, to accept the budget.

THIRD – Charles Rogers reported that the installation of the new heating system is behind schedule, but 95% finished. It will come in on budget.

FOURTH – Kathleen Attfield, chair of the Green Sanctuary Task Force, presented an update of the accreditation process for the Church to become a Green Sanctuary. The process includes a vision and initial preparation, assessment of the church and its activities, the creation of an action plan and the implementation and evaluation of the plan. The first phase, the vision and initial preparation, has been completed and the committee is finalizing the environmental assessment of the church and its activities. A handout was circulated which highlighted the activities people have been engaged in, in addition to, the direct work on The Green Sanctuary process.

FIFTH – Ethan Field and the Transition Team reported on its activities. Members of the committee presented a summary of staffing options which include calling an Associate Minister, hiring an RE Director, A Diversity-of-Ministry Initiative, a Hire to Call, and hiring paid support staff. Timelines for decision making were also presented. Discussion followed about the ability to afford both an Associate Minister, part time RE Director and paid support staff. Several discussants urged an expanded vision and an increase in pledging to support it.

SIXTH - In order to prepare the congregation for a multi-cultural, multi-racial community, Marcia Hams, presented information on JUUST Change Consultancy, offered by the UUA. The Consultancy helps congregations with a developmental process based on anti-racist, anti-oppressive, multi-cultural transformation and social action. It is a 5 day program facilitated by experts in anti-oppression. The \$1500 fee has been assured by the Standing Committee. An October 15th application is necessary for a start date in January 2009. A MOTION was made, seconded and voted, with one opposed, to apply for the JUUST Change Consultancy.

SEVENTH – Gloria Korsman, in order to promote transparency, reported on the priorities of the Standing Committee for the coming church year.

- The number one priority is to shepherd the Transition Team and transition process and to embrace and organize the vision of a multi-generation, multi-racial and multi-cultural congregation. This priority includes: staffing an excellent religious education program, applying for a JUUST Change Consultancy, creating a clear framework for social action, involving youth in social justice actions, supporting a strong justice curriculum for all ages, supporting covenant groups, each with a service component, embracing faith-based justice work as our spiritual practice, and supporting congregant's justice commitments outside of church.

- Two-way communication - listening and role visibility and accessibility
- Integration of all RE families into congregational life and thereby become truly multi-generational
- Annual goal setting processes with congregants, ministers and staff
- Stewardship a and Finance (talent and money to achieve our dreams)

There was no other business to transact and the meeting was adjourned at 1:30 P.M.

Respectfully Submitted,

Nan Waldstein, Clerk

Minutes of The February 8, 2009

Special Meeting of the Parish and the Church

The February 8, 2009 Special Meeting of the Parish and the Church was convened by the Clerk at 12:15 PM after it was established that a quorum was present.

A MOTION was made, seconded and voted to elect Larry Childs as moderator.

Gloria Korsman, Chair of the Standing Committee, presented the recommendation of the Standing Committee to hire a $\frac{3}{4}$ time Director of Religious Education, part-time youth staff, and a full-time minister of color to lead and encourage racial and cultural diversity in the congregation, among other tasks of parish ministry. Gloria made a statement indicating the long-held goal of the congregation to become a more vibrant, multicultural, multiracial and justice-making congregation, and thanked the Transition Team, the Finance Committee and the Standing Committee for their collaborative work in making this recommendation. She listed some of the responsibilities of the new minister.

Members of the Transition Team, Ethan Field, Peggy Kraft, Marcia Yousik, Ginger Ryan and Mauri Mollan, described some of their year-long deliberations and answered questions. Ginger Ryan described the hire-to-call process by which the Assistant Minister would be hired with a three year contract and after 2 years would be called as Associate Minister by the usual call process.

Jennifer Griffith, speaking for the Finance Committee, stated that the Committee's decision (considering the next three-year budget and a positive stewardship campaign) is to approve the Standing Committee recommendation. She noted that the vote was not unanimous.

Gina LaRoche, Chair of the Stewardship Committee, distributed a written copy of a power point presentation indicating the positive pledge response of the congregation to the new ministry campaign, thereby making the recommendation of the Standing Committee possible. She noted the need to raise \$215,000 in pledges over the next two years. Pledging for FY 2009 has already exceeded the \$250,000 goal by \$900.

The meeting was opened for discussion. Several questions concerned the jump in the budget in 2012 when the Associate Minister would be called. Jennifer stated that the Finance Committee considered this and therefore put a cap of a \$40,000 increase in the budget in the year 2012. Brenda Leahy, treasurer, cautioned that stewardship needs to grow at a very high rate to enable a call to Associate Minister in three years. It was noted that the expectation is that membership will grow in the next three years thereby increasing the number and amount of pledges. One member indicated her hope for a woman on the clergy staff. Another member raised the question of the legality of specifying a search for a person of color, and the response satisfied him that there was no legal issue. Concern was expressed about cuts in programs as a result of this hire. It was noted that we will receive a \$15,000 grant from the UUA if we go forward with this diversity initiative. A suggestion was made to reach out to the Universities and Colleges with campus ministries. In answer to a question about adult spiritual education, it was stated that this would be one of the responsibilities of the Assistant Minister.

The question was called and a MOTION was made and seconded and voted to accept the Standing Committee's recommendation. A vote was taken. 72 people voted yes, 3 voted no and 3 abstained. Marcia Hams presented the Standing Committee's proposed model for social justice programming. The proposal consists of a Social Justice Council made up of 3 at-large members nominated by the Leadership Development Team and approved by the Standing Committee for 3 year terms, plus the chairs of approved task forces, working closely with the Denominational Action Committee. A task force for social action requires a group of ten volunteers who are First Parish members in good standing, five who would commit to active participation and five who would agree to participate in events and programs. If an interest group lacks the requisite 10 supporters, it may build coalitions with other groups with related interests. At the spring Semi-Annual Meeting, the congregation will vote on the task force proposals presented at that time and thus select a social justice agenda for the forthcoming church year. A MOTION was made, seconded and voted to accept the proposal as presented.

The Annual Report for 2008 was handed out.

Chris McElroy, Standing Committee Liaison to the JUUST Change consultancy, updated the congregation on plans. This is the UUA's program which will provide us with the expertise and resources to support our intention to build a multicultural ministry and improve our social justice programming. The consultants will initially meet with congregational leadership February 26th to start the process.

David Ray, Chair of Building and Grounds, reported on the status of the heating upgrade project. The lack of heat in the Parish Hall over the weekend was a result of a problem with the fuel-air mix in the new steam boiler. The new hydronic (hot water) system for heat in the Meeting House is mostly complete with only the wiring and programming of the thermostats between us and a fully functional system. There is a \$35K balance due to the contractor, including a retainage to guarantee satisfactory completion. Overall the project should cost about \$253k, about 3% more than the \$245K originally approved by the congregation.

There being no other business, the meeting was adjourned at 1:50 PM.

Immediately following the meeting, the Standing Committee met, at which time a MOTION was made, seconded and voted to approve the position announcement for an Assistant Minister.

Respectfully submitted,

Nan Waldstein, Clerk

Attachments:

Stewardship Power Point Printout

Social Justice at First Parish Proposal

Treasurer's Statement

First Parish in Cambridge, First Church in Cambridge Unitarian Universalist

Minutes of the June 7, 2009 Semi-Annual Meeting

The meeting was called to order at 12 noon by the clerk after establishing that a quorum was present.

A MOTION was MADE, SECONDED and VOTED to select Patrick Sullivan as moderator of the meeting.

The Official Ballot for fiscal year 2009-10 was presented to the congregation by Ken Mattsson and the following persons were elected ; Chair (1 year term) Eileen Sullivan, Vice Chair (1 year term) Chris McElroy, Clerk (1 year term) Peggy Kraft, Treasurer (1 year term) Ernie Sabine, Elected Members (3 year terms) Margaret Drury and Kathy Abbot, Deacons Leo Melanson (4 year term) and Tarn Stephanos (3 years of a four year term), Mass Bay District Delegates Nancy Erdman, and Carol Agate, UU Urban Ministry Delegates Wendy Mason, Helen Glikman, and Ann Daily. The Church and Parish leadership transition was recognized and those stepping down from office were presented with yellow roses.

Alexandra Adams, Chair of the Finance Committee presented the FY 09 through FY 10 budget (attached), highlighting several items including, a raise in the Senior Minister's salary of CPI plus 1%, a bonus to staff of \$500 recommended by the Personnel Committee, \$20,000 allotment for a Ministerial Associate, an increase in funds to the music program, and salary for the new Religious Education Director.

A question was raised about funding for an ASL Program and Fred Small responded that his June 19th concert for a Beloved Community Fund was for diversity and accessibility, and disbursement of those funds would be made by Fred with the approval of the Standing Committee Chair, as voted by the Standing Committee. His intention is to fund Sign Language interpretation one Sunday a month. In answer to a question about the increase in funds for the Standing Committee, it was pointed out that as we consider diversity issues, funds would be needed for various activities such as training events and items surrounding those events, such as child care etc. Another question related to funds for contingency spending, and Alexandra pointed to the reserves for various budget categories. It is expected that the FY 09 \$10,000 deficit will be made up by outstanding pledges, and a small amount can come out of the treasurer's operating account. Gina LaRoche noted that this was the best budget in years, and Alexandra thanked Gina for the excellent Stewardship Program she had run making it possible. A MOTION was MADE, SECONDED and VOTED to accept the budget as presented.

Ginger Ryan, Chair of the Social Justice Committee enumerated the requirements necessary to become a task force, and called upon members of each task force which was to be voted on, The Climate Action Task Force, The Prison Education Project, and the First Parish Cambridge Task Force on Justice in the Middle East, to present their mission, objectives, strategies, and proposed activities. Ginger presented information on the Tuesday Meals program which is an on-going program of the Church and does not need to be voted on. A lengthy, and sometimes heated, discussion ensued concerning the Justice in the Middle East Task Force. Many members at the meeting were concerned about what they perceived as the pro –Palestinian leaning of the task force and of it therefore representing its views as those of the members of First Parish. Heidi Meyer made a MOTION to table the vote, but her motion was not seconded. Don McInnis called the question which was voted on and approved and ballots were distributed for a vote on approving the three Task Forces. Sixty-two ballots were submitted and counted. The task Force on Justice in the

Middle East received 42 votes, a majority, The Prison Education Committee received 62 votes and the Climate Action Committee received 61 votes.

Gloria Korsman reported that an offer had been made to a candidate for Assistant Minister, but she declined because her husband had not found a job in the area. A new Assistant Minister Hiring Committee will be constituted and a new search will begin in the fall. A new DRE has been hired and will be on board in August.

Gloria Korsman presented a report on this year's activities and the agenda of the semi-annual meeting reflects its focus. She stated it has been an extremely busy year. Some of the activities of the SC include a search for a DRE and an Assistant Minister, instituting the JUUST Change Consultancy, updating the handbook and various policies such as use of the burial ground, fund raising activities and criteria for forming new groups. These and additional items will be posted this summer on the web page.

Chris McElroy presented a report on the JUUST Change Consultancy and the Transformation Team. To date, we have had consultants from the UUA JUUST Change Initiative and Diversity of Ministry Team, leadership training sessions and an all-congregation Transformation Workshop in May. Moving forward there are plans to continue the search for a minister, to assemble the Transformation Team, to involve every committee program, task force and member, to actively pursue a depth of understanding of the wider community..

There being no other business, the meeting was adjourned at 2:20 PM.

Respectfully submitted,

Nan Waldstein, Clerk

Attachments:

Finance Committee Report

Statements of the Tuesday Meals Program, The Prison Education Program,

The First Parish Cambridge Task Force For Justice in the Middle East, and the Climate Action task Force

Social Justice Priorities for 2009-2010

First Parish Cambridge Task Force for Justice in the Middle East

Our mission is to promote deeper understanding of current conflicts in the Middle East where United States foreign policy plays a role and to advocate for Human Rights in such conflicts. We are guided by Unitarian Universalist principles, especially “The goal of world community, with peace, liberty, and justice for all”. Our focus is primarily on the Israeli/Palestinian conflict, and our activities are mainly educational in nature. Events are usually open to the public and free of charge, and present a variety of perspectives. These perspectives might include the peoples affected, representatives from governments, international organizations, Jewish, Christian and Muslim groups working for a just peace, and various other groups, both local and national. The Task Force includes members of First Parish who are also members of Unitarian Universalists for Justice in the Middle East (UUJME), but such membership is not required. Please contact Susan Nye at snye5@verizon.net for more information.

Climate Action Task Force

The Climate Action Task Force will focus on three areas related to Climate Action over the next year. The first will be focusing on the education and organization of the Congregation, including the use of more sustainable practices within the church and providing learning opportunities for both adults and children. The second will be working in collaboration with other organizations and campaigns within our wider community such as Green Decade Cambridge, UUA Mass Action and 350.org. Finally, we will support the UUA's ethical eating "statement of conscience" with a focus on the importance of eating locally raised and produced food addressing both environmental and economic justice. Some of the events we are planning are a film series, a local harvest dinner, an event at First Parish for the day of International Climate Action on October 24th.

We will be meeting over the summer to plan for the fall. Please contact Marcia Yousik, myousik48@gmail.com or Peter Cutting at petercutting@rocketmail.com for more information.

Mission Statement of Prison Education Project:

Our mission is to remind ourselves, this church and the broader community of the plight of millions of our fellow human beings who are incarcerated and to take active steps to ensure that their worth and dignity are affirmed, and they receive compassion and justice.

The work we do to accomplish this mission includes:

- Supporting individual inmates who are working to obtain their college degree and/or general visits to support those who do not have other visitors. We offer them emotional, intellectual and spiritual support through regular visits and letters;
- Sponsoring programs that educate our group, First Parish in Cambridge, and the broader community about the reality of life in prison and important criminal justice issues;
- Engaging in political activism, such as letter writing, phone calls, protests and other efforts on behalf of political issues that affect prisoners in Massachusetts, the United States, and the world;

- Organizing fundraisers, collecting books, volunteering with the Prison Book Program, participating in Alternatives to Violence workshops in prisons, and working with the Urban Ministry Prison Program of the UU Church of the Larger Fellowship;

Please contact Emily Firor at emilyfiror@yahoo.com for more information.

Tuesday Meals Program

First Parish's Tuesday Meals Program has been providing nourishment in a warm welcoming environment to people in need for over twenty years. The program first began as part of a collaborative effort with other Cambridge churches to reach out to a diverse population and ensure that a free meal was available every day of the week to anyone in need. Led by our part-time, paid Coordinator, Tuesday Meals now serves a hot meal to 90 to 120 people each week and also provides sandwiches and other food to go for their later needs. The program receives supplies for the meals from the Greater Boston Food Bank, the Cambridge Economic Opportunity Committee, Food for Free, as well as donations from Cambridge hotels, bakeries, grocery stores and restaurants. Other necessary supplies are purchased wholesale whenever possible. Many volunteers support the Tuesday Meals Program, some long time regular volunteers, others come occasionally. Collectively they provide between 50 and 100 hours of work each week to meet Tuesday Meals guests, prepare, serve, and clean up after meals. Tuesday Meals operational goals for 2009-2010 are:

- Continued emphasis on sound nutrition and serving fresh fruits and vegetables.
- Upgrade First Parish's kitchen equipment to better support meal preparation, improved nutrition and energy efficiency.
- Maintain a high level of sanitary standards, enhance the guests' dining experience, and improve the effectiveness and satisfaction of the volunteers through improved recruitment, training, documentation, and coordination.

Please contact Judy Laris at judy.laris@gmail.com for more information.

**THE NAMELESS COFFEEHOUSE
BALANCE SHEET FY 2009**

	Rent Parlor	Verizon	Food & Milk License	Forms PC	MA Ann Reports	Equipment Expense	Monthly Debit	Monthly Proceeds	Monthly Income
July	0.00	\$ (44.79)					\$ (44.79)		\$ (44.79)
August	0.00	\$ (44.79)					\$ (44.79)		\$ (44.79)
September	\$ (50.00)	\$ (44.79)					\$ (94.79)	\$ 78.00	\$ (16.79)
October	\$ (50.00)	\$ (44.79)					\$ (94.79)	\$ 181.00	\$ 86.21
November	\$ (50.00)	\$ (44.79)					\$ (94.79)	\$ 322.00	\$ 227.21
December	\$ (50.00)	\$ (44.79)					\$ (94.79)	\$ 216.00	\$ 121.21
January	\$ (50.00)	\$ (44.79)	\$ (129.00)				\$ (223.79)	\$ 156.00	\$ (67.79)
February	\$ (50.00)	\$ (44.79)		\$ (30.00)			\$ (124.79)	\$ 107.00	\$ (17.79)
March	\$ (50.00)	\$ (44.79)			\$ (25.00)		\$ (119.79)	\$ 173.00	\$ 53.21
April	\$ (50.00)	\$ (44.79)					\$ (94.79)	\$ 124.00	\$ 29.21
May	\$ (50.00)	\$ (44.79)					\$ (94.79)	\$ 169.00	\$ 74.21
June	\$ (50.00)	\$ (44.79)				\$ (300.00)	\$ (394.79)	\$ 100.00	\$ (294.79)
	\$ (500.00)	\$ (537.48)	\$ (129.00)	\$ (30.00)	\$ (25.00)	\$ (300.00)	\$ (1,521.48)	\$ 1,626.00	\$ 104.52
							\$ (1,521.48)	\$ 1,626.00	\$ 104.52

Balance in Checking 6/30/09 \$ 2,384.00