

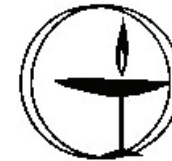
### Important Dates 2011–2012

September 11, 2011	Homecoming Sunday
September 18, 2011	Covenant Group Registration Begins
September 25, 2011	Religious Education Classes Begin
October 30, 2011	Fall Semi-Annual Meeting
November 6, 2011	Day of the Dead Worship Service
December 18, 2011	Children’s Pageant
December 24, 2011	Christmas Eve Worship Service
December 25, 2011	Christmas Day - No Services
January 1, 2012	Vespers Service
March 17, 2012	Talent Show
March 18, 2012	Celebration Sunday
April 8, 2012	Easter Worship Service followed by Children’s Easter Egg Hunt
May 13, 2012	Social Justice Council Open Meeting
June 3, 2012	Spring Semi-Annual Meeting
June 10, 2012	Religious Education Sunday

### Exploring Membership Classes

September 25, 2011	January 29, 2012
October 19, 2011	February 15, 2012
November 13, 2011	March 4, 2012
December 7, 2011	April 11, 2012
	May 20, 2012

# First Parish in Cambridge Unitarian Universalist Community Guide 2011-2012



### Our Mission

*Awakened by worship,  
nourished by tradition,  
and united by love,  
we strive to create  
a multicultural, spirit-filled community  
that works for justice,  
fosters spiritual curiosity and faith formation,  
shares joy, heals brokenness,  
and celebrates the sacred in all.*

*We welcome people of all beliefs, ages, classes,  
colors, ethnicities, abilities, sexual orientations,  
and gender identities and expressions.*

3 Church Street, Cambridge, Massachusetts 02138  
(617) 876-7772 [www.firstparishcambridge.org](http://www.firstparishcambridge.org)  
[www.facebook.com/firstparishcambridge](http://www.facebook.com/firstparishcambridge)  
<http://twitter.com/fpcambridge>

## Ministers, Staff and Leadership

The First Parish office can assist you in reaching ministers, staff and leaders at (617) 876-7772. The office is open Monday through Friday from 8:00 am to 4:00 pm.

<b>Senior Minister:</b>	Rev. Fred Small
<b>Associate Minister</b>	Rev. Lilia Cuervo
<b>Minister Emeritus at Large:</b>	Rev. Dr. Herb Vetter
<b>Minister Emeritus:</b>	Rev. Dr. Thomas Mikelson
<b>Ministerial Intern:</b>	Elizabeth Nguyen
<b>Music Director:</b>	Jonathan Barnhart
<b>Congregational Administrator:</b>	Carol Rabs
<b>Community Life Coordinator</b>	Rebecca Caira-Davila
<b>Sexton:</b>	Roland Ellies
<b>Director of Religious Education:</b>	Mandy Neff
<b>Religious Education Assistant:</b>	Elisha Tran
<b>Coming of Age Coordinator</b>	Rowan Van Ness
<b>Tuesday Meals Program</b>	
<b>Service Coordinator</b>	Thomas Hathaway
<b>Tuesday Meals Assistant</b>	Brian Downes
<b>Executive Director, Paine Senior Services:</b>	Elizabeth Aguilo
<b>Social Worker, Paine Senior Services</b>	Maureen Harty
<b>Director, Cambridge Forum:</b>	Pat Suhrcke

### Standing Committee 2011—2012

<b>Chair:</b>	Chris McElroy	<b>Vice Chair:</b>	Susan Shepherd
<b>Treasurer:</b>	Ernie Sabine	<b>Clerk:</b>	Peggy Kraft

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 the world.

- *Our Covenant*

## Covenant of Right Relations

### Introduction

Unitarian Universalists are united not by belief but by covenant: the sacred promises we make about how we treat one another and our world. Recognizing that conflict is normal and healthy, we embrace right relations not as a set of rules but as a spiritual practice that connects us to our own and others' inherent worth and dignity and to the interdependent web of all existence. When our affections become strained, we seek to restore one another and our community to wholeness.

This covenant affirms our values and aspirations. Because we are imperfect beings, we will live this covenant imperfectly even as we seek its guidance. As each of us is responsible for upholding the covenant in congregational life, we will ask for assistance as needed from each other and our ministers.

We will lift up this covenant in our meetings, programs, communications, and worship. We will revisit it at least every five years, amending it as appropriate. It is a living document that will change and grow, even as we ourselves change and grow.

### Covenant of Right Relations

In the spirit of right relations, we covenant to:

Acknowledge and celebrate our differences.

Listen compassionately, speak respectfully, and take responsibility for our actions and feelings.

Speak from personal experience, use "I" statements, and avoid judgment, generalizations, and offering unsolicited advice.

Deal directly with others to resolve conflict.

Strive to stay in relationship through conflict.

Fulfill our commitments, complete our tasks, admit our mistakes, praise each other's successes, and say "thank you."

Ask for help when needed and give help as able.

Assume the good intentions of others.

## Affiliated Programs

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### Cambridge Forum

Founded in 1967 as a program of First Parish's Committee on Social Responsibility, Cambridge Forum brings you live public programs for the discussion of the issues and ideas that are shaping our world, hosting the nation's most noted experts to explore topics of social concern and answer questions from audience members. Join us on Wednesday evenings at 7:00 pm to see what the world is talking about. Visit our website, [www.cambridgeforum.org](http://www.cambridgeforum.org), for a list of programs. Program information is in the weekly announcements and Meetinghouse News.

The Cambridge Forum was incorporated as a non-profit tax exempt 501(c)3 organization in 1999. Members of First Parish serve on the Forum's Board along with community members.

### Harvard Square Library

The Harvard Square Library is a website that distributes free online Unitarian Universalist literature and information to readers worldwide. Topics include the history of First Parish.

The Harvard Square Library began in 2000 as a retirement activity of Herb Vetter, Minister at Large Emeritus of the First Parish. In 2008, Harvard Square Library was incorporated as a non-profit tax exempt 501(c)3 organization. Several First Parish members serve on the Board of Directors. Visit the website at:

[www.harvardsquarelibrary.org](http://www.harvardsquarelibrary.org)

## Welcome from our Ministers

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Inspired by Rev. Dr, Martin Luther King Jr.'s dream of Beloved Community, our congregation is dedicated to freedom, justice, and spiritual growth. We hope each and every one of you feels ministered to here—that you feel known, loved, cared about, and cared for. We also hope you find your ministry here—how to use your unique gifts and talents in the service of others. In this ceaseless rhythm of receiving and giving, turning within and reaching out, in-breath and out-breath, we find purpose, meaning, and peace.

If you ever need support or just a listening ear, please ask us.

### Rev. Fred Small, Senior Minister

[minister@fpcambridge.org](mailto:minister@fpcambridge.org) or 617-876-7772 x203

### Rev. Lilia Cuervo, Associate Minister

[assocminister@fpcambridge.org](mailto:assocminister@fpcambridge.org) or 617-876-7772 x204

First Parish in Cambridge is a multi-faith, spirit-filled congregation devoted to love and justice. We are moving joyfully into a multiracial, multicultural, justice-making future. We embrace all ages, races, classes, abilities, sexual orientations, gender presentations, and ethnic and religious backgrounds. Honoring all the faith traditions of the world, we support each person's journey to wisdom and spiritual growth. Whoever you are, wherever you are on the journey of life, we welcome you into our hearts.

As Unitarian Universalists, we are not like most religious communities. We don't expect to think alike about life, death, creation and God. Instead we share a deep commitment to love, service, freedom, justice, and spiritual growth. Our congregation is self-governing, democratic and welcoming to all. We invite you to join us in worship, fellowship and service.

## Sundays

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### Worship

Our Sunday morning worship service is a multi-faceted experience. It is a time to celebrate the gifts of life, to share religious community, to affirm our moral values, to gain strength, find comfort and be challenged to create a better world.

Services are held every Sunday at 10:30 am. Dress as you feel comfortable. Free parking is available in the Church Street lot and ends promptly at 1:00 pm.

Children are welcome to attend services, but may be happier in either the nursery or in our Religious Education program.

Electronic hearing assistance devices are available. Elevator access is available by ringing the buzzer at the 1 Church Street entrance.

On Sundays, greeters are available at each entrance and will be glad to answer your questions or give you more information.

You can fill out a **visitor card** to receive our weekly announcements and e-newsletter. You can also request a nametag so we can get to know you.

### Sunday Shared Offering

We donate half of our weekly undesignated offering to non-profit organizations doing social service and social justice work in our local communities. Information about the recipient is in the weekly announcements and additional information is on our website and on the bulletin board in Helverson Parlor.

### Foundations of Community

Every Sunday volunteers are needed to greet newcomers, to usher, to donate flowers, to provide food for social hour. A volunteer host is also needed to set up and clean up for social hour.

All members are encouraged to help build a welcoming community by volunteering for one of these tasks on four occasions during the year. To sign up visit the Membership Table during social hour, follow the “Volunteer Schedule” link on our website or send an email to [CLC@fpcambridge.org](mailto:CLC@fpcambridge.org).

## Denominational Action

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**Unitarian Universalist United Nations Office (UU-UNO)** seeks to strengthen the United Nations in its efforts to promote peace and to eliminate war, poverty and disease, and discrimination, thus reaffirming the belief in the essential unity of the human family. For more information, contact Susan Nye, [UU-UNOEnvoy@firstparishcambridge.org](mailto:UU-UNOEnvoy@firstparishcambridge.org)

First Parish in Cambridge along with other Massachusetts UU churches is a member of the **UU Urban Ministry** located in Roxbury. We traditionally donate our Christmas Eve offering to **UUUM**. They concentrate efforts primarily in out-of-school-time programming for at-risk youth, shelter for those fleeing domestic violence, and programming focused on providing support for men in transition, including those involved with the criminal justice system. Visit [www.UUUM.org](http://www.UUUM.org) to see how you can support their work. Marcia Butman and Helen Glikman are our delegates to **UUUM**.

## Denominational Action

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The **Denominational Action Committee** works to integrate UUA social witness and social action items into our lives at First Parish as well as support our links with regional and national UUA groups. Each year at the UUA General Assembly, delegates vote on social justice issues that become study items or items of immediate witness. The Committee works to educate the congregation about these items and encourages members and friends to participate.

The **UUA** (Unitarian Universalist Association) provides resources and offers consultations to local congregations, spurs social action efforts, creates religious education curricula, supports the development of congregational leadership, expedites the settlement of professional religious leaders, supports Beacon Press, and produces the quarterly *UU World*. For more information, visit [www.uua.org](http://www.uua.org)

The UUA has a wide variety of e-mail lists. The lists are organized by interests, by geographic area, by church size. To learn more visit <http://lists.uua.org/mailman/listinfo>. A particularly helpful list is **uuworldWeekly** which highlights weekly on-line articles and blogs.

The UUA is sponsoring **Standing on the Side of Love**, a public advocacy campaign that promotes respect for the inherent worth and dignity of each person. Individuals can join this public campaign at [www.standingonthesideoflove.org](http://www.standingonthesideoflove.org).

The **Mass Bay District** is the regional chapter of the UUA to which First Parish belongs. The MBD provides many learning and leadership development activities for the members of our region's congregations. For more information, please visit <http://www.cbd-mbd-uua.org/>

First Parish members are also active in the **UU Mass Action Network**. More information is available at: <http://uumassaction.org/>

**Unitarian Universalist Service Committee (UUSC)** supports programs and policies that empower women, defends the rights of children and supports the struggles of workers, indigenous people and oppressed racial and ethnic groups. For more information about the UUSC, visit their web site at [www.uusc.org](http://www.uusc.org).

## Sundays

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### Religious Education

Religious Education at First Parish in Cambridge provides programming, during the academic year, for children ages 4-18 and nursery care for our youngest children. Our programs use worship, social justice, discussion, ritual, story, art exploration, holiday celebrations from religions around the world and cooperative games to build community.

Volunteer guides lead children in age-based programming 3 Sundays a month and children worship at a monthly Ingathering led by our Director of Religious Education, Mandy Neff.

Our youth will participate in Coming of Age this year with Coming of Age Coordinator, Rowan Van Ness. "COA" is an intensive mentoring program that explores each youth's own spirit, soul and growing competence as they move into adulthood.

The nursery, staffed by Lace Campbell, is open year-round for children under four.

The Religious Education Committee support our teaching volunteers and staff. Chair of the RE Committee is Bruce Leslie-Pritchard.

In 2011-2012 we will study "Our UU Sources", especially including direct and personal experience of the Sacred, World Religions including Judaism and Christianity, Humanism, and role models for compassion and justice. Our social justice focus for the year will be on water. Children will experience a variety of projects that help others, including fundraisers for charities they select, visits from special guests, work around our historic building and its water use and projects from the UU Service Committee's Human Right to Water Campaign.

Welcome to our program!

**Mandy Neff—Director of Religious Education**  
[dre@fpcambridge.org](mailto:dre@fpcambridge.org) or 617-876-7772 x205

**Bruce Leslie-Pritchard—Chair, RE Committee**  
[RECommittee@firstparishcambridge.org](mailto:RECommittee@firstparishcambridge.org)

## Sundays

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### Music at First Parish

The music program at First Parish in Cambridge strives to enrich the spirituality and deepen the Unitarian-Universalist values of musicians, congregants and the wider community.

Our goal is to perform music that connects with listeners' hearts and minds in order to foster and cultivate the spirituality of all. Our vision is for everyone to find life-changing inspiration by singing, playing, or simply experiencing our music. We offer opportunities for all to participate in the musical life of the church.

Every service at First Parish includes a diverse selection of music. Recognizing that cultural diversity honors peoples' experiences and wisdom, we make music to celebrate many cultural traditions. Believing that music is a healing force on the planet, we use our voices and instruments for the care and stewardship of the earth. We make music so our children may grow to be expressive and poetic. We bring to life the sounds of ancient musicians, and we tell fresh stories with the music of today.

### The Choir

The First Parish Choir is a vibrant and growing chorus that provides choral music for all our services.

Anyone with a love of choral singing is invited to participate; experience is recommended, but enthusiasm is required! Rehearsals are held Thursdays at 7:30 pm and Sunday at 9:00 am in the Meetinghouse.

For more information, contact Jonathan Barnhart, our Music Director at [musicdirector@fpcambridge.org](mailto:musicdirector@fpcambridge.org), Steve Hanna or Mara Vorhees, our Music Committee co-chairs at: [musicchair@firstparishcambridge.org](mailto:musicchair@firstparishcambridge.org)

## Program Groups

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### Women's Book Group

The Women's Book Group at First Parish welcomes female members and friends of all ages to attend our discussions. In September, all participants are invited to nominate books that are chosen by the group and then we discuss those books on the first Tuesday of each month from 7:00 pm—9:00 pm October through June. Contact [Womensbookgroup@firstparishcambridge.org](mailto:Womensbookgroup@firstparishcambridge.org).

### Women's Sacred Circle

The Women's Sacred Circle is a group of women who gather monthly in a goddess centered spiritual practice. It is a group that allows for creative spiritual expression. We often explore the ancient tradition of earth-based spirituality in our gatherings. Our activities aim to promote personal spirituality and well-being and a sense of sisterhood and love among the participants. **New members (and those curious about joining) are welcome during our annual open circle the 2nd Friday in October). After the October meeting the monthly meetings are closed to new members.** Contact Julie Ebin at [WomensCircle@firstparishcambridge.org](mailto:WomensCircle@firstparishcambridge.org).

### Women Writing Together

You are always welcome to join a kind-hearted group of women who write together to create, and then voluntarily read aloud the just-written words, in a confidential, supportive setting, with no critical comments allowed. For more information contact Heidi Meyer at [Womenwriting@firstparishcambridge.org](mailto:Womenwriting@firstparishcambridge.org).

### Young Adult Group

The Young Adult Group welcomes all people ages 18-35 for fun, spiritual exploration, friendship and community. We meet weekly from 7:15 pm—9:00 pm in the nursery and usually go out to lunch after Sunday worship services. For more information contact Marcus Graly at [youngadults@firstparishcambridge.org](mailto:youngadults@firstparishcambridge.org).

*If you are interested in forming a new group, please contact Susan Shepherd, at [Programs@firstparishcambridge.org](mailto:Programs@firstparishcambridge.org) about taking the next steps. All program groups need to be approved by Standing Committee. New Group Applications are available on our website.*



## Program Groups

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### **Prison Justice Committee**

The committee strives to foster awareness of the lives of people who are incarcerated and contribute in ways that improve their lives. We encourage our congregation and community to join us in taking active steps toward prison reform and to participate in our outreach activities to prisoners. Contact Shelley Rieman at

[PEP@firstparishcambridge.org](mailto:PEP@firstparishcambridge.org)

### **The Stebbins Gallery**

The Stebbins Gallery is artist directed and always welcomes volunteers. We feature on-going arts and crafts at reasonable prices. Other shows are installed as people present ideas. All submissions for shows are given careful review with some emphasis on diversity, new artists, under represented artists and the current significance of the art. Contact Mauri Mollan or Laurie Mangili-Gaines at [Gallery@firstparishcambridge.org](mailto:Gallery@firstparishcambridge.org)

### **UU Buddhist Meditation Group**

This group practices in the Tibetan “bodhicitta” tradition of spiritual awakening through the practice of innate Wisdom and Love, the two wings of enlightenment. Discovering our natural endowment for love and wisdom leads to greater ability to express unconditional love beyond personal preferences. Contact Joel Baehr or Marcia Yousik at [meditation@firstparishcambridge.org](mailto:meditation@firstparishcambridge.org)

### **UU Do-Somethings**

The DoSomethings is a group of people mostly in our 30’s, 40’s and 50’s interested in building community with each other here at First Parish. We’re a whole mix of people – singles, couples, folks with children. We enjoy getting together through a variety of activities throughout the year, such as potlucks, hikes, beach trips, volunteer projects, spiritual discussions, winter and summer weekend trips, and more. On Sundays we often get together for lunch in Harvard Square after the worship service. We invite you to join us. We share information about upcoming events and lunch through our informal Google groups email list. To join this e-list, please email Katrina Piehler at

[UUDoSomethings@firstparishcambridge.org](mailto:UUDoSomethings@firstparishcambridge.org)

## Sunday Afternoon Events

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### **Social Hour**

Everyone is invited to gather in Helverson Parlor immediately following the worship service for social hour. Informational tables are set up each week for various programs, fundraisers and registrations. Tables must be reserved by contacting Carol Rabs at [office@fpcambridge.org](mailto:office@fpcambridge.org) .

### **Congregational Conversations**

On the 3rd Sunday of each month from 12:00 pm to 1:00 pm, our ministers invite you to join them in Crothers Chapel for a discussion of the morning’s sermon or other issues of interest.

### **Programming**

A variety of programming including all-church education events, films, luncheons and special celebrations often take place following our Sunday worship services. Check the website or the weekly announcements for updates as they become available.

### **Semi-Annual Meetings**

On October 30 and June 3 we will hold our semi-annual meetings in the meetinghouse beginning at noon. These meetings are held for key decision making. Semi-Annual meetings are open to all but only voting members can vote.

*If you plan to attend any programs or meetings scheduled on Sunday afternoons remember that free parking in the Church Street log ends promptly at 1:00 pm. On Sundays, metered parking is free and residential parking rules are suspended. Discount parking is available at University Place Garage in Harvard Square. A coupon is linked on our website. Of course, to avoid parking issues we encourage use of public transportation.*

## First Parish Governance

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First Parish, like other UU congregations, has congregational polity, which means that leadership of the church is in the hands of the congregation, not the clergy or any external higher church authority. Legally, we are two organizations with separate bylaws. The First Parish in Cambridge is a corporation under Massachusetts law dating from 1733. It holds title to some valuable real estate and invested funds and is responsible for the management of parochial affairs. The First Church (UU) is a voluntary association, a religious community united by a covenant developed and voted on by the members. Most members belong to both the Parish and the Church. Bylaws are available on our website along with all approved policies.

**Standing Committee** functions as the governing board, responsible for managing the financial affairs and property of the congregation, as well as keeping the organization on track with its mission. Information is available on our bulletin board in the foyer.  
**Contact:** [StandingCommittee@firstparishcambridge.org](mailto:StandingCommittee@firstparishcambridge.org)

### **Semi-Annual Meetings**

These meetings are when we approve our budgets, make key decisions and elect our leaders. At the June meeting, Social Justice Task Forces are also approved for the coming year. Semi-annual meetings are open to all but only voting members may vote. Warrants, including the agenda for each meeting, are published in advance. These meetings are usually held in October and June. Special meetings may be called.

Many decisions are delegated by Standing Committee to **committees**. For information about committees, see pages 10 and 11.

Minutes of Standing Committee, Finance Committee and Monthly Budgets are available by signing up for the Minutes/Budgets E-list. Contact [office@fpcambridge.org](mailto:office@fpcambridge.org) to sign up.

## Program Groups

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Program Groups are organized by members with similar interests.

### **30's Group**

The 30s Group is a welcoming spiritual and social community for people in their 30s. Together, we explore the issues facing us, seek personal and spiritual growth, and engage in the larger First Parish Community. For more information, contact Ethan Contini-Field at [30s@firstparishcambridge.org](mailto:30s@firstparishcambridge.org)

### **Jewish Culture Group**

The Jewish Culture Group welcomes all who are interested in exploring Jewish culture as a part of their UU identities. The group will provide a chance for discussion around topics related to Jewish culture, as well as sharing of favorite songs, stories, readings, and recipes. For those of us who grew up Jewish, this group will serve as a chance to celebrate our cultural roots in the context of our current religious community. For more information, contact Sara Krakauer at [JewishCulture@firstparishcambridge.org](mailto:JewishCulture@firstparishcambridge.org)

### **Nameless Coffeehouse**

The Nameless Coffeehouse provides a welcoming coffeehouse/concert with live acoustic music on Saturday evenings at 8:00 pm in the comfortable parlor of First Parish. Please join us in the enjoyment of acoustic music performed in song and instrumentals by both professional and non-professional musicians. Contact Marianne Cutter at [nameless@firstparishcambridge.org](mailto:nameless@firstparishcambridge.org)

### **Partner Church Program**

The group provides love, friendship, and support for a very tiny Unitarian congregation, Bodos, far up on the western slope of the Carpathian Alps in Transylvania. This is the Hungarian speaking area of Romania, at the far eastern spread of the Reformation where our Unitarian heritage began over 440 years ago and continues in unbroken line to this day. Contact Sam Berliner at [PartnerChurch@firstparishcambridge.org](mailto:PartnerChurch@firstparishcambridge.org).



## Community Service Programs

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### **Paine Senior Services (PSS)**

Paine Senior Services helps older Cambridge residents manage safely at home. The agency is over 100 years old and is named after Jeannie Warren Paine. Miss Paine's financial gift to First Parish still funds most of Paine Senior Services budget. First Parish elders are eligible for services. Paine staff can also assist and advise members about issues and concerns involving older family members and friends.

Members of First Parish serve on the Board of Directors, which also includes professionals from the elder care network.

For more information, contact Liz Aguilo, Executive Director at (617) 864-2580 or via email at [PaineDirector@fpcambridge.org](mailto:PaineDirector@fpcambridge.org)

### **Tuesday Meals Program**

First Parish has been providing nourishment in a warm, welcoming environment to people in need for over 20 years. Tuesday Meals serves a hot evening meal to 90-135 people each week.

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 businesses.

Volunteers are needed each week to assist in the preparation and service of the weekly meal. The morning shift (11:00–1:00) requires drivers, shoppers, and a kitchen staff to prepare soups, salads and sandwiches. The evening shift (5:15–7:45) requires volunteers to get the meals ready, serve the meals, and clean up afterwards.

Monetary donations are gratefully accepted and can be sent to the church office with a designation of Tuesday Meals Donation on the check.

Contact: Tom Hathaway at [tmpservice@fpcambridge.org](mailto:tmps-service@fpcambridge.org)

## First Parish Governance

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**Program Council** is a mechanism for groups and committees to coordinate activities. Each group and committee at First Parish is encouraged to send a representative to quarterly meetings in order to improve event coordination, foster communication, and build community.

**Contact:** [Program@firstparishcambridge.org](mailto:Program@firstparishcambridge.org)

**Transformation Team** coordinates our efforts to become a multi-cultural, multi-ethnic, multi-racial congregation.

**Contact:** [Transform@firstparishcambridge.org](mailto:Transform@firstparishcambridge.org)

Social justice work is coordinated through the **Social Justice Council**. The **Social Justice Taskforces** are approved by the congregation at the Spring Semi-Annual meeting each June.

**Contact:** [SocialJustice@firstparishcambridge.org](mailto:SocialJustice@firstparishcambridge.org)

**Program groups** are organized by members for spiritual practice, affinity and discussions.

**Community Service Programs and Affiliated Organizations** provide programs to the wider community.

First Parish is also a workplace. Rev. Fred Small serves as the chief of staff. He is responsible for supervision of First Parish staff or he delegates supervision to other staff including the Associate Minister.

Staff members are hired by Standing Committee or a delegated committee. The Personnel Committee acts as a resource to Standing Committee and ministers in matters relating to all non-clergy employees. Ministers are called by voting members. We meet the UUA criteria to be a Fair Compensation Congregation.

## Communications

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First Parish utilizes a variety of media for communications. If you have questions or want to submit an announcement, newsletter article, or event on our website contact Carol Rabs at [office@fpcambridge.org](mailto:office@fpcambridge.org)

**Announcements**—weekly announcements of upcoming events and important congregational information are sent via email every Friday. In addition, a hard copy of the announcements is included in the weekly Order of Worship. The deadline for submission of announcements is Wednesday at 4:00 pm. There is a limit of 125 words for written announcements and 65 words for oral announcements. To schedule a spotlight announcement (a Sunday morning oral announcement up to 3 minutes in length) please contact Gloria at [spotlight@firstparishcambridge.org](mailto:spotlight@firstparishcambridge.org)

**Newsletter**—our monthly newsletter, *The Meetinghouse News* is also sent via email by the 1st of each month. A copy of the newsletter is on our website. The deadline for newsletter articles is the 25th of each month at 8:00 am.

**Our Website:** [www.firstparishcambridge.org](http://www.firstparishcambridge.org)

In addition to a calendar of upcoming events, you will find an archive of past sermons, updated information about program groups, committees, and other activities. The weekly announcements and the monthly newsletter are available as PDF's.

**Yahoo Groups**—We have a general, moderated e-list for First Parish denominational announcements. E-lists for program groups are not moderated and are used more casually by their members.

Contact Carol Rabs for more information—[office@fpcambridge.org](mailto:office@fpcambridge.org).

**Social Media**—You can also follow us on Facebook and Twitter.  
[www.facebook.com/firstparishcambridge](http://www.facebook.com/firstparishcambridge)  
<http://twitter.com/fpcambridge>

### Printed Communications

For those members without email access we do offer printed copies of the newsletter and other congregational communications. If you need a print copy please contact Carol Rabs at 617-876-7772.

## Social Justice Council

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### Environmental Justice Task Force

The Environmental Justice Task Force strives to raise awareness to the human impact on the environment, while acknowledging that this most often and inequitably compels those with the fewest resources to carry the major burdens of the destructive actions of others. Toward this effort, we will advocate, inform, educate, and mobilize First Parish Cambridge members, friends, and the community with an urgent call to act by reducing our consumption of the earth's resources, generating as little waste as possible, recycling, and making a commitment as producers, investors, and consumers to living in an ecologically balanced and responsible manner.

For more information contact Kate Toomey or Terry Murphy, co-chairs at [EnvironmentalJTF@firstparishcambridge.org](mailto:EnvironmentalJTF@firstparishcambridge.org)

### Immigration Task Force

The purpose of the Immigration Task Force (ITF) is to promote education and awareness of immigrant issues both locally and globally. In keeping with our congregation's journey toward a multiracial, multicultural, justice-making future, and in affirming the inherent worth and dignity of every person, we take action to support positive social change.

ITF activities include:

- Organizing worship services about immigration
- Holding events (e.g.: multicultural potlucks, informational sessions with movies and guests from the community.)
- Providing advocacy opportunities (e.g.: letter writing to government officials, local and national demonstrations, and witness events.)

We welcome the participation of all who are interested. For more information contact Linda Cundiff at

[immigration@firstparishcambridge.org](mailto:immigration@firstparishcambridge.org).

## Social Justice Council

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Social justice is a direct expression of our UU faith and a vital part of congregational life. The Social Justice Council (SJC) amplifies our UU voice in the public square, and deepens our sense of spiritual community as we build the Beloved Community together.

Each spring, the Social Justice Council coordinates a process whereby First Parish members identify and prioritize justice concerns and then vote to commission task forces to act on our behalf. The SJC supports the task forces and helps people in the congregation to get involved.

The SJC works closely with the Denominational Action Committee to collaborate with members of the wider UU community, including the UU Mass Action Network and UU Service Committee. The UU Mass Action Network connects social actions among UU congregations and creates an influential moral voice in Massachusetts. UUSC organizes service projects nationally and internationally.

The Social Justice Council coordinates the First Parish response to immediate action items in the community. If you have concerns or suggestions for social justice contact

**Marcia Hams at [SocialJustice@firstparishcambridge.org](mailto:SocialJustice@firstparishcambridge.org)**

### Marriage Equality Witness and Welcoming Congregation

First Parish has been a Welcoming Congregation since 2002 and voted in the spring of 2004 to conduct public witness in support of marriage equality. Efforts included media outreach, letter writing campaigns and marching as a faith community in the Pride Parade.

Support for Gay, Lesbian, Bisexual and Transgender rights are also part of the UUA Standing on the Side of Love, a public advocacy campaign that promotes respect for the inherent worth and dignity of each person. Individuals can join this public campaign of the UUA at <http://www.standingonthesideoflove.org/>

## Membership

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Choosing to join First Parish is making a commitment to our community. The members of our spiritual community need to know that we can count on one another to walk together in beloved community. Being a member of our community means commitment to our mission, our covenant, our programs, our historic building and each other. Becoming a member brings both benefits and expectations.

There are three basic steps you need to complete to become a member:

- **Attend one membership orientation session.** These sessions are held on a monthly basis on either a Sunday afternoon or Wednesday evening. Dates for 2011-2012 are on the back page of this booklet.
- **Make application to the Standing Committee.** Standing Committee meets on the 3rd Tuesday of each month.
- **Make a financial pledge to First Parish.** Pledge forms are available online or by contacting Carol Rabs in the church office at [office@fpcambridge.org](mailto:office@fpcambridge.org).

Signing the official books of First Parish and First Church is a ritual affirmation of membership and an historic record.

Within the context of your own personal religious journey, members are expected to:

- Worship with the congregation.
- Pursue your own spiritual growth.
- Join in the work and play of the congregation.
- Make a continuing financial commitment.
- Care for and support others in our community.
- Perform service to the wider community.
- Connect with the larger Unitarian Universalist movement.

For more information, see the brochure *Becoming a Member*, visit the membership page on our website or email Laura Estan, chair of the Membership Committee at

**[membership@firstparishcambridge.org](mailto:membership@firstparishcambridge.org)**

## Pastoral Care

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Our ministers are primarily responsible for all pastoral care and counseling in the church community, and are the first tier of pastoral care expertise. Given the size of our congregation, the ministers' pastoral activities are devoted primarily to crisis work – severe illness, accident, or death, and short term counseling.

**Pastoral Associates** are trained members who assist our ministers in pastoral care and have two roles: First, they bring cheer, consolation and companionship in times of difficulty and transition. Their involvement will be carefully considered, confidential and time-limited. Psychological or pastoral counseling is not part of the work of a Pastoral Associate. The Pastoral Associates take turns being primary-on-duty for a month's period. The name of the Pastoral Associate on duty is found in the weekly announcements and on the bulletin board.

If you need assistance or want to share news about life transitions or joys and concerns, you can send a confidential email directly to [Pastoralcare@firstparishcambridge.org](mailto:Pastoralcare@firstparishcambridge.org) or contact the church office. In an emergency the information will also be promptly passed along to the ministers. The ministers and Pastoral Associates meet monthly to share information and coordinate care efforts.

Secondly, the Pastoral Associates link congregants who are experiencing short-term needs with volunteers in our Circle of Care. All members are encouraged to nourish and care for our community by participating in the Circle of Care. The Circle of Care provides congregants with the practical and spiritual support we all need in times of sorrow, pain and difficulty. Examples of support include sending a card, transportation to church events or doctor appointments, help with shopping or errands, and providing a meal or help with a new baby. You can participate by filling out the **Circle of Care Volunteer Service Form** found on our website. This is a way to honor our mutual covenant by continuing the long tradition at First Parish of helping one another during times of need. In doing so we not only answer the call of love, but we also increase our shared strength to serve the larger community and our world.

## Committees

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**Stewardship Committee** organizes and conducts an annual campaign during which members and friends are encouraged to pledge their “fair share” and make a financial commitment to First Parish. **Steve Hanna—Stewardship@firstparishcambridge.org**

**Transformation Team** coordinates our efforts to become a multi-racial, multi-cultural, justice-making congregation.

**Karin Lin and Marcia Yousik - Transform@firstparishcambridge.org**

**Worship Team** works with the Ministers to establish the form of Sunday worship, coordinate lay-led services, and organize the guest ministers in the summer. **Worship@firstparishcambridge.org**

## Covenant Groups

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In a large congregation like First Parish, it can be difficult to develop and maintain friendships and a feeling of community. First Parish has created a Covenant Group program to provide the opportunity to develop friendships, a deeper sense of community, and the opportunity to explore spiritual meaning with others in a small group setting outside of Sunday service. Covenant Groups are open to all members and friends of First Parish.

Covenant Groups are comprised of 6 to 11 people who meet for two hours each month sharing their views on selected spiritual issues. Each group will be guided by trained facilitators who support a forum for deepening our spirituality and faith in an intimate and safe setting. Topics that Covenant Groups have discussed included *God as a Metaphor*, *Gratitude*, *Forgiveness*, and *Endings and Beginnings*. In addition, each group will carry out a small service project, giving back to the church community and the wider world.

Registration for Covenant Groups begins September 18. Groups will form in mid October and run through early June. Registration forms are available on our website. For more information, contact Patrick Sullivan at [CovenantGroups@firstparishcambridge.org](mailto:CovenantGroups@firstparishcambridge.org).

## Committees

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**Nomination / Leadership Committee** is responsible for developing a slate of elected positions for congregational vote.

**Pastoral Care Associates** in consultation with the Ministers, oversee structured pastoral care activities at First Parish. They maintain and activate a wider supporting network, the “Circle of Care”. Pastoral Associates respond to requests for help personally or by activating the Circle of Care, with follow-up as needed.

**Janice Darling and Cushing Giese**  
**PastoralCare@firstparishcambridge.org**

**Personnel Committee** acts as a resource to the Standing Committee and ministers in matters relating to all non-clergy employees of First Parish. **Eileen Sullivan—jobs@fpcambridge.org**

**Program Council** provides an opportunity for representatives of programs, social justice taskforces, community service programs and committees that do programming to coordinate activities and improve communication and collaboration.

**Susan Shepherd—Program@firstparishcambridge.org**

**Religious Education Committee** works to create and support our dynamic religious education programs for children and youth. The RE Committee works closely with the DRE to recruit teachers and volunteers for special events.

**Bruce Leslie- Pritchard—RECommittee@firstparishcambridge.org**

**Spiritual Pathways Committee** ascertains the needs and desires of the congregation for programming conducive to the spiritual development and transformation of its members and friends and helps develop appropriate courses, support groups and workshops.

**Grey Lee—SpiritualPathways@firstparishcambridge.org**

**Social Justice Council** coordinates First Parish’s social justice work in the community and supports the Social Justice task forces.

**Marcia Hams - SocialJustice@firstparishcambridge.org**

**Standing Committee** is the elected governing board for First Parish. **Chris McElroy** is the chair. **Susan Shepherd** is vice-chair. **Ernie Sabine** is the treasurer. **Peggy Kraft** is the clerk.

**Email—StandingCommittee@firstparishcambridge.org**

## Stewardship

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Generosity is a Spiritual Practice! Gifts of time, talents, and financial resources are our opportunity to give and grow together. When our contributions are combined with the gifts of others, we grow together as a community sharing in a common purpose. This is the essential meaning of Stewardship. Members and friends of First Parish support our church community by making annual pledges, contributing at weekly collection, donating to special fundraisers and by also volunteering their time and talents.

The Annual Stewardship Campaign is the financial foundation for the operation of First Parish. It supports all the ingredients that go into making this church a place for learning, for service, for worship...a place for solace and celebration. First Parish in Cambridge is committed to providing inspiring worship, excellent religious education, a caring community, and opportunities to put our values into action and create a more just society.

Who should give? Members of First Parish, friends who participate in groups and activities, parents of children in the Religious Education program—everyone connected to First Parish should make a contribution based on their income and level of involvement.

Operating expenses never go away. They don’t wait for the markets to recover or gas prices to drop. We are committed to paying our ministers and staff a fair compensation. We need to ensure our historic building is maintained and remains in excellent condition. We need to support our programs, social justice work and diversity initiatives. Information about First Parish’s expenses and income is available on our website. The First Parish Treasurer, **Ernie Sabine** and Finance Committee members can answer questions. The budget is discussed and voted upon by the membership of First Parish at Semi-Annual Meetings.

For more information about pledging or giving to First Parish, please contact **Steve Hanna, Stewardship Chair** at

**Stewardship@firstparishcambridge.org.**



## Committees

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Full committee descriptions are available on our website at [www.firstparishcambridge.org/node/94643](http://www.firstparishcambridge.org/node/94643). Simply click on each committee name for more information and contact information.

**Ability and Access Committee** identifies barriers that keep people who are challenged with access and/or disability concerns from full inclusion in church life and to implements improvements so that all of us are participating fully in ministry and worship.

**Barbara Ceconi—abilityaccess@firstparishcambridge.org.**

**Building and Grounds Committee** ensures the sound condition of the Parish property: the Meetinghouse, Parish House and surrounding grounds. Tasks include building maintenance, responding to emergencies and planning for the improvement of facilities.

**David Ray - B&G@firstparishcambridge.org**

**Committee on Ministry** fosters open, two-way communication between the ministers and the congregation. COM also seeks to understand, assess, support and advocate for robust ministry within the context of congregational life, our community and our world.

**Peter Kelsey - COM@firstparishcambridge.org**

**Community Auction Committee** organizes a culinary and services “silent auction” which serves to raise funds for the operating budget while building community by sponsoring small dinners featuring great food and conversation.

**Jennifer Griffith - Auction@firstparishcambridge.org**

**Concert Committee** organizes an annual concert featuring Fred Small. Funds raised support the Beloved Community Fund at First Parish.

**Carol Agate—Concert@firstparishcambridge.org**

**Covenant Group Committee** promotes and develops Covenant Groups, including recruiting and training facilitators.

**Patrick Sullivan—CovenantGroups@firstparishcambridge.org**

## Committees

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**Four elected Deacons** organize and coordinate aspects of the Sunday service including collecting, counting and depositing plate offerings. The Deacons maintain a rotating schedule whereby each one is in charge of one or two services each month. They work closely with the Worship Committee.

**Katrina Piehler is Senior Deacon—  
Deacons@firstparishcambridge.org**

**Denominational Action** coordinates our work with UUA , Mass Bay District and other UUA related activities.

**Denomination@firstparishcambridge.org**

**Finance Committee** provides financial oversight, develops budgets, monitors the annual budget and makes recommendations to Standing Committee on financial matters.

**Brenda Leahy—Finance@firstparishcambridge.org**

**Investment Committee** develops and updates the policies for First Parish’s endowment. They review quarterly reports from the investment manager, monitor investments, track earmarked funds, and advise Finance Committee and Standing Committee on investment issues.

**Tim Warren - Investment@firstparishcambridge.org**

**Membership Committee** works to create a welcoming environment for newcomers, assists individuals in becoming members of the Parish and works with Parish leadership to recognize new members. **Laura Estan—Membership@firstparishcambridge.org**

**Ministerial Intern Committee** guides and assists our ministerial intern in developing their personal and professional skills for ministry.

**Bruce Hoppe—InternCommittee@firstparishcambridge.org**

**Music Committee** works with the Music Director to organize the Sunday Choir for worship services as well as to organize the Holiday Choir, Christmas Caroling, an annual fall Hymn Sing and a talent show.

**Mara Vorhees and Steve Hanna—  
MusicChair@firstparishcambridge.org**