



First Parish in Cambridge
First Church in Cambridge,
Unitarian Universalist

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ANNUAL REPORT BOOKLET 2013-2014

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.*

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Senior Minister

My Priorities:

Worship

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

Belonging

Helping every congregant feel that they belong to, are embraced by, and are responsible for our community

Transformation

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

Strategic Planning

Helping create a vision, goals, and an action plan to further our mission

My sixth year as your Senior Minister comprised just six months, from September 2013 through February 2014, when my sabbatical began. Yet those six months were as rich, challenging, and rewarding as any twelve-month church year, always calling me to new skills and spiritual growth.

I am deeply grateful to the congregation for providing me the privilege of sabbatical, during which I rested, reflected, and renewed the well of spirit; to the Sabbatical Committee (Jan Ellertsen, Katrina Piehler, Mark Watanabe, and Mike Wiggins, Chair) for its excellent work of preparation and oversight; and to the staff and lay leaders who stepped up in my absence.

Worship

Planning and leading Sunday worship remain the heart of my ministry at First Parish in Cambridge. It's a challenge, of course, to craft worship meaningful to the broad theological, intellectual, educational, and cultural diversity in our pews. One congregant prefers an academic-style lecture, while another yearns for a transporting emotional experience. One worshiper stretches out her hands for others to hold; another recoils from physical touch. One member comes seeking the comfort of fellowship, another the excitement of social justice work. This diversity, which is the genius and conundrum of Unitarian Universalism, is what keeps me up at night—and gets me out of bed in the morning!

Spanish is now regularly spoken in worship: in the minister's welcome, in the recitation of the covenant, singing the children out of the sanctuary, and on most Sundays in a hymn. Although some non-Spanish speakers feel stretched by this development, I sense a growing congregational comfort with this practice, which both welcomes Spanish speakers and symbolizes our broader commitment to multiculturalism.

With Kenny Wiley's departure after just one year of internship, we were fortunate to hire Mykal Slack, an ordained Metropolitan Community Church minister, as part-time Worship Leader as well as Community Life Coordinator. His enthusiastic preaching and songleading beautifully complemented Associate Minister Lilia Cuervo's thought-provoking reflections and affecting rituals. I'm grateful to both for their faithful leadership during my sabbatical.

Belonging

For many, the yearning to belong is the principal reason to visit First Parish. If they feel they belong, they stay. If not, they leave. First Parish welcomes most newcomers warmly. Our challenge is to help them find a way to belong. One important tool for achieving this goal is our Gifts and Interests Inventory, which needs to be more effectively and consistently offered to the congregation.

In a new annual tradition initiated by Jennifer Griffith, we take time in worship to celebrate the anniversaries (5-year, 10-year, etc.) of membership in First Parish. Each honoree receives a card, a gift, and the public gratitude of the congregation. This tradition helps longtime members feel appreciated and included in a continuously changing community.

Longtimers Breakfasts before worship on the third Sunday of each month offer delicious food and nourishing fellowship for older members of our congregation. These popular gatherings attract up to two dozen congregants, mostly elders; for many, these breakfasts are the only regular contact with our community. I'm grateful to Elizabeth Kline for coordinating these events.

I always enjoy my visits with elders, whether in their homes or in assisted living facilities. It's wonderful to catch up with longtime church members who are now rarely able to attend worship but still consider First Parish their religious home. I would like to develop systems to ensure that they are visited more often by our ministers, Pastoral Associates, and other volunteers.

Congregational Administrator Carol Lewis is a crucial member of our community. When she worked only during the week, never on Sundays, she missed the sense of excitement and spirit felt then by the congregation. Once this gap was discerned during our staff retreat, Carol adjusted her schedule to work one Sunday a month, with the added benefit of increased communication with the congregation.

To address potential burnout or stagnation among our lay leaders, the staff recommends that all committee, task force, and group chairs be expected to train vice-chairs who will assume the chair in two years, following the pattern of the Standing Committee.

On January 22, 2014, First Parish member Justin Koser entered a plea of guilty to enticing a person under 16 via the Internet and was sentenced to a term of two-and-a-half years in the Middlesex House of Correction in Billerica. He will be eligible for parole after 15 months. Upon his release, Justin will be on probation for five years. Before Justin returns to First Parish, the Safe Congregation Response Team and Standing Committee will evaluate the conditions of Justin's participation in congregational life in light of his conviction.

As Unitarian Universalists, we believe in the inherent worth and dignity of every person. We affirm both justice and compassion. In accordance with our beliefs, we continue to keep both Justin and the victim, along with their families, in our prayers.

Transformation

First Parish in Cambridge is changing.

From the synergy of AfroCuban drumming and classical trumpet at Homecoming Sunday to the colorful *ofrenda* and dancing in the aisles at Maricris Vlassidis' ordination, from the leadership of Revs. Lilia Cuervo and Mykal Slack to the growing numbers of worshipers of color/Latin@ in our pews, it's clear that the steps we have taken on our multicultural journey are having an impact on our congregational life. Sunday attendance of color/Latin@ is now averaging fifteen percent. Visitors of color/Latin@ no longer need wonder if they will have to bear alone the burden of integrating and educating our congregation.

As people of color/Latin@ grow in numbers and leadership at First Parish, more authentic—and sometimes more challenging—conversations are taking place. Some white congregants have expressed insecurity. “I feel like I’m the wrong color” has been heard. Since our multicultural journey is both a congregational commitment and an attraction to many newcomers, the best response to this unease is not to retreat from our commitment but to offer love, pastoral care, and a listening ear.

The congregation’s enthusiasm for the proposal for a youth shelter in Stebbins Auditorium, evident in the February 9, 2014, congregational meeting, is encouraging. Cost, logistical or legal obstacles, or a better offer from another church could still derail the proposal, but the good will and good relations of First Parish, Youth on Fire, and Phillips Brooks House Association have laid a strong foundation for cooperation.

In 2013, Unitarian Universalists who wanted the Unitarian Universalist Association to divest from fossil fuels decided to prepare a business resolution calling for such divestment to be submitted for consideration at General Assembly in June, 2014. Divestment was vigorously opposed by UUA Treasurer Tim Brennan, the UUA Investment Committee (IC), and the UUA Socially Responsible Investment Committee (SRIC), all of whom favored shareholder activism as a means of holding the fossil fuel industry accountable. Since a business resolution requires a two-thirds majority to pass, passage of a divestment resolution was far from assured, and a floor fight at GA could have bitterly divided our movement.

On October 29, 2013, at the request of UUDivest, I led the negotiation team that met with Tim Brennan and Socially Responsible Investment Committee member Simon Billenness to craft a compromise that both sides could accept. The negotiation was successful, resulting in a strong divestment resolution that permits the UUA to retain investments in fossil-fuel companies in which they are engaged in shareholder activism. Tim submitted the negotiated text to the IC and SRIC, who agreed not to oppose it. On June 28, 2014, delegates at our General Assembly in Providence, Rhode Island, overwhelmingly approved the resolution.

Strategic Planning

From September, 2013, through February 2014, I met regularly with the Strategic Planning Team: Ethan Contini-Field, Gloria Korsman, Peggy Kraft, Karin Lin, Jessica Roffe, Rashid Shaikh, and Marcia Hams, Chair. Marcia and I consulted by telephone with Rev. Dan Hotchkiss, Senior Consultant with the Alban Institute, who advised us on best practices for the planning process. On February 18, 2014, after five months of concentrated deliberations, the team's detailed report was presented to the Standing Committee. I am hopeful that the outstanding work of these dedicated volunteers will inform and guide the congregation's priorities for the next three years.

Blessings,

**Rev. Fred Small
Senior Minister**

ASSOCIATE MINISTER'S REPORT

During 2013-2014 my main priorities were: Spirituality, Community Building, and Pastoral Care. Although some of the activities detailed below fulfilled more than one priority, for simplicity's sake they were grouped under a single priority.

Perhaps the most important role I performed in 2014 was to be a presence of comfort and continuity for the congregation while our senior minister, Rev. Fred Small, was enjoying his combined six-month sabbatical/vacation.

Priority I. Help Deepen Spirituality in the Congregation

1. Worship services led and sermons preached

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|----------------------|---|
| July 7, 2013 | "Mysticism. What is it?" After the sermon, I invited the congregation to share their spiritual/mystical experiences. Seven people shared moving stories. |
| August 18 | "Vision Quest. Threshold to the Sacred." Preached at First Parish and at the Brookline church. |
| September 22 | "... and a little child shall lead them." (Isaiah 11:6)
Karin Lin, winner of the 2013 First Parish Auction Sermon gave us the famous words from Isaiah as the theme for this service. |
| October 6 | "Blessing of the Animals." This was a multigenerational service with good attendance, great music, and many animals to be blessed. |
| December 15 | "The Profoundly Human Meaning of the Christmas Story." |
| February 23, 2014 | "Martin Luther King, Jr. as Prophet and as Preacher." |
| March 16 | "Meister Eckhart and the Joy of Living. "This service had a healing component through master of sound Gandiva Lorcan. More than 30 people came to the chancel, the great majority young adults, to feel the effects of healing sound. |
| April 20 | "Easter: An Invitation to Arise and to Live a Life Worth Living." |
| May 18 | "The Feminine Face of God."(With RE Director Mandy Neff.) |
| June 1 st | "Beauty. Nourishment for the Soul. "This was a multi-generational service which included the Flower Communion ritual. I introduced a different way of celebrating this service, closer to the initial one conducted by its creator, the Rev. Norbert Capek. |

2. Services I coordinated or helped coordinate and participated in

December 31 I helped coordinate and led the "Interfaith Prayers for Peace" event at First Parish. We received the New Year in the company of more than 20 people dancing, singing, praying, and ringing joyous bells. There were rituals and prayers for peace by a Hindu Priest, two Muslim representatives, a Pagan, a Sufi, two sound healers, and myself.

April 27 "Beltane" with members of the Covenant of Unitarian Universalists. (CUUPS)

May 4 "Beyond Borders" with members of Beyond Borders, formerly Immigration Task Force.

May 11 "It Takes a Village" with guest preacher Rev. Clyde Grubbs.

3. Contemplative services

I continue to be very engaged with these monthly services for several reasons: they provide a peaceful, compassionate space where people are welcome to share their joys and sorrows, where they can relax and enjoy recharging their energy for the days ahead, and where there often are opportunities to provide pastoral care and to build community.

4. Religious education

As the supervisor of the Director of Religious Education, I met with Mandy Neff often, sometimes weekly, to lend my support and to consult on issues relevant to the development and performance of the RE program. To me, working with Mandy is always a rewarding experience.

I was invited to offer spiritual support to the 4th to 8th graders during the overnight winter retreat at YMCA Camp Harrington. I introduced the concept of the Mandala as a spiritual practice to help in understanding the concept of impermanence. By constructing, and then destroying in a ritualistic manner the beautiful mandalas produced in small groups, children and adults experienced what it takes to make something with great care only to let it go.

On Sunday, May 19, I led the last of a three-session Parents Support Group. During the sessions we touched on the subjects of stress, loss, sad events, and guilt and ended with sharing the good times through story and pictures.

5. Ceremonies and rituals

On August 3, I officiated at the joint Memorial Service for Wilfredo Medrano and Maria Julia Bonilla de Medrano, Kevin Medrano's parents. Kevin is a nephew of First Parish members David and Leslie Light. The ceremony was in Spanish.

On August 31, I officiated at the wedding of a Unitarian Universalist groom and a Buddhist bride. The ceremony took place at the Charles Hotel.

On February 27, I officiated at the memorial service of Anita Virginia "Ginny" Delaney, Margaret Drury's mother. The ceremony took place at the Keefe Funeral Home in Cambridge.

On June 7, I officiated at the memorial service of Roy Schroeder, the father of First Parish member Susanna Schroeder.

On May 3, I officiated in the Barn Room at the naming and dedication ceremony of Tobias Elijah, the son of Bryan and Kate Rotund.

On May 11, I officiated in the naming and dedication ceremony of JJ (John James), son of Justin and Corinne Foster. The ceremony took place during the morning worship service.

On May 25, I officiated in the Barn Room at the naming and dedication ceremony of Zoe-Grace Kapungu, the daughter of Paul and Chivi Kapungu.

6. Circle Dance Meditation and the Boston Sanctuary worship services

These are important spiritual activities I enjoyed attending whenever I had the opportunity, both to support the leaders and for my own benefit.

7. Worship Associates Annual Retreat

Along with the Senior Minister Rev. Small, I planned and co-led this retreat.

8. Faith Like a River

Rev. Fred Small and I led three sessions on Unitarian Universalist history. These sessions are part of the curriculum *Faith Like a River* which in turn forms part of the UUA *Tapestry of Faith* project. The attendance (13 people) was sustained throughout the three sessions with good flow, interest, and good participation. This was also a satisfying experience because we were able to provide materials in Braille and in large print as requested by one of the participants.

9. First Parish Covenant in Spanish

By the middle of the year we started to recite our covenant in both English and Spanish during worship as a way to increase our cultural and spiritual welcome to Latinos/as. To contribute to this effort, Andrew Coate and I prepared a video in which I recite the Covenant in Spanish to help others learn the pronunciation and feel more at ease participating in its reading.

Priority II. Pastoral Care

1. Bereavement support group

With the assistance of Otto O'Connor I led a Bereavement Support Group during the first three Sundays in March. This kind of pastoral support has been very well received and has become an annual offering.

2. End of Life Fair

This fairly-well attended event took place on Sunday, March 23. The following organizations sent speakers: Paine Senior Social Services, Mt. Auburn Cemetery, and Indian Circle for Caring USA Inc. (Living Wills and Health Care Proxy), Rodger's Funeral Home, and First Parish. (Planned Giving). Several attendees suggested we do this event at least once a year.

3. Office and home visits

Through the year I received several visits in my office from members and friends of First Parish wanting to receive pastoral care or spiritual companionship.

4. Transition House

With the support of Senior Minister Fred Small, and the Pastoral Associates I nominated Transition House as recipient of our shared offering. Receiving our monetary contribution meant a great deal to this organization which offers so much support and relief to victims of domestic violence in the Cambridge area. I am enthusiastic about the possibility of a long term, mutually beneficial, collaboration between First Parish and Transition House. Next year we will offer a joint healing worship service at First Parish, to honor the victims and survivors of domestic violence in the Cambridge area.

5. Pastoral Associates Annual Retreat.

I helped plan and co-led, along with Rev. Fred Small, the PAs retreat.

Priority III. Help Building Community

1. Exploring Membership

On Sunday, March 16 and May 18, I offered the Exploring Membership Class to people interested in knowing more about our faith or considering becoming members. Offering these classes is one of the activities that I find greatly satisfying at First Parish.

2. First Parish Auction

I attended and enjoyed meeting several new congregants and getting better acquainted with so many more at the several Auction activities Sam and I won as well as at the auction volunteer recognition garden party.

As in past years this year we offered the swimming pool party, the Latin American buffet party, and the sermon that I auctioned. These activities plus the ones Sam and I won contributed several hundred dollars to First Parish.

3. RE Swimming Pool Party

The annual RE barbeque and swimming party took place on August 3. The children had a great time going in and out of the pool, eating, and playing.

4. Open Doors project

I participated in several planning sessions and on April 23 on the pilot of the Open Doors Project. It has been gratifying to see the stream of visitors from all over the country and abroad visiting every time the Open Doors Group is offering tours of the Meetinghouse and talks about First Parish history. The visitors show interest in the Narthex displays and ask many questions about our faith as many have never heard of Unitarian Universalism or seen the interior of our church. I enjoy serving as the ministerial support of this project.

5. Miscellaneous activities attended

A group of Latinas and non-Latinos met at the house of Steve Hanna to cook and taste the Puerto Rican menu in preparation for the luncheon on Sunday, July 14.

October 6, was a very busy Sunday at First Parish with the Blessing of the Animals service, the Taiwanese luncheon, followed by the showing of the exciting thriller "Formosa Betrayed." Shows like this help strengthen relationships among the congregation and the appreciation for other cultures.

On Sunday, January 12, I attended the Leadership Training session. Having Carol Lewis, our Congregational Administrator, helping with the training was a significant move towards unifying staff and congregation in our goal of improving communications and lending mutual support.

On January 12, I attended the Don McInnes report on his July 2013 trip to Palestine and Israel. This trip was organized by the Unitarian Universalists for Justice in the Middle East. Besides Don, there were two other participants from other UU churches who shared their experiences. The well-attended event left me with a glimmer of hope and with increased appreciation for our Middle East Education Group.

On April 30, I had the pleasure of giving the Welcome on behalf of First Parish to the UU Service Committee and other organizations which presented a very informative panel on the injustices and abuses suffered by workers in the service industry.

On May 13, I welcomed the people that came to participate in the Paine Senior Services Annual Awards ceremony. It was a good opportunity to continue collaborating with Liz Aguilo, the Executive Director of Paine Social Services, and to get to know influential members of the Cambridge community.

First Parish meetings, trainings, workshops, and retreats

I attended weekly Staff meetings and weekly worship planning meetings (either in person or the planning conference calls on the phone as required.)

I attended the monthly meetings of the Standing Committee, the Worship Associates, the Pastoral Associates, and the Committee on Ministry. The last official COM meeting with Jack Jurras (Chair), Irene Merwin, and Jan Ellertsen was in June. I owe them much gratitude for their dedication and support, especially during the Senior Minister Sabbatical.

I attended several other meetings such as the Semi-annual meeting, a Program Council, and a Finance Committee meeting.

Extramural Activities

I participated in the following activities outside First Parish related to my work:

1. Domestic Violence. I was appointed by the Cambridge City Council as a member of the Steering Committee to eradicate domestic violence in the city. As such, I attended the monthly meetings as the sole clergy presence on the committee.
2. From April 1st to April 17, Sam and I visited family members in Budapest and joined a Unitarian Universalist faith pilgrimage to Transylvania. Upon our return, I wrote an article for the May newsletter on some of my activities during our visit to the Bordos congregation, (our partner church) and to other churches and sites of special significance to Unitarians. For the June newsletter, I wrote another article about the theology and polity aspects of the Unitarians in Transylvania.
3. Ministry Days and General Assembly. From June 17 to June 19, I attended Ministry Days. During the following days at General Assembly I participated in the workshop, "Comunidades sin fronteras. Español en el Unitario Universalismo, offered by the Rev. Fred Small, Karin Lin, Ethan Contini-Field, Maria Cristina Vlassidis, and myself.
4. On September 19, I participated in the District wide Staff Start Up Workshop.
5. I participated in the Mass Bay Advocacy Day in Boston. It was interesting and important to visit different elected officials in the company of First Parish congregants and to advocate for the passing of legislation increasing the minimum wage.
6. On April 26, I had the honor to preach the Sermon of Ordination of Marisol Caballero, who was ordained in the Unitarian Universalist Church in Austin, TX.
7. On May 31, I attended the ordination of Alison Sarah Palm at the Belmont UU Church and on June 29 that of Thomas Hathaway, the former Coordinator of the Tuesday Meals volunteers, at the UCC in Medford.
8. I was invited to participate in a taped poetic group reading which was very successfully used as an inspirational/musical montage during the first 2014 GA worship service.

Respectfully submitted

Rev. Lilia Cuervo, Associate Minister

Director of Religious Education

We reported 95 registrations to the UUA for the year, and had an average Sunday attendance between 30-45.

This year my 3 priorities were:

Learning Goals: Our 6 Sources

Curriculum selections for the year included:

Preschool – We are Many, We are One

K-1 – Coming Home (fall)/ World of Wonder (spring)

2-3 – Love Will Guide Us (fall)/ Moral Tales (spring)

4-5 – Toolbox of Faith (fall)/ In Our Hands (spring)

6-7 – Building Bridges

8-9 – Our Whole Lives (fall) / Worship Weaving (spring)

These were selected in part for their reinforcement of the Sources of Unitarian Universalism. “Building Bridges” an update to “Neighboring Faiths,” is a strong new addition but calls for some adaptations, since it is written for 9th grade, currently our Coming of Age year. Some youth also taught this year, sparking a second look at our Safe Congregation Policy. Changes in social media use and the increased strength of our youth program are now being addressed through policy and procedure updates, which could be included in a revision of the Safe Congregation Policy in future years.

I designed an overview worship of the 6 Sources for both Teacher Training and children’s Ingathering, as well as an Ingathering focused on each Source, over the course of the year. Children used tangible symbols such as leaves, globes and test tubes to connect mind, body and spirit in understanding the Sources. A favorite worship was one where children learned the meditative art of Zentangle.

This year’s Justice Partner collaboration was with The Food Project. We enjoyed grounds cleanup and planting during service trips to the Lincoln farmland, lessons on tracing food from seed to table, scallion tasting, and fundraising over \$500 for their ongoing work with youth and sustainable agriculture.

At RE Sundae Sunday, children shared their banner creations and learnings about the Sources with the congregation. We were especially pleased to begin the tradition of a new milestone, young children moving up from Nursery care being welcomed into the Religious Education program in a ritual by the preschoolers.

Building Family Community

Several shifts are underway in our ministry to families. These shifts seem to follow a pattern that helps our very busy families cope with changes from previous generations in their available time. Working parents and guardians increasingly want weekend time together with, rather than separate from, their children. The ministers, RE Committee and I gave special attention to crafting more child-friendly, multi-sensory, shorter multigenerational worship.

We held two All-RE Hikes, in fall at the Middlesex Fells and in spring at the Alewife Brook Reservation. These successful events brought out members we don't often see, and were requested again this coming year. Holiday Helpers (a drop-off event) was cancelled due to a lack of volunteer coordinators.

Bruce Leslie-Pritchard and I ran spring and fall sessions of the UUA's workshop series "Parents as Spiritual Guides."

The middle school Winter Retreat was a success, and many parents enjoyed a weekend exploring spirit and the winter woods with their children. This was a new trend from previous years when non-parent volunteers made up the bulk of our chaperones.

Supporting Youth Ministry

Our 8-9th graders completed their OWL program in collaboration with Arlington Street Church. This was an experimental year and we learned a great deal. Youth enjoyed the energy of a large and lively group that included community members and members of other congregations, and we will continue collaborating in order to keep this successful aspect alive. Both scheduling and transportation proved challenging, and we have re-structured the program in future years to return to an academic-year calendar and to locations in Harvard Square.

In December, Sara Schwindt and I received a Unitarian Sunday School Society grant to write a middle school curriculum called **Worship Weaving**. This 12-week program explores different elements of worship, such as music, sacred texts, ritual, prayer, and more. Youth will find and create worship resources, and by the end of the session will plan and lead a worship. **Worship Weaving** is accessible to many learning styles and abilities, with games and physical activities built into each session. We began field tests with our 8-9th graders in February.

Our High School Youth Group members enthusiastically attended overnight lock-ins (on-site) and Cons (with other congregations). In fall we struggled with questions of inclusion and attendance requirements in order to attend youth Cons. While we lost our Youth Coordinator, Cat Smail, in part due to these issues, youth interest remained very high. Several of our youth were excited to take on district-level leadership positions with the Con Advisory Team, and plans are underway to host a Con in June 2015. A timely registration process, chaperone requirements that meet our Safe Congregation Policy, and other safety considerations will receive a great deal of attention during our planning process, which will include consultation with a district-trained Youth Ministry Facilitator.

Over the past year our youth and their volunteer advisors planned a range of programs and activities for themselves. Youth favorite events from the past year included leading worship for the congregation and service trips to The Food Project and Margaret Fuller Neighborhood House. Taking 3 youth to General Assembly and the Activate! Workshop in Providence, RI was a special highlight of the year.

After a long search process, I was delighted to fill the Youth Coordinator position in June. Jeremie Bateman joins us after 6 years at the UUA's Office of Youth and Young Adult Ministries, and brings a wealth of knowledge about best practices in both fun and safety for our Coming of Age and High School Youth Groups.

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

Standing Committee

The membership of the Standing Committee for this year was Susan Shepherd, Chair, Peggy Kraft, Vice-Chair, Linda West, Clerk, Ernie Sabine, Treasurer and Julie Duncan, Nassira Nicola, Rashid Shaikh, Mike Wiggins, Grey Lee, and Brittany Gardner, Members At Large.

The Standing Committee held its yearly retreat on September 14 at the District Gathering of Boards in Leominster with our own planning discussion in the afternoon. It was good to hear the experiences of other boards in the District.

At the October 27, 2013 semi-annual meeting the Standing Committee brought forward a motion to change the name of the "Standing Committee" to the "Board of Trustees". After a lengthy, spirited and communal discussion it was voted to table the matter to obtain further input and consensus from the congregation. This remains unresolved.

From February to August, 2014 our senior minister, Fred Small, took a well earned sabbatical. Due to the sabbatical, we began the Stewardship annual fund campaign earlier than usual and also crowded in other events before he left.

A major focus for the Standing Committee this year was the Strategic Plan. We supported the strategic planning process through selecting members for the Strategic Planning Team. After several months of information gathering and prioritizing, the Strategic Planning Team developed a draft strategic plan. The Standing Committee then met with the Team and also held its own special meeting to finalize and voted to adopt a strategic plan for the next 3 to 5 years.

The Standing Committee also worked with the Personnel committee to start to revamp job descriptions for the staff with the new strategic plan in mind. We also assisted in providing support for the staff during the sabbatical. We hired Rev. Mykal Slack as the Community Life Coordinator and also to serve as a Worship Leader during the sabbatical.

A decision was made to increase the stipend for a Ministerial Intern to be hired for the 2 year period of 2014 – 2016 in order to be able to more broadly recruit across the country for the purpose of reaching out to seminarians of color.

Standing Committee approved an agreement of association with Rev. Elizabeth Nguyen as a Community minister.

Standing Committee approved a motion to support David Ruffin on his path to ministry and write a letter of support for The Sanctuary Boston in their request for funding from the Unitarian Universalist Association of Congregations.

In September, 2013 a group from the Phillips Brooks House and Youth on Fire approached Rev. Small with a proposal to rent our auditorium to renovate our auditorium for the purpose of providing overnight shelter for homeless young adults ages 18-24. Currently there are only a dozen beds for this cohort statewide. During the day, the space would be used by Youth on Fire, a program of the AIDS Action Committee, providing a drop-in center for young adults. This program currently is housed at the Harvard Epworth Church. Phillips Brooks House currently operates an overnight homeless shelter for adults at the Lutheran Church in Harvard Square.

The Standing Committee continues to participate in a process of discernment with the Youth Housing Initiative (YHI) group. Representatives of the group presented at a Standing committee meeting in January and subsequently we called a special meeting of the congregation to discuss the proposal on February 9, 2014. The congregation voiced overwhelming approval that we continue to pursue the project. At this point the YHI remains in the process of determining the cost of the renovation. If they decide to choose locating at First Parish, negotiations would be undertaken to determine any financial costs to First Parish and the relationship between the Church and the program. This would be a major undertaking for First Parish but clearly within our mission and would bring our journey toward transformation to a new level.

An important discussion of the reaction to the Trayvon Martin verdict took place at the Standing Committee. SC supported the Transformation Team in holding a healing event around the issue.

In supporting leadership, Standing Committee members participated in the Leadership Retreat, organized by the Leadership Development Team/Nominating committee.

We also supported the Open Doors program to successful initiation and status as a regular event at First Parish. This required some hands-on participation by Standing Committee members to assure that the program would not be an undue burden on the staff. The situation was resolved.

The website upgrade was generously provided by Peggy Kraft, vice-chair of Standing Committee at no cost to the congregation.

Standing Committee decided to re-examine the role of liaisons to the various committees, but was not successful in providing an increased level of support to all of the committees. Standing Committee focused on supporting the Stewardship Committee once again in light of Fred's sabbatical and the importance of the issue.

A key task of the Standing Committee is to support the Stewardship Committee and all fund-raising efforts in the congregation. Members of Standing Committee assisted in making phone calls for pledges and working as members of the Committee.

A recurring discussion on Standing Committee was the question of whose role it is to follow up on the payment of pledges. There was a lag this year in these payments possibly due to a glitch in the financial software which meant that the congregation did not receive year-end statements. That lag was made up by the end of the fiscal year. However, pledges continue to stagnate and this will be a topic of concern in the coming year.

Standing Committee has been and will continue to oversee Building and Grounds projects including the North wall which began work over the summer and will continue into the fall. Rev. Small requested that we consider air conditioning in the Meetinghouse because the hot and humid conditions presented an access issue to a number of people. The addition of air conditioning is also a part of our commitment to being a 12-month church. Standing Committee agreed to pursue this issue, but, at the June semi-annual meeting, the congregation asked for an assessment of alternative forms of air conditioning in order to lessen our carbon footprint. Members of the Green Team agreed to look into this.

Purchasing and installing a new audio system in the meetinghouse was also a priority. The Standing Committee voted to borrow the funds from the endowment, if necessary, in order to finance the audio system and the air conditioning. However, the Finance Committee did not agree and felt that they could find the funds for the audio system in the budget. The audio system purchase and installation was scheduled for the summer of 2014.

Standing Committee also completed its routine yearly agenda of approving program groups, planning both Semi-Annual congregational meetings, as well as an additional one for the congregational to learn about the Youth Housing Initiative proposal, approving the recipient for the Courageous Love Award, recruiting General Assembly delegates, receiving annual reports from Paine Senior Servicee and the Cambridge Forum. We reviewed the slate of nominees for electoral positions, reviewed the budget and voted to approve both. We conducted annual interactive feedback with our ministers. Standing Committee members also served all year as Newcomer Liaisons in Sunday service, Liaisons to committees of the church, and recruiters for volunteer positions.

**Respectfully submitted,
Susan Shepherd, Chair**

Transformation Team

Members: Karin Lin (Chair), Maricris Vlassidis (new Co-chair) and Natalya Stratton (new Co-chair), Marcia Yousik, Susan Shepherd, Mark Watanabe, Charlene Garleneau, Rashi Shaikh and Rev. Fred Small.

This was a year of transition for the Transformation Team. The long-time chair Karin Lin resigned in January and Maricris Vlassidis and Natalya Stratton took over as co-chairs. Two new members joined the Team during the year, Mark Watanabe and Rashid Shaikh. Fred Small was also on sabbatical from February to August.

The Transformation Team held monthly meetings to plan activities or respond to requests for sponsorship of important transformational events. See below for a list of events which we organized and/or actively promoted.

We were responsible for choosing three groups to receive the shared plate offering and selected the Margaret Fuller House, the Louis D. Brown Peace Institute and DRUUMM (Diverse Revolutionary Unitarian Universalist Multicultural Ministries).

A recurring discussion during the year was how to reach out to more committees and deepen understanding of the goals of transformation among leadership. To this end, we spent considerable time and effort organizing a discussion around Gospel Sunday(s) and music in worship.

Over the spring, members of the Transformation Team, Music and Worship Committees met to plan a conversation about the role of music in our spiritual lives. These three committees working together for the first time can be a useful model for the development of our beloved community. The meeting took place in late June and was a thoughtful, contemplative conversation which seemed a good beginning. The joint committees plan to bring this opportunity to discuss music and spirituality in a safe and open setting to the congregation in the next church year.

Working with the Social Justice Council we sponsored several events throughout the year, including (1) a "sharing and healing" congregational conversation with over 40 people after the Trayvon Martin murder and Zimmerman verdict, (2) a well-attended report back from Otto O'Connor on her trip to Ghana with a group of seminarians, and (3) our FPC contingent in the Mothers Day March for Peace in Dorchester.

Presented the film "Formosa Betrayed" with a discussion period. We also worked with Cambridge Forum to present filmmaker Will Tiao speaking on Taiwan: Island of Contention.

We sponsor the Spanish Language group. Co-sponsored the movie "My So-Called Enemy" with the Middle East Education Group in April. Members of the TT attended the Allies for Racial Equity (ARE) conference at First Parish Brookline as well as the Mosaic Makers Conference in Tulsa, OK.

**Respectfully submitted,
Susan Shepherd**

Leadership Development Team

Members: Loring Brinkerhoff, Andrew Drane, Margaret Drury, David Light, Beth Reagan (Co-chair), and Sylvia Wheeler (Co-chair)

The Leadership Development Team has two primary responsibilities:

1. Selecting a slate of candidates to run for open seats on the Standing Committee, the Leadership Development Team, and among the Deacons. In making nominations, the Leadership Development Team strives for broad representation from the First Parish congregation in leadership positions, mindful of the congregational commitment to a build a multicultural community.
2. Promoting better understanding of the importance of leadership and service among the congregation to encourage individuals to assume leadership positions and to evolve fulfilling service roles in our community.

Nominating Process: The Leadership Development Team led an open, transparent and democratic process by welcoming and encouraging nominations and self-nominations from the congregation and educating the congregation about the nominating process by widely publicizing every stage of process by email, Meetinghouse News, Sunday announcements, and direct outreach to individuals and groups. Members personally solicited nominations from a broad variety of groups, individuals, and leaders in the congregation.

We met with all finalists for elected positions to ascertain that all candidates were fully informed of the duties of the position and able to commit to service. The Leadership Development Team then collected basic biographical information about each candidate's previous volunteer experience at First Parish. After Standing Committee enthusiastically approved the slate, the candidates' biographies were distributed electronically to all voting members.

It was possible for any members overlooked by the Leadership Development Team to add their names to the ballot by petition of 15 or more voting members. No petitions were received.

The 2014 slate of candidates was approved at the Spring Semi-Annual Meeting on June 2nd:

STANDING COMMITTEE

Chair (1 year term)	Susan Shepherd
Vice Chair (1 year term)	Peggy Kraft
Clerk (1 year term)	Linda West
Treasurer (1 year term)	Ernie Sabine
Member-at-large (3 year term)	Julie Duncan
Member-at-large (3 year term)	Mark Pickering

DEACON

Deacon (1 year term)	Valerie Fullum
Deacon (4 year term)	Juliette Pickering

LEADERSHIP DEVELOPMENT TEAM

Member (2 year term)	Gwendolyn Cranmore
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Leadership Development Process: In cooperation with the Program Council, several leadership and team-building forums were held. The kick-off was a well-attended Leadership Retreat in late September 2013 that explored the meaning of being a leader and the opportunity that leadership holds for deepening connection to community and self. In January, a Teamwork Training session was held to review the responsibilities of being a leader and to review the resources that are available to assist leaders in fostering a spirit of shared commitment in achieving goals. The Leadership Development Team plans to continue its outreach efforts focusing on grassroots leadership development to deepen member engagement in working toward the mission and goals established in our new Strategic Plan for First Parish.

**Respectfully submitted,
Sylvia Wheeler**

Abilities and Access Committee

During this past year, the Abilities and Access (A and A) Committee has been a field test site for Equal Access. The findings of the field study are to be presented at the 2015 General Assembly in Portland, Oregon.

During the year, the A and A Committee held a facilitated training workshop for church leadership. Approximately thirty leaders attended the workshop including Rev. Fred Small, Rev. Lilia Cuervo, and Rev. Mykal Slack.

Our other projects included:

- Working on making the buildings of First Parish more universal for persons with all types of disabilities, including temporary ones.
 - This includes new signage near the bathrooms on the first floor, including the unisex, accessible bathroom
 - Changing door knobs to levers that can be opened/closed with a fist or flat hand
 - Placing contrasting stripping on stair edges
 - Creating continuous handrails where they ended at the last step in a flight
 - We worked on explanatory signage in the elevator but are awaiting approval for the changes from Standing Committee
 - We are grateful to David Ray, for his wonderful guidance, time, his assistance and his knowledge of tools to help us accomplish these days of work.
- We experimented with large print orders of worship. While they are not yet available each week, many members and visitors are showing interest.
- A looping system in the Sanctuary for people who use hearing aids.
- A braille printer was installed this summer to provide orders of worship in that accessible format.
- The website has not only been updated, but has become very accessible, thanks to Peggy Kraft.
- Since the Noarthex display is open to the public, the A and A Committee worked on the accessibility of the space and height of display cases.
- Found the most exposure for the placement of looping signs.
- A and A participation in RE parents support event.
- Working on a curriculum on disabilities for RE.
- Installed a sand and stone table to provide a more accessible Joys and Sorrows worship ritual. The symbolism is the same as the candle lighting. While everyone is invited to use it, it truly assists anyone with tremor or who is afraid of lighting candles. It appears to be popular with the congregation as a whole.

**Respectfully submitted,
Barbara Ceconi**

Building and Grounds Committee

This year's Buildings and Grounds Committee includes Sam Berliner, Stephen Cohen, Cushing Giesey, Brenda Leahy, and David Ray (chair). Other participants in liaison and emeritus roles include Roland Ellies, Susan Shepherd, Sylvia Wheeler, Michele Sprengnether, David Pap, and Barbara Ceconi.

This is the year we finished restoring the North Wall of the Meeting House. Although the final coat of paint isn't dry as this report misses its deadline, we believe it will be "all done" by November. The cost of the project is approximately \$220K, of which we expect to see \$100K reimbursed from Institutional Preservation Grants approved by the Cambridge Historical Commission.

In fulfillment of another long-running aspiration, Buildings & Grounds allocated funds for the new audio system. The success of this highly visible (audible) project – and the less visible but important installation of lighting in the attic – are due in large measure to Susan Shepherd and Sylvia Wheeler respectively. Credit is also due to the Green Team and Abilities & Access Committees for renovations during seasonal Work Days.

We are hoping that the success of our partnership with the Historical Commission will lead to other Building *envelope* projects where IPG funding could become available. In particular, attention is overdue to the renovation of the Mass Ave window, steeple, and East wall. Contending with this initiative is the (non-envelope) upgrade to the steam heating system in the Parish Hall. Other tasks still gracing our *ToDo* list are bathroom renovations, ceiling and roof repairs, an access ramp outside the library, condensing units, and emergency/evacuation signage.

For more information on our future plans and activities contact David Ray at 617 642-5420 or david@demarrer.com.

Committee on Ministry

The Committee on Ministry (CoM) is an avenue for enhancing positive communication regarding any aspect of the shared ministry of First Parish. Our mission is to facilitate dialogue both between members of the congregation, and between the congregation and our ministers. It also provides our two ministers with an opportunity to discuss and reflect upon a wide range of issues related to their ministries at First Parish.

This year the committee consisted of three members: Irene Merwin, Jan Ellertsen, and Jack Jurras. Irene continued her 2012/13 role as chair through February 2014, at which time Jack Jurras assumed the role of chair.

We were joined for our monthly two-hour meetings from September 2013 through February 2014 by our two settled ministers, Rev. Fred Small, Senior Minister, and Rev. Lilia Cuervo, Associate Minister. The sabbatical of our senior minister commenced at the end of February 2014, and for the duration of the church year we met only with Lilia. The three lay members of the committee also met on an approximate monthly schedule without the ministers present. Periodically during the year, the CoM checked in with the chair of the Standing Committee about issues of mutual concern.

For the first half of the year, an important topic for the monthly meetings was the senior minister's upcoming sabbatical. These planning discussions were enhanced by Jan's membership on both the Committee on Ministry and the First Parish Sabbatical committee.

As in past years, the CoM continued to discuss sensitive, often complicated, issues arising between two or more individuals or groups. These issues included relationships between congregants, or between congregants and one or both ministers. Areas of concern were communicated to us in a phone call or in-person conversation with a congregant, and/or raised directly by one of the ministers. Open, frank and detailed discussion led to thoughtful and considered processing and intervention as needed.

At the completion of the 2013/14 church year, Irene Merwin, Jan Ellertsen, and Jack Jurras will step down from the Committee on Ministry. Three new members – Margaret Drury, Sharon DeVos, and Marcia Yousik -- have been selected, and they will take over the CoM starting in September 2014.

Respectfully submitted,

Jack Jurras and Irene Merwin

Community Auction Committee

Members: Carol Agate, Loring Brinkerhoff, Jan Ellertson, Cushing Giesey, Jennifer Griffith, Ellen Liner and Eileen Sullivan (chair).

The Community Auction raised the most dollars ever – slightly over \$18,000. Of these dollars, 25% were given to Tuesday Meals to support their budget while the rest of the items went to support the Church operating budget. Almost 100 members and friends participated in bidding for auction items. The items included dinners, events, services and gifts in addition to baskets and for the first time tickets and gift certificates were solicited as a separate category. In the past, members were asked to bring in “re-giftable items” for baskets. This year, groups or individuals sponsored baskets and brought in the items. This led to several groups participating in the auction for the first time including the Young Adult Group, the Buddhist Meditation Group, and the Youth Group. Other participating groups for baskets included the Middle East Education Group, the Women’s Sacred Circle and the Women’s Book Group. The auction included 7 vacation getaways, 10 gift certificates/tickets, 24 gifts or services and 28 dinners and social events. While many popular dinners repeated, we were delighted to have 6 new meals as part of the auction. The auction is only a success due to the generosity of members and friends who offer events as well as those who bid. Many thanks to the committee.

Respectfully submitted,

Eileen Sullivan, Chair

Hospitality Committee

Committee members: Gwen Cranmore, Jennie Fitch, Claire Hastie, Steve Hanna, Michele Sprengnether

The Hospitality Committee continued to organize the Sunday Social Hour this year. The Au Bon Pain store in Central Square continues to donate their leftover pastries to the church on Saturday night. When combined with food from the grocery store, a nice snack is available for all on Sunday morning.

In the autumn, we had quite a busy series of Community Lunches: a Chili Cook-Off on August 16, Homecoming Sunday on September 8, a Taiwanese lunch on October 6, and Dia de los Muertos on November 3. In addition, we hosted an ordination dinner for Maricris on September 22 and a New Member Breakfast on February 9. So much fun!

**Respectfully submitted ,
Steve Hanna**

Investment Committee

The Investment Committee is charged with prudently administering the endowments of First Parish and Paine Social Services, along with the reserve accounts of Cambridge Forum and Tuesday Meals. 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: October 28, 2013, February 3, 2014 and May 5, 2014. Tim Warren served as Chair and presided at each of these meetings.

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. In this way all organizations benefit from long-term, predictable income streams. The committee has adopted a written policy that states that we consider withdrawal rates of between 4.5% and 5% of the trailing average portfolio market values during the previous 13 quarters to be prudent and sustainable, 5%-5.5% to be questionable and over 5.5% to be unsustainable.

During the 2013-2014 fiscal year, the endowment contributed \$271,000 to the operating budget of First Parish (including amounts designated for restricted purposes such as the Hall and Taft funds), compared with \$257,000 paid out in the previous year. This is a withdrawal rate of 4.5%.

During the 2014 calendar year, the endowment is contributing \$166,000 to the operating budget of Paine Social Services, compared with a contribution of \$158,000 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 \$7,000 represented a withdrawal rate of 5.4% and this was granted and paid in June 2013 for use in the 2013-14 fiscal year.

During this fiscal year we continued to receive payments of interest and principal from First Parish to amortize the loan made from the endowment for elevator construction. The opening balance of the loan on September 30, 2006 was \$430,477. The interest rate is 5.6% and the term is 25 years. This fiscal year the Treasurer of First Parish elected to make the payment to the endowment in a lump sum instead of quarterly payments. The total paid to the endowment was \$32,099.64.

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

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

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

At our February meeting, Aaron Ziulkowski of Walden Asset Management reviewed our record of social action. During the previous year, we participated in shareholder advocacy on several issues with corporations where First Parish owns common stock. For example, we were co-filers of resolutions on Political Spending & Lobbying (Accenture, ConocoPhillips & JPMorgan), Climate Change (Mettler-Toledo) and Sustainability Reporting (C.R. Bard, Emerson Electric).

The First Parish endowment increased from \$7,161,739 on June 30, 2013 to \$8,028,832 on June 30, 2014. Co-mingled with the First Parish endowment are endowment funds for the Cambridge Forum (\$150,375) and Tuesday Meals (\$56,169). The Paine endowment increased from \$3,543,443 to \$3,956,198 over the same period. These changes in investment value are net of management fees and of the contributions that the endowment made to the operating expenses of First Parish, the Cambridge Forum and Paine Senior Services. Respectively, those contributions were \$271,000, \$7000 and \$166,000.

At our February meeting we met with representatives of Walden to review our investment performance over the 2012 calendar year. For the year the First Parish endowment showed an investment gain of 23.0%. For Walden's entire tenure as our investment managers (i.e., August 31, 2003 to December 31, 2013), they have achieved an annualized investment return of 7.8%, compared with a gain of 6.7% for our blended benchmark portfolio.

In June 2013 at a Special Meeting the members of First Parish in Cambridge, the congregation voted to divest itself of all investments in companies related to fossil fuels within five years. At the time of the vote the value of those investments was approximately \$413,000. As of June 30, 2014 that portfolio had been reduced to \$142,000.

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

Frank Duehay

Jennifer Griffith

Peter Kelsey

Charles Leiserson

Ernie Sabine

Mary Wright

Membership Committee

Team Members: Mykal Slack, Community Life Coordinator; Renée Saindon, Membership Team Chair; Alison Altman, Barbara Ceconi, Sharon DeVos, Brittany Gardner, Karin Lin, Hanna Stites, Joanna Fink, (1st half of the year)

It is a privilege to serve as an extension of the Community Life Coordinator as we strive to build and live the beloved community. To succeed in this task, the team met each month to discuss where our strengths and weaknesses lie as a church and as a membership team. The Membership Team learned through these discussions that there was a strong call for resources, branding and collaboration with other teams within the church. To strengthen these areas, the following actions were addressed and many completed.

Resources:

- Talking points were developed to strengthen the content of verbal engagement.
- Covenant Cards were created to help structure discussions about Unitarian Universalism and how to explain our covenantal faith.
- Larger version of the Covenant Cards were created in a brochure format to provide ADA Compliant resources to fellow congregants with vision challenges.
- Through lists provided by the Congregational Administrator, we were able to activate grassroots efforts to reach out to congregants who had started, but not completed, the three steps to membership. These actions have led to 50+ persons attending the Exploring Membership classes this year, with 18 successfully completing the path the membership.
- Nearly all of the Membership Team attended the Leadership Workshop in August 2014 and found the events quite helpful.
- Each month as new batches of Newcomer Cards are entered into PowerChurch database, members of the team reach out to newcomers and extend the welcome past the service via email the following week. These emails serve to strengthen the connection of the newcomer to the church and invite them to return for another service, event or upcoming community activity.

Branding:

- we practiced greeting newcomers through role play exercises, learned greater awareness of Abilities and Access concerns to strengthen and diversify our welcoming efforts to all people.
- Covenant Cards were also created as a resource for discussion and field marketing.
- In an effort to brand the membership efforts in First Parish, the team has purchased a new tablecloth for the Newcomer Liaison table as well as new matching tall mugs for use during coffee hour by newcomers.

Collaboration:

- The Membership Team has been collaborating with the Welcome Team to ensure a smooth first experience for newcomers at services.
- The Membership Team has been collaborating with the Hospitality Team by carrying the 'welcome' into coffee hour, introducing newcomers and current members to each other to spur deeper connections and investments into covenant groups, committees and task forces.
- All three teams have been collaborating this year via the New Member breakfasts and Homecoming Potluck events. These events also help strengthen the First Parish in Cambridge brand.
- We have been reaching out to other committee chairs, inviting them to serve as Newcomer Liaison for a day to help promote their committees and further introduce new faces and support deeper connections.

GOALS:

It is also our intention this fall to work more closely with the Community Life Coordinator to make more use of the Tending the Flame Inventory Sheets. We will help him ensure the entire congregation completes these sheets as well as assist him in the collating, analyzation and dissemination of this data to the various team leaders across the church for greater involvement and activism. We believe these efforts will directly strengthen and grow the church body, its revenue and its success in building the beloved community.

Additional Topics that Have Been Brought Up for Discussion and/or are Still on the Table Entering 2014-2015:

- Re-establishing a **Bridging Ceremony** - Currently First Parish honors Coming of Age (for the 13/14 yr olds) as they complete Religious Education classes, but we do nothing currently to bridge the gap from Coming of Age to the Young Adult Group. Perhaps we partner with the YAG to explore our options.
- Continued interest in **Adult Religious Education classes** for members new to the faith, or in support of lifelong spiritual growth and opportunities to learn how to better communicate with each other in a constantly diversifying community
- **Welcoming Training Program/ Follow Up:** The church has done it before, but many new leaders have emerged and want/ need training
- **Adult OWL:** Building Relationships and Learning How to Talk about Relationships in a Diverse Community

**Respectfully submitted,
Renée Saindon, Chair**

Music Committee

Committee members: Jonathan Barnhart, First Parish Music Director; Steve Hanna & Mara Vorhees, co-chairs; Jean Farrington, Irene Merwin, Mark Pickering, LeLaina Romero and Don Tucker.

The role of the Music Committee is to promote music as a form of ministry at First Parish, not only during worship service, but also in less formal situations and in the wider community. In 2013-2014, we have carried out this ministry in a variety of ways.

Music during Worship

We recognize that music is an important part of the worship service, and we strive to include music that enhances the service, cultivating healing, connection and spiritual growth.

Choir

- The choir has grown this year, with about 25 members on any given Sunday.
- Although there is no rehearsal or performing during the summer services, some of our regular singers participate in a "hymn choir" which sits at the front of the church and assists in leading hymns.
- Choir members have enjoyed socializing together even when there is no music involved, including a monthly lunch after service and a fabulous end-of-year potluck party.
- Attendance at Thursday night rehearsals continues to be a challenge. **In general, attendance by Tenors and Basses has exceed that of Sopranos and Altos. Overall attendance improves significantly when the Choir is working on major compositions for services such as Day of the Dead, Christmas Eve, Easter, etc. Factors in the effectiveness of Thursday rehearsals are absences on Sunday mornings, and the ongoing challenge of planning the Worship Calendar with the clergy.
- The choir music library continues to expand: this summer we purchased 30 copies each of 25 new choir anthems.

Section Leaders

- This year we welcomed a new bass and tenor section leaders: Keith Brinkley (tenor) and Matt Stern (bass). Matt Stern did not return in the fall of 2014, as he accepted a job at his synagogue in Wellesley, and Keith Brinkley left just before Easter Sunday due to personal reasons.
- Both Matthew Truss (alto section leader) and Renee Saindon (soprano section leader) performed exceptional solos throughout the year, including selections from opera, Broadway and contemporary popular music. In addition, they presented amazing duets, such as the "Flower Duet" for Flower Communion Sunday, and "O Holy Night" for the Christmas Eve service.
- Renee continued heading up the efforts to increase the fund for a new piano for the meeting house (see New Piano Fund, later).

- Due to a budget surplus, and some creative accounting, Renee and Matthew were able to present vocal selections for the Offertory at almost all of the summer services.
- We are grateful that an FY15 budget has been approved which will again allow for hiring of section leaders in all voice parts. New tenor and bass section leaders have not yet been hired.

Choir Music

It just keeps getting better (and more diverse!). In addition to some very special guest musicians, the choir plays a key role in supporting more diverse congregational singing, often singing in Spanish and other languages, as well as experimenting with folk songs from other countries, African-American spirituals, pop music, etc. Some highlights from 2013/2014:

- Day of the Dead: songs in Spanish and a return appearance by I Mariachi Veritas de Harvard, a traditional (including costumes) band of trumpet, violins and singers.
- Christmas Eve: The enthusiasm of a number of choir singers has allowed First Parish, for quite a few years in a row, to have the Choir participate in the service.
- Easter: Guest instrumentalists on soprano sax and cello joined the choir in excerpts from *The World Beloved: A Bluegrass Mass*, by Carol Barnett.
- Gospel Sunday: For the third year in a row, the music committee invited Linda Brown San Martin to lead an expanded choir in a spirited service of gospel music, this year on two separate occasions (in October and in January). The services require extra rehearsals, as all music is learned by ear, but there has been consistently good participation by choir members and a few non-choir members (18 to 25 total). Following up on last year's discussion of cultural appropriation, members of the Music Committee met with the Transition and Worship Teams to be planning a Congregational Conversation around members' and friends' experiences with music (not necessarily in worship, but in life).

Music Outside of Worship

We recognize that music is a valuable tool in building community. In the past, the music committee has organized various events to allow singers and other musicians to come together and make music together, just for fun. Unfortunately, these events (mainly the Hymn Sing and the Talent Show) fell by the wayside this year, in the midst of other new events such as Gospel Sunday and the Heart to Heart recital. Both events will be considered for next year.

Music in the Wider Community

We recognize that music is a valuable tool in reaching out to the wider community. The music committee offers a few ways for members and friends to participate in such efforts.

- Christmas Caroling: First Parish continued its strong relationship with the Neville Manor and the Sancta Maria nursing homes for this annual mid-December event. (Carolers sang at only two facilities this year, as the third—Cambridge Homes—was already booked.) A few dozen singers performed for several dozen participants at each venue. As usual, there was lots of great food and plenty of holiday cheer at the potluck.
- Sancta Maria Sing-alongs: Elke Jahns and other FP members and friends continue to lead monthly sing-alongs on Saturday mornings at Sancta Maria nursing home. There are usually half a dozen singers that sing familiar songs along with the residents. Residents look forward to the visits and sing very enthusiastically! The regular attendees include some small children, who are very popular with the residents.

New Piano Fund

Renee Saindon, LeLaina Romero, Mykal Slack and David Ruffin hosted a recital on February 8 to benefit the New Piano Fund. The theme was “Heart to Heart, Music that Heals and Connects Souls”. This great concert was fairly well attended and super well received.

The two recitals that Renee organized have raised \$2700, bringing the total amount of donations to approximately \$10,000. The current goal is to purchase a gently used grand (6.1ft) Yamaha, which will cost approximately \$20,000.

Music Com explored the possibility of reallocating budgetary funds to the New Piano Fund. (Unused funds are in the section leader line item, due to midyear resignation of tenor section leader.) This seems unlikely, especially since the church is running a deficit in FY15.

New Committee Members

Music Com was pleased to welcome two new members this year: LeLaina Romero and Don Tucker. Unfortunately, LeLaina stepped down from the committee at the end of the year due to personal reasons.

Respectfully submitted
Mara Vorhees, Co-chair

Pastoral Associates

During our fifth year of service two of our number departed and two have joined. Life circumstances sent Tracy Blanchard and Otto O'Connor in new directions. We're grateful for their contributions and wish them all the best. We're pleased to welcome new Pastoral Associates David Light and Patrick Sullivan. Our primary accomplishment this year was continuing to provide confidential support and practical assistance to First Parish congregants. And we continued to be inspired by the ongoing care, kindness and empathy of our Circle of Care participants and of the entire congregation. In the coming year the Pastoral Associates particularly look forward to resuming, hopefully with the participation of other committees, our "caring connection" initiative to contact all First Parish members each year. We will also continue our efforts to expand the numbers and diversity of both the Pastoral Associates and the Circle of Care, to enhance our ability to serve our growing and evolving First Parish community.

Submitted by the Pastoral Associates

Manuel Garcia, Cushing Giesey, Linda Jurras, David Light, Jane Sturtevant and Patrick Sullivan.

Religious Education Committee

This report from the Religious Education Committee supplements the Annual Report from the Director of Religious Education Mandy Neff. In 2013-2014 the members of the RE Committee were: Karen Lombard, Marc Chamblee, Asha Tall, Youth Coordinator Catherine Smail, and chair Bruce Leslie-Pritchard. We met monthly for a two-hour meeting from September 2013 to June 2014.

During the past year, the RE Committee worked with Director of Religious Education Mandy Neff to support the First Parish RE program, assisting with recruitment of RE teachers and also recruiting other volunteers for activities throughout the year, including the Winter Retreat and Day of the Dead preparations. Committee members themselves also served as volunteers to support a variety of RE activities during the past year.

The RE program continues to be a vital component of the life of First Parish. In 2013-2014, the overall RE registration was 95 children in classes running from pre-school through high school youth.

The program began the year with the COA/Youth Coordinator continuing as leader of the Youth Group. During the year some issues arose that led to her leaving the position suddenly. This was certainly a significant blow, but the dedicated efforts of the Youth Advisors and Mandy Neff and Mykal Slack and the youth themselves made it possible for the Youth Group to continue as a vital part of the First Parish community. The Youth Group attended several UU Youth Cons throughout the year and continued to meet and thrive despite the departure of the coordinator. A successful recruitment effort led to a new COA/Youth Coordinator, Jeremie Bateman, joining First Parish in the fall of 2014.

The RE Program selects one month's Shared Offering recipient group each year. The RE Committee members propose a list of possible organizations that is then voted on by the children in the RE program to select the organization. This past year the children chose The Food Project, and took part in service trips to The Food Project's farm in Lincoln.

Mandy Neff and RE Committee Chair Bruce Pritchard led a series of sessions for parents in the RE program based on the UUA's "Parents as Spiritual Guides."

The RE Committee participates regularly on the First Parish Program Council and also took part in the Leadership Gathering in the fall of 2013.

The RE Committee helped to coordinate RE Sunday in the spring, in particular the RE Sunday Sundae event at coffee hour, with donated ice cream and sundaes for all.

The leadership of Mandy Neff continues to be crucial to the thriving First Parish Religious Education program. A critical part of that leadership is the inspiration and guidance that she offers to the RE Committee both as a group and as individuals.

The RE Committee continues to work to improve the integration between the Religious Education program and the overall life of First Parish. This will remain a goal of the Committee and the RE program in the upcoming year as an important way to support our core mission, "to foster spiritual curiosity and faith formation."

**Respectfully,
Bruce Leslie-Pritchard
Chair, RE committee**

Stewardship Committee

Committee members: Claryce Evans, Steve Hanna (Chair), Shaun Paul, Don Tucker, Linda West, Susan Shepherd (Standing Committee Liaison)

The Stewardship campaign started early this year so that Rev. Fred Small could deliver a kick-off sermon and lead giver reception before he left for his sabbatical. Our theme was "Tell 'em about the dream", encouraging parishioners to realize our dream for First Parish by pledging generously.

A generous 38% of repeat pledgers increased their pledge, with most of those giving as much as we requested or more. Another piece of good news was that more than 95% of our above-average pledgers (\$1,400 or more) gave again. However, this ratio dropped to 77% among those with smaller pledges. Therefore, we fell short of our goal, raising only \$263,490 in pledges during this spring's pledge campaign vs. \$284,769 raised last year.

We are looking into the causes of this decline. Was it due to Fred's absence? Experienced fundraisers know that a minister or other leader is instrumental in bringing in pledges. Or is there some other trend here, such as a less wealthy congregation. We'll try to find out.

This year, we started organizing a Planned Giving program for members and friends who would like to make a gift to First Parish in their will or in some other way such as a trust. The contact for this program is Don Tucker. Contact him at tucker.donald@gmail.com if you would like to make such a gift or have already included the church in your will.

FY2015 pledges secured by June 16, 2014: \$ 263,490 Pledge units 168

**Respectfully submitted ,
Steve Hanna, Chair**

Sustainability Committee (Green Team)

In 2013-2014, the Green Team continued its work as a project of the Environmental Justice Taskforce. For 2014-2015 and onward, the Green Team will function as a church-wide Operations Committee. In 2013-2014, the Green Team organized volunteer Fall and Spring work days, and made progress on the church Sustainability Action Plan (SAP). The Green Team collaborated with the Buildings and Grounds Committee on energy efficiency issues which are high priority in the SAP and supported efforts toward the installation of new energy efficiency lights in the Meetinghouse attic space. This work brings us closer to more adequately insulating the Meetinghouse attic.

Statement of Purpose: The Green Team promotes sustainability as a collaborative congregational commitment striving for continuous improvement in our building operations, as individuals and as a community. Working with the Standing Committee, program groups, committees and staff, the Green Team serves as a resource helping First Parish Cambridge identify sustainability issues, learn about action options and share information that will create more consistent and better choices.

Assigned Tasks:

- The Green Team is responsible for the preparation and updating of our Sustainability Action Plan to maintain certification under the Sustainable Communities Leadership Program (current certification 2013-15) and to continually monitor our progress toward our key sustainability goals.
- Working with other committees, groups and staff, the Green Team helps develop purchasing guidance and decision-making procedures that support energy efficiency, water conservation, pollution prevention, and other sustainability management concerns.
- Promote understanding and support for sustainability through participatory activities such as the Spring and Fall energy saving/planting work days, free home energy audit programs, and educational events.
- Serve as an information resource group for other committees, groups and staff in researching and developing sound choices that support our sustainability goals.

Team Members and Meetings: The Green Team is currently comprised of three voting members who serve as co-chairs: Linda Clark, Michele Sprengnether and Sylvia Wheeler. The Green Team meets generally bi-monthly but more frequently in preparation for the Spring & Fall Workdays. Members also attend Buildings & Grounds meetings when sustainability issues are on its agenda. Additional members committed to sustainability management would be helpful.

Contact: *Linda Clark, sustainability@firstparishcambridge.org*

Worship Associates

Worship Associates: Gloria Korsman and Linda West, Co-chairs; Andrew Coate; Jennifer Fitch, David Levine, Ryan McMahon; Jessica Roffe; Chris Scheller, Maria Cristina Vlassidis Burgoa

Ex-officio: Rev Fred Small, Senior Minister; Rev Lilia Cuervo, Associate Minister; Rev Mykal Slack, Worship Leader; Jonathan Barnhart, Music Director

During the summer of 2013, Jennifer Fitch and David Levine accepted invitations to become Worship Associates. Rev Mykal Slack joined the group in anticipation of serving as interim Worship Leader during Rev. Small's sabbatical. An afternoon retreat was held in the Chapel August 11, 2013 to orient both new and returning members of the team. Andrew Coate withdrew from active participation in December to focus on graduate school. Rev. Small was on sabbatical from February 19, 2014 through August 27, 2014.

A major focus for the year was our responsibility for worship services during Fred's sabbatical. We were aided immensely by the wise guidance of Lilia and by Mykal, who agreed to serve as interim minister during this period, in addition to his other responsibility at First Parish as Community Life Coordinator.

Anticipating Fred's sabbatical, we began planning for an entire year early, our first concern ensuring that we had compelling and spirit-filled worship services planned, with worship leaders scheduled. In October we tackled the task of laying out services through the end of August 2014 and met with Katrina Piehler, who represented the Sabbatical Committee.

During the year we enjoyed services led by guest worship leaders:

Mark Morrison-Reed	July 14 2013
Manikka Bowman	September 1 2013
Jim Sherblom	November 10 2013
Clyde Grubbs	May 11 2014
Rosemary Lloyd	June 29 2014

Additionally, Lilia included two guest speakers in services she led:

Gandiva	March 6 2014
Margaret Placentra-Johnson	June 22 2014

Five services were lay led:

General Assembly participants	July 21, 2013
Youth-led worship	March 30, 2014
Music Committee	April 13, 2014
Beltane, led by CUUPS	April 27, 2014
Beyond Borders	May 4, 2014

The congregation seemed to enjoy the services with music supplied by members of the gospel choir, led by guest music director Linda Brown-San Martin.

Worship Associates supported Lilia in monthly contemplative services; these were extended to year round this year.

During the September 8, 2013 homecoming service, we introduced the Spanish version of our covenant and posted a video on the website to help people with pronunciation. Also during September we initiated a pastoral prayer, led by the ministers, lifting up concerns submitted to the Pastoral Associates team, the ministers, or placed in a designated box before services.

Fred brought to the group the idea of instituting a second, early and more traditional service, with an aim to better support those for whom the 10:30 service is difficult to attend (RE teachers, for example) and those for whom the changes in services have been unwelcome. The idea was not implemented due to his sabbatical.

At the May meeting, members of the Abilities and Access Committee met with the Worship Associates to orient us to the two-year certification process the committee is leading and to advocate for making services as accessible as we can. A Braille embosser was procured and we are able to offer the order of worship in Braille. In June we began offering an alternative to lighting candles for those who find that difficult: placing a stone in a bowl of sand.

We made a number of improvements to the worship schedule spreadsheet, a shared document in Google, enabling office staff, RE staff, ministers, and Worship Associates to share information on each service easily. During the year we moved all still relevant resource documents, for example, guidance for hosting a guest minister, meeting minutes, and Sunday service task lists for Worship Associates, from the team's Yahoogroup area into Google docs, making current information easier to access. We added a spiritual practice segment to each team meeting this year.

Gloria and Linda will end their service on the team in Fall 2014.

Respectfully submitted

Gloria Korsman & Linda West (co-chairs)

Social Justice Council

Members: Marcia Hams (Chair), Susan Leslie-Pritchard, Margaret Drury (At-large), Denise Garcia (Immigration), Rosalie Anders (EJTF), Susan Nye (MEEG and at-large), Ally Lent (At-large), Claryce Evans (At-Large) *Each Task Force and the MEEG have submitted separate reports*

The Social Justice Council held monthly meetings to plan SJC at-large activities and communication; to review and support the work of the two Task Forces (Environmental Justice and Immigration) and the Middle East Education Group; respond to non-Task Force related requests for support from outside First Parish, and implement the process for the congregation to vote on Task Forces for 2014-2015. We coordinated and timed our events across the SJC, EJTF, Immigration and MEEG, sometimes in conjunction with the Transformation Team; initiated other social justice actions or responded to requests for sponsorship of important social justice events. See below for a list of events which we organized and/or actively promoted.

We were responsible for choosing three groups to receive the shared plate offering and selected Centro Presente, 350Massachusetts, and the Brazilian Immigration Center. We produced the SJC News periodically to announce meetings and events of the First Parish task forces and groups, UU Mass Action, UUA, Standing on the Side of Love, and other events related to our work. With staff support, we hope to product SJC News next year more regularly.

We provided input to the Strategic Planning Committee on social justice priorities for the next three-five years and agreed to prioritize (1) joining an interfaith justice organization like the Greater Boston Interfaith Organization (GBIO) to deepen ties to other denominations and communities of color and have a broad and effective social justice impact, and (2) seeking more staff support for better communication and engagement of the congregation, for assistance in leading more trainings and more effective communication with outside partners.

Working with the Transformation Team we sponsored several events throughout the year, including (1) a "sharing and healing" congregational conversation with over 40 people after the Trayvon Martin murder and Zimmerman verdict, (2) a well-attended report back from Otto O'Connor on her trip to Ghana with a group of seminarians, and (3) our First Parish contingent in the Mothers Day March for Peace in Dorchester.

At the semi-annual meeting on June 4 the EJTF and BB/SF (change of name from previous Immigration Task Force) were voted in as next year's priorities. The congregation also voted to join the interfaith Boston New Sanctuary coalition, in which Beyond Borders/Sin Fronteras already participates.

Activities organized by the Social Justice Council (not including Task Forces and MEEG—these are in their reports):

July, 2013

- Publicized and attended Cambridge conversation about Trayvon Martin murder/Zimmerman verdict with Cambridge Peace Commission, Alliance of Black Pastors and Police Dept.
- Healing and Hearing congregation conversation on Trayvon Martin murder/Zimmerman verdict. Facilitated by Social Justice Council and Transformation Team. (40 attended)

August, 2013

- Publicized and members attended 50th Anniversary Commemoration of the March on Washington with other Boston areas organizations.

September, 2013

- Social Justice Council calendar & information at Homecoming Gathering to kick-off the year.
- Promoted UUSC collection for Typhoon victims.

January, 2014

- Co-Sponsored MLK Event in Cambridge with Peace Commission and organized participation by First Parish members.

February, 2014

- Sponsored, with Transformation Team, report by Otto O'Connor after service on her recent trip to Ghana with a group of seminarians.
- Coordinated the process for awarding the annual Courageous Love Award – February 2014 - Westboro 8 - helped organize their participation in the service

March, 2014

- Began exploring process for joining Greater Boston Interfaith Organization (GBIO) and attended 15th anniversary celebration and learned about GBIO's accomplishments, members, and plans for the future.
- Publicized Minimum Wage rally March 26th at State House.

April, 2014

- Sponsored showing of "[Behind the Kitchen Door](#)", with Saru Jayaraman, co-founder & co-director of the [Restaurant Opportunities Centers United](#). The film and her book is on the exploitation that lies "Behind the Kitchen Door" for so many food service workers here in the U.S., along with the growing movement to right these wrongs.

May, 2014

- Organized First Parish contingent of 10 people for the Mothers Day March for Peace.
- 10 Years of Marriage Equality in MA: Organized members of congregation to read sections of the court decision at service and had a cake at coffee hour.

June, 2014

- Collected signatures at coffee hour at delivered to city halls, in support of Raise Up MA, the bill to raise the minimum wage (which passed).
- Co-Sponsored a film with Community of Harvard Square Churches, held at Christ Church, on LGBT oppression and resistance in Uganda, with film, "Call Me Kucha" and speakers: charismatic Ugandan gay activist **Mr. John Abdallah Wambere**, who is seeking asylum, and **Pastor Judy Hanlon** from LGBT Asylum Support Task Force of Central Mass.

Respectfully submitted
Marcia Hams

Beyond Borders-Sin Fronteras

Education. Awareness. Witness. Advocacy.
[formerly Immigration Task Force (ITF)]

Migration is part of human life, whether we move across the city, to another state or another country. However, for many immigrants who come to the U.S., migration is often the result of economic injustice (such as unequal implementation of policies like NAFTA and CAFTA), natural disasters, environmental changes, war, military coups or violence. Indeed, migration is driven by economic, social, political and environmental factors. Millions of people are on the move around the world. Many are in refugee camps, in detention centers, or living and working in places without full legal status often without access to social services or protection of civil or human rights.

Our Work

The Immigration Task Force launched in 2009 to support our immigrant neighbors and push for fair reform. A year later, the group became an official Task Force. Overall our **goals** are to educate, bear witness, create awareness, and advocate for change in immigration issues locally and nationally. We strive to uphold the congregational journey towards a multicultural and multiracial future as well.

Our work is grounded in our Seven UU Principles. In particular we work to affirm:

- The inherent worth and dignity of every person;
- Justice, equity and compassion in human relations;
- 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 also:

- Take leadership from those most affected by immigration;
- Partner with local immigrant advocacy groups, specifically Centro Presente;
- Connect with other FP committees and faith organizations.

2013-2014 Events *Events organized or sponsored by Beyond Borders-Sin Fronteras at First Parish Cambridge

Over the last church fiscal year we organized, sponsored or hosted five events and activities. We also participated in several community or partner events outside of church; a few are listed here.

<p>October 2013 *Boston New Sanctuary Movement (BNSM) Annual Clergy Breakfast TRUST Act Hearing</p> <p>November 2013 *Just Communities Film and Discussion BNSM Prayer Vigil at Suffolk County Jail & Detention Center</p>	<p>March 2014 * Why Don't They Come Legally? Presentation & Potluck</p> <p>May 2014 BNSM Prayer Vigil at Suffolk County Jail & Detention Center * Beyond Borders-Sin Fronteras Church Service and Reflection on Immigration * TRUST Act Call-In</p> <p>June 2014 * Boston New Sanctuary Movement Pledge Signed</p>
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2013-2014 Members (alphabetical)

<p>Organizers</p> <ol style="list-style-type: none"> 1. Ethan Contini-Field 2. Denise Garcia (Co-chair) 3. Susan Leslie-Pritchard 4. Karin Lin 5. Susan Shepherd 6. Maria Cristina Vlassidis Burguoa 	<p>Supporters</p> <ol style="list-style-type: none"> 1. Alison Altman 2. Julie Duncan 3. Charlene Galarneau 4. Brittney Gardner 5. Gloria Korsman 6. Rashid Shaikh 7. Molly Uline
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Sneak Peek of Future Events

As in the past, we aim to coordinate at least four church events centered on immigration issues because even if reform is passed, difficulties and discrimination will continue. Indeed, we must also change hearts and minds around this issue. Plus, the Senate bill, "Border Security, Economic Opportunity, and Immigration Modernization Act," focuses mainly on security rather than the root causes of migration, which is part of what is needed for transformation. Meanwhile, Congress is avoiding the debate to a large extent.

Despite legislative changes, we are focused on continuing to educate our congregation on issues surrounding immigration. We will work to expand our scope and delve deeper into this issue in addition to working with our partners.

Activities *may* include:

- Cross-cultural Coffee (discussion with an immigration board game)
- Film and Discussion
- Health Care Event
- Wage Theft Event
- Saliagua (Interactive Play)
- Talk by a member of the Undocumented Migration Project.

2014-2015 Members (alphabetical)

Organizers	Supporters
<ol style="list-style-type: none"> 1. Denise A. Garcia (Co-Chair) 2. Laura Heath 3. Susan Leslie-Pritchard 4. Karin Lin 5. Maria Cristina Vlassidis Burgoa (Co-Chair) 	<ol style="list-style-type: none"> 1. Alison Altman 2. Charlene Galarneau 3. Brittney Gardner 4. Ally Lent 5. David Ruffin 6. Rashid Shaikh

**Respectfully submitted,
Denise Garcia, Chair**

Environmental Justice Task Force

In 2013-2014, the Environmental Justice Task Force continued its work on fossil fuel divestment. Task force members were invited to speak at other area churches, primarily UU churches, to discuss the process leading up to First Parish's unanimous vote to divest in June 2013. We also took part in an ad hoc group of local Unitarian churches working to get divestment on the ballot at the national UUA General Assembly in June 2014, and then to win the votes needed to pass it. Spurred by the UUA vote to divest, additional area churches are examining their positions, and we continue to receive requests for help.

We have worked on the campaign to persuade the Commonwealth to divest its pension fund, with postcard campaigns, participation in rallies, and lobbying. This effort will continue. We organized a meeting to discuss how members of the congregation might further the divestment movement, including working with groups at their alma maters.

While divestment was a major focus of our work, we also participated in efforts to close the Salem coal plant, to support Cape Wind, and to protest the proposed Keystone XL pipeline. We sponsored a successful fund-raiser to pay legal costs of the Westborough 8, who did civil disobedience to protest the pipeline; the group later received the First Parish Courageous Love award.

To help members of the congregation reduce their own fossil fuel use, we invited Mothers Out Front to present their program to sign people up to buy wind power and provided information about available energy efficiency programs.

We continued to provide opportunities for people to experience the Work That Connects created by Joanna Macy to help them turn their concerns about climate change and other issues into positive action.

Respectfully submitted
Rosalie Anders, Chair

The Middle East Education Group

Mission and Description: The group strives to promote deeper knowledge and understanding of current issues in the Middle East, especially where the United States government or the United Nations plays a role. This involves offering educational opportunities such as films, field trips, book discussions, lectures, and panel discussions. Our primary audience is First Parish; a number of programs are also open to the wider community. For more information e-mail MEEG@firstparishcambridge.org

Membership: Constance Cutter, Sharon DeVos, Bill Dotson, Pamela Fox, Pepper Greene, Grace Hall, Claire Hastie, Arthur Holcombe, Susan Holcombe, Ernie Kirwan, Connie Kirwan, Donner Lohnes, Dorianne Low, Don McInnes, Jeannette McInnes, Susan Nye, Rashid Shaikh, Sandy Wayne.

Co-Chairs: Susan Nye and Grace Hall

Summary of events and activities during the 2013-2014 church year:

The Group presented the following events:

- September 15, 2013: Screened the Ware Lecture (from 2013 GA) with Eboo Patel speaking on "Standing Your Sacred Ground".
- October 20, 2013: Rashid Shaikh led a review and discussion of *Sacred Ground: Pluralism, Prejudice, and the Promise of America* by Eboo Patel.
- January 12, 2014: Report on UUJME trip to Israel and Palestine.
- March 21, 2014: Discussion on "Living in a Difficult Neighborhood: Jordan Hosting Refugee Flows", moderated by Susan Holcombe. The panelists were two mid-career leaders from Jordan studying at the Heller School for Social Policy and Management at Brandeis University. They presented a view of the social, economic and political effects of refugee flows on Jordan. Middle East-themed refreshments were offered.
- April 27, 2014: Screened the film *My So-Called Enemy*, followed by a discussion moderated by Mykal Slack. Lunch was also provided at the filming as well as sponsoring the Social Hour prior to the film.

In addition, the Group

- Supported/publicized the following events:
 - December, 2013: Exhibition of photographs of and interviews with Palestinians living or working in Cambridge. Sponsored by Cambridge-Bethlehem People to People and held at the Cambridge Multicultural Arts Center.
 - March 5, 2014: Cambridge Forum presentation of "Framing Military Occupation: Close-Ups of Daily Life in the Occupied Palestinian Territories", looking at day-to-day life there.
- Provided the Silent Auction with a basket of items related to the Middle East

Plans for 2014/2015:

- Sept 19 (Friday evening) Repeat screening of "My So0Called Enemy" with probable co-sponsorship of Social Justice Council and with public invited.
- October 28, 2014: Co-sponsor Gaza Mental Health Foundation tribute to Dr. Eyed el Sarraj (suggested donation at the door and appeal for funds during the event).
- November 2014: Prepare a basket for the Auction.
- March 2015: Celebrate Nowruz, the Persian New Year, with focus on the Museum of Fine Arts activities. (In addition to promoting the event, we would provide background material and organize participation.)
- Date not set: Sponsor Social Hour.
- Date not set: Donate flowers one Sunday
- Events under consideration:
 - Another event related to Persian culture.
 - An activity related to a mosque in the area.
 - Additional event(s) to be determined.

Respectfully submitted,

Grace Hall, co-chair

Open Doors Program

Group Purpose. The role of the Open Doors Group is to conduct a program of Open House days during which the public is invited to view our historical exhibits and tour the Meetinghouse as an introduction to Unitarian Universalism and First Parish in Cambridge.

Membership. Carol Agate, Sam Berliner, Gwen Cranmore, Andrew Drane, Frank Duehay, Grace Hall, Diasaburo Hashizume, Tegan Kehoe, Ernie Kirwan, chair, Hannah Stites, Linda West, Sylvia Wheeler, Jinghua Zhang.

Summary of Activities in 2013-2014. Our new historical exhibit in the narthex was planned and completed by a team of First Parish members, Julie Duncan, Gloria Korsman, Tegan Kehoe and Ernie Kirwan, with text development by professional writer Sarah Morris. Critique and guidance was provided by Fred Small, Lilia Cuervo, Chris McElroy and Carol Lewis.

Costs for the exhibits and ongoing expenses has been covered by two grants from the UUA totaling \$8500 and a \$4000 donation by the Kirwan family.

The historical exhibit was completed in late 2013, with supplemental display panels on UUA, UUSC, UUUM and First Parish installed in the spring of 2014.

A four-fold pamphlet - a Chronology of Unitarian Universalism and First Parish, was compiled and designed by Ernie Kirwan with editorial review by Fred Small and Gloria Korsman. Pamphlets are being distributed to Open House visitors.

A trial Open House was held on Wednesday, April 23, attended by 70 visitors on a rainy, windy day, greeted by five team members and professional guide, Vincent Dixon, who has in-depth knowledge of Cambridge, Harvard and First Parish history, and has been helpful in training our volunteer guides.

On May 20, based on the results of our trial run and Program Group Application, the Standing Committee approved us as an official First Parish Group.

We've held Open Houses on the third Wednesdays of May, June, July and August, from 11 am to 2pm, with the largest visitor attendance being 100 on August 20th. Hannah Stites has done an excellent job in getting visitors to sign our guest log, and Carol Agate has produced a fine report on the results of each Open House.

Plans for 2014 – 2015.

We plan to continue holding Open House days on the third Wednesday of each month from 11am to 2pm. Many of our visitors have been from other states and foreign countries; in order to attract more local residents and students, we will employ targeted invitations and increased use of media. We also hope to involve more church members and to coordinate with other parish groups in support of our educational outreach efforts.

Respectfully submitted,

Ernie Kirwan

Partner Church Program Committee

The Partner Church Program Committee was inactive for most of the year, awaiting the appointment by the newly-combined Hungarian and Transylvanian Unitarian Churches of a new minister at our partner church, Bordos, in Transylvania. That finally came to pass; he is the Rev. Sándor (Alexander) Balász, who does get e-mail and can read and write English (with some difficulty - his son is fluent).

During Lilia's and my trip to visit Bordos, this past April, we learned that there are too few children in residence (most board out) and it was recommended that we add two other tiny churches in that area as partners to have a large enough base of children to make a Pen Pal relationship between the Sunday Schools worthwhile.

The Partner Church Council (PCC) now has a requirement that the North American church's governing body (our Standing Committee) must specifically approve the request to add partners and that there should be a line item in the budget to cover the church's membership in the UUPCC as "but one measure of commitment on the part of the congregation". A request was sent to the Standing Committee for addition of a line item in the budget and approval of PCC's invoice(s) for annual dues of \$150.00. Profiles of the other two Transylvanian congregations were provided to the Standing Committee.

On our trip, Lilia and I cemented a close relationship with the Bordos minister, Rev. Balász, and expect that First Parish will shortly be able to commence an active and mutually-rewarding partnership. We ended the year awaiting the Standing Committee's action.

Respectfully submitted,

Sam Berliner III

UU Buddhist Meditation Group

We meet every Tuesday at 7:30 from September through June. (We are considering meeting through the summer.)

In addition to the sponsorship of First Parish, we practice also under the aegis of the Foundation for Active Compassion (www.foundationforactivecompassion), which is one of the groups that authorizes my teaching, and on whose board I serve. When I am not able to lead a practice, we are invited to attend the meditation of the Natural Dharma Fellowship (www.naturaldharma.org), same day and time, at Cambridge Friends. I am a teacher in that organization's Margha program.

We have a consistent attendance, averaging 12. The largest attendance has been 16. The core of the group is mostly First Parish members: Lyn Lydsky, Lee Varon, Jack and Linda Jurras, Mary Ann Szporluk, George Bell, Tina Gram, Grey Lee, and a number of others. New folks, both First Parish members and others, continually express an interest and attend once or twice. The total number of persons who attended more than one meeting last year is 24.

The group has become very important to those who attend. We practice Tibetan-sourced (but universally accessible) "bodhicitta" meditations, the cultivation of an open heart, breaking through self-preoccupation and personal habits, learning to trust deep, natural qualities of love, compassion, sympathetic joy, and equanimity. It has made a difference in how many of us live and relate to others and the world.

This summer we began a new way of yoking the meditation group to the congregation. An essential part of the Buddhist tradition is the practice of generosity (dana), by which the free giving of the dharma (teaching), which is evaluated as priceless, is met by the free offering of the student/practitioner who benefits from the teaching. We are accepting voluntary donations from those in the group and from them give a modest amount per meeting(\$25) to First Parish, and the rest to the teacher.

The group is connected to the UU Buddhist Fellowship, a network of an amazing number of Buddhist practice groups in UU congregations. A continental UUBF convocation is planned for March. The web site for that event is <http://uubf.org/docs/UUBF-Convocation-2015-flyer.pdf>

I can't imagine a more fitting group for UU's, fulfilling the promise of the statement on beliefs and principles on uua.org: "*we gather to nurture our spirits and put our faith into action.*"

**Respectfully submitted,
Joel Baehr**

Women's Book Group 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 7:00 pm – 9:00 pm.

The group is open to any female member or friend of First Parish, and attendance each month is not required – participants should feel free to come to as many or as few discussions as they would like. In 2013-2014, the group was facilitated mainly by Jennifer Griffith. Each month's discussion is facilitated by the woman who suggested that book. Women who attended the discussions in 2013-2014 include: Deb Fraize, Renee Saindon, Ellen Mass, Jules Kobek, Michele Sprengnether, Sylvia Wheeler, Dorianne Low, Jennifer Griffith, Juliette Braun, and Jean Chandler.

We choose the books we read at the first meeting of the year. Everyone is invited to this meeting and invited to present books for the group to consider, then we vote on the books we want to read. Participants who are not able to attend the meeting in September but want to recommend a book to the group can email the women's book group facilitator at womensbookgroup@firstparishcambridge.org.

Outside the meetings, the women's book group communicates through a yahoo group called FirstParishWomensCommunity. Women interested in being on the yahoo group should email the facilitator at womensbookgroup@firstparishcambridge.org. Participants can also find out information about the women's book group in the printed weekly announcements in the order of service, in the printed and online versions of the Meeting House News each month.

In 2013-2014 we read and discussed these books:

October- *Sacred Ground*, by Eboo Patel

November- *Orange is the New Black: My Year in a Women's Prison*,
by Piper Kerman

December- *The Roundhouse*, by Louise Erdich

January- *The Lacuna*, by Barbara Kingsolver

February- *Louisa May Alcott*, by Susan Cheever

March- *Letters to a Young Poet*, by Rainer Maria Rilke

April- *The Earth Path*, by Starhawk

May- *Behind the Kitchen Door*, by Saru Jayaraman

June- *Raised from the Ground*, by Jose Saramago

The women's book group is guided by the covenant of right relations that we adopted in October 2008 and amended in September 2009 and in September 2010:

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

As members of First Parish in Cambridge:

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

As Unitarian Universalists, we affirm and promote:

- * The inherent worth and dignity of every person;
- * Justice, equity and compassion in human relations;
- * Acceptance of one another and encouragement to spiritual growth in our congregations;
- * A free and responsible search for truth and meaning;
- * The right of conscience and the use of the democratic process within our congregations and in society at large;
- * The goal of world community with peace, liberty, and justice for all;
- * Respect for the interdependent web of all existence of which we are a part.

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

- * We agree to start and end on time: 7:00 pm to 9:00 pm. If it's necessary for us to come late, we agree to do so unobtrusively. We agree to address group business at the beginning of the meetings, and discuss only the books after business is addressed.
- * The format for discussions is as follows: after business is discussed, the participants will read the book group's abridged covenant of right relations out loud. The discussion leader for that month will light the chalice, lead a round of brief personal check-in, then lead a round of reactions to the book, and finally facilitate the discussion in the way she deems appropriate.
- * We accept the democratic process as our way of choosing our books. After we vote on the books we will read for the year, we agree to embrace what the books we have chosen can offer us.

- * We affirm the personal experience of every participant with each book, and recognize that every person will have a different experience with a book. We approach each person's experience with compassion, and honor her experience.
- * We affirm that every participant should be able to participate to the extent that she desires. We agree to share the discussion with all members present at each event, and listen while each person is speaking.
- * We agree to not interrupt each other and to not engage in side conversations apart from the whole group. We embrace the use of "I" statements when expressing our opinion ("I believe," "It was my experience," "It is my opinion that," etc.). We agree to ask if anyone has anything more to add on the topic being discussed before changing the topic.
- * We agree to assume the good intentions of others, and to deal directly with each other when conflict arises.
- * We welcome people to attend whether or not they have finished the book. We realize that reading can prompt us to explore many topics and agree to discuss only those directly related to the contents of our books -- or the parts we have read -- and our personal experiences with them. We recognize that if we don't finish the book, the ending will probably be given away during book group!

**Respectfully submitted,
Jennifer Griffith**

Women Writing Together

Few changes to report on the strong continuation of an almost perfectly loyal core group from previous years. A new, involved church member, Rosalie Anders, co-chair, Environmental Justice committee, joined us, liked it, and has stayed on, regularly. A few people this year tried us out, and didn't stay on. One realized she was looking to deepen her experience with poetry, another is an enthusiastic participant, when she comes up from her home on Long Island to visit her daughter in graduate school at Lesley University.

The group structure remains: facilitated writing together to prompts as needed, and then reading out loud our pieces together, non-critically. The group feels ever grateful for this opportunity to go deep, below the surface, to safely explore memory, imagination and thought. From this meeting, people invariably feel refreshed and satisfied, having engaged with unexplored, interesting stirrings from within. People often: bring cards in for members' birthdays, walk each other out to the train or parked cars. In the deep winter, after the holidays, we had our traditional afternoon writing retreat.

Church members of the group include: Rosalie Anders, Dorianne Low, Mary Lou Mehrling, Susanna Schroeder and leader Heidi Meyer. Another regular, Karen Heinen, is a long time UU at the Arlington Street Church, Boston. The writing group is in a strong position to continue its meaningful mission of allowing women to make direct, deep contact with their inner richness.

Respectfully submitted,

Heidi Meyer

Cambridge Forum

phone: 617-495-2727

on the web: cambridgeforum.org

Board of Directors: Mary Ann Daily*, President; David Leveille, Vice-President for Programs; Jane Sturtevant*, Treasurer; Janet Burns*, Clerk; Kendra Gray*, Jennifer Griffith*, Gail Leftwich Kitch, Nancy Preis, Rashid Sheikh*, Timothy Weiskel

* Member of First Parish in Cambridge

In 2013-14 Cambridge Forum completed its 47th year of public programming at First Parish in Cambridge. We produced 15 live public forums, working with 2 organizations from First Parish and 10 community organizations as co-sponsors. In addition, we produced 20 new radio programs and distributed a weekly radio series (52 programs) on the National Public Radio satellite. Eleven of Cambridge Forum's public programs were made available as streaming webcasts on the WGBH Forum Network's YouTube channel. One public forum was recorded for C-SPAN's History Program. Our total attendance for the live programs was 1214, a decrease of 116 from the preceding year. The small decrease is due to the fact that we did not have a "blockbuster" program similar to last year's forum with Jared Diamond.

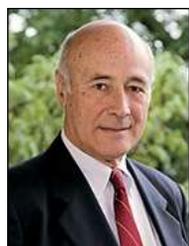
For the tenth year, Cambridge Forum focused its programming around a non-exclusive theme. In 2013-14 the fall theme was "Leadership," and the spring theme was "My Life Touched by Art." Fall programs explored traditional topics of political and military leadership, and also examined "the power behind the throne," the moral leader, the charismatic leader, and the technocratic leader. Winter/spring forums featured a series of conversation exploring the ways in which "rubbing shoulders with art" changes the perspective, the careers, even the lives of non-artists.

Our liaison to the Standing Committee, Elizabeth Kline, stepped down at the end of her term; Rashid Sheikh has joined the Board as the new liaison. Two community Board members resigned during the year: James Shea and Virginia Burns. The Nominating Committee is identifying additional candidates for the Board, looking primarily for representatives of the community.

Cambridge Forum's operating budget for 2013-14 was stable in both revenue or expenses over the prior year. One unexpected expense was multimedia insurance which had previously been provided through NPR. To cover the unanticipated cost of a private policy, the Forum made a one-time request for a payout from the endowment that exceeded the normal guidelines.

A complete list of 2013-2014 Cambridge Forum programs is attached:

September 18 - **PRESIDENTIAL LEADERSHIP AND THE CREATION OF THE AMERICAN ERA**

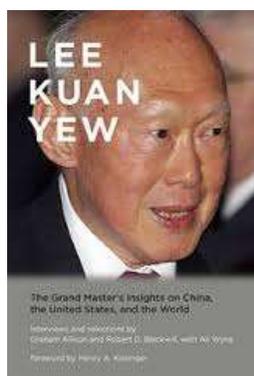


Joseph Nye of the Harvard Kennedy School discusses the foreign policies of 20th century American presidents and assesses the effectiveness and ethics of their choices with **David Gergen**. Nye identifies two main types of presidential temperaments – transformational and transactional – and argues that both types were important in the development of the nation’s international



power. What lessons from the American 20th Century can we take into the unstable international arena of the early 21st century?

October 2 - **LEE KUAN YEW: The Grand Master’s Insights on China, the United States, and the World**



Harvard’s **Graham Allison** discusses his new biography (co-authored with Robert Blackwell) of Lee Kuan Yew, “the power behind the throne” in modern Asian political leadership. The 90-year-old founding father of modern Singapore, Lee has been a mentor to every Chinese leader since Deng Xiaoping and has counseled every U.S. president since Nixon. This concise book extracts the essence of Lee Kuan Yew’s visionary thinking about the critical global issues of our time, including the future of China, the fate of U.S.-China relations, India’s murky prospects, and Europe’s deep problems. How is leadership exercised from the position of adviser that Lee occupies?

October 9 - **TAIWAN: Island of Contention**

Award-winning filmmaker **Will Tiao** addresses one of the thorniest balancing acts in global politics: the role of Taiwan in U.S. relations with China. The United States does not recognize Taiwan as a sovereign nation, and maintains a "One-China" policy. But the Taiwan Relations Act of 1979, passed after the U.S. established diplomatic relations with Beijing, pledges to help defend the island if it is attacked by China. Tiao discusses the history behind these relations, and Taiwan's importance to global politics. How do the people of Taiwan negotiate this complex web of history, language, and politics on a daily basis?



Co-sponsored by the Transformation Team of First Parish in Cambridge and the Boston chapter of the Taiwanese Association of America

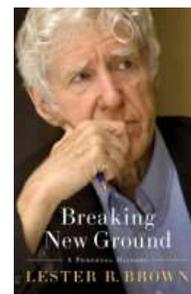
October 23 - **CANCER IN AMERICA: From Lab to Life**



Two noted cancer researchers, **Dr. Vincent Tuohy** of the Cleveland Clinic and **Dr. Beatriz Pogo** of the Mount Sinai School of Medicine, discuss the torturous path that innovative ideas for cancer treatment take from the scientist's imagination to clinical implementation with actual patients. **Dr. Kathleen Ruddy** and **Dr. Sasha Helper** address the impact that hurdles and delays in the long process have on both attending physicians and their patients. What are the steps in developing and perfecting cancer treatments? What are the steps in the approval process? Why does the American medical system focus on treatment rather than prevention of cancer?

October 30 - **BREAKING NEW GROUND: A Personal History**

Internationally renowned environmental "guru" **Lester Brown** recounts his life story. What paths did he follow to become the powerful and respected voice for environmental issues that he is today? Has he ever felt like a voice lost in the wilderness of our materialistic culture? How has he used data and science to speak convincingly to the emotional ties binding us to the *status quo*?



Co-sponsored by Tim Weiskel.

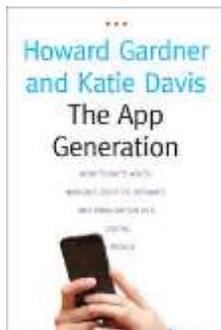
November 13 - **THE BEAUTIFUL MUSIC ALL AROUND US: Field Recordings and the American Experience**

Musician and author **Stephen Wade** and folklorist **Maggie Holtzberg** take an in-depth look at the ordinary people who recorded live music for the Library of Congress during the 1930s and '40s. Who were these folk musicians and what role did music play in their lives? What impact did their participation in the field recording projects have on them? How did they contribute to our understanding of American folk culture?



Co-sponsored by Passim and Michael Melford. This program is part of the series of My Life Touched by Art, supported by a grant from the Cambridge Arts Council and the Massachusetts Cultural Council, a public agency.

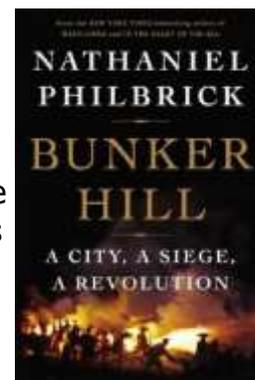
November 18 - **THE APP GENERATION**



Psychologist **Howard Gardner** of the Harvard Graduate School of Education and **Katie Davis** of the University of Washington's Information School discuss the ways in which digital media are changing the manner in which young people learn and relate to the world. Focusing on adolescents, the speakers explore what it means to be "app-dependent" versus "app-enabled." How does life for this generation differ from life before the digital age? What downsides do they see to young people's deep involvement with apps? What benefits?

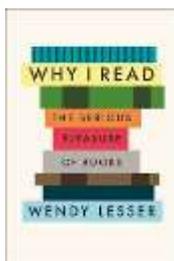
December 11 - **BUNKER HILL AND THE CRISIS OF LEADERSHIP IN REVOLUTIONARY AMERICA**

Nathaniel Philbrick, author of *Bunker Hill: A City, A Siege, A Revolution*, shares a conversation with **J.L. Bell** on the bloody battle in Charlestown on June 17, 1775, which exposed leadership problems for both British and American forces and stirred up bitter arguments that echoed for decades. Even as the fighting took place, the Continental Congress in Philadelphia was choosing a new commander. What qualities did George Washington bring to the American army licking its wounds outside Boston?



Co-sponsored by the National Park Service, Longfellow House-Washington's Headquarters National Historic Site and Boston National Historical Park; the Friends of the Longfellow House-Washington's Headquarters; the Massachusetts Society of the Cincinnati; and the Cambridge Historical Society.

January 22 - **WHY I READ**



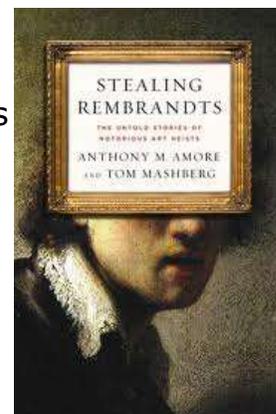
Author and essayist **Wendy Lesser** explores the ways that literature and, especially, poetry touch readers and change their lives, as she discusses her latest book *Why I Read* with poet **Robert Pinsky**. In a culture that is increasingly visual and virtual in orientation, what role does old-fashioned reading play? What power does the written word have in our lives?

This program is part of the series My Life Touched by Art, supported by a grant from the Cambridge Arts Council and the Massachusetts Cultural Council, a public agency.

February 5 – **STOLEN ART**

Art security expert **Anthony Amore** discusses the crime of art theft and the ways that the intangible value of the stolen objects affects efforts to locate and retrieve them. Conservator **Ingrid Neuman** joins the conversation to explore the threat that theft poses to the physical materials that art works are made from. What makes stealing art different from other kinds of theft? How does the art itself change the way its caretakers—the security expert or the conservator—approach their jobs?

This program is part of the series of My Life Touched by Art, supported by a grant from the Cambridge Arts Council and the Massachusetts Cultural Council, a public agency.



March 5 - **FRAMING MILITARY OCCUPATION: Close-Ups of Daily Life in the Occupied Palestinian Territories**

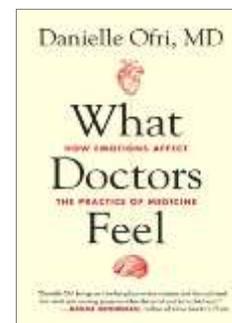


What does life in the Middle East feel like on the ground? Physician **Alice Rothchild** of American Jews for a Just Peace – Boston leads a panel discussion on living under military occupation in the Occupied Palestinian Territories. Panelists from the AJJP Health and Human Rights Project present their observations of daily life in the West Bank and East Jerusalem made during their visits as part of human rights delegations over the past decade. How does bearing witness to the on the ground realities help reframe public understanding of life under military occupation?

Co-sponsored by the Middle East Education Group of First Parish in Cambridge.

March 26 – **WHY DOCTORS WRITE**

Beacon Press editor **Helene Atwan** explores the power of the written word—literature, essays, memoirs— to shape our lives, personally and professionally with **Danielle Ofri**, a practicing physician, author, and the editor of the *Bellevue Literary Review*, the premier literary journal focused on illness, health, and healing. How does writing change Ofri's practice of medicine? How does editing the *Bellevue Literary Review* inform her view of her hospital and her patients? How has their relationship between author and editor developed as they've worked together to shape the written word?



This program is part of the series of My Life Touched by Art, supported by a grant from the Cambridge Arts Council and the Massachusetts Cultural Council, a public agency.

April 9 - **PUTTING TOGETHER THE PIECES: The Power of Narrative**



Radio Open Source producer, **Mary McGrath** and award-winning storyteller **Jo Radner** discuss the various ways that materials—facts, memories, voices, pregnant pauses, music, sound effects— are put together to create a narrative that inspires the imagination and moves the heart.



This program is part of the series of My Life Touched by Art, supported by a grant from the Cambridge Arts Council and the Massachusetts Cultural Council, a public agency.

April 30 - **LEARNING TO LOOK**

Art critic **Sebastian Smee** and art historian **Paul Tucker** discuss the ways that looking at a work of art can open it up to reveal a rich web of information. In its materials, its style, its imagery and iconography, art tells us about itself, its maker, and the society in which it was created.



How do the critic and the historian approach a work of art to reveal its meanings? How does a work of art become meaningful for the beholder? Where can that appreciation lead the ordinary person?

This program is part of the series of My Life Touched by Art, supported by a grant from the Cambridge Arts Council and the Massachusetts Cultural Council, a public agency. "Learning to Look" is part of ArtWeek Boston's spring series



May 14 - **KEY ISSUES: Election 2014**

What should voters be attuned to as they sort through candidates in the upcoming Congressional elections? What are the key issues of concern to the new generation of millennial voters? A panel of scholars explores some of the fundamental questions newly elected representatives will have to address. **Keith Bentele** of the University of Massachusetts Boston looks at poverty and inequality; **Alex Hertel-Fernandez** from Harvard discusses tax policy and the social safety net; and **Jack Schneider** of Holy Cross College looks at education reform. The panel proposes research- and experience-based policy solutions in an effort to overcome the ideological divisions that derail so much political debate.

Produced in conjunction with the Scholars Strategy Network, a national group of scholars seeking to use research to improve policy and enhance democracy.

2013-2014 WGBH FORUM NETWORK PROGRAMS

BREAKING NEW GROUND: A Personal History

Internationally renowned environmental “guru” **Lester Brown** looks back at the path he followed to become the powerful and respected voice for environmental issues that he is today.

THE BEAUTIFUL MUSIC ALL AROUND US: Field Recordings and the American Experience

Musician **Stephen Wade** and folklorist **Maggie Holtzberg** take an in-depth look at the ordinary people who recorded live music for the Library of Congress during the 1930s and '40s.

THE APP GENERATION

Harvard psychologist **Howard Gardner** and **Katie Davis** of the University of Washington’s Information School discuss the ways in which digital media are changing adolescents' education and experience of the world.

BUNKER HILL AND THE CRISIS OF LEADERSHIP IN REVOLUTIONARY AMERICA

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STOLEN ART

Art security expert **Anthony Amore** and conservator **Ingrid Neuman** discuss the crime of art theft and what makes stealing art different from other kinds of theft.

FRAMING MILITARY OCCUPATION: Close-Ups of Daily Life in the Occupied Palestinian Territories

Alice Rothchild of American Jews for a Just Peace – Boston and a panel of human rights delegates discuss the impact of living under military occupation in the Occupied Palestinian Territories.

WHY DOCTORS WRITE

Beacon Press editor **Helene Atwan** explores the power of the written word to shape our lives, personally and professionally with **Danielle Ofri**, a practicing physician, author, and the editor of the *Bellevue Literary Review*.

PUTTING TOGETHER THE PIECES: The Power of Narrative

Radio Open Source producer, **Mary McGrath** and award-winning storyteller **Jo Radner** discuss the ways that raw materials are put together to create a narrative that inspires the imagination and moves the heart.

LEARNING TO LOOK

Art critic **Sebastian Smee** and art historian **Paul Tucker** discuss the ways that art becomes meaningful for the viewer. How do the critic and the historian open up a work of art to reveal its meanings?

KEY ISSUES: Election 2014

A panel of scholars explores some of the fundamental questions voters be attuned to as they sort through candidates in the midterm Congressional elections. Panelists propose research- and experience-based policy solutions in an effort to overcome the ideological divisions that derail much contemporary political debate.

Harvard Square Library

Board of Directors: Gloria Korsman (President), Donald McInnes (Clerk), Michael Melford, Jane Sturtevant (Treasurer), James Vetter, Conrad E Wright.

The Harvard Square Library (HSL) is a digital library of Unitarian Universalist biographies, history, books, and media. HSL was founded in the early years of the web by the Rev. Dr. Herbert F. Vetter, who saw the potential of the Internet to make books and other scholarly materials available for free to anyone, anywhere in the world.

On March 4, 2014, the Rev. Herbert F. Vetter died peacefully at age 90. Herb served as the Minister-at-Large at First Parish in Cambridge from 1967 to 1990. He founded both the Cambridge Forum, as well as the Harvard Square Library. He directed Harvard Square Library until his retirement in 2011. HSL Board members celebrated Herb's remarkable life and ministry at a memorial service last March in the Meeting House of the First Parish.

Last year, at our Annual Meeting, we voted to change our fiscal year to end on June 30th, rather than on December 31st. This change enables the HSL Board to meet once each year to approve a budget and conduct our Annual Meeting. We met briefly on December 30, 2013 to approve a budget for the short fiscal period running from January 1, 2014 to June 30, 2014. In May 2014, we gathered for our Annual Meeting and approved another budget for the fiscal year ending on June 30, 2015. HSL's income and expenses were approximately equal in both budgets. We will meet again in the Spring of 2015.

In collaboration with our Director, Dr. Emily R. Mace, the Harvard Square Library Board refreshed its website. We launched the new site in August 2013. Emily and her assistants continue migrating content from the old site, while building new content. They have migrated three of Herb's theological works, "Is God Necessary? NO! and YES!", "Prayers of Power", and "The Harvard Square God". Emily also created a new Congregational Polity series. We now offer a digital version of Peter S. Raible's compilation of texts titled "Polity among the Unitarians and Universalists". Raible's collection is frequently used in UU seminarians' courses on congregational polity. The Congregational Polity section also includes HSL's digital version of Kathleen R. Parker's *Sacred Service in Civic Space: Three Hundred Years of Community Ministry in Unitarian Universalism* (2007)

This year, we strengthened our outreach and publicity. We ran a successful sponsored promotion of a Facebook post, spending \$5 and reaching 1,161 viewers (compared to an average of 40 views per post, this is phenomenal). We also purchased a UU World advertisement and actively “tweet” updates.

We also learned that the IRS approved our request for exemption from Federal Income tax under section 501(c)(3) of the Internal Revenue Code, retroactive to May 15, 2011, the date when our exemption was revoked because we failed to file necessary paperwork during our leadership transition. We are grateful to Don McInnes for tirelessly pursuing the IRS with letters and calls.

I thank Dr. Mace and the Board for another very productive year!

**Respectfully submitted,
Gloria J. Korsman, President**

Paine Senior Services

History:

Paine Senior Services was established in 1905, when Jeannie Warren Paine left a bequest to First Parish to assist Cambridge residents. At first, the Paine Fund (as it was originally called) responded mainly to financial distress. Gradually, Paine expanded its operation to include a wider variety of social services. In 1977 the name was changed to Paine Social Services (PSS) to more accurately reflect the agency's work. The name was changed again in 2008 to "Paine Senior Services" to more accurately identify the clients we serve.

Mission:

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

Board of Directors:

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

Helene Quinn, Executive Director, the Cambridge Homes, Co-Chair

Laura Estan, First Parish, Co-Chair

Ernie Sabine, First Parish, Treasurer

Heather Benjamin, LICSW, Compassionate Care Hospice

Annie Fowler, Director of Aging Information program, SCES

Andrew Sabine, Stoneham Bank

Liz Seelman, Social Worker, the Cambridge Council on Aging

Staff:

Elizabeth Aguilo, LICSW, Executive Director

Maureen Harty, LICSW, Social Worker

Pat Leiby, Bookkeeper

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

- **SHINE:** **S**erving **H**ealth **I**nformation **N**eeds of **E**lders 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. PSS continues to receive SHINE referrals for **complex situations** including for elders with dementia or mental illness and for **elders who would like to continue working or who have been self-employed for their entire working career.**
- **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—supplemental income through Social Security, disability income, food stamps, fuel assistance.
- **Housing:** Referrals for help to either maintain current housing or explore other options, including subsidized senior housing or assisted living. This is reflective of the economic and housing distress which continues. We have seen an increase in seniors facing foreclosure or who have become homeless.
- **Other Reasons** for which elders are referred include: Caregiver Support, Finances, Counseling, Advance Planning, Post Hospital Care, and Legal Issues.

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

Total # of elders referred for service in 2013: 109

Average # active clients each month: 35

FINANCIAL PROFILE OF YEAR END 2012:

Income **\$191,214**
(Includes income from Endowment, Investments, Fundraising, Fees and contributions)

Expenses* **\$199,671**
(Includes employee salaries, benefits, training and supervision, malpractice insurance, and office expenses—rent, telephones, email account, office supplies)

Income Minus Expense **(\$8,456) deficit**

Of note, the following factors helped **off-set the expected deficit of \$21,525**. PSS received an additional \$2,123 in client fees and donations. Fundraising donations were above expected by \$6,525 and PSS also spent \$4,334 less than budgeted. PSS also received a grant from the Cambridge Community Foundation, which will be counted towards 2013 income.

AFFILIATIONS and COLLABORATIONS:

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. What we cannot accomplish on our own is often accomplished in our work with other agencies.

- Somerville-Cambridge Elder Services, ED is Board Chair
- Somerville-Cambridge Interagency Task Force (SCIT), ED is Chair of the Steering Committee
- Cambridge and Somerville Aging and Mental Health Coalition, ED is co-facilitator
- CHNA 17 (Community Health Network Area), ED is on the Steering Committee
- The Cambridge Council on Aging, SW is on the Board
- The Cambridge Hoarding Coalition
- The Harvard Square Business Association, ED was elected to the Board

ACCOMPLISHMENTS

- Helped 109 elders
 - Retain their housing
 - Obtain affordable health insurance and avoid costly medical expenses
 - Obtain in-home services to ensure they can stay safely in their homes
 - Pay their bills
 - Obtain the information and the support they need to make important decisions
 - Access Medical Care

- Reached elders and families beyond our personal network through our affiliations as described above. Involvement in the Harvard Square Business Association established our presence in the business community.

GOALS FOR 2014:

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 lead healthy, productive lives.
- We will continue to provide educational groups, enabling elders to educate themselves and advocate for their needs.
- We will strengthen community partnerships to address concerns of elders.
- We will evaluate our role in the community given the evolving needs and resources of the community.
- We will expand our network so that more seniors, families, and businesses are aware of our services
- We will strengthen our inner processes, striving to continually improve the quality of services we provide.
- We will continue to strengthen our relationship with First Parish so that parishioners are more aware of the agency as a resource for them and for the community

FINANCIAL GOALS

- Increase income via client donations and fees
- Increase income via investments
- Increase income via expanded sources (grants, the City of Cambridge, Harvard Square Business Association)

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

Services PSS Provides**Health and Wellness Evaluation**

- Assessment of physical status
- Assessment of cognitive status
- Assessment of mental health concerns
- Evaluate the impact of the above on daily functioning
- Review of other areas of life that impact daily functioning
- Review of strengths and existing supports
- Recommendations to enhance independence, safety, and quality of life

Benefits and Services Evaluation

- Access benefits for which elders are eligible
- Access services that can help seniors maintain independence
- Health Insurance Counseling

Housing Stabilization

- Access services that enable seniors to achieve sustainable living situations
- Provide Advocacy and Mediation
- Review housing options with seniors
- Support elders to make challenging decisions

Financial Stabilization/Monthly Bill Paying Services

- Engage clients in establishing a budget
- Facilitate compliance with monthly budget
- Help clients negotiate with creditors
- Access discount programs and/or shut off protection
- Debt management/ consumer rights

Care Coordination

- Maintain contact with elders, families, informal supports, and care providers to ensure collaboration and continuity of care and to problem-solve.
- Help seniors prepare for medical appointments by reviewing concerns
- Accompany seniors to key medical appointments as needed

Caregiver Support

- Maintain contact with elders' families and other caregivers to ensure collaboration and continuity of care and to problem-solve.

Finance Committee

Members: Jan Ellertsen, Grace Hall, Brenda Leahy, Ernie Sabine, Tim Warren,
Cade Murray (chair)

The Finance Committee is charged with assisting the Standing Committee in overseeing all financial aspects of the Parish. The committee meets monthly to review the church's financial reports, consider funding requests, proactively plan for upcoming financial needs, review and recommend church policies around money, and prepare and monitor the annual budget. The Finance Committee also advises the Standing Committee of any unusual circumstances surrounding church finances, and takes on any related tasks delegated to it by the Standing Committee.

For the fiscal year ending June 30, 2014, the church had a balanced budget, with bolt expenses and income projected to be just shy of \$800,000. However, we wound up ending the year with a net loss of about \$38,000. This was primarily due to a significant number of pledges that went partially or completely unfulfilled. Normally there is some small number of pledges for which this is the case, but it usually amounts to less than \$10,000, total. However, last year there were over \$30,000 in unfulfilled pledges. This has put an unexpected strain on the church's reserve funds, and coupled with the fact that this coming year we have intentionally budgeted a very substantial deficit, it is critical that we not face a similar shortfall again this year.

What follows is a detailed breakdown of the church's current financial position, as well as the final income and expenditures for last fiscal year.

Respectfully Submitted,

Cade Murray

Profit and Loss Statement

June 30, 2014

	Jul '13 - Jun 14	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
4100.0 · Pledge and Plate Income				
4110.0 · Annual Fund (net)				
4110.1 · Annual Fund Current Year	237,669.14	295,850.00	-58,180.86	80.33%
4110.2 · Prior Year Annual Fund	2,658.67	2,500.00	158.67	106.35%
4110.3 · Credit Card Pledges	25,430.00			
4110.0 · Annual Fund (net) - Other	35.00			
Total 4110.0 · Annual Fund (net)	265,792.81	298,350.00	-32,557.19	89.09%
4120.0 · Diversity Fund	33,500.00	33,500.00	0.00	100.0%
4130 · Plate	10,378.53	12,000.00	-1,621.47	86.49%
Total 4100.0 · Pledge and Plate Income	309,671.34	343,850.00	-34,178.66	90.06%
4200.0 · Interest Income				
4210.0 · Interest - Cambridge Trust	157.59	6,000.00	-5,842.41	2.63%
4220 · Endowment Fund	262,291.00	261,000.00	1,291.00	100.5%
4230 · Deacon's Fund	1,269.00	500.00	769.00	253.8%
Total 4200.0 · Interest Income	263,717.59	267,500.00	-3,782.41	98.59%
4300 · Rental Income				
4300.1 · ART	60,974.16	57,973.00	3,001.16	105.18%
4300.2 · Christmas Fair	14,950.00	14,700.00	250.00	101.7%
4300.3 · Wedding and Memorial Services	5,198.00			
4300.4 · Yoga Classes	4,307.00			
4300.5 · Other Rentals	53,822.00	60,042.00	-6,220.00	89.64%
4300.6 · Cambridge Forum	2,812.50	2,500.00	312.50	112.5%
4300.7 · Paine Senior Services	4,800.00	4,800.00	0.00	100.0%
4300.8 · Harvard Square Library	0.00	1,200.00	-1,200.00	0.0%
Total 4300 · Rental Income	146,863.66	141,215.00	5,648.66	104.0%
4400.0 · Fundraising Income				
4401 · Auction	13,447.50	9,750.00	3,697.50	137.92%
Total 4400.0 · Fundraising Income	13,447.50	9,750.00	3,697.50	137.92%

	Jul '13 - Jun 14	Budget	\$ Over Budget	% of Budget
4500.0 · Tuesday Meals Program Income				
4501.0 · TMP Donations	27,493.07	33,267.00	-5,773.93	82.64%
4503.0 · TMP Endowment Gifts	0.00	2,500.00	-2,500.00	0.0%
4504.0 · TMP Other Income	5,182.50	1,500.00	3,682.50	345.5%
4500.0 · Tuesday Meals Program Income - Other	-32,675.57			
Total 4500.0 · Tuesday Meals Program Income	0.00	37,267.00	-37,267.00	0.0%
4600 · RE Programming				
4600.3 · Miscellaneous Programming	950.00			
Total 4600 · RE Programming	950.00			
4900.0 · Miscellaneous Income	0.03			
Total Income	734,650.12	799,582.00	-64,931.88	91.88%
Gross Profit	734,650.12	799,582.00	-64,931.88	91.88%
Expense				
5100.0 · Ministry				
5110.0 · Senior Minister				
5111.0 · Senior Minister Compensation				
5111.1 · Senior Minister - Salary	65,392.08	90,392.00	-24,999.92	72.34%
5111.2 · Sr. Minister - In lieu of FICA	6,829.50	6,834.00	-4.50	99.93%
5111.3 · Senior Minister - Housing	24,999.96			
Total 5111.0 · Senior Minister Compensation	97,221.54	97,226.00	-4.46	100.0%
5112 · Senior Minister Pension	9,053.98	9,039.00	14.98	100.17%
5113 · Senior Minister Prof. Expenses	10,408.85	8,000.00	2,408.85	130.11%
5114 · Senior Minister Insurance	15,850.34	14,098.00	1,752.34	112.43%
5115 · Sr Minister Discretionary Fund	200.00	200.00	0.00	100.0%
Total 5110.0 · Senior Minister	132,734.71	128,563.00	4,171.71	103.25%
5120 · Associate Minister				
5121.0 · Associate Minister Compensation				
5121.1 · Associate Minister-Salary	43,962.96	61,963.00	-18,000.04	70.95%
5121.2 · Associate Min - In lieu FICA	4,679.05	4,684.00	-4.95	99.89%
5121.3 · Associate Minister-Housing	18,000.00			
Total 5121.0 · Associate Minister Compensation	66,642.01	66,647.00	-4.99	99.99%
5122.0 · Associate Minister-Pension	6,208.88	6,196.00	12.88	100.21%
5123 · Associate Minister-Prof. Exp	2,884.43	6,196.00	-3,311.57	46.55%
5124 · Associate Minister - Insurance	3,118.80	3,000.00	118.80	103.96%
Total 5120 · Associate Minister	78,854.12	82,039.00	-3,184.88	96.12%

	Jul '13 - Jun 14	Budget	\$ Over Budget	% of Budget
5130.0 · Student Interns				
5131.0 · Student Intern - Wages yr. 1	6,116.25			
5133.0 · Student Intern - Wages yr. 2	0.00	6,180.00	-6,180.00	0.0%
Total 5130.0 · Student Interns	6,116.25	6,180.00	-63.75	98.97%
5140.0 · Other Ministry Expenses				
5140.1 · Summer Preachers	250.00			
5140.4 · Sabbatical Fund	0.00	100.00	-100.00	0.0%
5140.5 · Ordination Reserve	237.29	950.00	-712.71	24.98%
Total 5140.0 · Other Ministry Expenses	487.29	1,050.00	-562.71	46.41%
Total 5100.0 · Ministry	218,192.37	217,832.00	360.37	100.17%
5200.0 · Administration - General				
5201.0 · Administrator				
5201.1 · Administrator - Salary	47,741.04	47,741.00	0.04	100.0%
5201.2 · Administrator - Pension	4,785.66	4,774.00	11.66	100.24%
5201.3 · Administrator - Insurance	10,425.18	9,310.00	1,115.18	111.98%
Total 5201.0 · Administrator	62,951.88	61,825.00	1,126.88	101.82%
5202.0 · Community Life Coordinator				
5202.1 · CLC - Wages	15,914.75	20,000.00	-4,085.25	79.57%
5202.3 · CLC - Insurance	8,898.84			
Total 5202.0 · Community Life Coordinator	24,813.59	20,000.00	4,813.59	124.07%
5202.4 · Office Assistant	6,857.50	9,888.00	-3,030.50	69.35%
5203.0 · Other Staff Related Expenses				
5203.2 · Staff Development	500.00	500.00	0.00	100.0%
Total 5203.0 · Other Staff Related Expenses	500.00	500.00	0.00	100.0%
5204.0 · Payroll Expenses				
5204.1 · Employer FICA	17,369.88	15,272.00	2,097.88	113.74%
5204.2 · Workers Comp. Insurance	5,012.00	5,000.00	12.00	100.24%
5204.3 · Payroll Services	5,426.62	4,450.00	976.62	121.95%
5204.4 · Personnel Advertising	160.00	250.00	-90.00	64.0%
Total 5204.0 · Payroll Expenses	27,968.50	24,972.00	2,996.50	112.0%
5210 · Office Supplies	3,084.80	4,000.00	-915.20	77.12%
5220 · Postage	1,016.41	1,000.00	16.41	101.64%

	Jul '13 - Jun 14	Budget	\$ Over Budget	% of Budget
5230 · Telephone & Internet Expenses				
5230.1 · Telephone	3,081.86	3,000.00	81.86	102.73%
5230.2 · Internet	398.89	420.00	-21.11	94.97%
5230.3 · Telephone Maintenance	831.70	735.00	96.70	113.16%
Total 5230 · Telephone & Internet Expenses	4,312.45	4,155.00	157.45	103.79%
5240 · Office Equipment				
5240.1 · Copier Lease	6,011.00	4,188.00	1,823.00	143.53%
Total 5240 · Office Equipment	6,011.00	4,188.00	1,823.00	143.53%
5250 · Bank Charges and Service Fees	165.98			
5260 · Audit Expense Accrual	1,000.00	1,000.00	0.00	100.0%
5270 · Computer Software/Tech Support	822.07	500.00	322.07	164.41%
5299 · Miscellaneous Expenses	501.90			
Total 5200.0 · Administration - General	140,006.08	132,028.00	7,978.08	106.04%
5300 · Annual Fund Related Expenses				
5301.0 · Stewardship Expense	320.65	4,900.00	-4,579.35	6.54%
5303 · Credit Card Fees	1,720.94	2,808.00	-1,087.06	61.29%
Total 5300 · Annual Fund Related Expenses	2,041.59	7,708.00	-5,666.41	26.49%
5400 · Fundraising Expenses				
5401 · Auction	341.12	400.00	-58.88	85.28%
Total 5400 · Fundraising Expenses	341.12	400.00	-58.88	85.28%
5500 · Communications				
5502 · Orders of Service	1,400.64	2,020.00	-619.36	69.34%
5503 · Outside Printing Costs	0.00	400.00	-400.00	0.0%
5505 · Web Page	149.92	220.00	-70.08	68.15%
5507 · Constant Contact Expenses	420.00			
Total 5500 · Communications	1,970.56	2,640.00	-669.44	74.64%
5600 · Religious Education Program				
5601.0 · Director of Religious Ed.				
5601.1 · DRE - Salary	43,115.04	43,115.00	0.04	100.0%
5601.2 · DRE - Pension	4,320.21	4,311.00	9.21	100.21%
5601.3 · DRE - Insurance	360.00	378.00	-18.00	95.24%
5601.4 · DRE - Prof. Expenses	3,956.46	4,000.00	-43.54	98.91%
Total 5601.0 · Director of Religious Ed.	51,751.71	51,804.00	-52.29	99.9%

	Jul '13 - Jun 14	Budget	\$ Over Budget	% of Budget
5602.0 · Youth Advisor				
5602.1 · Youth Advisor Wages	3,380.00	12,000.00	-8,620.00	28.17%
5602.2 · Youth Advisor Prof. Expenses	0.00	250.00	-250.00	0.0%
Total 5602.0 · Youth Advisor	3,380.00	12,250.00	-8,870.00	27.59%
5603.0 · Other RE Staff				
5603.1 · Program Assistant Wages	2,332.50	3,600.00	-1,267.50	64.79%
5603.2 · Child Care Assistants Wages	3,758.27	5,250.00	-1,491.73	71.59%
Total 5603.0 · Other RE Staff	6,090.77	8,850.00	-2,759.23	68.82%
5610 · RE Materials				
5610.1 · Curriculum	328.90			
5610.2 · Classroom Supplies	819.94			
5610.3 · RE Worship Supplies	270.51			
5610 · RE Materials - Other	0.00	2,750.00	-2,750.00	0.0%
Total 5610 · RE Materials	1,419.35	2,750.00	-1,330.65	51.61%
5620 · RE Programming				
5620.1 · Teacher Training & Support	167.40	825.00	-657.60	20.29%
5620.2 · OWL				
5620.23 · OWL - Grades 7-8	350.00			
Total 5620.2 · OWL	350.00			
5620.3 · Winter Retreat	585.21	100.00	485.21	585.21%
5620.5 · Special Events	296.66	750.00	-453.34	39.56%
5620 · RE Programming - Other	14.33			
Total 5620 · RE Programming	1,413.60	1,675.00	-261.40	84.39%
5640 · Youth Group	13.56			
Total 5600 · Religious Education Program	64,068.99	77,329.00	-13,260.01	82.85%
5700 · Music Program Expenses				
5701.0 · Music Director				
5701.1 · Music Director Salary	23,910.00	23,910.00	0.00	100.0%
5701.2 · Music Director - Prof. Exp	1,789.05	2,000.00	-210.95	89.45%
Total 5701.0 · Music Director	25,699.05	25,910.00	-210.95	99.19%

	Jul '13 - Jun 14	Budget	\$ Over Budget	% of Budget
5702.0 · Music Program Staff Expenses				
5702.1 · Vacation/Sick Coverage	300.00	750.00	-450.00	40.0%
5702.2 · Summer Organist	2,200.00	2,200.00	0.00	100.0%
5702.3 · Section Leaders	11,092.23	13,440.00	-2,347.77	82.53%
Total 5702.0 · Music Program Staff Expenses	13,592.23	16,390.00	-2,797.77	82.93%
5703 · Special Music				
5703.1 · Instrumental	2,250.00	2,500.00	-250.00	90.0%
5703.2 · Gospel Choir	1,075.00	1,267.00	-192.00	84.85%
Total 5703 · Special Music	3,325.00	3,767.00	-442.00	88.27%
5704 · Scores	1,069.54	1,000.00	69.54	106.95%
5705 · Care of Instruments	550.00	1,000.00	-450.00	55.0%
5700 · Music Program Expenses - Other	53.70			
Total 5700 · Music Program Expenses	44,289.52	48,067.00	-3,777.48	92.14%
5800 · Program - Parish Activities				
5801 · Transformation Team	502.75	500.00	2.75	100.55%
5802.0 · Worship Committee				
5140.2 · Visiting Ministers/Speakers	850.00	1,000.00	-150.00	85.0%
5802.1 · Ritual Supplies	284.68	1,800.00	-1,515.32	15.82%
5802.2 · Sign Language Services	300.00	200.00	100.00	150.0%
5802.4 · Pulpit Decorations	-15.00			
5802.5 · Christmas Decorations	0.00	100.00	-100.00	0.0%
5802.6 · Misc. Worship Expenses	555.48			
5802.7 · Guest Artists	400.00	3,000.00	-2,600.00	13.33%
Total 5802.0 · Worship Committee	2,375.16	6,100.00	-3,724.84	38.94%
5803 · Hospitality				
5803.2 · Social Hour	2,686.04	1,375.00	1,311.04	195.35%
Total 5803 · Hospitality	2,686.04	1,375.00	1,311.04	195.35%
5804 · Membership Committee				
5804.1 · Literature	296.00	500.00	-204.00	59.2%
5804.2 · New Member Expenses	394.27	450.00	-55.73	87.62%
5804.3 · Training Expenses	0.00	500.00	-500.00	0.0%
Total 5804 · Membership Committee	690.27	1,450.00	-759.73	47.61%

	Jul '13 - Jun 14	Budget	\$ Over Budget	% of Budget
5805 · Small Group Ministry	0.00	100.00	-100.00	0.0%
5807 · Standing Committee	183.85	200.00	-16.15	91.93%
5808 · Social Justice Council	318.69	300.00	18.69	106.23%
5811 · Spiritual Pathways Expenses	0.00	150.00	-150.00	0.0%
5812 · Childcare Fund	250.63	2,183.00	-1,932.37	11.48%
5813 · Tuesday Meals	500.00	500.00	0.00	100.0%
5814 · Strategic Planning	1,750.00	1,750.00	0.00	100.0%
Total 5800 · Program - Parish Activities	9,257.39	14,608.00	-5,350.61	63.37%
5900 · Denomination & Community				
5901 · UUA Dues	15,300.00	15,300.00	0.00	100.0%
5902 · Mass Bay District Dues	4,845.00	4,845.00	0.00	100.0%
5910 · GA Delegates	900.00	1,800.00	-900.00	50.0%
5920 · UU Mass Action Dues	0.00	250.00	-250.00	0.0%
Total 5900 · Denomination & Community	21,045.00	22,195.00	-1,150.00	94.82%
6100.0 · Physical Plant				
6101.0 · Sexton				
6101.1 · Sexton - Wages	34,055.05	34,134.00	-78.95	99.77%
6101.3 · Sexton - Pension	3,396.13	3,413.00	-16.87	99.51%
6101.4 · Sexton - Health Insurance	8,425.56	7,246.00	1,179.56	116.28%
Total 6101.0 · Sexton	45,876.74	44,793.00	1,083.74	102.42%
6102 · Sexton - Sunday Services	5,794.26	6,030.00	-235.74	96.09%
6103 · Sexton - Rentals	17,768.75	10,236.00	7,532.75	173.59%
6110 · Building Maintenance				
6110.1 · Major Building Repairs	16,345.79	13,500.00	2,845.79	121.08%
6110.2 · Minor Building Maintenance	12,200.01			
6110.3 · Maintenance Contracts	21,571.70	16,000.00	5,571.70	134.82%
6110.4 · House Management				
6110.41 · Maintenance Equipment	674.77			
6110.42 · Consumable Supplies	3,692.99			
6110.4 · House Management - Other	188.02	5,300.00	-5,111.98	3.55%
Total 6110.4 · House Management	4,555.78	5,300.00	-744.22	85.96%
6110.5 · Painting Expense Accrual	15,179.80	16,000.00	-820.20	94.87%
6110.6 · Physical Plant Accrual	14,306.69	15,000.00	-693.31	95.38%
6110.7 · Facilities Improvement Accrual	15,000.00	15,000.00	0.00	100.0%
Total 6110 · Building Maintenance	99,159.77	80,800.00	18,359.77	122.72%

	Jul '13 - Jun 14	Budget	\$ Over Budget	% of Budget
6120 · Utilities				
6120.1 · Gas	18,955.83	17,000.00	1,955.83	111.51%
6120.2 · Electricity	11,060.05	10,000.00	1,060.05	110.6%
6120.3 · Water/Sewer	3,858.56	2,500.00	1,358.56	154.34%
Total 6120 · Utilities	33,874.44	29,500.00	4,374.44	114.83%
6130 · Grounds Maintenance	374.39	750.00	-375.61	49.92%
6140 · Insurance	15,572.50	14,180.00	1,392.50	109.82%
Total 6100.0 · Physical Plant	218,420.85	186,289.00	32,131.85	117.25%
6201 · Elevator Loan Paybacks	32,099.64	32,100.00	-0.36	100.0%
6202 · Boiler Loan Paybacks	21,117.36	21,117.00	0.36	100.0%
7100.0 · Tuesday Meals Expenses				
7101 · TMP Staff Expenses				
7101.2 · Program Assistant - Wages	1,616.41	3,412.84	-1,796.43	47.36%
7101.3 · Sexton	3,545.26	3,710.64	-165.38	95.54%
7101.5 · Vacation/Sick Coverage	0.00	200.00	-200.00	0.0%
7101.6 · Travel/Mileage Expenses	146.95	400.00	-253.05	36.74%
7101.7 · Kitchen Manager/Chef	9,937.44	8,676.72	1,260.72	114.53%
7101.8 · Service Coordinator Wages	7,726.70	11,916.03	-4,189.33	64.84%
Total 7101 · TMP Staff Expenses	22,972.76	28,316.23	-5,343.47	81.13%
7102 · Food Expenses				
7102.1 · Greater Boston Food Bank	1,967.39	2,000.00	-32.61	98.37%
7102.2 · Restaurant Supply	4,050.85	3,500.00	550.85	115.74%
7102.3 · Retail Soy Milk	0.00	300.00	-300.00	0.0%
7102.4 · Special Meals	174.30			
Total 7102 · Food Expenses	6,192.54	5,800.00	392.54	106.77%
7103 · Non Food Expenses				
7103.3 · Kitchen Supplies	247.10			
Total 7103 · Non Food Expenses	247.10			
7104. · Support Expenses				
7104.1 · Laundry	987.84	1,400.00	-412.16	70.56%
7104.2 · Volunteer Appreciation Dinner	178.76	400.00	-221.24	44.69%
7104.3 · Recertification & Training	60.00	100.00	-40.00	60.0%
7104.4 · Volunteer Educational Materials	19.65	100.00	-80.35	19.65%

	Jul '13 - Jun 14	Budget	\$ Over Budget	% of Budget
7104.5 · Holiday Gifts	700.00			
7104.6 · Newsletter	0.00	300.00	-300.00	0.0%
7104.7 · Fundraising Expenses	0.00	300.00	-300.00	0.0%
Total 7104. · Support Expenses	1,946.25	2,600.00	-653.75	74.86%
7105.0 · Equipment Expenses				
7105.1 · Kitchen Equipment	540.29	300.00	240.29	180.1%
7105.4 · Hood Cleaning	250.00	250.00	0.00	100.0%
Total 7105.0 · Equipment Expenses	790.29	550.00	240.29	143.69%
7100.0 · Tuesday Meals Expenses - Other	-32,148.94			
Total 7100.0 · Tuesday Meals Expenses	0.00	37,266.23	-37,266.23	0.0%
Total Expense	772,850.47	799,579.23	-26,728.76	96.66%
Net Ordinary Income	-38,200.35	2.77	-38,203.12	
Net Income	-38,200.35	2.77	-38,203.12	

Balance Sheet

June 30, 2014

	<u>Jun 30, 14</u>
ASSETS	
Current Assets	
Checking/Savings	
1512.0 · Cambridge Trust Checking	259,288.92
1514 · Cambridge Trust Money Market	159,285.97
1515 · Cooperative Bank - CD	-1,754.53
Total Checking/Savings	416,820.36
Accounts Receivable	
11100 · Allowance for Doubtful Accounts	-4,783.35
1610 · Accounts Receivable	0.12
1620 · Pledges Receivable	12,621.01
Total Accounts Receivable	7,837.78
Other Current Assets	
13000 · Prepaid Expenses	350.00
Total Other Current Assets	350.00
Total Current Assets	425,008.14
Other Assets	
1715.0 · Endowment Prin. Walden	5,513,087.00
Total Other Assets	5,513,087.00
TOTAL ASSETS	5,938,095.14
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2101 · Accounts Payable	67.87
Total Accounts Payable	67.87
Other Current Liabilities	
2200 · Future Year Pledges	
2200.3 · Diversity Pledges	59,049.98
2200.6 · FY15 Pledges	21,123.00
Total 2200 · Future Year Pledges	80,172.98
2201 · Future Year Income	290.00
24100 · Accrued Leave and Payroll	1,490.00
Total Other Current Liabilities	81,952.98
Total Current Liabilities	82,020.85
Total Liabilities	82,020.85

Equity

2303 · General Endowment Fund	5,513,087.00
3000 · Opening Bal Equity	68,709.54
3401 · Hall Library Fund	5,415.13
3403 · Senior Min. Discretionary Acct	41.82
3404 · Pulpit Decorations	359.80
3406 · Associate Min Discretionary Acc	502.30
3515 · Tuesday Meals Program	29,574.78
3516 · Climate Justice	3,230.04
3521 · Young Adult Retreat	1,071.86
3523 · Nameless Coffeeshouse	2,195.92
3524 · Justice in the Middle East	205.27
3527 · Stebbins Gallery	1,513.30
3528 · Social Justice Council Reserve	416.00
3529 · Partner Church Committee	45.00
3530 · Leadership Development	301.40
3531 · General Assembly Scholarships	159.60
3532 · Social Justice Council Reserve	202.26
3533 · Community Lunch Reserve	-14.14
3534 · Womens Circle Reserve	719.15
3535 · Transformation Team Reserve	1,600.87
3536 · Youth Group Reserve	366.57
3537 · Reserve - OWL	850.00
3611 · Reserve - Painting	94,545.12
3613 · Reserve - Admin & Gen Equipment	8,290.92
3616 · Reserve - Physical Plant	53,616.57
3618 · Reserve - Audit	7,649.82
3620 · Reserve - Facilities Improvemen	32,707.34
3653 · Reserve - Grounds	2,277.27
3671 · Reserve - Ordination	-237.29
3675 · Reserve - Minister Sabbatical	4,486.95
3677 · Reserve - Social Hour	261.30
3678 · Reserve - New Piano	9,556.00
3697 · Reserve - Taft Fund for Organ	24,707.68
3700 · In/Out and Non-Parish Funds	-827.50
3710 · Miscellaneous In/Out	
3710.6 · Church Street Landscaping	100.00
3710 · Miscellaneous In/Out - Other	<u>1,357.92</u>
Total 3710 · Miscellaneous In/Out	1,457.92
3712 · Church Retreats In/Out	
3712.3 · Church Youth Retreat	397.99
3712 · Church Retreats In/Out - Other	<u>-25.00</u>
Total 3712 · Church Retreats In/Out	372.99

3714 - Prison Justice	1,377.18
3715 - Special Programs-Coming of Age	1,325.00
3725 - Spiritual Pathways	902.21
3730 - Beloved Community Fund	6,109.43
3740 - OPEN DOORS GRANT	3,687.52
3799 - Security Deposits	2,500.00
Net Income	<u>-29,245.61</u>
Total Equity	<u>5,856,074.29</u>
TOTAL LIABILITIES & EQUITY	<u>5,938,095.14</u>

FISCAL YEAR 2014-2015 BUDGET

	14-15 Budget
Income	
4100.0 · Pledge and Plate Income	
4110.0 · Annual Fund (net)	
4110.1 · Annual Fund Current Year	281,300
4110.2 · Prior Year Annual Fund	2,500
4110.3 · Credit Card Pledges	
Total 4110.0 · Annual Fund (net)	283,800
4120.0 · Diversity Fund	33,500
4130 · Plate	12,000
Total 4100.0 · Pledge and Plate Income	329,300
4200.0 · Interest Income	
4210.0 · Interest	8,000
4220 · Endowment Fund	272,000
4230 · Deacon's Fund	500
Total 4200.0 · Interest Income	280,500
4300 · Rental Income	
4300.1 · ART	60,871
4300.2 · Christmas Fair	14,700
4300.3 · Wedding and Memorial Services	
4300.4 · Yoga Classes	
4300.5 · Other Rentals	60,042
4300.6 · Cambridge Forum	2,500
4300.7 · Paine Senior Services	4,800
4300.8 · Harvard Square Library	
Total 4300 · Rental Income	142,913
4400 - AUCTION	
4401 · Auction	11,250
4600 · RE Programming	
4600.2 · Coming of Age	
Total 4600 · RE Programming	
Total Income	763,963

Expense

5100.0 · Ministry	
5110.0 · Senior Minister	
5111.0 · Senior Minister Compensation	
5111.1 · Senior Minister - Salary	91,568

5111.2 · Sr. Minister - In lieu of FICA	6,923
5111.3 · Senior Minister - Housing	
Total 5111.0 · Senior Minister Compensation	98,491
5112 · Senior Minister Pension	9,157
5113 · Senior Minister Prof. Expenses	8,000
Minister's Discretionary Fund - Accrual	200
5114 · Senior Minister Insurance	14,803
Total 5110.0 · Senior Minister	130,651
5120 · Associate Minister	
5121.0 · Associate Minister Compensation	
5121.1 · Associate Minister-Salary	67,769
5121.2 · Associate Min - In lieu FICA	5,123
5121.3 · Associate Minister-Housing	
Total 5121.0 · Associate Minister Compensation	72,892
5122.0 · Associate Minister-Pension	6,777
5123 · Associate Minister-Prof. Exp	5,000
5124 · Associate Minister - Insurance	3,150
Total 5120 · Associate Minister	87,819
5130.0 · Student Interns	
5133.0 · Student Intern - Wages yr. 2	7,000
Total 5130.0 · Student Interns	7,000
5140.0 · Other Ministry Expenses	
Ordination Reserve	-
5140.4 · Sabbatical Fund	-
Total 5140.0 · Other Ministry Expenses	-
Total 5100.0 · Ministry	225,470
5200.0 · Administration - General	
5201.0 · Administrator	
5201.1 · Administrator - Salary	48,361
5201.2 · Administrator - Pension	4,836
5201.3 · Administrator - Insurance	9,775
Total 5201.0 · Administrator	62,972
5202.0 · Other Administrative Staff	
Office Assistant	10,746
Community Life Coordinator	32,256
Total 5202.0 · Total Other Administrative Staff	43,002
5204.0 · Payroll Expenses	
5204.1 · Employer FICA	16,294
5204.2 · Workers Comp. Insurance	5,029
5204.3 · Payroll Services	4,800
5204.4 · Personnel Advertising	250
Total 5204.0 · Payroll Expenses	26,373
5210 · Office Supplies	3,000
5220 · Postage	1,000
5230 · Telephone & Internet Expenses	

5230.1 · Telephone	3,000
5230.2 · Internet	420
5230.3 · Telephone Maintenance	936
Total 5230 · Telephone & Internet Expenses	4,356
5240 · Office Equipment	
5240.1 · Copier Lease	5,976
Total 5240 · Office Equipment	5,976
5260 · Audit Expense Accrual	1,000
5270 · Computer Software/Tech Support	500
5280 · Technology Fund	500
Total 5200.0 · Administration - General	148,679
5300 · Annual Fund Related Expenses	
5301.0 · Stewardship Fees	1,000
5303 · Credit Card Fees	2,808
Total 5300 · Annual Fund Related Expenses	3,808
5500 · Communications	
5502 · Orders of Service	2,000
5503 · Outside Printing Costs	-
5505 · Web Page (Hosting)	220
5506 · Web Based Calendar	
Total 5500 · Communications	2,220
5600 · Religious Education Program	
5601.0 · Director of Religious Ed.	
5601.1 · DRE - Salary	43,675
5601.2 · DRE - Pension	4,368
5601.3 · DRE - Insurance	397
5601.4 · DRE - Prof. Expenses	4,000
Total 5601.0 · Director of Religious Ed.	52,440
5602.0 · Youth Advisor	
5602.1 · Youth Advisor Wages	12,000
Total 5602.0 · Youth Advisor	12,000
5603.0 · Other RE Staff	
5603.1 · Program Assistant Wages	2,431
5603.2 · Child Care Assistants Wages	4,000
Total 5603.0 · Other RE Staff	6,431
5610 · RE Materials	
5610.1 · Curriculum	
5610.2 · Classroom Supplies	
5610 · RE Materials - Other	2,000
Total 5610 · RE Materials	2,000
5620 · RE Programming	
5620.1 · Teacher Training & Support	600
Programming Subsidies (Retreat / Youth)	1,850
Youth Group	850
5620.5 · Special Events	750

Total 5620 · RE Programming	<u>4,050</u>
Total 5600 · Religious Education Program	76,921
5700 · Music Program Expenses	
5701.0 · Music Director	
5701.1 · Music Director Salary	24,220
5701.2 · Music Director - Prof. Exp	<u>2,000</u>
Total 5701.0 · Music Director	26,220
5702.0 · Music Program Staff Expenses	
5702.1 · Vacation/Sick Coverage	750
5702.2 · Summer Organist	2,200
Gospel Choir	667
5702.3 · Section Leaders	<u>13,440</u>
Total 5702.0 · Music Program Staff Expenses	17,057
5703 · Special Music	
5703.1 · Instrumental	<u>2,500</u>
Total 5703 · Special Music	2,500
5704 · Scores	1,000
5705 · Care of Instruments	<u>1,000</u>
Total 5700 · Music Program Expenses	47,777

5800 · Program - Parish Activities	
5801 · Transformation Team	500
5802.0 · Worship Committee	
5140.1 · Guest Preachers	1,000
5802.1 · Ritual Supplies	900
5802.2 · Sign Language Services	200
Guest Artists	1,000
5802.3 · Accessibility	500
5802.4 · Pulpit Decorations / Flowers	-
5802.5 · Christmas Decorations	100
Total 5802.0 · Worship Committee	3,700
5803 · Hospitality	
5803.1 · Volunteer Coordinator - Wages	-
5803.2 · Social Hour	2,400
Total 5803 · Hospitality	2,400
5804 · Membership Committee	
5804.1 · Literature	500
Training	-
5804.2 · New Member Expenses	500
Total 5804 · Membership Committee	1,000
5805 · Small Group Ministry	100
5807 · Standing Committee	200
5808 · Social Justice Council	300
Childcare Fund	500
Tuesday Meals	500
Strategic Planning	-
Aggregated Committee Funds	5,000
5809 · Pride Parade Registration	
5811 · Spiritual Pathways Expenses	150
Total 5800 · Program - Parish Activities	14,350
5900 · Denomination & Community	
5901 · UUA Dues	16,020
5902 · Mass Bay District Dues	5,073
5910 · GA Delegates	1,800
5920 · UU Mass Action Dues	250
Total 5900 · Denomination & Community	23,143

6100.0 · Physical Plant	
6101.0 · Sexton	
6101.1 · Sexton - Wages	34,578
6101.3 · Sexton - Pension	3,458
6101.4 · Sexton - Health Insurance	<u>7,609</u>
Total 6101.0 · Sexton	45,645
6102 · Sexton - Sunday Services	6,108
6103 · Sexton - Rentals	10,369
6110 · Building Maintenance	
6110.1 · Building Repairs	15,000
6110.2 · Minor Building Maintenance	
6110.3 · Maintenance Contracts	16,000
6110.4 · House Management	
6110.42 · Consumable Supplies	
6110.4 · House Management - Other	<u>5,300</u>
Total 6110.4 · House Management	36,300
6110.5 · Painting Expense Accrual	16,000
6110.6 · Physical Plant Accrual	15,000
6110.7 · Facilities Improvement Accrual	<u>15,000</u>
Total 6110 · Building Maintenance	82,300
6120 · Utilities	
6120.1 · Gas	17,000
6120.2 · Electricity	10,000
6120.3 · Water/Sewer	<u>3,500</u>
Total 6120 · Utilities	30,500
6130 · Grounds Maintenance	750
6140 · Insurance	<u>16,059</u>
Total 6100.0 · Physical Plant	191,731
6201 · Elevator Loan Paybacks	32,100
6202 · Boiler Loan Paybacks	21,117
	<u>787,316</u>
Total Expense	(23,353)