



First Parish in Cambridge
First Church in Cambridge,
Unitarian Universalist

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ANNUAL REPORT BOOKLET

2014 - 2015

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

Stewardship

Inviting generosity and abundance as powerful as our vision

When I returned from sabbatical in August, 2014, and began my seventh year as your Senior Minister, I had no idea it would be my last. I felt rested and refreshed from my six months away and eager to resume the joys and challenges of parish ministry. I could not have anticipated my growing vocation to climate justice and the inexorable realization that I could not pursue this vocation while serving as your minister. My decision to leave was extremely difficult because I have loved serving as your minister, and I hate to leave you.

I regret that my sudden departure from First Parish contributed to stress in the congregation, especially for its leaders. I wish I could have discerned in January or March or May that I could not heed my vocation to climate justice as your Senior Minister. Although that discernment was gradual, my announcement took the congregation by surprise and was painful to people about whom I care deeply. I'm very sorry to have caused that pain.

I have great faith in this congregation. While change is always unsettling, I know you will thrive without me, and you will attract an outstanding settled minister to lead and companion you farther along the journey toward Beloved Community.

Y2Y Harvard Square

The greatest achievement of the 2014-2015 church year was one in which I played only a supporting role: the congregation's approval of Y2Y Harvard Square (formerly the Youth Housing Initiative), the proposal by Harvard University's Phillips Brooks House Association to convert our basement auditorium into a homeless shelter for young adults and the new home of Youth on Fire, the LGBTQ-friendly youth drop-in service center. While the congregation enthusiastically welcomed the proposal as a gift that would help us

live our mission of service and justice, significant logistical and financial challenges needed to be resolved before we could move forward. The leadership team of Standing Committee Chair Susan Shepherd, Finance Chair Cade Murray, Sustainability Committee member Sylvia Wheeler, and attorney Mike Wiggins worked tirelessly to identify these issues, negotiate with PBHA, and help the congregation understand what was at stake.

On March 29, 2015, after passionate, probing, and respectful discussion, the congregation voted 65-2 in favor of the proposal. Just as important as the outcome was the broadly shared perception that all viewpoints had been heard and all questions addressed. The congregation's decision deepened the loyalty and affection of many parishioners for the church and moved others to consider us as a religious home.

Sadly, Y2Y is unable to accommodate the Harvard Square Holiday Fair, which has used our space for its December crafts sales for nearly three decades. The First Parish leadership team, PBHA, Harvard Episcopal Chaplain Luther Ziegler, and I assisted the Holiday Fair in searching for an alternative venue. Our combined efforts helped the Holiday Fair secure space upstairs at 50 Church Street and at St. Paul Catholic Church, 29 Mount Auburn Street. First Parish in Cambridge has offered their vendors use of our courtyard (the cobblestone area in front of our letterboard just north of our entrance on Massachusetts Avenue) as an anchor to promote these new sites.

Stewardship

This church year will also be remembered for the triumph of the stewardship campaign. For the first time in over a decade, the Stewardship Committee launched a congregation-wide face-to-face canvass that not only dramatically boosted our pledge income but also deepened relationships among congregants and strengthened their feeling of connection with the church. The extraordinary dedication and hard work of the Stewardship Team deserve special recognition: Don Tucker (chair), Claryce Evans, Steve Hanna, Karin Lin, Susan Shepherd, and Linda West.

In January, consultant Barry Finkelstein spent two days at First Parish, meeting first with congregational leaders to learn more about us, then training thirty Visiting Stewards for three hours. Demonstrating leadership by increasing their own pledging by an average 20 percent, the Visiting Stewards arranged personal stewardship conversations with as many congregants as possible. In May, the pledge total for Fiscal Year 2016 exceeded \$315,000—a record for First Parish and well over the Stewardship Committee's informal goal of \$300,000. This year's success should serve as an inspiration and model for our stewardship for years to come.

Black Lives Matter

Launched after the 2013 acquittal of George Zimmerman in the killing of Trayvon Martin, galvanized by the 2014 deaths of Michael Brown, Eric Garner, Tamir Rice, and too many others, the Black Lives Matter movement calls upon people of conscience to challenge the vast racial disparities in our criminal justice system and especially its violence against African Americans. These injustices were the subject of several sermons, many prayers, and a congregational conversation November 30 facilitated by Susan Leslie and Karin Lin. I joined members of the congregation at Black Lives Matter demonstrations in Boston and Cambridge. The church now displays Black Lives Matter signage on both Massachusetts Avenue and Church Street.

During Sunday worship March 15, 2015, Social Justice Chair Marcia Hams presented our fifth annual Courageous Love Award to Sydney Fisher and Mary Gashaw, student activists at Cambridge Rindge and Latin School who led the December 1, 2014, student walkout in support of the Black Lives Matter movement and against racism in education and social relations here in Cambridge. Ms. Gashaw spoke powerfully from the pulpit about their activism and its motivation. Spoken-word artist Neiel Israel performed her stunning poem, "When a Black Man Walks." As has become our tradition, at the close of worship we gathered outside the Massachusetts Avenue entrance to sing Amy Carol Webb's anthem "Stand!" All told, it was a compelling worship experience that powerfully expressed the congregation's commitment to racial justice.

Greater Boston Interfaith Organization

At our Leadership Retreat last September, Rev. Dan Smith, Senior Minister of First Church in Cambridge (United Church of Christ) and Vice-President of the Greater Boston Interfaith Organization, made an exciting presentation about GBIO and how First Parish might become involved. On March 26, 2015, at Rev. Smith's invitation, Rashid Shaikh, Chris McElroy, Allegra Stout and I attended a mass meeting of the Greater Boston Interfaith Organization at Old South Church in Copley Square. After GBIO organizer Larry Gordon spoke eloquently about the power of relationship (power with) versus the power of dominance (power over), the assembled GBIO members approved priorities of housing affordability, healthcare, public education, gun violence, and criminal justice reform. On May 12, seventeen First Parish congregants joined nearly two thousand GBIO members at Trinity Church in Copley Square for a meeting with Governor Charlie Baker, Speaker Robert DeLeo, Attorney General Maura Healy, and Mayor Marty Walsh. Following the approval of a GBIO Task Force at our June Semi-Annual Meeting, First Parish can look forward to a new channel for engagement with other faith communities on vital justice issues.

All-Church Retreat

The All-Church Retreat September 26-28, 2014, at Ferry Beach in Saco, Maine, was a splendid success. Retreat registration exceeded 90, a very impressive number especially given the distance, duration, and expense of the event. I was especially pleased to observe so many conversations involving congregants typically segregated by silos (e.g. the choir, Young Adult Group, and Transformation Team) in agenda-free settings in the dining hall, on the beach, and elsewhere. Plans are now going forward to continue what I hope will be an annual First Parish tradition.

Staff Transition

This church year saw an unusual amount of staff turnover. Associate Minister Lilia Cuervo, Community Life Coordinator Mykal Slack, Office Assistant Janice Zazinski, and Youth Advisor Jeremie Bateman all departed. Tuesday Meals Volunteer Coordinator Seth Robinson and I will be leaving soon. Each of these departures reflected the life journeys of these individuals, not any disappointment in the congregation. Of course, the congregation feels the strain of discontinuity and loss of relationship. Still, seasoned staff remain, including Music Director Jonathan Barnhart, Sexton Roland Ellies, Congregational Administrator Carol Lewis, and Director of Religious Education Mandy Neff. I'm indebted to them for their able leadership. I'm also grateful for the thoughtful planning of the Personnel Committee chaired by Eileen Sullivan as they design a staffing model to meet the needs of First Parish in changing times.

Serving First Parish in Cambridge has been one of the great honors and privileges of my life. I will miss you terribly. You will always be in my heart.

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

Religious Education Report

This year's Religious Education (RE) Goals included our Learning Goal of the 7 Unitarian Universalist Principles; Faith Development; and Fostering UU Identity. These were supported by our Staff Priorities of Hospitality, UU Identity Formation, and Education on Multicultural/Anti-Oppression Issues. This year we worked on two goals set out for RE in our Strategic Plan, Curriculum Adaptation and Congregational Conversations.

2014-15 Multigenerational Worshipers began in September with our Homecoming. November featured Day of the Dead with a Saturday altar building session and Thanksgiving, where the centerpiece was a children's skit of The Little Red – adapted by Ministerial Intern Seanan Fong to emphasize compassion and forgiveness on the part of the Hen. Children and parent/caregivers enjoyed the integration of the acts of the skit throughout the worship. December featured our no-rehearsal Pageant, highlighting 3 birth stories from world religions. We celebrated Lunar New Year on March 1 with our traditional dragon parade, and updated framing about the meaning of the dragon. Spring Multigenerational worshipers continued with Easter and our Egg Hunt, held in the Old Burying Ground thanks to the snow-clearing efforts of the RE Committee; Flower Communion; and the RE Sunday "Principles Puppets on Parade."

With an influx of new babies in the Nursery this year, we took several steps to welcome very young families. Carrie Fisher and Stacey Jackson Flammia volunteered to coordinate and revitalize the monthly Young Family Potlucks. Katrina Piehler helped us create a baby comfort area in the narthex.

At the opening Ingathering on 9/14, the children heard our plans for creating the 7 Principles Puppets. They got into small groups to brainstorm "Powerful Creatures" to represent each Principle. We sketched them and created statements about each creature's link to the Principle it represents:

- Our first principle is Each Person is Important. The red butterfly, symbol of migration, shows us that each and every person is important.
- Our second principle is Be Kind in All You Do. The orange penguin, playful and gentle, reminds us to be kind in all we do.
- Our third principle is We're Free to Learn together. The yellow unicorn, wild and pure symbol of freedom, reminds us of our freedom to learn together.
- Our fourth principle is Search for What is True. The green wolf, symbol of roaming and ranging far and wide, is our sign for searching and hunting for truth.
- Our fifth principle is All People Need a Voice. The blue lion has a powerful roar to remind us that all people need a voice.

- Our sixth principle is Build a Fair and Peaceful World. The indigo stegosaurus, a gentle giant vegetarian, reminds us to build a fair and peaceful world.
- Our seventh principle is We Care for Our Planet Earth. The purple bee is the pollinator that shows us how to care for our planet Earth.

We collected recycled materials, and in November, puppeteer Bruce Orr of Mudeye Puppets led us in a 3-hour workshop to papier-mache our puppets into wearable, parade-sized figures. Over the course of the year we added further layers, painted their bodies, and worked out the mechanics of backpacks, suspenders, and moving wings and heads. Our multigenerational service in June was the RE Sunday "Principles Puppets on Parade." Children were able to present the amazing rainbow of 7 Principles Puppets created over the course of this year. Fall teachers being honored were especially amazed by the transformation of cardboard and brown paper bags into giant puppets. As the Co-Coordinator of Ferry Beach RE Week, I was excited to offer an afternoon workshop to colleagues about this process. Future plans for our puppets include appearances at vigils and the HONK! Activist Band parade in October 2015.

Our Justice Partner in 2014-15 was Chelsea Collaborative, a human services organization in Chelsea working to enhance the social, environmental and economic health of the community and its people. In December, their guest speaker, Joel Figueroa, age 11, spoke with the congregation briefly, and with our 11 and 12-year olds, in depth, about his own immigration journey here from El Salvador. Our middle schoolers were moved to create several events in response to hearing his dramatic story of the threats at home, traveling with his uncle until he got to the US border, detention in a children's facility, then making the rest of his trip from Texas to Massachusetts alone.

This year we held three special collections to benefit Chelsea Collaborative: a winter clothing drive, the December Shared Offering, and a spring canned food drive. 2-3 and 5-6th grades used my With Justice and Compassion Immigration Justice curriculum to learn more about immigration this spring. To broaden its impact, at the December 10 North Shore RE meeting, I shared the curriculum and its collection drive service project with DREs from other local congregations. In February, our 5th and 6th graders designed and led a children's Ingathering worship about Chelsea Collaborative. Through the spring, we collected over 100 lbs. of food. The drive ended on March 22 at our Immigration Quiz Show and Potluck, a partnership with Beyond Borders/Sin Fronteras featuring the 6th graders' quiz show and the 2-3rd graders' artwork.

One Strategic Planning goal was curriculum adaptation, to ensure we address a wider range of identities and abilities among our children. A challenge this year was supporting our volunteer teachers in managing the special needs of our children. A third adult to provide 1:1 support was invaluable. RE Committee and I also saw the need to both adjust our curriculum and to provide further training for teachers. Teachers are offered adaptations and updates to existing curriculum, and the RE Committee was inspired to revisit the curriculum cycle developed 5 years ago. The suggested changes reflect a strong awareness of child development, our congregational mission, and the need for fun! While we may not ultimately use one of the original methods - curriculum writing - listed in the Strategic Plan, we are finding many ways to address different children's needs for faith development, and ultimately involving more of our community in the process.

We spent the year exploring possibilities, hearing from current teachers, reading curriculum, considering budget impacts, and making a visit to First Parish in Brookline. After our year of assessment we have decided to run a trial session of Spirit Play for JK-1st grade in fall 2015. We have also decided to do a smaller trial of a similar idea for older children during late fall Ingatherings. Spirit Play is a fusion of Unitarian Universalist storytelling and Montessori methods of learning through free play and exploration of teacher-prepared materials. A fall teaching team and I have attended trainings with Nita Penfold.

During RE Sunday, the congregation was asked to help choose the religious stories our children should be learning. Here were their top suggestions:

- In World Religions, stories of the Buddha's life (ranked #1 overall); followed by general world religions and how they differ; the Baghavad Gita; and Islamic tales.
- In Stories of Justice, Compassion and Love, the congregation listed story themes rather than specific stories - inclusion/opposing oppression, with special mentions for LGBTQI and black communities; generosity and giving; and following your inner voice to do what is right, regardless of outside influences.
- In Bible, The Good Samaritan, and stories about the life and parables of Jesus, were tied for #2 overall. David & Goliath also got a significant number of mentions.
- In Indigenous Religions, Creation myths were the top choice, with several mentions each for Native and Goddess traditions.
- In Unitarian Universalism, the congregation suggested the stories of notable UUs, especially the Civil Rights era stories of James Reeb and Viola Liuzzo; and founding/early stories including Thomas Potter and John Murray; Margaret Fuller; and our own First Parish in Cambridge history, including the founding and Flower Communion.

- In Humanism, again there were theme suggestions - Covenant and community-building; guiding peer and family interactions towards peace; and finding spiritual meaning outside religion.

We also got several suggestions of what I would consider spiritual practices rather than stories - body-oriented practices such as yoga and dance, prayer, faith healing, and welcoming rituals.

Sara Schwindt and I wrote the final version of Worship Weaving this fall, and the 5-6th grade beta test went well. Meditation has become a beloved activity for this group, and they were inspired to teach it to the younger children during the Ingathering they led. On March 12 I met with fall session teachers to debrief the field test. They enjoyed the curriculum, and found it strong and user-friendly. The youth especially enjoyed guided meditation and check-ins, as well as the increased responsibility and independence of leading worship for the children. They are now more eager to watch worship, and are well-poised to take on appropriate helping roles on Sunday mornings.

The Winter Retreat for middle schoolers was very successful, with a group of 8 youngsters who bonded strongly as a group and were very thoughtful of each other throughout the weekend. It worked well to have one chaperone, Thomas Hartl, in charge of the kitchen and meal prep. Ministerial Intern Seanan Fong and I reshaped the programming to have frequent, short mythology "Spirit Circles" and teambuilding games, interspersed with free time in outdoor play and games.

Weather was quite a challenge this February, with two main impacts for RE: cancelling and rescheduling events including the Young Families Potluck and the elementary level OWL Parent/Guardian Orientations, and moving groups out of the Mezzanine level rooms that suffered water damage.

I am delighted to report that with Carol Lewis' help, we have fully online RE registration for the upcoming year.

This year's Our Whole Lives for Grades 7-8 was a collaboration with Cambridge Friends Meeting and First Church, Congregational. One topic of special interest was setting a sacred tone during otherwise boisterous sessions for the youth to experience each other's different religious traditions. We were all eager to see the youth learn about and come to respect each other's spiritual practices, which included chalice lighting from UUs, silent reflection from the Quakers, and the Lord's Prayer from the Congregationalists, and there is interest in partnering again in future years.

An exit review of the Youth Group's year with departing Youth Coordinator Jeremie Bateman:

Youth Group participated in many hunger-abatement projects this year, from volunteer baking for Tuesday Meals to sending a team to the Walk for Hunger on May 3. The Youth Group began its Walk for Hunger fundraising with a sold-out Equal Exchange chocolate sale on February 8. Thanks to the congregation's generosity, the Youth Group raised over \$350 for Project Bread. Next year the Youth Group hopes to do deeper spiritual and personal reflection along with its volunteer service.

We are facing volunteer recruitment challenges finding overnight chaperones for the Youth; The Youth Group held a movie night rather than an overnight lock-in on January 23, and chose to relinquish hosting the Bridging Con to Watertown rather than host it here as a day-only event. At that Con, Nabi Tall was elected Chaplain for the 2015-16 Mass Bay Youth Con Advisory Team.

Several of our youth taught spring session RE. Youth-led Worship on April 12 was a highlight of their year, along with conversations on pop culture and race, and celebrating Senior Bridging at our worship on May 17 with a robust new ceremony. Graduating High School seniors leaving the RE program crossed a bridge, and our Young Adult Group welcomed them into their new adult role. They received roses complete with thorns, in an echo of the thornless roses our babies and children receive at their Dedications.

The Congregational Conversations included one on Music in Worship in March and one on Family Ministry in May. Peggy Kraft and I held two facilitator training in World Café process. We hope these conversations will serve as a model for positive, honest and heartfelt dialogue with the congregation that can continue to be used for other topics as they arise. The May 31 Congregational Conversation focused on RE and Our Ministry to Families. Two major themes to come out of the conversation were the desire for mentoring across multiple ages, not limited to the Coming of Age year; and a further collaboration between Worship and RE interests to continue to refine multigenerational worships at First Parish.

This year, staff worked with Pam Kristan to redesign our meeting agendas and make them more efficient and meaningful. Shifts included adding spiritual practices, and a monthly learning and reflection opportunity to focus on one of our staff priorities.

On March 11 I led a workshop on the Developmental Model of Intercultural Sensitivity for the North Shore Religious Educators. We discussed Dr. Milton Bennet's model and its implications for choosing curriculum and books, and helping our children develop cultural competence and solid skills for inclusive behavior.

On April 24-26 I attended the Leading Edge Conference with our team of staff and leaders, including breakout sessions on Organizing for Justice and Intergenerational Conversations on Racial Reconciliation. I look forward to working with 2015-16 RE teachers and youth on Jacqui Lewis' tools for exploring the self and race through story.

Respectfully submitted,

Mandy Neff

Director of Religious Education

Bruce Leslie-Pritchard

Chair, Religious Education Committee

Standing Committee

This year was a year of many challenges and joys. In September 2014, Senior Minister Fred Small returned from sabbatical. In November, Rev. Lilia Cuervo announced her resignation effective at the end of December. Initially, Standing Committee voted to allow Fred to submit a preliminary advertisement for an Assistant Minister. Further discussions with the Finance Committee indicated that we were running a shortfall for the current fiscal year and could not guarantee a sufficient salary for the position. Therefore, it was decided to wait until the fall of 2015 to reassess our financial position and our needs. There were concerns that not having a minister of color on the staff would set back our transformation goals; however, we decided it would be irresponsible to continue the hiring process given our financial situation.

The year culminated with the surprise announcement that Senior Minister Fred Small was resigning effective fall 2015.

During the year, we continued discussions with the Phillip Brooks House Association, Youth Housing Initiative for the possible rental and major renovation of the Stebbins auditorium for use as a homeless shelter for young adults. The work on bringing the shelter to First Parish was a major part of our efforts over the entire year.

Many congregational meetings were held to keep people informed and answers questions. Sylvia Wheeler of the Sustainability Committee, Mike Wiggins, our lawyer and Cade Murray, chair of the Finance committee, along with Standing Committee chair, Susan Shepherd formed a small ad hoc group to negotiate the lease and all the relevant issues. The congregation voted overwhelmingly to lease the auditorium for this purpose on March 29, 2015. We signed a 10 year lease with Phillips Brooks House Association in May of 2015. This is a huge step for First Parish as we have rented the auditorium on an "as-is" basis to the America Repertory Theater for almost 20 years. Having an actual day-to-day tenant will have its challenges, but the staff and the congregation are very excited about how this program melds with our mission. The renovation will make much needed improvements in the infrastructure of not only the auditorium but the entire complex. Phillips Brooks House Association is funding the renovation.

Unfortunately, the occupation of the auditorium by the youth shelter will displace the annual holiday craft fair rental which has been a fixture for over 30 years.

Standing Committee retreat held September 13 at First Parish. At that time, we listed our priorities as;

Continuing our Transformation

- Honor and celebrate diversity; nurture a culture of respect and safety where all feel welcomed and heard
- Build internal structures that maintain support for people of color / Latin@s, all sexual orientations, gender identities and expressions, and people with different abilities
- Support anti-racism, anti-oppression and abilities and access education in the congregation

Implement the Strategic Plan

- Religious Education for Children and youth
- Congregational participation, sense of belonging and leadership
- Social Justice
- Staff capacity to better support current activities and new initiatives
- Building and Infrastructure

Financial Health

- Support our Stewardship efforts to ensure our financial health
- Bridge the budget deficit
- Seek new funding sources

Membership

- Support Membership Committee
- Maintain our multicultural and transformational vision that welcomes all people into the Beloved Community
- Seek additional ways to welcome newcomers and engage them in the congregation
- Maintain the engagement of current membership

Consistent with our priorities we discussed and voted on a number of issues:

- Gave Rev. Joel Baer permission to collect fees on a voluntary basis during meditation practice. Rev. Baer has provided a weekly meditation practice at no cost to First Parish for many years.
- Approve pursuing Beloved Conversations program
- Support for Leadership Retreat – Peggy Kraft
- Approved a new committee – Sustainability Committee reporting directly to Standing Committee
- Ability to Pay fees policy
- Policy for reciprocal arrangements for no fee rentals.
- Chemical sensitivity policy
- Youth safety policy

The report from the Membership Committee indicated that more attention was needed in that area. Standing Committee continues to find ways to support that work.

Rashid Shaikh was the liaison from Standing Committee to Cambridge Forum and reported that the director Pat Schurke was planning to retire in fall of 2015. He is working with Board of the Forum to determine the future direction.

Standing Committee had the silver owned by First Parish reappraised. In 2000, the silver was valued at \$900,000, in 2005, at \$1,100,000. The 2015 appraisal places the value at \$800,000, of which the value of the Dummer Bowl comprises \$600,000.

We worked closely with Finance about big picture items, new ways of looking at the budget and setting priorities. There is an unresolved issue of who is responsible for assuring the collection of the pledges. Pledging was behind and the collection of pledges lagged during and after Fred's sabbatical time. Building reserves had been shrunk by a number of immediate issues such as the boiler and snow related damage. Therefore more will need to be done in the future regarding preserving our major asset – the building.

In June, Finance Chair Cade Murray presented the Standing Committee with a very new approach to how we finance operations and our major asset, our building, while maintaining our mission-centered course. This will be a major discussion in the coming year and the Standing Committee was very receptive to the new approach.

A rejuvenated Personnel committee was put into place with Eileen Sullivan, Chris McElroy, Peggy Kraft, Cade Murray and Sylvia Wheeler joining forces to examine all the personnel roles and make recommendations about job descriptions and future directions. The Standing Committee approved their recommendations and is grateful for their work.

The Stewardship Committee requested and received authorization to spend funds on a consultant. The result was the best year ever in pledging. A visiting steward system was employed and many heartfelt one-on-one conversations took place. Stewardship became a community-building activity. Many thanks to the members of that committee for their dedication and hard work.

As the year came to a close, the main work of the Standing Committee is now dealing with the resignation of the Senior Minister. An Interim Minister hiring committee has been put in place.

**Respectfully submitted,
Susan Shepherd**

Transformation Team

Members: Maricris Vlassidis (Co-chair) and Natalya Stratton (Co-chair), Marcia Yousik, Susan Shepherd, Mark Watanabe (Co-chair), Charlene Garlneau, Rashid Shaikh, Laura Heath, Marcia Hams (Chair), Ministerial Intern Seanan Fong and Rev. Fred Small.

The 2014-15 year was a year of transition and reflection for the Transformation Team. However, the work of transformation continued. Members of the team left leadership positions and /or left the Team while others joined the Team in the course of the year.

Two projects dominated the agenda for this past year. One was a series of conversations about music and worship and the other was an extended discussion of reviewing and renewing the charter for the Transformation Team itself.

Music Conversation

The idea of having a discussion about music at First Parish arose with questions about having a Gospel Sunday every so often. Initially the discussion at the Transformation Team was about the issue of cultural appropriation. This led to the desire to include the entire congregation in this discussion. However, when the Music Committee was approached about this, they expressed an interest in having discussion among a smaller group first and planning for a larger joint discussion.

After a series of planning meetings including members of the Worship Associates, the Music Committee and the Transformation Team, a larger meeting was held on June 30. Attending that meeting were: Transformation: Natalya Stratton, Charlene Garlneau, Marcia Yousik, Maricris Vlassidis, Mark Watanabe, Susan Shepherd; Worship: Gloria Korsman, Linda West; Music: Jonathan Barnhart, Steve Hanna, Irene Merwin, Mark Pickering, Don Tucker, Mara Vorhees.

The discussion was centered on getting to know each other and develop a better understanding of what each committee did and how we could all collaborate together. It was felt that this initial meeting provided good information about what is transformation and cleared the path for future discussions. It was decided to have one more meeting of the committees before holding a congregation-wide conversation about music.

The second group meeting took place on August 10 and the discussion was able to go deeper. It was decided that one person from each committee would meet to organize the congregational conversation. Marcia Yousik took the lead for the Transformation Team and Steve Hanna took the lead from the Music Committee.

Due to numerous scheduling conflicts, the congregational conversation took place in March. It was very well attended and well organized. The event took the form of the World Café model. Marcia and Steve were assisted by DRE Mandy Neff in using this format.

Although the planning for this discussion was cumbersome, it proved to be a successful model for more deeply engaging active members of the congregation in the process of transformation.

New Charter

During this year, the Transformation Team, along with others in the congregation, found themselves deeply involved in discernment around how to move forward in this work. During Fred's sabbatical, Rev. Mykal Slack used his Sunday sermon to solicit the thoughts of the congregation about Transformation. The cards collected on that Sunday were a random, but useful barometer of the congregation. The cards were later summarized and used during the two retreats held by the Transformation Team.

The Transformation Team suffered attrition from the Team during the year for various reasons, mostly personal. Therefore recruiting for the Team became a focal issue. It became apparent that recruitment was heavily dependent on what would be the role of the Team going forward. It was also readily apparent that the Team itself needed more input in this discernment. Therefore it was decided to open up the yearly retreat to First Parish members who had been on the Transformation Team previously and other members who had clearly expressed interests and experience in multi-culturalism and/or anti-racist work.

What turned out to be the first of two retreats was held on December 13 with approximately 20 people attending and was facilitated by Seanan Fong.

Newsprint Recordings from the Transformation Team Retreat – 12/13/14

Possibilities for Transformation Team

- Provides support for self-identified people of color
- Transforms itself
- Trains leadership and supporters in Anti-Oppression/Anti-Racism/Multi-Culturalism
- Nurtures and supports itself
- Helps create an Allies for Racial Equity / White People Challenging Racism group
- Collaborates with the Social Justice Council to plan and carry out work (and support each other)
- Helps look at what oppression and injustice look like in our congregation
- Provides one-off, low-threshold programs/opportunities to engage in Anti-Oppression/Anti-Racism/Multi-Cultural work ★

- Regularly communicates with the congregation ★
- Creates Frequently Asked Questions for the congregation
- Includes/chooses members from all parts of church (including young adults)
- Works with other organizational units in First Parish (including Young Adult Group)
- Balances process with programming
- Syncs with RE

Criteria for Choosing What to Do For Transformation Team

- Consider: scope / human capacity / balance / timeline
- Align with strategic plan
- Involving all leadership
- Involving all aspects of church life ★
- Programming
- Original programming for Leadership training
- Congregational training for Anti-Oppression/Anti-Racism/Multi-Culturalism
- Serves as a resource to all other groups at First Parish
- Initiates ad hoc teams for unique transformative experiences
- Process
- Attention / awareness of how transformation is happening
- Supporting self-identified people of color

The followup retreat, including a smaller group, took place on February 21 facilitated by Seanan Fong and Laura Heath and attended by Lelaina Romero, Susan Shepherd, Natalya Stratton, Karin Lin, Marcia Hams, Marcia Yousik, Gloria Korsman, Fred Small, Mandy Neff , Mykal Slack and Rashid Shaikh.

The goal of this meeting was to pare down the list from the first meeting to the items that were actually possible to do while holding the mission.

Individual

- Support for POC at FPC
- Healing
- Self-awareness
- Personal exploration/educational
- Practicing inclusive process

Transformation Team Group

- Support, nurture, comfort to each other
- Leadership development for Team members
- Share and learn from other groups working on transformation
- Consciousness raising
- Information sharing

First Parish Leadership

- Nomination committee guidance and support
- Rewrite charters to incorporate transformation
- “Building the World” and training for leaders
- Transformation Team models transformation in First Parish (intervention and publicity)
- Transparency explicit practices
- Provide tools for leaders to reflect on process

First Parish Organizational Units

- Partnership on projects
- Creating ARE/WPCR group
- Collaborating with the Social Justice Council
- Process and reflection, deepening like extended check-ins, mutual invitation
- Strengthening relationships with ??

First Parish Congregation

- Transparency
- Listening to congregation
- Keep transformation issues alive in congregation
- Collaborate with other organizational units to work on transformation issues
- Sponsor speakers, workshops, cultural events
- Support and attract people of color
- Change First Parish imagery and culture
- Communicate to congregation

Beyond First Parish

- Honesty
- Linking with other UU congregations who want transformation and play leadership role in improving denomination when possible
- Intentional collaboration with community organizations that share our values
- Invite people from community to participate in trainings (need to be careful)
- Collaborative learning with community groups
- Become players in the community
- Working with congregations of other faiths (e.g. Greater Boston Interfaith Organization and Boston New Sanctuary Movement)

BIKE RACK

- Scope? Class, ability, queer
- Driving vs. doing
- Wounded healers—evaluation of where we are

The result of this process was a new charter for the Transformation Team, assembled by Marcia Hams (new Chair), Seanan Fong and Laura Heath. This was submitted to the Standing Committee for the April meeting and was approved.

Transformation Team Charter Submitted to Standing Committee on 3/18/15

First Parish has adopted in its mission the challenge of transforming into a multiracial, multicultural, justice-making congregation. Because we recognize the unique role and impact of racism in the histories and present situations of our country, of Cambridge, and of Unitarian Universalism, our Standing Committee has charged Transformation Team with the role of facilitating this process.

To that end, Transformation Team creates space to challenge racism and to educate ourselves and our congregation about racism and multiculturalism. While this is our focus, we also recognize that racism intersects with other forms of oppression that many of us experience.

- **Congregation at large:** Within the congregation at large, the Team works to keep conversation about transformation alive by creating opportunities for education, sharing, and action. We facilitate communication among leadership, the Team, and the congregation at large about issues around racism and transformation. We often work in collaboration with and in service to other committees and groups within the church.
- **Congregational leadership:** Transformation Team provides tools and resources for leaders to effectively address issues of racism and oppression in all aspects of congregational life. First Parish has made a commitment to provide anti-racism training for our leaders and groups, and Transformation Team is a key driver in this process.
- **Broader community:** Transformation Team, along with other leaders in the congregation, participates in broader conversations and actions around racism and multiculturalism in the Unitarian Universalist community and the Cambridge/Boston area.
- **The team:** Transformation Team is a multiracial, multicultural group of First Parish congregants. Members of the Team provide support, education, accountability, and growth opportunities for each other. These are especially important given the difficulty of this work in what is, at present, a majority-white congregation.

The work of transformation is bold, joyful, and deeply enriching. We acknowledge that all of us at First Parish are imperfect and often wounded. Yet we commit ourselves to this work, to continue to heal ourselves, each other, and our world. Although pain and discomfort may come up in the course of transformation, we maintain hope and joy in the process.

Other activities:

- Led a Transformation activity at the Leadership Retreat in September (Susan, Charlene) on microragressions;
- Led two sesssions (April 12 and May 3) showing the video ***Cracking the Codes*** along with discussion open to the congregation (Susan, Karin, Seanan). These were attended by about 20 people each time and the discussions were very good. Some members brought others to the discussion who had not been a part of First Parish in the past. It was clear that people were grateful to have an opportunity to discuss racism in a secure environment.

Shared Offering selections

The Transformation Team chose three of the Shared Offerings this year: the Young People's Project, the Louis D. Brown Peace Institute and the Margaret Fuller House. We also participated in the Mothers' Day Walk fundraiser for the Louis D. Brown Peace Institute which was organized by Chris McElroy. This remains a joint project of Transformation Team and the Social Justice Council.

Other actions taken by the Tranformation Team include:

- voting to sponsor a Chinese language group, adding to the already existing Spanish language group;
- proposing a fee policy based on the ability to pay which was sent to the Standing Committee;

Part of the work of the Transformation Team is to continue to educate itself and remain in contact with other congregations who share a mission of multi-culturalism and anti-racism. To that end members of the Transformation Team attended two important conferences during the year.

The Leading Edge: Race, Reconciliation, and Courage, April 24-26, 2015

at Middle Collegiate Church in New York City was attended by Rev. Fred Small, Rev. Mykal Slack, Carol Lewis, Mandy Neff, LeLaina Romero, Marcia Hams, Karin Lin and Kia Hall. Lay participants paid their own way to the conference.

The Transformation Team also attended the May 16 **GRACE Summit** in Hudson. Attendees were Kia Hall, Marcia Hams, Rev. Fred Small, Natalya Stratton, Susan Shepherd and Karin Lin. The conference fee was paid by First Parish.

The new charter has given the Transformation Team a renewed clarity of purpose and specific strategies to pursue. At the end of the year, the members of the committee are Marcia Hams, Rashid Shaikh and Laura Heath. Seanan Fong and Rev. Fred Small continue to meet with the Team.

Submitted by Susan Shepherd

Leadership Development Team

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

The Leadership Development Team has two primary responsibilities:

1. Selecting a slate of candidates to run for open seats on the Standing Committee, the Nominating Committee, 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 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, Meeting House 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.

The Nominating Committee 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 Nominating Committee then collected biographical information including each candidate's previous volunteer experience at First Parish. After Standing Committee approved the slate, the candidates' biographies were distributed electronically to all voting members and posted on the website.

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

The 2015 slate of candidates was approved at the Spring Semi-Annual Meeting on June 7th:

STANDING COMMITTEE

Chair (1 year term) Peggy Kraft
Vice Chair (1 year term) Sylvia Wheeler
Clerk (1 year term) Linda West
Treasurer (1 year term) Ernie Sabine
Member-at-large (3 year term) Devon Kinkead

DEACON

Deacon (2 year term) Ian Agranat

LEADERSHIP DEVELOPMENT TEAM

Member (2 year term) Joanna Fink
Member (2 year term) Shelby Meyerhoff
Member (2 year term) Shaun Paul

Leadership Development Process: In cooperation with the Program Council, a well-attended Leadership Retreat was held in mid-September 2014 that explored the opportunity of FPUU becoming a member of the Greater Boston Interfaith Organization with guest speaker, Rev. Dan Smith and provided a joint training session with the RE teachers on micro-aggressions organized by the Transformation Team.

The Leadership Development Team will continue to develop outreach efforts focusing on grassroots leadership development to deepen member engagement in working toward the mission and goals established in our Strategic Plan.

**Respectfully submitted,
Beth Reagan**

Abilities and Access Committee

The Abilities and Access Committee serves to increase First Parish in Cambridge's accessibility and inclusion of people with (and without) disability. For the past 2 years we have been one of 10 congregations in the pilot program to gain certification from the Unitarian Universalist Association as an Accessible and Inclusive Ministry. It also serves as the Right Relations Committee concerning disability issues.

In the 2014-2015 church year we have focused on these tasks:

- Created a safe alternative to candle lighting during our Joys and Sorrows element: a bowl of sand with smooth differently shaped stones around it. People drop stones into the sand as part of the ritual.
- Planned and organized the worship "Everyone's Everybody", highlighting reflections by lay leaders on First Parish's journey towards increased accessibility and inclusion of people with disability.
- Created and publicized Chemical Sensitivity policy. It now appears in the announcements every week.
- Purchased and installed a Braille embosser, which is now in use, providing materials for Braille users for worship and other meetings so that they can be fully included.
- Conducted workshop "Differences and Similarities Among People with Disabilities to increase awareness, sensitivity, and knowledge within the congregation of how to support people with different types of disability. Leadership was well-represented.
- Promoted all-church book read of John Hockenberry's Moving Violations: War Zones, Wheelchairs, and Declarations of Independence and conducted a discussion of notable issues illustrated by the book.

During the 2015-2016 church year, the committee seeks to:

- Continue to hold workshops and trainings (for both adults and children in the RE program) to increase awareness and understanding of different issues related to disability within the community.
- Continue to work with the UUA to gain AIM certification.
- Arrange/organize another disability-related worship
- Work with RE to have children create a disability-related banner for display in the sanctuary.
- Create a written guide to help those designing worship and other presentations and events create an inviting and welcoming environment for those with disability. This will create a more welcoming environment for everyone.

Respectfully Submitted,
Susanna Schroeder

Building and Grounds Committee

This year's Buildings and Grounds committee includes Cushing Giesey, Brenda Leahy, and David Ray (chair), and Susan Shepherd. Other participants in liaison and emeritus roles include Sylvia Wheeler, Michele Sprengnether, and David Pap.

Last fall we completed the renovation of the North Wall; total cost of the project was \$209K to contractors (American Steeple) and approximately \$20K in engineering and architects fees. We received a \$100K reimbursement from Institutional Preservation Grants approved by the Cambridge Historical Commission.

The Building & Grounds team has been and continues to be involved in discussions with groups collaborating on the Y2Y renovations in the Auditorium space. Most recently, we have consulted with planners and HVAC engineers on options for air conditioning in that space as well as in the Meetinghouse. The outcome of these plans remains to be seen.

Much of the current year was devoted to planning for an upgrade to the heating system in the Parish Hall. At present we are awaiting a detailed design from the engineering firm (Norian/ Siani) who designed the hydronic system installed in 2008. We expect to put this design out to bid in the next few weeks. Our original schedule for this upgrade assumed that it would be operational in time for the Fall heating system (November 2015); this may be overly optimistic. Buildings & Grounds also collaborated with the Green Team during Fall and Spring Work Days.

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

**Respectfully submitted,
David Ray**

Committee on Ministry

Committee members: Marcia Yousik (chair), Margaret Drury, Sharon DeVos

The committee began meeting in January 2015 with the Senior Minister, Fred Small, who was in fact the only minister at that time. We met monthly during the next 6 months to discuss Rev. Small's concerns and any concerns brought to the committee by the congregation. Reports from the congregation were few.

At our last meeting in June Fred announced his decision to resign. There was general discussion of his new plans. Plan was to meet over the summer to discuss plans for his departure and provide support as he was leaving.

**Respectfully submitted,
Marcia Yousik**

Community Auction Committee

Committee members: Carol Agate, Maria Altamore, Loring Brinkerhoff, Barbara Ceconi, Jan Ellertson, Cushing Giesey, Jennifer Griffith, Tegan Kehoe, Eileen Sullivan (chair) and Nan Waldstein.

The Community Auction was held on November 16 and 23. The events were held between January-July 2015. There was positive feedback about the community building nature of the auction items.

Events included 12 dinners, 11 community events, 5 vacation homes, 23 services, 4 baked food items, 8 other gifts and 2 sets of tickets. In addition there were 8 gift baskets donated. The most money was raised from dinners and vacation homes. Some of the dinners were quite competitive. For the first time, a dinner bid went over \$100 (North Cambridge Progressive Dinner). The auction is only successful because of the people who donate time and talents and the people who bid for items. We raised almost \$18,000. One fourth of the dollars went to Tuesday Meals and the rest went to the church operating budget.

A new feature of the Auction was to offer flat rate events. The flat rate events were "first come first serve" rather than bidding. This allowed members with less financial resources to participate in some of the social events. The concept and the events were well received by the congregation. This will be expanded with opportunities to help host, cook and clean up for flat rate events bring better publicized during the fall.

A challenge was that several services were donated by people who were new to First Parish and those people did not follow through with commitments. The auction committee recommended not accepting services in the future unless people are members or long-time friends.

Bid numbers were used again and was easier to manage since many people already signed up from last year. Like the year before, used tables rather than walls for major events and the flow in the room seemed to work better.

Respectfully submitted
Eileen Sullivan

Hospitality Committee

Members: Gwen Cranmore, Jennie Fitch, Claire Hastie, Steve Hanna

The Hospitality Committee continued to organize the Sunday Social Hour this year. The Au Bon Pain store in Central Square stopped donating their leftover pastries to the church on Saturday night so we buy food from the grocery store and bake things instead.

This year, we had only two Community Lunches: Homecoming Sunday on September 7 and Dia de los Muertos on November 2. Both of these were potlucks. In addition, we hosted two New Member Breakfasts on October 26 and May 31.

Why not do more this year? We need to find more people who are willing to help. We have several people who occasionally bring food for Social Hour or otherwise help out. But we could really use some more people who want to help organize a Community Lunch or Social Hour. If you're interested, please let me know.

**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 November 24, 2014, February 23, 2015 and May 4, 2015. 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 First Parish and its affiliated 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 2014-2015 fiscal year, the endowment contributed \$294,000 to the operating budget of First Parish (including amounts designated for restricted purposes such as the Hall and Taft funds), compared with \$271,000 paid out in the previous year. This is a withdrawal rate of 4.5%.

During the 2015 calendar year, the endowment is contributing \$170,000 to the operating budget of Paine Social Services, compared with a contribution of \$166,000 for the previous year. This is a withdrawal rate of 4.8% 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 5.0% and this was granted and paid in June 2015 for use in the 2014-15 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. The

Treasurer of First Parish made payments to the endowment quarterly. The total paid to the endowment was \$32,099.64 and the outstanding principal balance owed to the endowment on June 30, 2015 was 323,587.67.

During this fiscal year we continued to receive regular quarterly payments of interest and principal from First Parish to amortize the loan made from the endowment for a new heating system on March 10, 2008. The original balance of the loan was \$245,000. The interest rate is 6.0% and the term is 20 years. The Treasurer of First Parish made payments to the endowment quarterly. The total paid to the endowment was \$21,117.36 and the outstanding principal balance owed to the endowment on June 30, 2015 was \$189,680.01.

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. Fred's resignation from First Parish will require repayment of this loan.

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, Timothy Smith 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 \$8,028,832 on June 30, 2014 to \$8,235,613 on June 30, 2015. Co-mingled with the First Parish endowment are endowment funds for the Cambridge Forum and Tuesday Meals. The Paine endowment increased from \$3,956,198 to \$4,019,773 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 \$294,000, \$7000 and \$170,000.

At our February meeting we met with representatives of Walden to review our investment performance over the 2014 calendar year. For the year the First Parish endowment showed an investment gain of 10.4%. For Walden's entire tenure as our investment managers (i.e., August 31, 2003 to December 31, 2014), they have achieved an annualized investment return of 8.0%, 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, 2015 that portfolio had been reduced to \$3,000. The sole remaining energy investment is with ConocoPhillips and is being retained for shareholder voting privileges.

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

Respectfully submitted,

Tim Warren, Chair

Jennifer Griffith

Thomas Hartl

Charles Leiserson

Ernie Sabine

Mary Wright

Membership Committee

Team Members:

Mykal Slack, Community Life Coordinator
Renée Saindon, Membership Team Chair, stepping back (Karin Lin to step in)
Alison Altman
Hanna Stites
Sharon DeVos
Joanna Fink, as able
Brittany Gardner, as able
Barbara Ceconi, as able

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 discovered through discussions held the previous year that there was a strong call for resources, branding and collaboration with other teams within the church. This year we felt the sting of low participation levels despite our growing number of new members. To strengthen these areas, the following actions were addressed and many completed.

Resources:

- Renee led a Saturday morning workshop on The 3 Steps to Welcoming and role played that act of newcomer liaison.
- Covenant Cards have continued to be printed and shared as a means to explain and sustain our covenant to newcomers and current members.
- Through lists provided by Carol Lewis, Congregational Administrator, we were able to activate grass roots efforts to reach out to congregants who had started, but not completed, the three steps to membership. These actions have led to increased attendance of the Exploring Membership classes this year, with 23 successfully completing the path to membership.
- Each month as new batches of white 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:

~continues to be an area of much needed support and clarification going into this interim period of leadership

Collaboration:

- The Membership Team has been collaborating with the Welcome Team to ensure a smooth first experience for newcomers
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 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 staff to make more use of the Tending the Flame Inventory Sheets. We will help ensure the entire congregation completes these sheets as well as assist in the collating, analysis 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:

- Continued interest in **Adult RE classes** for members new to the faith, or in support of life long 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

Moving Forward into the Next Year we set the following Goals:

Inter-Team Communication

Meetings vs. Emails? a core section of the team feel comfortable meeting each month to continue organizing while others prefer to be "on-call, as needed".

Participation at Events ie. Newcome Liaison, breakfasts, classes,
We agreed I'd make a list of those currently serving in the 'on-call' level and would build from it to create a list of people willing to serve as Newcomer Liaison or help out in one off situations to further cultivate new team mates and empower other members to participate as ambassadors to the church as a whole.

How are we meeting the needs of our members?

Joanna suggested we change our team name to: Community Life Team. She felt, and we all agreed, the title Membership Team suggests we are only here to recruit new members. We are not. We are here to help ALL congregants deepen their connection to the church through community life. Perhaps, a title change will also enlist more volunteers to participate with us in this activity.

How are we meeting the needs of our Youth?

We all feel that many of our youth are asking for more ways to feel connected as well. One simple way to do that is to make it abundantly clear to all members and parents that Youth are also able to have a formal name tag made for them to pick up at the Mass Ave entrance to wear. It might even include "RE student" or "Coming of Age" under their name. For these are the program groups for their age level much like Social Justice Task Force is for an adult.

How are we meeting the needs of our Longtimers?

We want to send a team member to the Longtimer breakfasts, ideally every 3 months to check in, listen, learn, bridge our worlds and hopefully inspire a few more to stay for the service.

How are we meeting the needs of our newcomers?

Yes, we feel we have found a solid groove here. And more trainings will go on within our team to ensure the message from each of us is the same genuine and sincere welcome to each newcomer we encounter.

We are Better Together:

How can we more effectively work WITH other program groups and task forces, groups, etc?

We want to partner with Pastoral Care to make a more concerted effort to ensure all members who want to attend church CAN get to church and its activities. NO congregant left behind!

We also want to partner with Pastoral Care for the Caring Connections Initiative to further cultivate human connections with the church.

We want to throw a Community Life Fair in the Parlor the week after the Retreat to empower individuals to sign up for new committees, or at minimum, be aware that these diverse groups exist and what they serve in relation to our church principles.

We want to be more active in diversifying the Newcomer Liaison role and encourage each program group to rotate through the Spotlight announcements to introduce themselves and let the congregation know WHO they are, WHAT they do and put faces with program names.

We want to throw a pizza party with the Leadership Development Team and go through ALL the data collected from the Tending the Flame Surveys and develop lists of individuals who are interested in various groups and get their info to the committee chairs. All that data can be disseminated in one night if we all do it together.

We agreed that this is a bold initiative, but if each one of us takes leadership for a single task mentioned above, then no one is bearing the brunt of the work. Also, we commit ourselves to attending the events spearheaded by others, in a support capacity so that no one is left to do it alone. We each volunteered to lead a task based on our skills sets and time available. Let's ensure they come to fruition. Many of these are achieved through emails, blurbs and announcements. The larger items will require group support. That's when we can call upon our list of "on-call" volunteers.

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 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 2014-2015, we have had a productive and eventful year, carrying 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 continues to thrive, with 20-25 members singing on most Sundays.
- 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.
- Several talented members of the choir have been afforded solo opportunities, and we hope to continue this policy, as repertoire and rehearsal time allows.
- When permitted by the character of the arrangements, and with adequate rehearsal time, we have experimented with the Choir singing from memory, to improve communication with the congregation.
- The choir has continued to support different types of congregational singing, specifically songs from outside our hymnals, led by a song-leader (including Rev. Fred Small, Mykal Slack and LeLaina Romero).

Section Leaders

- Full funding of our requested budget allowed us to hire Jesse Darden (tenor section leader) and Thaddeus Bell (bass section leader). They join Matthew Truss (alto section leader) and Renée Saindon (soprano section leader) to make a full quartet, which enhances Sunday services by strengthening the choir. We anticipate that all four will be returning for the next church year.

- In addition, the section leaders performed exceptional solos throughout the year. Some highlights included a special arrangement (by Jonathan) of "O Holy Night" on Christmas Eve, and solo sections in the Mozart for Easter Sunday.
- We are grateful that an FY16 budget includes funding for the section leaders to participate fully in Gospel Sundays (including rehearsals).

Choir Music

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 2014/2015:

- **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 choir members has allowed First Parish, for quite a few years in a row, to have the Choir participate in the service, along with soloists and instrumentalists.
- **Easter:** For the first time in several years, the choir selections were from the Classical repertory, featuring Mozart's *Missa Brevis*, KV 192, accompanied by a small string orchestra (including First Parish member, Karin Lin).
- **Gospel Sunday:** For the fourth year, the music committee invited Linda Brown-San Martin to lead an expanded choir in a spirited service of gospel music, this year on three separate occasions (October, January and May). The services require extra rehearsals, as all music is learned by ear, but there has been consistently good participation by choir members and some non-choir members (16 to 25 total).

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 and to reach out to the wider community.

- **Talent Show:** Unfortunately, the Talent Show was canceled this year, due to the challenges of the winter. We hope to put it back on the calendar next year, with greater collaboration from other church groups, especially the youth.
- **Christmas Caroling:** We made some concrete efforts to encourage more families to participate in this popular event. In addition to the regular rehearsal, we hosted a kids' "rehearsal" – which included learning some songs, playing musical instruments and making Santa hats. Only two

families showed up, but the kids were a hit with the audience! First Parish continued its strong relationship with the Neville Manor for this annual mid-December event. (Our other regular venue, Sancta Maria, was already booked on the day of the event. This highlights a need to schedule with these facilities well in advance!) Since we only traveled to one venue, we had plenty of time to sing to passers-by in Harvard Square from the church steps at the Mass Ave entrance. 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!

New Piano!

We are thrilled to report the successful purchase of a gently used Yamaha G2 – in perfect physical condition with polished ebony finish – in November 2014. Brand new, this piano would sell for about \$25K, but we got this one for the bargain price of \$8500. It had the added advantage that it did NOT require extra space (therefore, no modification to the meeting house required). We are extremely grateful to member Renée Saindon for heading up the fund-raising efforts! Members and friends have commented on the improved sound, while Jonathan in particular appreciates how well the new piano stays in tune. We are hoping to host a recital to showcase the new instrument.

Congregational Conversation on Music

In March, First Parish held a “Congregational Conversation” on the topic of music, using the World Café format. It was attended by members of Worship, Transition and Music, as well as about 30 people from the congregation. Discussion centered on questions such as “How can we blend our diverse musical backgrounds to create a transformative experience at First Parish?” and “How is music important to First Parish worship services or other activities?” The meeting generated a lot of positive feedback -- for both the music program, and for this particular exercise. Some themes that emerged:

- Appreciation of and frustration with the great diversity of backgrounds
- Desire for more instruction, more context, more opportunities to learn (Spanish, more difficult hymns, new music, etc)
- Desire for more opportunities to sing outside of service

The event generated many ideas for Music Com. The first follow-up will be a three-way meeting with TT and Worship.

Pastoral Associates

The Pastoral Associates continue to provide confidential support and practical assistance to members of our congregation. They also coordinate and oversee the Circle of Care, the network of First Parish volunteers who offer tangible one-time support to parishioners in need, such as rides, meals, and sympathy cards. This year the Pastoral Associates temporarily suspended the Caring Connection, which reaches out by telephone to all First Parish members without any agenda other than to check in and ask how things are going, so as not to be confused with the face-to-face canvass undertaken by the Stewardship Committee. The Caring Connection should resume next year in collaboration with the Membership Committee. The Pastoral Associates are Manuel Garcia, Linda Jurras, Patrick Sullivan, and David Light, to be joined by Sheila Norton this fall.

Submitted by Rev. Fred Small

Personnel Committee

The Personnel Committee after several years of limited membership became more active in the winter of 2015. Members included Eileen Sullivan (chair), Sylvia Wheeler, Chris McElroy, Cade Murray and Peggy Kraft.

Following the resignation of Rev. Lilia Cuervo, it was necessary to look at current staffing and the needs of the congregation. The Personnel Committee began the following work.

- Assess open positions as well as job descriptions and duties of existing minister and staff to identify roles and tasks that need to be done.
- Review Strategic Plan to align reorganization with our needs – attached outcomes for staff to congregational directions.
- Meet with existing staff to learn what is and is not working well. It was determined that the Personnel Committee should support staff including goal-setting and annual evaluations as well as coaching and serving as a sounding board.
- Research what has worked in other congregations by talking to UUA and other churches.

After meeting with staff it was determined that there were too many small part-time positions. These positions turn over frequently and time is wasted training people.

The following positions became open during the spring of 2015:

- Community Life Coordinator – 20 hours (departing July 2015)
- Office Assistant -15 hours
- RE Assistant – 4-5 hours
- Youth Coordinator – 10 hours
- Tuesday Meals Volunteer Coordinator – 8-10 hours (departing Aug 2015)

The Personnel Committee recommended to Standing Committee in June that several positions be combined to create a full-time Communications and Membership Coordinator that would focus on managing all communications (website to social media to weekly announcements to brochures) and logistics to support programs and leaders. A temporary 9 month position would also be created to coordinate Homelessness Ministry including supporting Tuesday Meals and developing a plan for future ministry. The Committee began to work on job descriptions.

In addition to these activities, the Personnel Committee finished edits to the Personnel Manual for staff. Policy changes had been voted by Standing Committee in April 2014. The Personnel Manual should be complete for September 2015.

**Respectfully submitted,
Eileen Sullivan**

Stewardship Committee

Committee members: Claryce Evans (for first half of the year), Steve Hanna, Karin Lin, Susan Shepherd, Don Tucker (chair), Linda West.

Most of the committee's efforts went into the annual fund drive. Most of the committee members attended a UUA-sponsored all day workshop in Taunton, MA in November, 2014. The session leaders addressed topics including: why do people give; trends in giving; an overview/discussion of different ways to run an annual campaign; and planned giving.

Inspired by the workshop the committee decided to organize a one to one annual fund drive. We worked with Barry Finkelstein (one of the presenters from Taunton) to organize the campaign. We also used the book "Beyond Fundraising" from the UUA. Barry's work involved telephonic consulting as well as a weekend visit to First Parish that included meetings with staff and committee chairs/leaders, and training for 32 visiting Stewards.

Another part of the annual drive was the use of the UUA "Fair Share Giving Guide" which was part of our publicity and the one-to-one conversations.

The pledge total was a significant increase from last year—FY2016 pledges secured by July 20, 2015: \$314,076; pledge units 171.

In June and July we gathered feedback from visiting Stewards through a survey. In the months ahead we will review this feedback, along with data collected on giving, and other feedback collected during the fund drive, to improve next year's fund drive. We believe the annual fund drive was a success, not just in raising funds for First Parish but also by building connections and community through the one to one visits and training.

Another role for the committee is to facilitate Planned Giving. The UUA has a number of resources and recommendations that we've learned about through both the Taunton workshop and speaking with the UUA. We took steps toward a formal program through pulpit announcements and a newsletter article. We will do more work on Planned Giving next year.

Respectfully submitted,
Don Tucker, Chair
July 20, 2015

Sustainability Committee (Green Team)

With a name change from the Green Team to the Sustainability Committee, this operations committee now has permanent standing within the governance of First Parish, and has continued its work to increase sustainability in practice and policy in our community. Included in this is the emphasis on increasing sustainable practices among individual members and families through education and offering opportunities to make changes to greener energy.

The following have been the areas of focus and chief accomplishments this past year:

- Fall and Spring work days that saw an increased participation by all, especially our younger members; continued lighting upgrades throughout the Parish House and Meeting House; and continued maintenance of our outdoor landscaping which includes planting of annuals, replacement of some perennials, spreading of mulch, and installation of soaker hoses in the dogwood bed. The Spring Work Day for the first time included a general cleaning of the pews in the Meeting House.
- Working with the Standing Committee, committee members helped to ensure that sustainability was incorporated in the Y2Y lease agreement, e.g., separate metering of utilities as called for in our 2013-15 Sustainability Action Plan (SAP), and supporting commitment of the architects and engineers to sustainable design.
- Collaboration with Building and Grounds on continued efforts to seal the building envelope and insulate as renovations are feasible with the major milestone of insulating the North Wall as a key step in this process. Currently underway is an assessment of energy efficient AC options by NSE HVAC engineers.
- Collaboration with the Environmental Justice Task Force to encourage parishioners to switch to renewable energy through the Mothers Out Front Campaign. Over 20 members made the switch.
- Obtaining the services of parishioner Peggy Lynch, a certified organic garden design professional, to develop a plan for a garden bed along the recently renovated North Wall. Plan will be completed by the fall.

Plans for 2015--2016 include expanding the committee to undertake an update of the Sustainability Action Plan (SAP) and to complete an operations manual and policy guidelines for First Parish. Two new members, Robin Brown and Linda West, have been welcomed to the team and others are needed. The team will also be exploring purchase of renewable energy by First Parish. Anyone interested in working with our committee to accomplish these and other goals is encouraged to contact us at sustainability@firstparishcambridge.org.

In closing, we must note the many and valued contributions of founding committee member, Michele Sprengnether. Her knowledge of our buildings and infrastructure has proved invaluable as we drew up our Plan and then began to implement it. Michele has had to resign due to family and career obligations and she has been and will be sorely missed.

**Linda Clark and Sylvia Wheeler,
Sustainability Team Leaders**

Worship Associates

Committee members: Jennifer (Jennie) Fitch and David Levine, co-chairs; Daisaburo (Sabu) Hashizume; Jennifer Linares; Ryan McMahon; Jessica Roffe; Chris Scheller; Jinghua Zang

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

Former co-chairs Gloria Korsman and Linda West transitioned out of the committee in mid-September; although they each graciously provided support at Sunday worship through the end of November to fill in gaps and help train new members. Maria Christina Vlassidis Burgoa also transitioned off the committee around the same time. Jessica Roffe stepped down in December 2014 to focus on her graduate studies.

New member Jennifer Linares joined the committee in November. Husband and wife team Jinghua and Sabu joined in January, although their travel schedules prevent them from regular and recurring participation at Sunday worship and monthly meetings.

The Worship Committee seems to be in a period of transition, reflective of the congregation and the parish leadership as a whole. The church year began with the second half of Senior Minister Fred Small's sabbatical, and Rev Mykal Slack preached the bulk of the sermons between July 1 and Fred's return on Homecoming Sunday September 7.

In late November, Associate Minister Lila Cuervo announced her departure from First Parish at the end of the year. Her last sermon was December 7 and her goodbye reception was December 14. Her spirit and perspective have been keenly missed.

In May, Community Life Coordinator Mykal Slack announced his departure from First Parish in midsummer. He preached his last sermon on July 12 and many reported it was an amazing, heartfelt, and emotional experience.

In June, Senior Minister Fred Small announced his departure from First Parish at the end of September 2015. Rev Small shared in an open and transparent fashion his struggle with this decision and restated his deep and intensely personal commitment to climate justice. He ultimately accepted the need to focus his spiritual, emotional, and political resources solely on the Creation Coalition for climate justice. Many in the congregation have expressed support side-by-side with surprise.

For the Worship Committee, Fred's departure will translate into significant increase in workload in the coming church year. Guest ministers, interim minister(s), and new minister will need orientation to worship elements and general flow, as well as help with participation in worship such as announcements and offertory.

Unfortunately, the committee's membership is not robust and may have a difficult time supporting the transition. As of the end of June, we number only 5 active members; and both Chris Scheller and Jennie Fitch have announced intentions to step down soon.

Several attempts were made throughout the year to recruit new members; brainstorming sessions at meetings would yield an "ask list" for Fred. About 10-12 people were asked in the last 6 months and no one accepted.

Standing Committee member (and former Worship Committee co-chair) Linda West is hosting a meeting in August 2015 to discuss these obstacles and generate potential solutions; as well as assist the committee in developing a solid plan for guest ministers in the weeks immediately following Fred' departure.

Here is a brief review of Guest Ministers/Special Services from the past year:

Rev. Matt Meyer on July 6, 2014

Rev. Mykal Slack on July 13 & 27, 2014; August 24, 2014; February 8, 2015

Lay-led: GA Group on July 20, 2014

Rev. Elizabeth Nguyen on August 10, 2014 and April 26, 2015

Mr. Paul Drake on August 31, 2014

Pageant on December 21, 2014

Lay-led: Beltane on May 3, 2015

RE Sunday on June 14, 2015

Rev Colin Bossen on June 28,2015

**Respectfully submitted,
Jennifer Fitch**

Social Justice Council

Voting members: Chair: Marcia Hams; Task Force Representatives: Rosalie Anderson (Environmental Justice), Denise Garcia/Rebecca Balder (Beyond Borders/Sin Fronteras); At-large: Claryce Evans, Susan Leslie-Pritchard, Margaret Drury, Susan Nye (and MEEG representative),. SJ group-committee participants: Peggy Kraft (Abilities and Access)

The Council met monthly throughout the year to support and coordinate the work of our Task Forces and groups, and to sponsor other social justice activities in conjunction with other committees, members, organizations and faith communities. The summary below does not list activities that are in the Environmental Justice Task Force (EJTF) and Beyond Borders – Sin Fronteras Task Force (BBSF), Middle East Education Group (MEEG) and Abilities & Access (A&A) reports.

June, 2014:

- With the Community of Harvard Square Churches, sponsored a Pride Week event on LGBT oppression and resistance in Uganda, with Ugandan LGBT leader Mr. John Abdallah Wambere and Pastor Judy Hanlon of the LGBT Asylum Support Task Force of Central MA. Held at Christ Church next door.

August, 2014:

- Wrote a letter to invite our 2013-14 plate recipients to our Homecoming service.
- Contacted Greater Boston Interfaith to inform them of our intension to explore membership and invited VP Dan Smith to our congregational leadership retreat in October.

September, 2014:

- Mandy Neff attended our meeting to discuss RE social justice planning for the year. Issues of concern were Ferguson, Racism, Climate Justice, Middle East, Immigrants, Health Care, Care for the Elderly, Peace Fusion Coalition, GBIO, involving young adults
- Organized an open house for the congregation: Social Justice Conversations and Kick-Off (Sept. 14th) to let people know about our plans and invite their suggestions and participation. (Meetinghouse News article).
- Co-sponsored, with MEEG, a screening of My So-Called Enemy, on young women from Palestine and Israel. (20 people)

October, 2014:

- With EJTF, recruited for the Climate Justice March in New York, which drew 25 people from First Parish; organized a group to go to the Cambridge Forum event with Naomi Klein. Plate offering for October (chosen by SJC) was Chelsea Collaborative and Centro Presente for work with child refugees—BB/SF organized a program after service.
- Did a presentation on GBIO at the Oct. 26th semi-annual meeting.
- Began planning with UUSC and Mandy Neff (RE Director) for Guest at Your Table luncheon and activity in January.

November, 2015:

- Participated with our banner in the Black Lives Matter march from Roxbury to the Suffolk County prison after the Ferguson Grand Jury decision on the death of Mike Brown.

December, 2014:

- Sponsored a congregational conversation after church on the Mike Brown murder and Black Lives Matter movement. Hope to organize follow-up.
- Announced to congregation that we were taking nominations for the 2015 First Parish Courageous Love Award.

January, 2015:

- Organized well-attended Guest at Your Table potluck organized by SJC and the RE program. Intern Seanan Fong constructed a drawing as UUSC representative Pam Sparr led us an interaction discussion of UUSC projects.
- Received 3 nominations for the Courageous Love Award and selected Cambridge Rindge and Latin School Black Lives Matter student leaders: Mary Gashaw and Sydney Fisher, who accepted.
- Margaret Drury organized a letter-writing table on legislative proposal on mandatory minimum sentencing.
- Publicized and were recognized as supporters of the the Cambridge MLK event at St. Peters Episcopal Church. Two SJC members read as part of the program.

February, 2015:

- Courageous Love Award presented to Mary Gashaw and Sydney Fisher, who spoke eloquently about the racism and the Black Lives Matter movement. Their families attended.
- Held organizing meeting on GBIO.

March, 2015:

- Selected ACE (Alternatives for Community and the Environment) as plate recipient in May.
- GBIO: 4 First Parish members attended the GBIO meeting with about 300 people from 20-30 congregations. Decided on issue campaign priorities and began organizing for large May action with public officials to gain their commitments.

April, 2015:

- Publicized UUMassAction Lobby to congregation. Issues are state divestment, carbon tax, homeowner retrofits, criminal justice reform. Rosalie Anders and others attended April 14.
- Submitted request to Finance Committee for GBIO dues of \$2000 for next year, assuming we will join. We will submit a request for matching funds to UUA.
- Planned May Open House on Task Forces and solicited the applications.

May, 2015.

- Seventeen First Parish members attended the May 12 GBIO meeting with 1800 members of GBIO (and some friends, like us).
- Successful SJC Open House, with presentations on proposals from BB-SF, EJTF and the GBIO Organizing Task Force.
- SJC pick for recipient of June plate offering is Liveable Streets, in memory of 89 year old congregant Bill Dotson who was killed crossing Mass Ave. in Arlington.

June, 2015

- Congregation approved all three Task Force proposals.
- Supreme Court Gay Marriage decision: Rev. Fred Small and Marcia Hams wrote a press release. The Boston Globe came that Sunday and interviewed Marcia Hams, Susan Shepherd and minister Colin Bossen for an article the next day on churches responses to the decision.
- Decided to put up Black Lives Matter sign in the glassed in bulletin board in front of church. Discussing a bigger sign or banner.
- Discussed Cambridge Gun Buyback Program—Cambridge churches asked for our participation. Would like to do it next year—it was too late at this point.
- Chair: Marcia Hams is stepping down and Rosalie Anders is taking over.
- SJC will meet every other month next year in person, with conference calls in between. Next meeting in September.

Beyond Borders-Sin Fronteras

Co-chairs: Denise Garcia (through 2/15), Laura Heath, Karin Lin (from 3/15)

Members: Susan Leslie-Pritchard, Alison Altman, Brittney Gardner, Charlene Galarneau, Ally Lent, Rashid Shaikh, Rebecca Balder, Kia Hall

Beyond Borders - Sin Fronteras (formerly Immigration Task Force), in its fifth year of existence, works for immigration justice by organizing educational events within First Parish, supporting our immigrant-led community partner organizations, and participating in the interfaith Boston New Sanctuary Movement (BNSM). Beyond Borders-Sin Fronteras' 2014-2015 events and activities included:

- September: Invited congregation to view documentary *Who is Dayani Cristal?* sponsored by Centro Presente
- November and April: Participated in BNSM vigils at the Suffolk County House of Correction
- December and March: Held coat and food drives for the Chelsea Collaborative
- January: Participated in BNSM's Interfaith Immigration Forum, including a discussion on physical sanctuary
- March: Assisted RE in hosting an Immigration Quiz and potluck

Next year's co-chairs will be Laura Heath and Rebecca Balder. Planned activities include educational film events, increasing participation at BNSM vigils, legislative advocacy for the TRUST Act (prevent local law enforcement from acting as immigration enforcement officers) and Safe Driving Bill (driver's licenses for undocumented immigrants), and continued discussion of whether and how First Parish might support physical sanctuary for immigrants facing deportation in the Boston area.

Environmental Justice Task Force

The Environmental Justice Task Force work has included putting on programs for the First Parish community, informing the community about issues, and encouraging people to take part in climate action opportunities.

A highlight of the 2014-2015 church year was the climate march in New York City on September 21. A number of First Parish members and friends joined the 350,000 person march and rally. EJTF organized a follow-up Sunday discussion of the march and its implications.

EJTF has continued to work on fossil fuel divestment, including taking part in rallies and hearings at the State House and at the State pension board, to advocate that the State divest its pension fund. While legislation died without being brought to a vote in the last session, a new bill has been filed, and advocacy continues. We continue to talk with other UU congregations about divestment. Even after the General Assembly voted to divest its funds (a vote that EJTF worked hard to make happen), some area UU churches have continued to debate the issue, and we continue to provide information, encouragement and, occasionally, speakers.

We co-organized a very successful personal divestment forum at First Church in March. If there seems to be interest, we will offer another forum at First Parish.

In April, First Parish played a key role in Harvard Heat Week, part of the student-led campaign to persuade Harvard to divest. First Parish hosted an inspiring kick-off to the week, an interfaith service, and daily civil disobedience training. Rev. Fred Small spoke at several events and First Parish congregants were a regular presence at vigils and blockades throughout the week. Students expressed their appreciation for the church's strong support.

We offered educational events during the year. We held two discussions of Naomi Klein's book *This Changes Everything*; hosted Gary Rucinski of the Citizens Climate Lobby, who described the effort to legislate a carbon tax; and we showed the film *Climate Refugees*, about the millions of people who have already lost their homes and their land because of climate disruption.

In alliance with Mothers Out Front, we launched an ongoing campaign to persuade congregants to purchase wind power to meet their electricity needs.

In May we organized a Refresh First Parish day an opportunity to plant, weed, and repair our own property.

EJTF members continue to work on opposing plans for fracked gas pipelines in Massachusetts.

EJTF members took part in a UU Mass Action climate summit in the fall and the spring UU Mass Action Lobby Day. EJTF has joined Commit2Respond, a group aiming to bring Unitarians and others together to act on climate change.

We continue to explore connections with other congregations and helped organize a vigil for Lima at Government Center on a bitter cold evening in December to call attention to important international negotiations on climate change.

**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: Robin Brown, Sharon DeVos, Pamela Fox, Pepper Greene, Grace Hall, Claire Hastie, 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 2014-2015 church year:

The Group presented the following events:

- September 19, 2014: Screened the film *My So-Called Enemy* in conjunction with Social Justice Council.
- October 12, 2014: *Minority sects in the Middle East* presented by Grace Hall.
- December 7, 2014: The Group provided refreshments for Social Hour.
- January 18, 2015: *The Ottoman Empire's Legacy in Middle East Current Events* presented by Dr. Sahar Bazzaz
- March 21, 2015: Nowruz Celebration of the Persian New Year at the MFA. (The Group provided an informative handout prior to the date and secured free admission for First Parish members and friends attending the event.)
- April 19, 2015: *The Dome of the Rock: Symbol of Jerusalem* presented by Dr. Beatrice St. Laurent

Additional activities of the Group:

- October 28, 2014: Hosted the program *Instilling Hope in Gaza*, presented by the Gaza Mental Health Foundation to honor the memory of Dr. Eyad el-Sarraj, with Dr. Noam Chomsky as the featured speaker.
- November 2014: Provided two baskets of items from the Middle East for the Silent Auction
- December 7, 2014: Provided flowers for the Sunday morning service.
- April 1, 2015: Co-sponsored a Cambridge Forum program with Iyad Burrat as the speaker.
- June 3, 2015: Hosted a fundraiser for the *Palestine House of Friendship*, featuring their summer camp program. (Co-sponsored by the Palestine Israel Task Team at First Church in Cambridge, Congregational, UCC).

Plans for 2015/2016 include:

- Fall visit to the Armenian Museum in Watertown.
- Sponsorship of Social Hour.
- A presentation on *Ownership of the Past- Who Claims the Right of Interpretation?*
- Additional events under consideration include:
 - Discussion of ideologies in the Middle East
 - A panel discussion on some aspect of the Middle East
 - Workshop on Islamophobia
 - Museum visit to see Islamic art
 - Participation in the Church Auction
 - Additional events to be determined.

UU Buddhist Meditation Group

We meet every Tuesday at 7:30, and for the first time, this year we will continue to meet during the summer (except when Joel Baehr, the leader is away).

In addition to the sponsorship of First Parish, we practice also under the aegis of the Foundation For Active Compassion (www.foundationforactivecompassion.com), which is one of the groups that authorizes my teaching, and on whose board I serve.

The Foundation for Active Compassion is developing an expanded operation, in conjunction with the Mind and Life Institute. I encourage everyone to consider First Parish a partner in the mission of FAC.

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. New folks, both First Parish members and others, continually express an interest and attend once or twice.

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.

The UU Buddhist group is yoked to the congregation through the traditional Buddhist practice of *dana* (generosity) – participants contribute, and we give \$25 per session to First Parish in Cambridge.

The group is connected to the UU Buddhist Fellowship, a network of an amazing number of Buddhist practice groups in UU congregations.

As I said in last year's report, 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 met on the Tuesday after Homecoming Sunday in September, and on the first Tuesday of each month from October through June. Each meeting was from 7:00 pm – 9:00 pm.

The group was open to any female member or friend of First Parish, and attendance each month was not required – participants can come to as many or as few discussions as they would like. In 2014-2015, the group was facilitated by Jennifer Griffith. Each month's discussion was facilitated by the woman who suggested that book. Women who attended the discussions in 2014-2015 include: Jules Kobek, Michele Sprengnether, Sylvia Wheeler, Carol Agate, Dorianne Low, Ellen Mass, Jennifer Griffith, and Jean Chandler.

We chose the books we read at the first meeting of the year. Everyone was invited to this meeting and invited to present books for the group to consider, then we voted on the books we want to read. Participants who were 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 communicated 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 2014-15 we read and discussed these books:

October – *Letters to My Daughter* by Maya Angelou

November – *The Sixth Extinction: An Unnatural History* by Elizabeth Kolbert

December – *Chrysalis: Maria Sibylla Merian and the Secrets of Metamorphosis*
by Kim Todd

January – *The Spirit Catches You and You Fall Down: A Hmong Child, Her American Doctors, and the Collision of Two Cultures* by Anne Fadiman

February – *Moving Violations: War Zones, Wheelchairs, and Declarations of Independence* by John Hockenberry

March – *Claire of the Sea Light* by Edwidge Danticat

April – *Margaret Fuller: A New American Life* by Megan Marshall

May – *Girl with the Pearl Earring* by Tracy Chevalier

June – *Black Walden: Slavery and its Aftermath in Concord, Massachusetts* by Elsie Lemier

Due to low participation during the 2014/15 year, the Women's Book Group has decided to make the following changes for the upcoming 2015/16 year:

- Open the group to participation by all regardless of gender
- Reduce the number of books discussed per year from 9 to 4
- Move the meeting night to the third Monday of September, November, January, March, and May
- Prior to each meeting, request an RSVP from those that plan to attend and cancel the discussion if less than 6 people commit to coming

The Women's Book Group was 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's Sacred Circle

Women's Sacred Circle meets monthly each year beginning in September and ending in June of the following year. We meet every first Saturday in the month in the Barn Room from 7:00 pm to 11:00 pm. Circle leaders arrive to set up just before or after 6:30 pm. Each year our September circle is for returning members only and our October circle is open for new members to sample a circle and decide on joining the Circle for the year. All circles for the rest of that year are closed. In general, our Circle membership stands at around 25.

At each of our monthly circles we participate in a collection of donations to the church for the space First Parish provides us and our monthly collection ranges from \$5 - \$20 each month. This past year we collected \$140 in donations.

Each year for the past 4 or more years we have offered a Tarot Night for the Annual Auction. It seems to be very popular and we certainly had a wonderful time on March 20th at 7:00 pm. The evening raised around \$350 for the church. We look forward to doing it again this year.

Our members who choose to do so also participate in an annual Beach Ritual in one of the summer months on one of the local beaches after the daylight hours and on or near a Full Moon. This is very beneficial in connecting to the Earth and Nature centered work we focus on in our practice and prayer. This year it was held in August at Winter Island, Salem Willows in Salem, MA and will include an overnight camp for those members who choose to stay.

Our Leadership Council consists of 5-6 members, chaired by me, and we meet 3-4 times a year for the discussion of issues that arise in the running of Circle, for the planning of the calendar year's theme and activities and to address any concerns brought up by our members or the church. This year we have met, spread out over the 12 months, 3 times. These meetings are held at one of the Leadership Council member's houses and provides communion as well as support for our Council and the Circle. We will meet again in August to complete our theme planning for the coming year.

We would like to extend our thanks and gratitude to the church members and administration for the space provided to us for our spiritual practice and for the support and interest, compassion and understanding extended to us, The Women's Sacred Circle.

**Blessed Be,
Lori Green, Chair of Leadership Council,
Women's Sacred Circle, UU First Parish Church**

Women Writing Together

Women writing together entered its ninth successful year, creating a facilitated, safe, supportive, confidential environment for women to write their hearts and minds out, together, every other Monday evening over the entire year, outdoor summer meetings included! This year, the group reached full-to-bursting capacity, at 11 regular attendees, and gratifyingly includes five First Parish members: Rosalie Anders, Dorianne Low, Mary Lou Mehrling, myself, and Susanna Schroeder-Bohanna. The lively, laughter-filled, and sometimes teary group, is deeply grateful to First Parish Cambridge for hosting this group that fosters deep growth, creativity, and warm, caring connection, to ourselves, and to each other.

Submitted by

Heidi Meyer
Group founder and facilitator
FPC member from 2004-

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, John Kwoka*, Rashid Shaikh*, Timothy Weiskel

* Member of First Parish in Cambridge

In 2014-15 Cambridge Forum completed its 48th year of public programming at First Parish in Cambridge. We produced 17 live public forums, working with 2 organizations from First Parish and 18 community organizations as co-sponsors. In addition, we produced 21 new radio programs and distributed a weekly radio series (52 programs) on the National Public Radio satellite. All of Cambridge Forum's public programs were made available as streaming webcasts on the WGBH Forum Network's YouTube channel. Our total attendance for the live programs (excluding the fund-raiser) was 1733, an increase of 509 from the preceding year. This increase is due to the full house that attended Naomi Klein's forum on October 16. The fund-raising concert in January was attended by an audience of 441.

For the eleventh year, Cambridge Forum focused its programming around a non-exclusive theme. In 2014-15 the theme was "The Health of Democracy." Fall programs explored current issues, including climate change, immigration, recent court decisions, and military threats, that challenge the ability of our democratic system to find effective solutions. Winter/spring forums featured a series of conversations exploring six challenges to the health of American democracy today and ways in which citizens can respond as individuals to promote a healthier democracy and restore a robust social contract.

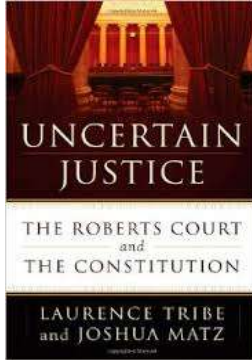
John Kwoka, a member of First Parish, joined the Board this year. One community Board member resigned during the year: Nancy Preis. The Nominating Committee has identified additional candidates for the Board, looking primarily for representatives of the community. The search for new Board members has been temporarily put on hold, as the Board focuses on the search for a new Director to replace Pat Suhrcke who is retiring after 17 years on service.

Cambridge Forum's operating budget for 2014-15 was stable in both revenue or expenses over the prior year. Our multimedia insurance premium was higher than anticipated based on quotes obtained last year. We also anticipate extra salary costs to cover a period of overlap between Pat and the new director. To cover these costs, the Forum made a request for a payout from the endowment at the high end of the normal range provided for in the guidelines.

A complete list of 2014-2015 Cambridge Forum programs is attached:

September 17

UNCERTAIN JUSTICE: The Supreme Court and the Constitution



Laurence Tribe, eminent Constitutional law scholar at Harvard Law School, discusses his new book (co-authored with Joshua Matz) *Uncertain Justice: The Roberts Court and the Constitution* on the day the United States celebrates its 227th Constitution Day. Is the Roberts Court really the “least dangerous” branch of our federal government, as Alexander Hamilton opined in Federalist Paper No. 78? Tribe argues that this Supreme Court is shaking the foundation of the nation’s laws and reinterpreting the meaning of the Constitution.

October 1

CARBON TAX TO COMBAT CLIMATE CHANGE

Massachusetts State Senator **Mike Barrett**, co-sponsor of a bill proposing the nation's first carbon tax, physicist and activist **Dr. Gary Rucinski**, and **Anne Kelly**, director of public policy at CERES, discuss using a carbon tax to combat global warming and create a sustainable economic future. How would a carbon tax work? What impact would it have on jobs and the economy? What hurdles would it have to clear to be adopted?

Co-sponsored by Environmental Tax Reform-Massachusetts and Climate X-Change.

October 8

IMMIGRANT STRUGGLES, IMMIGRANT GIFTS

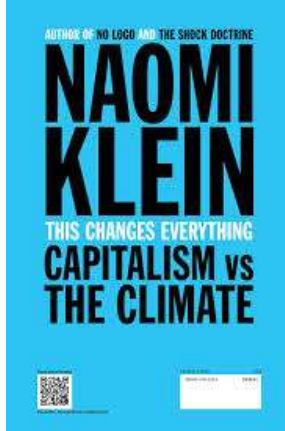
This summer's focus on the 50,000+ children crossing the southern border of the United States is the latest in a series of events that has brought U.S. immigration policy into sharp relief. Are current policies adequate for today's immigrant experience? How is modern immigration different from that of previous generations? The history of the immigrant experience demonstrates that the same patterns of native resistance, immigrant struggles and contributions occur over and over again. This panel discussion, featuring historian **Deborah Dash Moore**, Constitutional law expert **William G. Ross**, and policy analyst **Alex Nowrasteh** of the Cato Institute, puts today's immigration debate into a larger political, historical, sociological and legal perspective. **Diane Portnoy**, founder and CEO of The Immigrant Learning Center, Inc. moderates.



Co-sponsored by the Transformation Team of First Parish in Cambridge and the Immigrant Learning Center.

October 16

THIS CHANGES EVERYTHING



Naomi Klein, award-winning journalist and best-selling author, explores the interface between environmental degradation and capitalism in her new book *This Changes Everything: Capitalism vs. The Climate*. How does the climate crisis challenge us to abandon the core “free market” ideology of our time, restructure the global economy, and remake our political systems? Who benefits from the status quo? How deeply are the current power structures embedded in our political economy? How difficult will it be to change them?

Co-sponsored by Janet Burns.

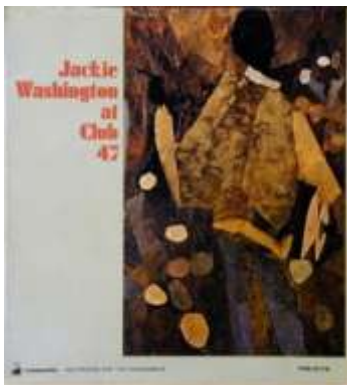
November 12

PUTIN'S WAR – AGAINST THE WEST

Russian-American journalist, author, and LGBT activist **Masha Gessen** voluntarily left Russia last year when tightening anti-gay and lesbian policies threatened her family. Her account of Vladimir Putin's rise to power and its devastating impact on the nascent democratic government of Russia (*The Man Without a Face: The Unlikely Rise of Vladimir Putin*) opened a window onto the changing culture of Russia as well as the nature of its powerful and enigmatic leader. Her newest book *Words Will Break Cement: The Passion of Pussy Riot* recounts the arrest, trial, and imprisonment of Pussy Riot. What do Gessen's experience and insights tell us about Russia today? How might this new understanding change America's international policies?

November 19

REMEMBERING FREEDOM SUMMER

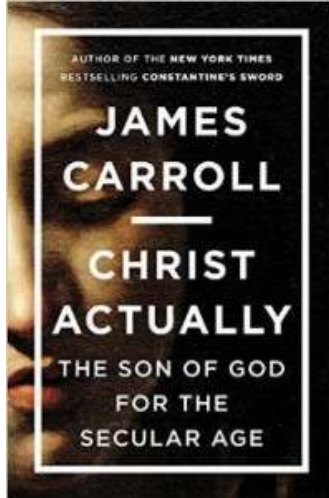


Folksinger, songwriter, and actor **Jack Landron** remembers his journey from Boston to Mississippi during the Freedom Summer of 1964. Landron, with family roots in Puerto Rico, years growing up in Boston's Roxbury neighborhood, and theater training at Emerson College, discusses his unique perspective on the Civil Rights Movement with folklorist **Millie Rahn**. What moved him to travel south that summer? What did he find there? How did his journey affect him – at the time? and over the course of his career?

Co-sponsored by Folk New England and Passim.

December 10

CHRIST ACTUALLY: Jesus in the 21st Century



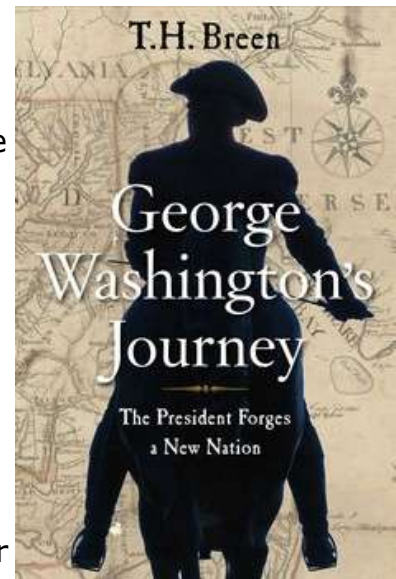
Award-winning author **James Carroll** discusses his new book *Christ Actually: The Son of God for The Secular Age* with **Harvey Cox** of Harvard Divinity School. Carroll asks what can we believe about—and how can we believe in—Jesus in the post-20th century world of wars and Holocaust and the drift from religion that followed? Answering his own question, Carroll revisits Christ’s crucial identity as a Jew. What can the ordinary humanness of the Christ figure mean to the 21st century? How can Christ, who is no Christian himself, transcends Christianity to speak to people in today’s world?

Co-sponsored by Harvard Books Store.

January 21

DUEL OVER DINNER: President Washington’s Clash with Governor John Hancock Over State Sovereignty

Historian **Timothy Breen** explores one of the first disagreements over the power relationship between federal and state governments. In 1789 George Washington returned to Massachusetts for the first time since 1776, as part of his tour of all the states that had adopted the Constitution and elected him President of the United States. Most places welcomed Washington with pomp and ceremony, including Boston, which organized a grand parade. Yet Washington found himself at odds with his old colleague John Hancock, oft-elected governor of Massachusetts. Who was the higher authority, the governor of a state or the chief executive of this new federal union? What did the arrangement those two statesmen worked out mean for the conflicts over states' rights that persist till today?



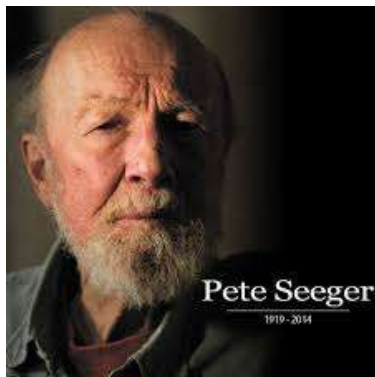
Co-sponsored by the National Park Service, Longfellow House-Washington’s Headquarters National Historic Site; the Friends of the Longfellow House-Washington’s Headquarters with support from the Massachusetts Society of the Cincinnati; and the Massachusetts Historical Society.

January 28 **THE HEALTH OF DEMOCRACY: The Role of the Media**

A free press, public access to information, and a broad range of ideas and opinions were considered so essential for a healthy democratic republic that the Founders included protection for freedom of the press in the First Amendment to the Constitution. **Alex Jones**, director of Harvard's Shorenstein Center on Media, Politics and Public Policy, and **Charles Sennott**, founder of Global Post and The GroundTruth Project, assess how today's press – print and electronic – is carrying out its mission. Where do current threats to a free press come from? How can citizens inform themselves in today's media environment?

This program is funded in part by a grant from MassHumanities, which receives funding from the Massachusetts Cultural Council, and is an affiliate of the National Endowment for the Humanities.

January 30



PETE SEEGER SING OUT! TRIBUTE

Cambridge Forum celebrates Pete Seeger and the power of music with this tribute Sing Out! concert. Author **Scott Alarik** hosts an all-star group of artists, including Sol y Canto founders **Rosi and Brian Amador, Catie Curtis**, bluesman **Guy Davis, Magpie, The Lonely Heartstring Band, Ellen Kushner, Alastair Moock, Robbie O'Connell**, and **Fred Small** for an evening of song and stories paying tribute to the legendary Pete Seeger.

February 11

THE HEALTH OF DEMOCRACY: Social Immobility and Civic Participation

Do we still believe that any child in America could grow up to be President of the United States? Economist **Randy Albelda** examines social mobility in the U.S. today and the role that contemporary labor conditions have played in limiting Americans' expectations to do better than their parents' generation. Union organizer **Joey Mokos** responds by discussing the ways that the modern union movement is responding to changes in our worklife. What role does social mobility play in a healthy democracy? What role does organizing play in creating social mobility?

This program is funded in part by a grant from MassHumanities, which receives funding from the Massachusetts Cultural Council, and is an affiliate of the National Endowment for the Humanities.

March 8

THE HEALTH OF DEMOCRACY: Privatizing Education



The Massachusetts School Law of 1642 laid out the rationale for public education: "Forasmuch as the good education of children is of singular behoof and benefit to any Common-wealth." How do Contemporary efforts to privatize public education square with the civic role that education has played in American democracy? **Julian Vasquez Heilig**,

internationally recognized leader in education policy, examines the variety of ways in which public education is being privatized in the name of "reform" and suggests ways for citizens to respond that both improve educational experience and strengthen the societal and civic role that education plays. Boston Public School teacher **Suzie McGlone** responds from the perspective of the classroom.

This program is funded in part by a grant from MassHumanities, which receives funding from the Massachusetts Cultural Council, and is an affiliate of the National Endowment for the Humanities. Program is co-sponsored by Citizens for Public Schools.

March 19

WITNESSING: A People's History of Ferguson

PEN-New England recognizes Ferguson activists and bloggers **Johnetta Elzie** and **DeRay McKesson** with its 2015 Howard Zinn Freedom to Write award for their work as organizers and citizen journalists in the Ferguson (MO) protest movement. Their reporting and *This Is the Movement* newsletter engaged and unified disparate voices in the wake of the August 9, 2014, shooting death of Michael Brown in Ferguson Missouri. **Jabari Asim**, editor-in-chief of *The*



Crisis, leads the discussion. What role did these citizen journalists expect to play in Ferguson? How did their expectations change as their actual role evolved? What lessons does their experience carry for other citizen journalists?

This program is organized and co-sponsored by PEN-New England.

March 25

THE HEALTH OF DEMOCRACY: Economic Inequality



Since the earliest days of the Republic taxes have played a controversial role in our democracy and the notion of equality that underlies it. Historian **Colin Gordon** explores the growth of economic inequality in late 20th and early 21st century United States and its implications for a healthy democracy. **Michael Widmer**, former president of the Massachusetts Taxpayers Foundation, examines how tax policy can support or lessen economic inequality. During previous eras of

great economic inequality, government programs attempted to level the playing field. What can citizens do to spur a more equitable distribution of wealth today?

This program is funded in part by a grant from MassHumanities, which receives funding from the Massachusetts Cultural Council, and is an affiliate of the National Endowment for the Humanities.

April 1 **IYAD BURNAT: Non-Violent Resistance in Palestine**

Iyad Burnat, born in 1973 in Bil`in, Palestine, heads the Bil`in Popular Committee. Since 2005, citizens of Bil`in, joined by Israeli and international peace activists, have held weekly non-violent demonstrations against the Israeli separation wall and the encroachment of illegal settlements. The protesters have maintained a commitment to non-violent resistance in the face of armed military opposition. The demonstrations are the subject of the 2012 Oscar-nominated documentary film *5 Broken Cameras*, which was made by Iyad's brother, Emad Burnat. Burnat discusses strategies for non-violent popular resistance with social justice activist **Trina Jackson**. How has he brought potential adversaries to share his goal of peace and prosperity for all people?



Co-sponsored by Don and Jeannette McInnes and by Unitarian Universalists for Justice in the Middle East – Massachusetts Chapter; the Middle East Education Group of First Parish (UU) in Cambridge; Alliance for a Secular and Democratic South Asia; Boston Coalition for Palestinian Rights; Jewish Voice for Peace – Boston; Jewish Women for Justice in Israel- Palestine; Palestinian House of New England; and United for Justice With Peace.

April 22

THE HEALTH OF DEMOCRACY: A Polarized People



Can a polarized public maintain a healthy democracy? It's not just the Congress that is ideologically divided. The Pew Research Center recently documented how the American people have become polarized over the past 50 years. **Michael Dimock**, President of the Pew Research Center, discusses this ground-breaking study and its implications for the health of our democracy

with long-time activist for social justice **Ted Landsmark**. What can citizens do to create and support effective social bonds?

This program is funded in part by a grant from MassHumanities, which receives funding from the Massachusetts Cultural Council, and is an affiliate of the National Endowment for the Humanities.

April 29

THE HEALTH OF DEMOCRACY: Voter Suppression

Political scientist **Erin O'Brien** explores current efforts to restrict access to the ballot, through both legislative and judicial changes in states across the nation.

Journalist **Phillip Martin** responds with examples from the Civil Rights Movement of citizen actions, including civil disobedience, that opened ballot access to previously disenfranchised African Americans. How can citizens respond when the ideals of democracy come into conflict with the policies of government?

This program is funded in part by a grant from MassHumanities, which receives funding from the Massachusetts Cultural Council, and is an affiliate of the National Endowment for the Humanities.



2014-2015 WGBH FORUM NETWORK PROGRAMS

UNCERTAIN JUSTICE: The Supreme Court and the Constitution

Harvard Law School's **Laurence Tribe** argues in his new book (co-authored with Joshua Matz) *Uncertain Justice: The Roberts Court and the Constitution* that this Supreme Court is shaking the foundation of the nation's laws and reinterpreting the meaning of the Constitution.

CARBON TAX TO COMBAT CLIMATE CHANGE

Massachusetts State Senator **Mike Barrett**, co-sponsor of a bill proposing the nation's first carbon tax, physicist and activist **Dr. Gary Rucinski**, and **Anne Kelly**, director of public policy at CERES, discuss ways a carbon tax could create a sustainable economic future.

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A panel discussion, featuring historian **Deborah Dash Moore**, Constitutional law expert **William G. Ross**, and policy analyst **Alex Nowrasteh** of the Cato Institute, puts today's immigration debate into a larger political, historical, sociological and legal perspective.

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Naomi Klein, award-winning journalist and best-selling author, explores the interface between environmental degradation and capitalism in her new book *This Changes Everything: Capitalism vs. The Climate*.

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IYAD BURNAT: Non-Violent Resistance in Palestine

Palestinian protester **Iyad Burnat** discusses strategies for non-violent popular resistance with social justice activist **Trina Jackson**. How has he maintained weekly non-violent protests in the West Bank for more than a decade?

THE HEALTH OF DEMOCRACY: A Polarized People

Michael Dimock, President of the Pew Research Center, discusses groundbreaking research on the political polarization of the American people and its implications for the health of our democracy with long-time activist for social justice **Ted Landsmark**.

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2014-2015 Co-sponsors:

The First Parish in Cambridge, Unitarian Universalist
The Lowell Institute
Friends of Cambridge Forum
Massachusetts Cultural Council
MassHumanities
The Atlantic Philanthropies
Cambridge Trust Company
Eastern Bank
Mullane, Michel & McInnes, Counselors at Law
Irving House at Harvard
Sheraton Commander Hotel
National Park Service
PEN-New England
Harvard Book Store
Friends of the Longfellow House-Washington's Headquarters
Massachusetts Historical Society
WGBH Forum Network
Environmental Tax Reform-Massachusetts
Climate X-Change
The Immigrant Learning Center
Club Passim
Folk New England
Citizens for Public Schools
Unitarian Universalists for Justice in the Middle East – Massachusetts Chapter
Alliance for a Secular and Democratic South Asia
Boston Coalition for Palestinian Rights
Jewish Voice for Peace – Boston
Jewish Women for Justice in Israel- Palestine
Palestinian House of New England
United for Justice With Peace.
The United Ministry at Harvard
The M.I.T. Chaplains (Interfaith)

Harvard Square Library

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

[Harvard Square Library](#), a website that celebrates Unitarian Universalism and liberal religion, was founded in the early days of the web by our late Minister-at-Large Emeritus 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.

Harvard Square Library was launched in the mid-1990s, and had no significant technology upgrades until quite recently. Two years ago, Director Emily R. Mace began the herculean task of migrating Harvard Square Library content, mostly a compilation of flat .html files, to a content management system called WordPress. The WordPress platform makes it much easier to perform regular upgrades, as technologies evolve and readers' expectations for websites change. In FY16, we plan a routine upgrade to WordPress, and will work on search engine optimization.

I am pleased to report that Emily, with the help of two part-time assistants, has completed the content migration! She created 1,865 new pages on WordPress, and also published three new collections:

- [JLA: Prophet to the Powerful](#) (rescued, originally curated by Herbert F. Vetter)
- [Glorious Women: Award Winning UU Sermons About Women](#), a collection of sermons by Unitarian Universalist women edited by Dorothy May Emerson. The sermons won the MSUU (Ministerial Sisterhood Unitarian Universalist) Award between 1984 and 2004.
- [Congregational Polity series](#), which now includes a compilation of primary source documents selected by the Rev. Peter S. Raible of Seattle's University Unitarian Church.

Emily is currently developing content to celebrate the centennial of the 1915 Universalist Convention, by all accounts an exciting event that brought Universalists by Pullman train from around the country to beautiful and sunny Pasadena, California, for several days of fellowship and meetings. She will also curate a new collection of Women and Religion material, which may include some of her own scholarship.

Impact:

- The Harvard Square Library averages 28,000 unique visits per month.
- Harvard Square Library's social media audience continues to expand. [Facebook](#) has over 200 followers, up from roughly 130 last year. [Twitter](#) has 91 followers up from 65.
- Our monthly "Notable News" goes to 1335 subscribers by email, and has a 30% open rate.

A recent literature search demonstrates that Harvard Square Library resources are making a significant contribution to scholarship. Here are a few examples of the dozens of recent books and doctoral dissertations citing Harvard Square Library resources:

- Subak, Susan Elisabeth. *Rescue & Flight: American Relief Workers Who Defied the Nazis* (Lincoln : University of Nebraska Press, 2010), p.280.
- Wolf-Chase, Grace, "Astronomy: From Star Gazing to Astrobiology" in *The Routledge Companion to Religion and Science* (New York : Routledge, 2012), p. 111.
- Travers, Anne, "Human Rights First", in *Encyclopedia of Human Rights* (Oxford University Press, 2009), p. 447.
- Butler, Aaron Jason. "A Union of Church and State: The Freedmen's Bureau and the Education of African Americans in Virginia from 1865--1871." Ed.D. dissertation, The College of William and Mary, 2013.
- Gowans, Matthew. "Down to Earth Ethics: Exploring Relation and Environmental Responsibility." Ph.D. dissertation, Loyola University Chicago, 2013.

Financials:

Harvard Square Library is a non-profit tax exempt 501(c)3 organization. Our work is made possible by generous support from the Schulman family, Vetter family, private donations made via the website, and sales of the late Herbert F. Vetter's printed publications on Amazon and Lulu.

FY15 will close on July 1 with a modest surplus, due mostly to Emily's part-time website assistants having worked fewer hours than planned. The Board unanimously passed a balanced budget for FY16 at its Annual Meeting on May 13, 2015.

Board member Michael Melford is assisting us to invest a portion of our reserve funds at Vanguard. Our plan is to invest a total of \$40,000 using the dollar cost averaging method, in four transfers of \$10,000 each, in June, September, December, and March. The board will review the investment account at our annual meeting next May, and decide whether to make any changes.

Board changes:

With both appreciation for his service, and saddened that he is leaving us, the board accepted the resignation of Don McInnes, effective May 13, 2015. Working with Don was one of best parts of serving on the HSL board – he was such a cheerful and valuable contributor!

Don worked closely with Herb Vetter in 2008 to draft the Harvard Square Library bylaws and to recruit our first board members. As Clerk, Don took minutes at our meetings, filed our annual reports to the Commonwealth, and communicated regularly and expertly with the IRS on our behalf. Thanks to Don, the Harvard Square Library is on firm footing.

James Vetter will take up the Clerk role, and Michael Melford will file the required forms with both commonwealth and federal agencies. We are currently at work to recruit several new board members. We especially seek individuals with financial skills and an interest in Unitarian Universalist history.

**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 PSS)

- **SHINE: Serving Health Information Needs of Elders** is a state program that trains providers and volunteers to help elders research their options regarding their health insurance needs. SHINE counselors attend monthly meetings to keep themselves updated on constantly changing insurance benefits. Referrals for SHINE tripled from 2007 to 2008, demonstrating the ever-increasing need for help to identify appropriate, yet affordable, insurance. 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 2014: 109

Average # active clients each month: 35

FINANCIAL PROFILE OF YEAR END 2014:

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 2015 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 Hoarding Coalition
- The Harvard Square Business Association, ED is a member of 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 2015:

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

Profit & Loss Statement – June 30, 2015

	Jul '14 - Jun 15	Budget	\$ Over Budget	% of Budget
Income				
4100.0 · Pledge and Plate Income				
4110.0 · Annual Fund (net)				
4110.1 · Annual Fund Current Year	239,740.58	281,300.00	-41,559.42	85.23%
4110.2 · Prior Year Annual Fund	8,709.37	2,500.00	6,209.37	348.38%
4110.3 · Credit Card Pledges	20,879.08	0.00	20,879.08	100.0%
Total 4110.0 · Annual Fund (net)	269,329.03	283,800.00	-14,470.97	94.9%
4120.0 · Diversity Fund	59,049.98	33,500.00	25,549.98	176.27%
4130 · Plate	9,155.92	12,000.00	-2,844.08	76.3%
Total 4100.0 · Pledge and Plate Income	337,534.93	329,300.00	8,234.93	102.5%
4200.0 · Interest Income				
4210.0 · Interest - Cambridge Trust	33.86	8,000.00	-7,966.14	0.42%
4220 · Endowment Fund	284,341.00	272,000.00	12,341.00	104.54%
4230 · Deacon's Fund	0.00	500.00	-500.00	0.0%
Total 4200.0 · Interest Income	284,374.86	280,500.00	3,874.86	101.38%
4300 · Rental Income				
4300.1 · ART	54,173.24	60,871.08	-6,697.84	89.0%
4300.2 · Christmas Fair	14,700.00	14,700.00	0.00	100.0%
4300.3 · Wedding and Memorial Services	3,696.00			
4300.4 · Yoga Classes	3,745.00			
4300.5 · Other Rentals	63,670.00	60,042.00	3,628.00	106.04%
4300.6 · Cambridge Forum	2,500.00	2,500.00	0.00	100.0%
4300.7 · Paine Senior Services	4,800.00	4,800.00	0.00	100.0%
Total 4300 · Rental Income	147,284.24	142,913.08	4,371.16	103.06%
4400.0 · Fundraising Income				
4401 · Auction	12,836.00	11,250.00	1,586.00	114.1%
Total 4400.0 · Fundraising Income	12,836.00	11,250.00	1,586.00	114.1%

	Jul '14 - Jun 15	Budget	\$ Over Budget	% of Budget
4600 · RE Programming				
4600.1 · OWL				
4600.11 · OWL - Grades k-1	340.00			
4600.12 · OWL - Grades 4-5	300.00			
4600.13 · OWL - Grades 7-8	535.00			
Total 4600.1 · OWL	1,175.00			
4600.3 · Miscellaneous Programming	500.00			
4610 · Youth Group Income	287.00			
Total 4600 · RE Programming	1,962.00			
4900.0 · Miscellaneous Income	12,960.63			
Total Income	796,952.66	763,963.08	32,989.58	104.32%
Expense				
5100.0 · Ministry				
5110.0 · Senior Minister				
5111.0 · Senior Minister Compensation				
5111.1 · Senior Minister - Salary	60,818.10	91,568.04	-30,749.94	66.42%
5111.2 · Sr. Minister - In lieu of FICA	6,923.04	6,923.04	0.00	100.0%
5111.3 · Senior Minister - Housing	30,749.94			
Total 5111.0 · Senior Minister Compensation	98,491.08	98,491.08	0.00	100.0%
5112 · Senior Minister Pension	9,156.84	9,157.08	-0.24	100.0%
5113 · Senior Minister Prof. Expenses	8,000.04	8,000.04	0.00	100.0%
5114 · Senior Minister Insurance	16,732.50	14,803.08	1,929.42	113.03%
5115 · Sr Minister Discretionary Fund	200.00	200.00	0.00	100.0%
Total 5110.0 · Senior Minister	132,580.46	130,651.28	1,929.18	101.48%
5120 · Associate Minister				
5121.0 · Associate Minister Compensation				
5121.1 · Associate Minister-Salary	41,474.20	67,769.04	-26,294.84	61.2%
5121.2 · Associate Min - In lieu FICA	4,269.20	5,123.04	-853.84	83.33%
5121.3 · Associate Minister-Housing	15,000.00			
Total 5121.0 · Associate Minister Compensation	60,743.40	72,892.08	-12,148.68	83.33%
5122.0 · Associate Minister-Pension	5,647.40	6,777.00	-1,129.60	83.33%
5123 · Associate Minister-Prof. Exp	5,080.92	5,000.04	80.88	101.62%
5124 · Associate Minister - Insurance	2,726.40	3,150.00	-423.60	86.55%
Total 5120 · Associate Minister	74,198.12	87,819.12	-13,621.00	84.49%

	Jul '14 - Jun 15	Budget	\$ Over Budget	% of Budget
5130.0 · Student Interns				
5131.0 · Student Intern - Wages yr. 1	7,000.00	7,000.00	0.00	100.0%
Total 5130.0 · Student Interns	7,000.00	7,000.00	0.00	100.0%
5140.0 · Other Ministry Expenses				
5140.1 · Summer Preachers	850.00			
Total 5140.0 · Other Ministry Expenses	850.00	0.00	850.00	100.0%
Total 5100.0 · Ministry	214,628.58	225,470.40	-10,841.82	95.19%
5200.0 · Administration - General				
5201.0 · Administrator				
5201.1 · Administrator - Salary	48,361.08	48,361.08	0.00	100.0%
5201.2 · Administrator - Pension	4,836.00	4,836.00	0.00	100.0%
5201.3 · Administrator - Insurance	11,720.10	9,775.08	1,945.02	119.9%
5201.4 · Administrator Professional Exp.	-2,176.26	0.00	-2,176.26	100.0%
Total 5201.0 · Administrator	62,740.92	62,972.16	-231.24	99.63%
5202.0 · Community Life Coordinator				
5202.1 · CLC - Wages	20,371.44	21,070.44	-699.00	96.68%
5202.2 · CLC Pension	1,436.44	1,404.72	31.72	102.26%
5202.3 · CLC - Insurance	13,030.68	9,780.84	3,249.84	133.23%
Total 5202.0 · Community Life Coordinator	34,838.56	32,256.00	2,582.56	108.01%
5202.4 · Office Assistant	7,589.24	10,748.04	-3,158.80	70.61%
5203.0 · Other Staff Related Expenses				
5203.2 · Staff Development	214.00			
Total 5203.0 · Other Staff Related Expenses	214.00			
5204.0 · Payroll Expenses				
5204.1 · Employer FICA	19,542.41	16,294.08	3,248.33	119.94%
5204.2 · Workers Comp. Insurance	4,701.50	5,029.00	-327.50	93.49%
5204.3 · Payroll Services	5,794.17	4,800.00	994.17	120.71%
5204.4 · Personnel Advertising	45.00	250.00	-205.00	18.0%
Total 5204.0 · Payroll Expenses	30,083.08	26,373.08	3,710.00	114.07%
5210 · Office Supplies	3,166.94	3,000.00	166.94	105.57%
5220 · Postage	1,106.59	1,000.00	106.59	110.66%

	Jul '14 - Jun 15	Budget	\$ Over Budget	% of Budget
5230 · Telephone & Internet Expenses				
5230.1 · Telephone	3,634.06	3,000.00	634.06	121.14%
5230.2 · Internet	99.92	420.00	-320.08	23.79%
5230.3 · Telephone Maintenance	1,351.15	936.00	415.15	144.35%
Total 5230 · Telephone & Internet Expenses	5,085.13	4,356.00	729.13	116.74%
5240 · Office Equipment				
5240.1 · Copier Lease	6,046.00	5,976.00	70.00	101.17%
Total 5240 · Office Equipment	6,046.00	5,976.00	70.00	101.17%
5250 · Bank Charges and Service Fees	454.65			
5260 · Audit Expense Accrual	1,000.00	1,000.00	0.00	100.0%
5270 · Computer Software/Tech Support	2,195.69	500.00	1,695.69	439.14%
5271 · Technology Fund	500.00	0.00	500.00	100.0%
5299 · Miscellaneous Expenses	179.98			
Total 5200.0 · Administration - General	155,200.78	148,181.28	7,019.50	104.74%
5300 · Annual Fund Related Expenses				
5301.0 · Stewardship Expense	517.27	1,000.00	-482.73	51.73%
5303 · Credit Card Fees	1,642.13	2,808.00	-1,165.87	58.48%
Total 5300 · Annual Fund Related Expenses	2,159.40	3,808.00	-1,648.60	56.71%
5400 · Fundraising Expenses				
5401 · Auction	246.28	0.00	246.28	100.0%
Total 5400 · Fundraising Expenses	246.28	0.00	246.28	100.0%
5500 · Communications				
5501 · Newsletter				
5501.2 · MHN Mailing Expenses	0.00	2,000.00	-2,000.00	0.0%
Total 5501 · Newsletter	0.00	2,000.00	-2,000.00	0.0%
5502 · Orders of Service	1,305.41	0.00	1,305.41	100.0%
5503 · Outside Printing Costs				
5503.1 · Annual Reports/Handbook	20.70			
5503.2 · Brochures & Cards	888.58			
5503.5 · Outside Printing Other	2.05			
Total 5503 · Outside Printing Costs	911.33	0.00	911.33	100.0%

	Jul '14 - Jun 15	Budget	\$ Over Budget	% of Budget
5505 · Web Page	276.00	220.00	56.00	125.46%
5507 · Constant Contact Expenses	110.00			
Total 5500 · Communications	2,602.74	2,220.00	382.74	117.24%
5600 · Religious Education Program				
5601.0 · Director of Religious Ed.				
5601.1 · DRE - Salary	43,675.08	43,675.08	0.00	100.0%
5601.2 · DRE - Pension	4,367.52	4,368.00	-0.48	99.99%
5601.3 · DRE - Insurance	360.00	397.08	-37.08	90.66%
5601.4 · DRE - Prof. Expenses	4,581.12	4,000.00	581.12	114.53%
Total 5601.0 · Director of Religious Ed.	52,983.72	52,440.16	543.56	101.04%
5602.0 · Youth Advisor				
5602.1 · Youth Advisor Wages	6,950.00	12,000.00	-5,050.00	57.92%
Total 5602.0 · Youth Advisor	6,950.00	12,000.00	-5,050.00	57.92%
5603.0 · Other RE Staff				
5603.1 · Program Assistant Wages	400.00	2,431.00	-2,031.00	16.45%
5603.2 · Child Care Assistants Wages	3,558.02	4,000.08	-442.06	88.95%
Total 5603.0 · Other RE Staff	3,958.02	6,431.08	-2,473.06	61.55%
5610 · RE Materials				
5610.1 · Curriculum	252.46	0.00	252.46	100.0%
5610.2 · Classroom Supplies	489.95			
5610 · RE Materials - Other	63.35	2,000.00	-1,936.65	3.17%
Total 5610 · RE Materials	805.76	2,000.00	-1,194.24	40.29%
5620 · RE Programming				
5620.1 · Teacher Training & Support	484.55	600.00	-115.45	80.76%
5620.2 · OWL				
5620.23 · OWL - Grades 7-8	313.81			
Total 5620.2 · OWL	313.81			
5620.3 · Winter Retreat	433.31	1,850.00	-1,416.69	23.42%
5620.5 · Special Events	545.00	750.00	-205.00	72.67%
5620 · RE Programming - Other	29.43			
Total 5620 · RE Programming	1,806.10	3,200.00	-1,393.90	56.44%

	Jul '14 - Jun 15	Budget	\$ Over Budget	% of Budget
5640 · Youth Group	341.78	850.00	-508.22	40.21%
Total 5600 · Religious Education Program	66,845.38	76,921.24	-10,075.86	86.9%
5700 · Music Program Expenses				
5701.0 · Music Director				
5701.1 · Music Director Salary	24,220.08	24,220.08	0.00	100.0%
5701.2 · Music Director - Prof. Exp	1,790.87	2,000.00	-209.13	89.54%
Total 5701.0 · Music Director	26,010.95	26,220.08	-209.13	99.2%
5702.0 · Music Program Staff Expenses				
5702.1 · Vacation/Sick Coverage	300.00	750.00	-450.00	40.0%
5702.2 · Summer Organist	2,000.00	2,200.00	-200.00	90.91%
5702.3 · Section Leaders	13,132.14	13,440.00	-307.86	97.71%
Total 5702.0 · Music Program Staff Expenses	15,432.14	16,390.00	-957.86	94.16%
5703 · Special Music				
5703.1 · Instrumental	2,500.00	2,500.00	0.00	100.0%
5703.2 · Gospel Choir	667.00	667.00	0.00	100.0%
Total 5703 · Special Music	3,167.00	3,167.00	0.00	100.0%
5704 · Scores	966.44	1,000.00	-33.56	96.64%
5705 · Care of Instruments	336.00	1,000.00	-664.00	33.6%
Total 5700 · Music Program Expenses	45,912.53	47,777.08	-1,864.55	96.1%
5800 · Program - Parish Activities				
5801 · Transformation Team	184.62	500.00	-315.38	36.92%
5802.0 · Worship Committee				
5140.2 · Visiting Ministers/Speakers	250.00	1,000.00	-750.00	25.0%
5802.1 · Ritual Supplies	1,061.05	900.00	161.05	117.89%
5802.2 · Sign Language Services	130.00	200.00	-70.00	65.0%
5802.3 · Accessibility	176.00	500.00	-324.00	35.2%
5802.4 · Pulpit Decorations	-70.00			
5802.5 · Christmas Decorations	114.18	100.00	14.18	114.18%
5802.6 · Misc. Worship Expenses	156.62			
5802.7 · Guest Artists	374.00	0.00	374.00	100.0%
Total 5802.0 · Worship Committee	2,191.85	2,700.00	-508.15	81.18%

	Jul '14 - Jun 15	Budget	\$ Over Budget	% of Budget
5803 · Hospitality				
5803.2 · Social Hour	2,723.79	2,400.00	323.79	113.49%
Total 5803 · Hospitality	2,723.79	2,400.00	323.79	113.49%
5804 · Membership Committee				
5804.1 · Literature	250.81	500.00	-249.19	50.16%
5804.2 · New Member Expenses	815.90	500.00	315.90	163.18%
Total 5804 · Membership Committee	1,066.71	1,000.00	66.71	106.67%
5805 · Small Group Ministry	0.00	100.00	-100.00	0.0%
5807 · Standing Committee	0.00	200.00	-200.00	0.0%
5808 · Social Justice Council	0.00	300.00	-300.00	0.0%
5810 · Other Special Program Expenses	5,266.35	5,000.00	266.35	105.33%
5811 · Spiritual Pathways Expenses	0.00	150.00	-150.00	0.0%
5812 · Childcare Fund	155.50	500.00	-344.50	31.1%
5813 · Tuesday Meals	0.00	500.00	-500.00	0.0%
Total 5800 · Program - Parish Activities	11,588.82	13,350.00	-1,761.18	86.81%
5900 · Denomination & Community				
5901 · UUA Dues	16,080.00	16,020.00	60.00	100.38%
5902 · Mass Bay District Dues	5,073.00	5,073.00	0.00	100.0%
5910 · GA Delegates	890.00	1,800.00	-910.00	49.44%
5920 · UU Mass Action Dues	0.00	250.00	-250.00	0.0%
Total 5900 · Denomination & Community	22,043.00	23,143.00	-1,100.00	95.25%
6100.0 · Physical Plant				
6101.0 · Sexton				
6101.1 · Sexton - Wages	34,706.76	34,578.00	128.76	100.37%
6101.3 · Sexton - Pension	3,466.87	3,458.04	8.83	100.26%
6101.4 · Sexton - Health Insurance	9,435.48	7,609.08	1,826.40	124.0%
Total 6101.0 · Sexton	47,609.11	45,645.12	1,963.99	104.3%
6102 · Sexton - Sunday Services	5,835.34	6,108.00	-272.66	95.54%
6103 · Sexton - Rentals	22,559.11	10,369.00	12,190.11	217.56%

	Jul '14 - Jun 15	Budget	\$ Over Budget	% of Budget
6110 · Building Maintenance				
6110.1 · Major Building Repairs	21,504.17	15,000.00	6,504.17	143.36%
6110.2 · Minor Building Maintenance	10,528.18			
6110.3 · Maintenance Contracts	22,959.67	16,000.00	6,959.67	143.5%
6110.4 · House Management				
6110.41 · Maintenance Equipment	2,539.35	0.00	2,539.35	100.0%
6110.42 · Consumable Supplies	3,638.06			
6110.4 · House Management - Other	0.00	5,300.00	-5,300.00	0.0%
Total 6110.4 · House Management	6,177.41	5,300.00	877.41	116.56%
6110.5 · Painting Expense Accrual	16,000.00	16,000.00	0.00	100.0%
6110.6 · Physical Plant Accrual	15,000.00	15,000.00	0.00	100.0%
6110.7 · Facilities Improvement Accrual	15,000.00	15,000.00	0.00	100.0%
Total 6110 · Building Maintenance	107,169.43	82,300.00	24,869.43	130.22%
6120 · Utilities				
6120.1 · Gas	22,151.22	17,000.00	5,151.22	130.3%
6120.2 · Electricity	12,972.13	10,000.08	2,972.05	129.72%
6120.3 · Water/Sewer	3,234.24	3,500.00	-265.76	92.41%
Total 6120 · Utilities	38,357.59	30,500.08	7,857.51	125.76%
6130 · Grounds Maintenance	625.58	750.00	-124.42	83.41%
6140 · Insurance	16,793.00	16,059.00	734.00	104.57%
Total 6100.0 · Physical Plant	238,949.16	191,731.20	47,217.96	124.63%
6201 · Elevator Loan Paybacks	32,100.00	32,100.00	0.00	100.0%
6202 · Boiler Loan Paybacks	21,117.00	21,117.00	0.00	100.0%
Total Expense	813,393.67	785,819.20	27,574.47	103.51%
Net Profit	-16,441.01	-21,856.12	5,415.11	75.22%

TUESDAY MEALS PROGRAM

4500.0 · Tuesday Meals Program Income	
4501.0 · TMP Donations	26,675.69
4504.0 · TMP Other Income	6,535.00
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Total 4500.0 · Tuesday Meals Program Income	33,210.69
7100.0 · Tuesday Meals Expenses	
7101 · TMP Staff Expenses	
7101.2 · Program Assistant - Wages	2,662.56
7101.3 · Sexton	3,522.29
7101.6 · Travel/Mileage Expenses	168.98
7101.7 · Kitchen Manager/Chef	11,596.77
7101.8 · Service Coordinator Wages	7,949.88
	<hr/>
Total 7101 · TMP Staff Expenses	25,900.48
7102 · Food Expenses	
7102.1 · Greater Boston Food Bank	1,823.77
7102.2 · Restaurant Supply	3,722.63
7102.4 · Special Meals	317.95
	<hr/>
Total 7102 · Food Expenses	5,864.35
7103 · Non Food Expenses	
7103.1 · Paper and Plastic Dishes & Uten	624.56
7103.2 · Foil, wrap & sandwich bags	3.14
7103.3 · Kitchen Supplies	279.14
7103.4 · Cleaning Supplies	27.57
	<hr/>
Total 7103 · Non Food Expenses	934.41
7104 · Support Expenses	
7104.1 · Laundry	1,453.53
7104.2 · Volunteer Appreciation Dinner	725.99
7104.3 · Recertification & Training	10.63
7104.4 · Volunteer Educational Materials	3.00
7104.6 · Newsletter	77.26
	<hr/>
Total 7104 · Support Expenses	2,270.41
7105.0 · Equipment Expenses	
7105.1 · Kitchen Equipment	988.73
7105.4 · Hood Cleaning	250.00
	<hr/>
Total 7105.0 · Equipment Expenses	1,238.73
Total 7100.0 · Tuesday Meals Expenses	36,208.38
7106 · OTHER EXPENSE TMP	-2,997.69
Total Expenses TMP	33,210.69

Balance Sheet

June 30, 2015

ASSETS

Current Assets

Checking/Savings

1512.0 · Cambridge Trust Checking	205,407.84
1514 · Cambridge Trust Money Market	<u>84,185.97</u>

Total Checking/Savings 289,593.81

Accounts Receivable

11100 · Allowance for Doubtful Accounts	50.00
1610 · Accounts Receivable	<u>0.12</u>

Total Accounts Receivable 50.12

Other Current Assets

12000 · Undeposited Funds	27,299.18
13000 · Prepaid Expenses	<u>3,679.01</u>

Total Other Current Assets 30,978.19

Total Current Assets 320,622.12

Other Assets

1715.0 · Endowment Prin. Walden 5,513,087.00

Total Other Assets 5,513,087.00

TOTAL ASSETS 5,833,709.12

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Accounts Payable

2101 · Accounts Payable 22,484.21

Total Accounts Payable 22,484.21

Other Current Liabilities

2200 · Future Year Pledges

2200.7 · FY16 Pledges 7,965.00

Total 2200 · Future Year Pledges 7,965.00

2201 · Future Year Income 5,540.00

24100 · Accrued Leave and Payroll 2,483.90

Total Other Current Liabilities 15,988.90

Total Current Liabilities 38,473.11

Total Liabilities 38,473.11

Equity

2303 · General Endowment Fund	5,513,087.00
3000 · Operating Reserve	19,831.64
3401 · Hall Library Fund	7,547.32
3403 · Senior Min. Discretionary Acct	371.82
3404 · Pulpit Decorations	2,037.80
3406 · Associate Min Discretionary Acc	331.90
3515 · Tuesday Meals Program	43,603.72
3516 · Climate Justice	3,230.04
3521 · Young Adult Retreat	1,012.53
3524 · Justice in the Middle East	335.27
3528 · Social Justice Council Reserve	1,995.44
3529 · Partner Church Committee	45.00
3530 · Leadership Development	301.40
3533 · Community Lunch Reserve	56.86
3534 · Womens Circle Reserve	259.40
3535 · Transformation Team Reserve	735.87
3536 · Youth Group Reserve	639.82
3537 · Reserve - OWL	850.00
3538 · RESERVE - All Church Retreat	56.00
3611 · Reserve - Painting	110,545.12
3613 · Reserve - Admin & Gen Equipment	7,340.31
3616 · Reserve - Physical Plant	-116,995.51
3618 · Reserve - Audit	8,649.82
3620 · Reserve - Facilities Improvemen	125,417.76
3653 · Reserve - Grounds	2,277.27
3675 · Reserve - Minister Sabbatical	1,760.31
3678 · Reserve - New Piano	1,616.00
3697 · Reserve - Taft Fund for Organ	33,659.68
3700 · In/Out and Non-Parish Funds	23,700.32
3710 · Miscellaneous In/Out	1,779.91
3712 · Church Retreats In/Out	
3712.3 · Church Youth Retreat	<u>397.99</u>
Total 3712 · Church Retreats In/Out	397.99
3715 · Special Programs-Coming of Age	1,218.36
3725 · Spiritual Pathways	902.21
3730 · Beloved Community Fund	6,177.80
3740 · OPEN DOORS GRANT	3,131.01
3750 · Reserve - DEACONS	1,269.83
3799 · Security Deposits	2,500.00
Net Income	<u>-16,441.01</u>

Total Equity 5,795,236.01

TOTAL LIABILITIES & EQUITY 5,833,709.12

FISCAL YEAR 2015-2016 BUDGET

	15 - 16 Budget
Income	
4100.0 · Pledge and Plate Income	
4110.0 · Annual Fund (net)	
4110.1 · Annual Fund Current Year	302,906
4110.2 · Prior Year Annual Fund	2,500
4110.3 · Credit Card Pledges	
Total 4110.0 · Annual Fund (net)	305,406
4120.0 · Diversity Fund	0
4130 · Plate	13,000
Total 4100.0 · Pledge and Plate Income	329,300
4200.0 · Interest Income	
4210.0 · Interest	0
4220 · Endowment Fund	312,000
4230 · Deacon's Fund	500
Total 4200.0 · Interest Income	312,500
4300 · Rental Income	
4300.1 · Y2Y	51,931
4300.2 · Christmas Fair	0
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	119,273
4400 - AUCTION	
4401 · Auction	13,500
4600 · RE Programming	
4600.2 · Coming of Age	
Total 4600 · RE Programming	
Total Income	763,679

	<u>15 - 16</u> <u>Budget</u>
Expense	
5100.0 · Ministry	
5110.0 · Senior Minister	
5111.0 · Senior Minister Compensation	
5111.1 · Senior Minister - Salary	92,209
5111.2 · Sr. Minister - In lieu of FICA	6,971
5111.3 · Senior Minister - Housing	
Total 5111.0 · Senior Minister Compensation	<u>99,180</u>
5112 · Senior Minister Pension	9,221
5113 · Senior Minister Prof. Expenses	8,000
Minister's Discretionary Fund - Accrual	200
5114 · Senior Minister Insurance	<u>15,543</u>
Total 5110.0 · Senior Minister	132,145
5130.0 · Student Interns	
5133.0 · Student Intern - Wages yr. 2	<u>8,000</u>
Total 5130.0 · Student Interns	8,000
5140.0 · Other Ministry Expenses	
Ordination Reserve	-
5140.4 · Sabbatical Fund	<u>100 -</u>
Total 5140.0 · Other Ministry Expenses	<u>-</u>
Total 5100.0 · Ministry	140,245
5200.0 · Administration - General	
5201.0 · Administrator	
5201.1 · Administrator - Salary	48,700
5201.2 · Administrator - Pension	4,870
5201.3 · Administrator - Insurance	10,264
5201.4 · Administrator – Professional Exp	<u>1,000</u>
Total 5201.0 · Administrator	64,834
5202.0 · Other Administrative Staff	
Office Assistant	10,746
Additional Staffing Funds	<u>42,256</u>
Total 5202.0 · Total Other Administrative Staff	53,002
5204.0 · Payroll Expenses	
5204.1 · Employer FICA	17,102
5204.2 · Workers Comp. Insurance	5,716
5204.3 · Payroll Services	5,740
5204.4 · Personnel Advertising	<u>500</u>
Total 5204.0 · Payroll Expenses	29,058
5210 · Office Supplies	3,000
5220 · Postage	1,000

	<u>15 - 16</u> <u>Budget</u>
5230 · Telephone & Internet Expenses	
5230.1 · Telephone	3,000
5230.2 · Internet	850
5230.3 · Telephone Maintenance	900
Total 5230 · Telephone & Internet Expenses	<u>4,750</u>
5240 · Office Equipment	
5240.1 · Copier Lease	5,976
Total 5240 · Office Equipment	<u>5,976</u>
5260 · Audit Expense Accrual	1,000
5270 · Computer Software/Tech Support	<u>500</u>
5280 · Technology Fund	<u>500</u>
Total 5200.0 · Administration - General	163,620
5300 · Annual Fund Related Expenses	
5301.0 · Stewardship Fees	4,000
5303 · Credit Card Fees	2,808
Total 5300 · Annual Fund Related Expenses	<u>6,808</u>
5400 – Fundraising Expenses	
5401 · Auction	300
5500 · Communications	
5502 · Orders of Service	1,600
5503 · Outside Printing Costs	1,000
5505 · Web Page (Hosting)	250
5506 · Web Based Calendar	
Total 5500 · Communications	<u>2,850</u>
5600 · Religious Education Program	
5601.0 · Director of Religious Ed.	
5601.1 · DRE - Salary	43,981
5601.2 · DRE - Pension	4,398
5601.3 · DRE - Insurance	417
5601.4 · DRE - Prof. Expenses	4,000
Total 5601.0 · Director of Religious Ed.	<u>52,796</u>
5602.0 · Youth Advisor	
5602.1 · Youth Advisor Wages	12,000
Total 5602.0 · Youth Advisor	<u>12,000</u>
5603.0 · Other RE Staff	
5603.1 · Program Assistant Wages	2,400
5603.2 · Child Care Assistants Wages	5,250
Total 5603.0 · Other RE Staff	<u>7,650</u>

	<u>15 - 16</u> <u>Budget</u>
5610 · RE Materials	
5610.1 · Curriculum	
5610.2 · Classroom Supplies	
5610 · RE Materials - Other	2,000
	<hr/>
Total 5610 · RE Materials	2,000
5620 · RE Programming	
5620.1 · Teacher Training & Support	600
Programming Subsidies (Retreat / Youth)	1,000
Youth Group	850
5620.5 · Special Events	750
	<hr/>
Total 5620 · RE Programming	3,200
	<hr/>
Total 5600 · Religious Education Program	77,646
5700 · Music Program Expenses	
5701.0 · Music Director	
5701.1 · Music Director Salary	24,390
5701.2 · Music Director - Prof. Exp	1,000
	<hr/>
Total 5701.0 · Music Director	25,390
5702.0 · Music Program Staff Expenses	
5702.1 · Vacation/Sick Coverage	750
5702.2 · Summer Organist	2,200
Gospel Choir	3,330
5702.3 · Section Leaders	13,440
	<hr/>
Total 5702.0 · Music Program Staff Expenses	17,057
5703 · Special Music	
5703.1 · Instrumental	2,500
	<hr/>
Total 5703 · Special Music	2,500
5704 · Scores	1,000
5705 · Care of Instruments	1,000
	<hr/>
Total 5700 · Music Program Expenses	49,610

5800 · Program - Parish Activities	
5801 · Transformation Team	500
5802.0 · Worship Committee	
5140.1 · Guest Preachers	3,000
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	5,700
5803 · Hospitality	
5803.1 · Volunteer Coordinator - Wages	-
5803.2 · Social Hour	6,000
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	200
Childcare Fund	500
Tuesday Meals	500
Environmental Justice Task Force	200
Aggregated Committee Funds	10,000
5809 · Pride Parade Registration	
5811 · Spiritual Pathways Expenses	150
Total 5800 · Program - Parish Activities	26,050
5900 · Denomination & Community	
5901 · UUA Dues	12,480
5902 · Mass Bay District Dues	3,962
5910 · GA Delegates	1,800
5920 · UU Mass Action Dues	250
Total 5900 · Denomination & Community	18,482

6100.0 · Physical Plant	
6101.0 · Sexton	
6101.1 · Sexton - Wages	34,821
6101.3 · Sexton - Pension	3,482
6101.4 · Sexton - Health Insurance	<u>7,989</u>
Total 6101.0 · Sexton	45,645
6102 · Sexton - Sunday Services	6,151
6103 · Sexton - Rentals	10,441
6110 · Building Maintenance	
6110.1 · Building Repairs	15,000
6110.2 · Minor Building Maintenance	
6110.3 · Maintenance Contracts	20,000
6110.4 · House Management	
6110.42 · Consumable Supplies	
6110.4 · House Management - Other	<u>6,000</u>
Total 6110.4 · House Management	41,000
6110.5 · Painting Expense Accrual	16,000
6110.6 · Physical Plant Accrual	35,000
6110.7 · Facilities Improvement Accrual	<u>15,000</u>
Total 6110 · Building Maintenance	107,000
6120 · Utilities	
6120.1 · Gas	19,000
6120.2 · Electricity	10,000
6120.3 · Water/Sewer	<u>3,500</u>
Total 6120 · Utilities	32,500
6130 · Grounds Maintenance	750
6140 · Insurance	<u>18,187</u>
Total 6100.0 · Physical Plant	221,321
6201 · Elevator Loan Paybacks	32,100
6202 · Boiler Loan Paybacks	21,117
	<u>759,149</u>
Total Expense	4,530