

First Parish Unitarian Universalist Church Scituate, MA

2023 Annual Report presented to the Annual Meeting

May 7 and June 4, 2023



Our Covenant

Love is the spirit of this church, and service is its law.

This is our great covenant:

to dwell together in peace,
to cherish the living earth,
to seek truth in love,
and to help one another.

Our Vision

*We aspire to be a beacon of
liberal faith, strong community, and transformative service
rooted in Love*

Our Mission

Liberal Faith

*We commit to participate side-by-side across generations in worship, religious education,
social activities, environmental protection,
and social justice work—learning, sharing, and growing together.*

Strong Community

*We commit to care for one another, nurture the light that shines within each of us, and
support each other's individual search for truth and meaning.*

Transformative Service

*We commit to pursue diversity, justice, equality, reason, and discourse;
provide inspiration through music, creativity, and the arts;
and work cooperatively to affect positive change in our community and beyond.*

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**Warrant for the
389th Annual Meeting of
First Parish Unitarian Universalist Church
of Scituate, Massachusetts
May 7, 2023, at 11:30 AM and June 4, 2023, at 11:30 AM**

You are requested to assemble for the 2023 Annual Meeting immediately following worship on Sunday, May 7, 2023, and on Sunday, June 4, 2023.

Members empowered to vote by our bylaws are asked to decide the following:

DAY 1, Sunday, May 7, 2023

- Article I: To receive and approve the Minutes from the May 15, 2022, Annual Meeting.
- Article II: To receive and act on the Reports of the Minister, Staff, Officers, Committees, and Organizations as presented in the 2022-2023 Annual Report.
- Article III: To receive the Nominating Slate and to elect Officers and members of the Parish Committee, the Endowment Committee, and the Nominating and Bylaws Review Committee for the coming year, with terms beginning June 1, 2023.
- Article IV: To transact any other business that may properly come before the parish.
- Article V: To suspend the meeting until Sunday, June 4, 2023.

DAY 2, Sunday, June 4, 2023

- Article VI: To receive, approve, and act on the Annual Budget and the appropriation of money for the 2023-2024 church Fiscal year.

MJ McGowan

Michael J. McGowan, Moderator

Minutes of the 2022 Annual Meeting First Parish Unitarian Universalist Church of Scituate, Ma

May 15, 2022

The 388th Year of First Parish Scituate

Call to Order:

-Moderator Michael J McGowan called the meeting to order immediately following worship on Sunday May 15, 2022

Article I:

A motion to receive and approve the minutes from the 2021 Annual Meeting held May 23, 2021 as printed in the 2021-2022 Report to the Annual Meeting, was made and seconded.

VOTE: The motion to approve the minutes was approved unanimously.

Article II:

A motion to receive and act on the reports of the Minister, the Parish Committee, the Finance Committee, the Endowment Committee and any other reports as printed in the 2021-2022 Annual Report, was made and seconded.

VOTE: The motion to accept the reports was approved unanimously.

Article III:

A motion to act on the report of the Nominating and By-Law Review Committee by approving the proposed Bylaws that are included in the 2021-2022 Annual Report.

Discussion:

Question: Were there specific Changes?

Jean Shildneck responded for Committee:

There were a lot of changes:

A complete summary was submitted, is available and is printed in the 2021-2022 Annual Report. This list is completely separate from Bylaws so you don't need to compare old and new Bylaws in their entirety. It mostly concerns technical issues about how the church has been functioning.

No further discussion.

Motion to approve was made and seconded

VOTE: The motion on Article III was approved unanimously.

Article IV:

A motion to accept the report of the Nominating and Bylaw Review Committee by authorizing the Parish Committee to review, complete and publish, no later than September 8, 2022, the proposed Church Governance Policy document that is included in the 2021-2022 Annual Report.

Discussion:

Jean Shildneck discussed what the document would be.

Policy document will be a living document to add to and to change as deemed necessary. It will contain institutional knowledge, job descriptions, and help make it easier to understand how the church operates.

Motion to approve was made and seconded.

VOTE: The motion on Article IV was approved unanimously.

Article V:

A motion to elect officers, Parish Committee and Endowment Committee members for the coming year, beginning July 1, 2022.

Discussion:

Alma Morrison spoke and announced the slate as printed in The 2021-2022 Report to the Annual Meeting.

Alma thanked all outgoing officers.

Motion to approve was made and seconded.

VOTE: The motion to approve Article V was approved unanimously.

Article VI:

A motion to receive and act on our Annual Budget and the appropriation of money for the 2022-2023 church fiscal year.

Discussion:

Mary Beaulieu spoke as Chair of Parish Committee

Summary attempts to make a budget both fiscally sound and values driven. There was a \$24,000 deficit. This has been an ongoing problem but cash reserves have covered this in the past and there is no longer a reserve to take from.

Solution was found to reduce minister to 3/4 time and to repay only \$500 not \$5000 to the endowment. This would make up funds and balance the budget.

Question: Will there still be a RE director?

Mary responded that we don't have one for next year but are looking to fill that position.

Question: If fundraising increases, who has control of allocating that money?

Mary responded that PC will have leadership in allocation.

Question: Do we have an RE director till the end of the year?

Mary responded that we do.

Question: If Pam starts 3/4 in July and revenue increases can Pam be brought back sooner?

Mary responded that the PC and Finance Committee hope to do that.

Question: Was the UUA asked about the success of bringing back a minister from 3/4 time in parishes that have done this and it was difficult to do so.

Mary responded that they were not.

No further discussion.

Motion to approve was made and seconded.

VOTE: The motion to approve Article VI was approved unanimously.

ArticleVII:

A motion to transact any other business that may properly come before the parish.

Moderator Michael J McGowan is including the Supplemental Warrant now for the record in two parts as printed in the 2021-2022 Report to the Annual Meeting.

-A motion to act on the report of the Social Justice Committee included in the 2021-2022 Report to the Annual Meeting in regards to a Land Acknowledgement Section I which was read. Motion was made and seconded.

VOTE: The motion to approve the Land Acknowledgement Section I was approved unanimously.

A motion to act on the report of the Social Justice Committee included in the 2021-2022 Report to the Annual Meeting in regards to a Land Acknowledgement Section II was made and seconded.

VOTE: The motion to approve the Land Acknowledgement Section II was approved unanimously.

There being no other business a motion to adjourn was made.

Anthony Itritch asked to be heard. He was granted the floor.

Anthony as a PC member wanted to acknowledge two outgoing PC members. Patty Sutton for her extraordinary work as Treasurer and all the time she devoted to this task and Mary Beaulieu for her tireless work seeing the PC through the last two years with all the Covid restrictions and helping to keep the church functioning and thriving when many churches were not so lucky.

There being no other business a motion to adjourn was made and seconded. Unanimously approved and the meeting was adjourned.

Respectfully submitted,
Danian Sullivan

Report of the Minister to the 389th Annual Meeting of the First Parish UU Church of Scituate July 1, 2022 – June 30, 2023

As our ministry together comes to an end, I keep thinking of the desire expressed in the search packet you put together in 2012 that the new minister bring color to the church. I remember thinking at the time, “I can do that,” and together, we have brought color to the church, both physically and metaphorically. We’ve painted the parish hall and entryway shades of gold and my office blue. We’ve hung butterflies, hearts, barn doors, angels’ wings, and tongues of fire in the sanctuary. As expressions of our worship, we’ve danced, made art, planted seeds, shared chocolate, and lit candles for our beloved dead. We’ve protested, marched, raised banners, transformed our signage, planted flowers, raised a new roof and refurbished the organ. We’ve welcomed new members, dedicated babies, celebrated Coming of Age youth, and honored those who’ve died. Along the way, we’ve asked questions about what it means to be church in the 21st century and how to do that, developed mission and vision statements to help us answer those questions, examined our governance structure, and worked to reinforce a culture of kindness for all. And we’ve learned to have hard conversations - even disagree! - with kindness and respect. We’ve restructured our religious education program, hiring Melissa Wakeman as a Sunday School teacher and now looking to hire another teacher and an R.E. coach, and moved our office model from a parish secretary to a parish administrator, building on Stephanie Stewart’s organizational strengths. I will miss hearing our children proclaim our covenant on Sunday mornings, seeing the congregation exchanging greetings with newcomers and friends, and listening to our choir sing under Beth’s warm and lively direction.

As you move towards the milestone of 400 years of living in love, speaking truth, and acting with justice in Scituate, I hope you will look at the role that finances play in the congregation and how fear of its scarcity limits in a variety of ways who this church could be. And I hope you will build on the talents and artistry of the members of First Parish, using your unique strengths to serve the world and this time. I’m grateful to have had the honor and gift of serving with you for these ten years.

Specifics of my ministry this year allocated according to the categories of our

Vision Statement:

*We aspire to be a beacon of liberal faith, strong community,
and transformative service rooted in love*

I. Liberal Faith

1. Worship Services

- A. **Summer Services:** We began the church year with summer services July 3- Labor Day on the theme of “Feed Your Soul.” Cathay Kang, Lin Haire-Sargeant, Eamon Itrich, and Mary Beaulieu, and Elizabeth Dubuisson each led a service. I led six, including an animal blessing.
- B. In September and October our worship explored the theme of “Quest” using travel writer Rick Steeves as our guru for the series. The metaphor of journeys helped us reflect on our own lives and our life as a church and we drew on stories from around the world with the adults and the RE children reflecting on the same stories in their separate spaces. UU worship leader and drummer Matt Myer joined us to lead a worship, including a backpack blessing, on September 11 and the Social Justice Committee led a service on racism on October 9
- C. In late October, we had our annual celebration of Halloween Sunday with the Rev. Ms. Kate Baker Carr joining me to offer the sermon on October 30. On All Souls Sunday, November 6, Mary Beaulieu, Brett Bothe, Mark Matthews, and Mark McGuinness offered a readers’ theater version of *Badger’s Parting Gift* by Susan Varley, and people of all ages lit candles of remembrance for loved

ones who had died. Later in November the Rev. Ms. Danielle DiBona returned to our pulpit to offer a thought-provoking sermon on her experience of Thanksgiving.

- D. Advent/Christmas/Epiphany: Members of the congregation decorated our sanctuary with sparkling lights, a disco ball, a mirror, and reflective ornaments along with our traditional tree, garlands, and wreaths, to make visual our theme of reflecting the sacred. The choir offered their annual Music Sunday on December 11. We held two Christmas Eve services, one geared for families with young children at 4 p.m. and a more contemplative one at 7 p.m. Neither was as well-attended as they had been before the pandemic, but because of a rise in COVID cases at that time, we'd made the decision not to advertise them to the larger public beyond a sign at the church. We did not hold a service on the morning of December 25, but I led our annual Janus service with the burning of regrets on January 1. We continued our theme of "Reflecting the Sacred" through January as the Parish Committee led two services leading the congregation in reflecting on how as a church we might reflect our individual and collective gifts to the larger world. Reviving the Blue Boat Coffeehouse, creating an inviting contemplative space in the Memorial Garden, and making sure our endowment funds are invested for good as well as for growth came to the fore.
- E. In February we explored the theme of Love, hanging banners with hearts at the front of the sanctuary. We held our annual Chocolate Communion on February 12 and welcomed the Rev. Mr. Rob Kinslow for a service on magic and love on Feb. 19
- F. In February and March we observed a "UU Lent" and Easter honoring our holy ordinary lives. The Rev. Ms. Kate Baker Carr led worship and preached on March 5. On Palm Sunday, Anthony Itrich, Ann Svensen, Fish McGill, and Richard Kermond read "Stories of Good Enough Courage" as we remembered individuals who had offered their lives for the good of others. Easter Sunday included special trumpet music.
- G. After Easter, in April and May, worship focused on the theme of "Emerge" using the image of a caterpillar transforming into a butterfly. The Rev. Mr. Ethan Loewi preached in led worship on April 23 and the Committee on Ministry led a conversation about the changes happening in the church on April 30. On May 21 we celebrated the transformations of our children on RE Sunday.
- H. Regular services will conclude on Sunday June 18 as the congregation recognizes the departure of the minister. On Sunday June 25 we will stream the worship service from General Assembly.

2. Rites of Passage

A. Dedication of Infants, Children and Adults

Wyatt Bolster Sunday October 16, 2022

Naomi Jean Wislocki Sunday November 13, 2022

B. Weddings

Sarah Ballinger and Jeff Lambart, July 23, 2022, at the Arlington Street Church

C. Memorial Services

Lauri Kelin, October 22, 2022

Stacey Cross Hugues, April 5, 2023

Kay Shaw, May 20, 2023

3. Community Worship

- A. Planned and led the sunrise memorial service on International Overdose Awareness Day, August 31, 2022, sponsored by South Shore Peer Recovery and Scituate FACTS

B. Helped to plan the Scituate clergy's 2023 Easter Sunrise service

4. Representing First Parish to the wider community

- Served as President of the Scituate Clergy Association
- Served as a member of the Corporation of the Scituate Food Pantry
- Walked with other First Parish members in the Scituate Pride Parade
- Served as the clergy representative to ScituateFACTS
- Attended meetings of the South Shore UU clergy cluster
- Served as a Good Officer for the Ballou-Channing Chapter of the UU Ministers Association

5. Adult Education

A. Led a UU history class September 2022-January 2023

6. Children's Religious Education

- A. Offered weekly children's stories/sermons in worship
- B. Met regularly with Melissa Wakeman to plan for and review the RE program
- C. Participated in the RE Committee's monthly meetings

II. Strong Community

- A. Pastoral conversations over phone, email, text, Zoom, on walks, at South Shore Hospital, the Lucky Finn, and my home.
- B. Reached out to check-in with members of the congregation
- C. Arranged for prayer shawls to be given to people dealing with illness
- D. Worked with the Caring Coordinators to schedule meals for families dealing with illness,
- E. Met with newcomers
- F. Participated in the Snowflake Fair and the Spring Fair
- G. Attended meetings of the Parish Committee, Social Justice, and RE Committees
- H. Worked with members of the congregation to plan the Animal Blessing, Backpack Blessing, Indigenous People's Day, Chocolate Communion, Earth Day, RE Sunday, Memorial Day, Pride Sunday, June 18th and Christmas Eve services.

III. Transformative Service

- A. Held up the issues of the world weekly in sermons and services

Respectfully submitted,
Pamela M. Barz, Minister

Report of the Parish Committee

Over the course of the past year, the Parish Committee has sought to execute its stewardship of First Parish in ways that amplify and celebrate our shared mission, vision, and values. Among other goals, we have sought to be transparent, inclusive, open and reflective in our work on behalf of the congregation.

Highlights of our work this year include:

- **Created a Council of Leaders** to strengthen and expand collaborative opportunities between and among committees and members of our First Parish community. Lin Haire-Sargeant, co-chair of the PC, has done a magnificent job in creating, coordinating, and facilitating these monthly meetings. The PC is hopeful that this structure will continue in the coming year and the group will use feedback from this year's pilot to implement improvements and adjustments as needed.
- **Created and Implemented PC Goal** that focused on celebrating the rich spectrum of artistry within our congregation and creating a radiant and vibrant community. Guided by all the elements of our Great Covenant, we can create beauty and transformative change. The PC and the community used this goal to guide our initiatives and projects for the upcoming year. The PC held several meetings to brainstorm and articulate this goal and from there, with Pam's leadership and Cathy Kang's assistance, facilitated several Sunday services to connect the goal to the interests, talent, and works of our community. We are excited to see the plans come to fruition next year.
- **Reviewed and Revised Financial/Accounting Structures and Processes.** The PC with support from the finance committee and others undertook the task of reviewing, evaluating, and streamlining our accounting and financial collection and reporting. This project is still underway and we anticipate that this will continue to be a priority for the new PC leadership.
- **Coordinated with UUA to initiate search for Interim Minister.** Working with the PC members as well as other leaders in our community, the PC co-chairs, met with the UUA and completed the requisite steps to initiate the Interim Minister search. This search will continue during the summer until someone is identified for an August or September start date.
- **Greeters :** The in-person church was staffed with many of the individuals and families who were pre-Pandemic team members. We are committed to offering a warm welcome to members and guests alike. It has been nice to reconnect in person and to be able to provide this kind of welcome to visitors. New members of the Greet Team are always welcome!

We have been reflecting on our work together this year and have learned important lessons including the need to restructure the work of the PC to more effectively distribute responsibility and work away from the Chairs. We also recognize the importance of ongoing and transparent communication among and between leadership, committees, and community members. We will continue to work on strengthening communication and structures to support transparency. We are also very excited about changes and updates made to financial reporting, donation processes, and communication that include hiring payroll personnel, adopting a financial recording and reporting system, and implementing multiple tools including venmo. We also understand that changes to systems and processes require ongoing feedback and communication with users. With this in mind, the PC will continue to request and listen to

constructive feedback for continual improvement. It has been a great pleasure to work with this PC team this year. I am grateful for their commitment and efforts.

Respectfully submitted,
Carey Borkoski and Lin Haire-Sargeant, Co-chairs of the Parish Committee

Addendum for the Parish Committee

*Dear fellow members of First Parish U.U.,
Last week, as continuing Co-Chair of the Parish Committee, I emailed a letter of gratitude to the group, to recount and appreciate the ups and downs, the mistakes, the lessons learned, the unexpected events, and the hard, principle-based problem-solving that has characterized this past year of P.C. work. After reading it, we thought you all might like to share this candid retrospective of our process. Here it is:*

Dear Parish Committee,
Thinking back on what in our P.C. efforts really worked last year, I see a long-term, difficult reckoning with church finances that has paid off in our measured and successful dealing with funding the Interim Minister and increasing our R.E. staff to grow the program for children. Of course the end of this story has not been written--it will be folded into the continuing four-century history of the church--but I see this past year's chapter as something like this:

A year ago, met with a budget shortfall and faced with the wide-spread church belief that a.) we had to balance the budget in time for the Annual Meeting, and b.), that we could not take funds from the Endowment, the P.C. agreed to cut Pam's salary in order to balance the budget by the looming deadline of the Annual Meeting. Following the usual custom of cut-and-dried voting at the Annual Meeting, the congregation okayed the move. Even while this was happening, we began to realize that this had been a bad mistake. We saw, with shame and dismay, that we had offended and shamed Pam by our move, and that the cut had been unnecessary. We tried some hocus-pocus to restore her salary, but it was only partially done. That was just at the time that Patty Sutton was handing over the treasury job to Charlie Ruddy in the middle of her stressful move out of the area, and the transition was difficult both because of her move and the complexity of the church's financial operating system, layered and patched over successive Treasurer's tenures, that she had been successfully navigating during her time as Treasurer. But many of its details were obscure and hard to communicate long distance.

The reconfigured board (Carey, me, Charlie, Damian, Carol, Jen, and Anthony) was alerted by this trauma that we needed to get a better grip on what was really happening financially in the church. Were we in a crisis of scarcity? How large was our Endowment, and under what circumstances could it be invested in the church's welfare? How could we play out the beliefs, mission, vision of the church with the budget? And--we struggled with this--how could we best work with the Finance Committee so that our use of money would follow our church's values?

All this was complicated when, in the fall, our beloved Church Mother and Chair of the Finance Committee Alma Morrison suffered a stroke that eventually resulted in her moving to Maine to be near her children. This left the Finance Committee in uncertainty for months, and then, while they adjusted, with the necessity of rotating the duties of the Finance Chair. In the meantime Treasurer Charlie Ruddy was bringing to the P.C. an avalanche of progressive ideas about handling money--in record keeping, in taking in money, and in software systems to manage it all--that challenged some in the Parish Committee and some in the church. I am representative of the oldest Old School attitude; I use paper checks to pay for bills and will never open phone screens in service to make

contributions--I could go on. Yet even I have had to admit that the times they are a-changin' and we do have to change with them.

But Charlie's commitment to educating the P.C. and the church on revamping and unifying our information systems took so much of his time, that the P.C. needed to find a way to keep the weekly finances of the church going. Erica Boyle gallantly stepped in to sort that out, and she found a bookkeeper to do monthly work. In those winter months, though interrupted by illness, job demands, and family crises, we had continuing conversations at our meetings about finances, some putting out small fires, some reaching toward ways to fund the church's values. Carey and Pam frequently reminded us of this possibility. Individually, some of us began to examine long-held attitudes toward money and commerce.

In the spring, when we encountered an unexpected financial challenge, the previous month's experiences had prepped us to think and act in better ways. Pam announced that she would be ending her ministry with us in the summer. Following UU practices, we decided to search for an Interim Minister. As we got into the process, we found out that we would have to come up with significantly more money to pay the Interim than we had assumed.

At this point, we were already worried about the early date of the Annual Meeting. The Finance Committee, because of delays arising from Alma's illness and eventual departure, were behindhand in Canvass planning and would be pushed to get the budget ready by the Annual Meeting. We did not want to be in last year's situation of being pushed into a corner by a deadline and, under pressure, making bad decisions. So the P.C. acted to have the Annual Meeting later than usual, and ultimately to split the meeting into two parts so that the money half would be delayed until June.

That done, we were plunged into the Interim search and the certainty that we would have to come up with tens of thousands of extra dollars to fund the new minister. Luckily, Carey and I, as the Interim Search Committee, had a wonderful array of Interim candidates to choose from. However, we were compelled to act within the UU's tight timetable.

You, the blended board from last year and the year that is just beginning, have acted with integrity, balance, intelligence, and willingness to compromise to find a solution. In two meetings within a week, with the help of the Finance Committee and the up-to-date report of the Endowment Committee, we have found ways to use the Endowment to invest in the good of our present and future church by funding the coming Interim Ministry of the Rev. Erin Splaine. In our meeting on Tuesday, May 23, incoming Treasurer Erica Boyle patiently and clearly guided us through the possibilities of the budget, and with her we found ways to fund the expansion of R.E. to conform to our important value of supporting and educating children. I am so grateful to be part of this extraordinary group and this extraordinary effort! Thank you!

This is how I see the shared story of last year.

With love to all,

Lin

Respectfully Submitted,
Lin Haire-Sargeant, Co-Chair, Parish Committee

Report of the Council of Leaders

One of the things the Pandemic interrupted was the work of many of First Parish's committees. As we assembled again for a more or less normal church year in the fall of 2022, the Parish Committee decided to form a platform for committee and group leaders to meet, share activities and strategies, and work together for the good of the church community. To that end we formed The Council of Leaders, a group convened quarterly and led by the Parish Committee incoming Co-Chair (Co-Chair 2).

We held two fall meetings, at which each committee introduced themselves and talked about their mission and their goals for the year. At the winter meeting, we talked about the need to get more membership to help with the work that needs to be done in the church. The bulk of our spring meeting was taken up with discussion of Pam's recent announcement that she will be leaving the ministry of the church this summer.

In all these discussions, there was a feeling that we were glad to get together, and that we really needed to talk to one another. The value of The Council of Leaders in this initial year was in reconnecting strong ties of fellowship and creating new ones.

Respectfully submitted,
Lin Haire-Sargeant
Coordinator, Council of Leaders
Parish Committee Co-Chair 2

Report of Coffee Hour

Our post-pandemic coffee hour has been quite successful in its goal of encouraging guests and church members to socialize and enjoy themselves after the service. It also provides children another enjoyable reason, along with Religious Education, to come to church each Sunday. The hosting, however, needs improvement. The pre-pandemic plan of having church members volunteer to host (on an opt-out basis) works after a fashion but has problems. Quite often, though the list comes out months ahead, life being what it is, people are sometimes unable to fulfill their commitment. In that case the coffee hour head, Mark Meadows, willingly steps in and helps out with food, drink, and cleanup.

However, I believe a different system is needed, one that would better regularize the hosting.

Respectfully submitted,
Mark Meadows, Coffee Hour Coordinator

Report of Remote Worship

During the 2022/2023 church year, the Remote Worship Team streamed Sunday morning and special worship services on Facebook for those people who are not able to attend worship in person. Each week the video is saved for 30 days on the church's FB page for people to watch at a later date.

There are not many people who log in to watch the service as it streams, but there are a small number of regular viewers, and some folks who come back and watch later in the day or week. It is a nice option to have for folks who cannot make it to church on Sunday mornings, including some who are still limited by concerns about exposure to COVID.

We did encounter technical difficulties on a few occasions this year. Some were caused by changes from Facebook, some caused internally at First Parish when electrical circuits and/or the modem needed to be reset, and once because of a change in our Apple account whereby we needed to reconfigure the church's iPad. Bob Murdock continues to keep hardware, software, and audio equipment up to date.

We would like to thank Emilia and Doug Dziedzic for filling in for a worship service when neither Bob nor Jean were going to be available.

We are looking for a few more individuals or pairs of individuals who would be willing to serve as videographers during worship. We offer a tutorial and provide written instructions. Streaming the worship service is quite easy to do, especially after you have done it once or twice. It requires arriving to worship 15-20 minutes early to get set up. Tech savvy youth are welcome to apply for the job!

Respectfully submitted by "The Dream Stream Team,"
Bob Murdock and Jean Shildneck

Report of the Committee On Ministry

The Committee On Ministry wishes to offer our most sincere and heartfelt sentiments of thanks and gratitude to the Reverend Pamela M. Barz for her many years of caring and dedicated ministry to our First Parish Scituate community. It has been both an honor and privilege for all of us serving on the COM with Pam (both past and present) as a group of support and thoughtful discussion.

Although we did not have as many opportunities to meet as a group this year we did share in several discussions of change and transition over Pam's decision to end her ministry with us. Our most recent gatherings in person and over zoom were set aside to create a template for the April 30 COM transitional service. It was also decided during these discussions to craft and post an informational news article dedicated to Pam's decision and her history with us. We urge all who may have missed the April 30 service to experience the video post at our First Parish Facebook page. Please also check out the wonderful news article crafted by committee member Hal Stokes. It should be noted that the service of this Committee On Ministry officially ends with Pam's ministry and a new committee should be assembled when the next Minister is selected.

We wish Pam and her family many many years of happiness and good health on her continuing journey and continuing path forward.

Respectfully submitted,

Bob Murdock - Chair, Mary Beaulieu, Laura Carson, Hal Stokes

Report of the Music Director

The following is an overview of the church year as Music Director:

SUNDAY SERVICES

- Provided the music for 35 Sunday morning services.
- Arranged for the following guest musicians: Carol Cybulska, singer; Howard Mathews, guitarist; Beverly Reilly, flutist; Michael Feeney, singer; Cathy Kang, guitarist/singer, flutist; Catherine O’Kelly classical guitarist, Jack Rubin, trumpeter.
- Worked with guest worship leader/musician: Matt Meyer.
- Arranged for guest musician Christina Laberge to sub for me: 5 services

SPECIAL SERVICES

- Led a summer service on singing the songs in our Hymn Supplement: August 7.
- Performed the music for a memorial service : October 22.
- Led the music at both the 4:00 and 7:00 Christmas Eve services.

WORKING WITH THE ADULT CHOIR/BELL CHOIR

- Rehearsed with the choir 34 times.
- The following people sang with the adult choir : Mary Beaulieu, Vicki Davis, Alan Donaldson, Cathy Kang, Noah Kermond, Francis Kilduff, Mark Matthews, Cathie McGowan, Sarah Murdock, Carol Sullivan-Hanley, Lin Haire-Sargeant, Laura Carson-Laciner, Kim Sullivan.

PLANNING SERVICES

- Had weekly e-mail correspondence with the church administrator, minister or guest worship leader regarding service music. Selected music to coincide with the theme of each service.
- Purchased new music for piano, organ and choir.
- Entered music selections in the shared google doc every week. Practiced the music at home (and at church)
- Wrote a paragraph for the “What’s happening” newsletter 10 months.
- Arranged for the Piano tuner to tune the Grand Piano 2 times.
- Arranged to have the Harpsichord tuned 3 times. (paid for the tunings)
- Arranged for Andover Organ to tune the organ November, 2022.
- Met with Pamela Barz and/or attended a church meeting 4 times.
- Watched the Workshop Design Studio webinars for the Quest, Sacred Time, Good Enough and Emerge series. Downloaded the music needed for each series.

My goals for 2023-2024: Help the interim Minister to maintain inspiring Worship Services for First Parish.

Respectfully submitted,

Elizabeth Dubuisson, Music Director

Report of the Religious Education Sunday School Teacher

My heart has been filled throughout the year by the community I have found by joining First Parish UU. Sharing Sundays with the children has been rewarding and fun. We have explored many ways we can keep ourselves on the path towards being compassionate and thoughtful humans and leaders. Our moral compasses are filled with balance, generosity, respect, welcoming, empathy, faith, courage and more. We connected each week sharing our acts of kindness and helping and adding to our Gems of Goodness Jar. Watching it get full has been a highlight of our times together earning our way to an ice cream coffee hour! We were thrilled to have guests join us to teach us about Hanukkah, take our pictures for our sanctuary Christmas tree, help us make prayer beads and teach us about trees!

From a story trail through the church garden with hot cocoa in our season of Advent to parachuting cats with a true moral tale from Borneo we have had fun exploring different ways to help each other and work together!! The children and I grew together this year getting to know one another and being creative! It was an honor and truly filled my bucket to be the RE teacher this year.

Respectfully submitted,
Melissa Wakeman, Religious Education Sunday School Teacher

Report of the Social Justice and Denominational Affairs

During the 2022-23 church year the Social Justice and Denominational Affairs Committee continued its ministry under the broad theme of Dismantling White Supremacy. Following the work of the previous year in which we focused on increasing our knowledge and appreciation of Indigenous Peoples past and present, in the Fall of 2022 we turned our efforts to supporting the right to vote for all people, especially those from marginalized communities. Through the Unitarian Universalist Association (UUA) we learned about the umbrella of UU social justice organizations, called Side with Love, and we connected with one in particular, UU The Vote. This organization helps UUs collaborate within and across our congregations and with like-minded community organizations to amplify our voices for greater impact on the ability for all to exercise their right to vote. This led us to the following educational and action-oriented activities in relation to the 2022 midterms:

- Committee members attended webinars and meetings sponsored by Side with Love and UU the Vote on maintaining our UU faith at the center of social justice activities, grass roots organizing, and connecting us with other organizations in the wider community acting on values that align with UU principles.
- Through UU the Vote, members of the Social Justice Committee participated in a phonebank during the Arizona primary to encourage people to vote and provide them with polling information if needed.
- We organized and led postcard writing sessions following 4 Sunday services at FPUU and on one evening in October to citizens in Florida and Georgia counties, encouraging people in rural counties to vote early and where to get polling information for the 2022 election. In addition to asking First Parish members and friends to join this action, we also reached out to UU churches in four surrounding towns. We reached our goal of sending 300 postcards.
- A new banner for the front of the church was fabricated with the John Lewis quote, “The vote is the most powerful nonviolent tool we have” and displayed for the time leading up to the election.

Following the election, the committee turned its attention to one of our goals for the year, which was to identify at least one new social justice area of focus, hopefully something that would start with a passion of one or more people from outside of the existing committee membership who would join our team. It has been our hope to generate more engagement in social justice from the congregation, which might also lead to attracting new members to the church. During a Sunday service in October, which committee members helped to lead, we attempted to determine if there was a social justice area that interested a group of church members, but no theme emerged with any degree of consensus. The committee eventually chose the new area for development - criminal justice reform and decriminalization. Our starting point is learning about inequalities in the current system that affect marginalized communities disproportionately. We consulted recently with Rev. Jo Murphy from UUMass Action about their efforts in this area and those of community organizations with whom they collaborate. Our first activity in this area is planning a discussion night in May on the book, Just Mercy by Bryan Stevenson, a lawyer and the founder of the Equal Justice Initiative. We will expand our activities in this area in the next church year.

The committee continues to meet 1-2 times per month consistently. One new member joined our committee to date, but another member, Alma Morrison, left the committee recently. We would like to take this opportunity to thank Alma for her many and significant contributions to social justice efforts at First Parish, not only during her time on the current committee, but for the many years of service as a member or Chair of the Social Justice and Denominational Affairs Committee.

We continued to express our interest in supporting Indigenous Peoples in various ways throughout the year, including making additions to the resources on our website, contacting our state reps regarding bills supporting Indigenous Peoples Day and other bills of importance to native tribes in the state as well as encouraging the congregation to do the same, attending pow-wows in the area last summer, sharing our experiences with creating a Land Acknowledgement with St. Luke's social justice committee as they plan to write one for their church, and

making a monetary donation to the local Herring Pond Wampanoag tribe. This year the committee resumed the responsibility for selecting the social justice causes or organizations to which the proceeds of the Fourth Sunday Collections are donated. The committee changed the frequency of the collection from one Sunday a month to every Sunday. It is now referred to as the Monthly Special Collection.

Once again, we will help First Parish Church and the community celebrate Pride month by displaying the rainbow banner during June. We also intend to work with St. Luke's and community organizations if a Scituate Pride March is organized this year.

The Social Justice and Denominational Affairs Committee looks forward to next church year and engaging more people in social justice activities, whether they concern issues the committee has selected or pertain to areas not recently addressed but which are important to individuals in the congregation.

Proposed Social Justice & Denominational Affairs Committee budget for the 2023-2024 Fiscal Year

The total amount of our request for Social Justice activities at first Parish Unitarian Universalist Church Scituate is \$1200. The following would be the allocation of those funds, to the best of my ability to estimate how they might be used:

Fabrication of 2 social justice banners	\$250
Cost of speakers on social justice topics, workshops for congregation or training for Social Justice Team members	\$800
Miscellaneous materials, e.g. flyers for events	<u>\$150</u>
	\$1200

Respectfully submitted,
Ellen Isley, Chair Social Justice and Denominational Affairs Committee

Report of the Publicity Committee

General Goals for the 2022-23 Church Year

To contribute to the renewed goals of the church for this year: “... *to celebrate the rich spectrum of artistry within our congregation, cultivate a sacred space to explore and share these gifts, and create a radiant and vibrant community. Guided by all the elements of our Great Covenant, we can create beauty and transformative change.*”

To that end, the Publicity Committee helps church members and committees in their efforts to promote “with artistry” greater awareness of the church’s values and how it lives out its missions and vision.

Accomplishments:

Publicity’s efforts this year went towards outreach, maintaining a presence not only informative and educational but “radiant and vibrant”.

The primary efforts went towards public-facing signage to amplify the messages of the Social Justice Committee. The Social Justice committee continued collaborating in outreach efforts to help accomplish its chosen goals on supporting Indigenous Peoples, the right to vote for all people, and criminal justice reform and decriminalization.

The banner series seems to successfully make the church catch the attention of passersby, in the same way as the hanging sign and the rainbow Pride banner. We settled on a 4’ x 8’ size, with a large slogan to be seen from the road, plus a smaller introduction clarifying the intent of the slogan when seen up close: “As Unitarian Universalists, we believe...”

With the Social Justice Committee, Kate Glennon designed the First Principle banner last year “We affirm the inherent worth and dignity of every person,” and this year the UUtheVote banner “The vote is the most powerful non-violent tool we have — Rep. John Lewis”. Anthony Itrich constructed a wood-trim frame, complete with solar lighting, to both physically secure and visually formalize the banners.

Website and Social Media:

This year with Charlie Ruddy we began planning how to best utilize the new tools offered by the website host, including the introduction of a mobile app. Considerable redesign of the website is expected in the months to come, as the app and the website will have their own particular uses, users, and administrators.

Kim Sullivan is creating a presence on instagram, and next year we should have additional members with PR experience joining the committee to help us increase digital outreach.

Community Events:

Community events remain infrequent and mostly online this year. The Snowflake Fair and the Spring Fair were publicised as usual, with physical signage and social media. Blue Boat Coffeehouse events are still on hold, but a Fall 2023 return is likely, requiring fresh ideas for publicity.

Goals for 2023-24:

Goals for the coming year will certainly be clarified during our ministerial transition, and changes in committee goals. Updating and increasing our digital presence will be key.

Respectfully submitted,
Kate Glennon, Chair Publicity Committee

Report of the Building and Grounds Committee

Since the major renovation is now completed, our goal for this year was to keep up with general maintenance and work on the front foundation beds.

The front foundation beds were completely redone with new plantings and mulch. The parsonage had issues with roots getting into the main septic lines so these were cleaned out as best as possible. Many small tasks were done including smoke detectors and carbon monoxide replacements, ceiling tiles in Erdman, light fixtures in Erdman, minor plumbing repair and front door lock repair.

Goals for the 2022-2023 Church Year

- Replace septic lines at Parsonage
- Review heating system and long term plan to upgrade to a more fuel efficient system that will reduce/eliminate oil usage at First Parish.
- Install security Cameras
- Paint the exterior of the Parsonage
- Paint the exterior, lower portion of the church; and
- Continue the work on landscaping with tree trimming and brush removal

Maintaining such a large and Historic Building can be a challenge so a big thank you to all who have helped this year! A very special thank you to Joe Williams and Frank Kilduff who manages to fix just about anything and always with a smile and a sense of humor.

Respectfully Submitted,

Erica Boyle, Chair of the Building and Grounds Committee

Report of the Finance Committee

Finance Committee Annual Report for 2022/2023 Revised 2023-05-29

This report was originally submitted to the Church Administrator on April 14, 2023, for inclusion in the Church's 2022/2023 Annual Report prior to Day 1 of the Church's 2023 Annual Meeting. At that time, the 2023 Stewardship Canvass was still under way and the budget was in an early draft form. This updated report replaces that earlier report.

Dedication

The Finance Committee dedicates this year's Annual Report to long-term Finance Committee member and Chair Alma Morrison. We thank her for her many years of careful stewardship of the resources of this church and we wish her well in her future pursuits and adventures in Maine.

Finance Committee Members and Responsibilities

Per the Church Governance Policy adopted by the membership in the spring of 2022, the Finance and Development Committee consists of a Chairperson, the Treasurer, the Collector, a representative from the Endowment Committee, and such additional members as the Chairperson shall appoint.

The roles of the Finance Committee are to:

1. Raise money to carry on the work of the Church, including planning and execution of periodic canvasses for funds and implementing additional ways of raising money such as fundraising events;
2. Prepare an annual budget covering the operation of the Church for consideration and approval by the membership at the church's Annual Meeting; and to
3. Secure the services of an auditor for the audit of the records of the Collector, Treasurer, and the Endowment Committee when requested to do so by the Parish Committee or the membership.

Finance Committee Overview, 2022/2023 Church Year

The goals of the Committee in 2022/2023 were, as always, to see that the church meets the budgeted fundraising targets for the current fiscal year (FY 2023), to run the Stewardship Canvass to obtain pledges of financial support from members and friends for the next fiscal year (FY 2024), and to draft revenue and expenditure proposals for the FY 2024 budget.

The committee met regularly this year at Alma Morrison's house and then at the church. After Alma's departure from Scituate in January, committee members took turns chairing meetings, writing meeting notes, and developing materials for the 2023 Pledge Drive and the spring fundraiser. We have found that this distributed leadership model has worked well for us this year.

Church Treasurer and Finance Committee member Charlie Ruddy reports monthly to the Parish Committee about the Finance Committee's deliberations and decisions.

Fundraising Activities in FY 2023

Snowflake Fair – Saturday, December 3, 2022. The Finance Committee would like to thank Head Elf Eileen Knight for a very successful Snowflake Fair this year. Eileen hosted crafting parties at her house in the months leading up to the fair, and did a fabulous job communicating about the fair, including

recruiting elves to produce items for the fair, staff the fair, and attend the fair to make their holiday purchases. Low transmission rates of COVID allowed us to return to normal operations this year, with the exception being that the kitchen was not open for the sale of chili and chowder. Trees were sold outside, and all other activities were inside the church. We were able to bring back kids' activities and the kids' shopping room upstairs, and those spaces saw a lot of activity. This year we invited The Dinghy food truck to be on site. This was not a revenue generator for us, but we felt it would be a good addition to the fair in the absence of our chilis and chowders. Revenues from this year's Snowflake Fair were a record-breaking \$13,000.

Bottles and Cans Collection – Weekly on Tuesday, beginning April 11, 2023. Nothing was budgeted this year for sorting redeemable bottles and cans at the Scituate Transfer Station. However, Howard Mathews has arranged for the church to have a weekly slot on Tuesdays, beginning 2023-04-11, so there will be some unbudgeted revenue this year. We will add this line item back into the budget for FY24. Members and friends are invited to contact Howard Mathews if they are able to help with this fundraising activity.

Spring Fair – Saturday, May 13, 2023. Plans for this year's Spring Fair include the sale of organic seedlings (veggies and annuals), perennials from members and friends' gardens, baked goods, a springtime edition of Grandma's Cupboard (jams, jellies, and pickles), spring crafts, and a rummage sale where members and friends can bring items for sale (and must take away any unsold goods by the end of the day). A kids' activity and lemonade stand are also planned. We expect \$3,000 in revenues from this event.

Members of the Finance Committee thank everyone who worked on fundraising projects and financial activities this year.

Pledge Drive/Stewardship Canvass

The Finance Committee drafted a Preliminary Proposed Budget for FY 2024 in February 2023 assuming level-funding for an incoming Interim Minister, slight increases for our Music Director and Church Administrator, and the addition of a second Religious Education Teacher plus funding for an RE Coach for FY 2024. The Preliminary Proposed Budget anticipated \$221,100 in expenses, and we set an ambitious goal of raising \$120,000 from pledges to pay for those expenses.

Prior to launching the Pledge Drive, the Finance Committee asked all elected leaders of the church (Church Officers plus members of the Parish Committee, the Endowment Committee, and the Nominating and Bylaws Review Committee) to pledge early. All members of the Finance Committee also pledged early.

The Pledge Drive was officially launched on March 22, 2023, with the Pledge Packet being sent out to all members and friends of the church by email. Stewardship Sunday was held on March 26. A follow-up email was sent on March 29, and additional communications went out via What's Happening, the monthly newsletter, and the church's Facebook accounts.

The Pledge Drive resulted in \$97,000 in pledges. The Finance Committee added a new Future Pledges line item to the budget. It is the intent of the Finance Committee to begin a year-round stewardship campaign, as we will need to solicit additional donations from members and friends outside of the typical annual canvass period to meet the financial needs of the church.

In mid-May, the Finance Committee learned from the Parish Committee that we would have to offer a significantly higher salary and benefits package than anticipated to attract a quality Interim Minister. The Parish Committee proposed withdrawing an additional \$35,000 from the church's endowment to cover the unforeseen expense.

The Finance Committee has accepted the Parish Committee's proposal with significant reservations. The church

relies on income from the endowment to help cover operating costs every year. Each year, the Endowment Committee calculates a three-year rolling average return on our endowment funds and we use that money to help pay for operating costs without carving into the principal of the endowment. For FY24, the amount that the Endowment Committee had offered for use by the church was \$35,000. In order to pay for the unforeseen expenses of the Interim Minister, the FY24 Proposed Budget include a new line item Endowment (Withdrawal from Principal). The amount needed is an additional \$35, 000, so we are withdrawing twice as much as we should be from the endowment for FY24. While this withdrawal is necessary this year, this model of paying for our expenses is not sustainable. Church leaders, along with all members and friends, need to work together to find a solution to live within our means. This means either raising more money from pledges and/or reducing our expenses. If we cannot substantially increase income from pledges in the coming year, we may well need to consider hiring a contract minister rather than a full-time settled minister after the interim period.

Even with the second withdrawal of \$35,000 from the endowment, the FY24 Proposed Budget has a deficit of \$8,780. The Finance Committee recommends using unrestricted cash on hand to cover this deficit.

Fiscal Year 2023 Year-To-Date Financial Reports and Treasurer's Report

Year-To-Date Financial Reports and the Treasurer's report can be found elsewhere in this Annual Report.

Fiscal Year 2024 Proposed Budget

The proposed budget for FY 2024 is included elsewhere in this Annual Report and will be distributed to the congregation prior to June 4, 2023, which will be Day 2 of this year's two-day Annual Meeting.

Respectfully submitted by the Finance Committee,

Erica Boyle, Janie Culbert, Vicki Davis, Karen Frey, Cathie McGowan, Charlie Ruddy, and Jean Shildneck

May 29, 2023

Report of the Collectors

The Collectors of First Parish are elected officers of the church, responsible for seeing that all monies received by the church are recorded, deposited and reported to the Treasurer. They also issue statements to pledging church members and resolve any discrepancies or payment questions regarding pledges and donations. Monies include pledges, Sunday plate, fundraisers, rental fees, electronic payments and any other payments received. The Collectors are also active members of the Finance Committee and provide guidance to the annual stewardship drive and church budget preparation.

Respectfully submitted,
Vicki Davis and Cathie McGowan, Co-Collectors

Report of the Ushers

Ushers greet Sunday morning attendees at the door of the sanctuary, and perform any other needed duties during the service, including taking the Collection. They also print a small number of Orders of Service as well as assist those attendees who prefer to use the QR code. At the conclusion of the service, they neaten up the Sanctuary and make sure that everything is ready for the following week. They also perform these duties on Christmas Eve as well as assist with any other services (Memorial Services, etc.) as needed during the year. Anyone in high school or older is invited and welcomed to join the Usher Team.

This year the usher duties were handled by Vicki Davis and Cathie McGowan. It is hoped that the team can be re-established and begin sharing responsibilities in the new church year.

Respectfully submitted,

Cathie McGowan and Vicki Davis, Head Ushers

Report of the Snowflake Fair

Goals for the Snowflake Fair:

1. Market our Religious Education Program to fair visitors.
2. Create child-friendly fair activities to entice more church children to participate.
3. Develop a teen recruitment program at the junior high/high school levels to increase fair table participation.
4. Effectively communicate importance/value of the fair (largest annual church fundraiser) and logistics/teamwork needed to guarantee a successful outcome.
5. Create weekly announcements/communications that are upbeat, energetic and fun.
6. Develop and implement new ideas to raise fair capital.
7. Match and exceed 2021 fair proceeds by \$1.
8. Add new features to “decorate wreaths” evening to increase participation.
9. Establish/share safety measures and protocols to guarantee a safe event.
10. Develop new local/regional areas to market the fair.
11. Thank each and every person who participates in the fair success.
12. Schedule and run a post fair meeting to discuss what did/didn't work and outline goals for next year.

Accomplishments:

1. The church community rallied together to create a great Snowflake Fair season and event. As always, the fair sparkled inside and out. The Christmas trees were sold out by midday and the decorated wreaths created a magical entrance and smelled amazing.
2. We met and exceeded our financial goals, had an impressive number of children participate in fair activities and a large number of teens volunteered to sell Christmas trees, worked at fair tables and assisted in the upstairs children's rooms.
3. All fair communications and marketing efforts were targeted, fun and engaging. Fair signs were strategically placed around town to help advertise the fair.
4. Church families and members who attended the wreath decorating night appreciated the pizza dinner addition, and enjoyed all kinds (cheese, pepperoni, veggie).
5. The “Dinghy” food truck met our food goals. Katie ran out of food mid afternoon and left early. (She's already confirmed for Snowflake Fair 2023).
6. The Snowflake Fair Photo Booth area looked magical; families who did have their pictures taken loved the photos.
7. Safety procedures were developed and shared with all table captains in the event of an emergency.
8. The post fair meeting was well attended, fair pros/cons were shared, and goals for next year were developed.
9. The RE Art Installation to market the RE program was bold, provocative and perfect!
10. The church's Fididdlers's crafting group has been re-invigorated with new, enthusiastic and talented members; they currently meet every Wednesday to craft.

Obstacles:

1. The police detail arrived late due to a dispatcher mishap; police presence for fair day excitement was lost.
2. The weather.
3. The Dinghy coffee carafe malfunctioned; coffee drinkers were disappointed.
4. An effective sound system to play holiday music inside/outside during the fair.

Insight:

1. Create consistent and decorative packaging for all baked goods leading to greater sales.
2. Offer no-cost coffee and pastries/snacks to fair workers throughout the fair.
3. Recommend fair workers bring water. Bottled water does not align with UU principles.
4. Schedule a meeting for all team captains before fair set-up day to discuss and agree on fair pricing.

5. Establish fair day payment options and educate table captains/cashier team members for fair day.
6. Develop family programming or family driven marketing strategies about existing programming to draw young families from Santa's harbor visit to the church fair.
7. Create a wreath decorating support team to support Jane McGinnis/Erika Boyle in wreath decorating efforts.
8. Offer a raffle basket; it was a huge hit.
9. Create overhead signage for upstairs programming to direct fair goers to upstairs children programming.

Snowflake Fair 2023 Goals

1. Research and institute more sustainable methods with/for/at the fair (popcorn/cranberry garland, other edibles for wreaths, shells, sea glass, sorted jewelry).
2. Develop fair recyclable wrapping paper and recycled fabric/cloth ribbon.
3. Develop a calendar of pre-fair events, including Fididdler crafts. Publicize to get more people involved.

Respectfully submitted,

Eileen Knight, Snowflake Fair Committee

Report of the Endowment Committee

Goals for the 2022-2023 Church Year

The calculated contribution to the operating budget for FY24 is \$35,000, which includes withdrawing \$19,000 (3% from assets held in our Schwab account), \$10,000 from the Louise Bates account and \$6,000 in expected dividends from our Vanguard and UUA Endowment accounts. The six yer compounded return for the funds is 2.7% so trying not to deplete too much of the principle it made sense to keep the Schwab budget contribution at 3%.

The church budget for FY22/23 included a \$500 repayment of the Steeple Loan which at this time remains at \$60,640. As of May 1st this payment has not been received.

SUMMARY OF ASSETS

	Balance		
	3/31/21	3/31/22	3/31/23
CHARLES SCHWAB			
Elizabeth Eason Fund	\$411,065	\$426,163	\$375,761
Wilmont Brown/D Wood	\$113,543	\$113,534	\$110,109
Louise Bates Fund	\$119,647	\$122,592	\$107,819
Total	\$644,255	\$662,289	\$593,689
VANGUARD			
GNMA Investor Shares	\$40,256	\$38,026	\$35,380
Long term Investment Grade	\$37,397	\$34,935	\$29,444
Short term Federal Inv	\$15,827	\$15,234	\$14,709
500 Index Fund Admiral	\$235,377	\$268,416	\$243,324
FTSE Social Index Adm	\$9,133	\$11,363	\$10,222
Total	\$377,990	\$367,974	\$333,080
UU COMMON			
ENDOWMENT FUND			
Cornelia Allen	\$11,000	\$10,513	\$9,355
Julia Neely	\$14,631	\$14,535	\$13,603
Total	\$25,631	\$25,048	\$22,958
TOTAL ASSETS	\$1,007,876	\$1,055,313	\$949,727(-10.22%)
VANGUARD			
STAR ISLAND			
SCHOLARSHIP			
FUND			
GNMA (Besse Tufts)	\$22,405	\$21,352	\$20,419

My thanks to Leigh Todd for her help in compiling this report.

Respectfully submitted,

Vicki Davis, Endowment Committee

FY 2023-2024 Proposed Budget/Balance Sheet and Profit/Loss Sheet

The proposed budget, Balance Sheet and Profit Loss Sheet this year will be PDFs click on

[Proposed Budget](#)

[FPUU Balance Sheet at 2023-05-24](#)

[FPUU Profit and Loss Statement at 2023-05-24](#)

Report of the Nominating and Bylaws Review Committee

Dedication

The Nominating and Bylaws Review Committee dedicates this year's Annual Report to long-term member and Chair Alma Morrison. We thank her for her dedication to the church, careful stewardship of the volunteer human resources of this church, and creative and careful thinking about best practices for church governance and how to reflect those practices in the church bylaws and new governance policy document. We wish her all the best in her future pursuits and adventures in Maine.

Nominating and Bylaws Review Committee – Overview of Responsibilities

The NBRC is a three-person committee elected each year by the membership at the Annual Meeting.

The roles and responsibilities of the NBRC are:

1. To nominate for approval by the membership each year at the Annual Meeting:

- Church Officers,
- Members of the Parish Committee,
- Members of the Nominating and Bylaws Review Committee, and
- Members of the Endowment Committee for any open positions.
- The NBRC also has the authority to appoint a Member of the Church to fill any vacant positions resulting from the death or resignation of any elected Officer or elected committee member until the next Annual Meeting.

2. To review all proposed changes to the bylaws of the church and recommend to the Membership whether or not they should be approved. The Committee shall also periodically review the bylaws and may recommend changes.

Status report on the Bylaws and Church Governance Policy Document:

At last year's Annual Meeting held May 15, 2022, the congregation approved the revised bylaws as well as a new Church Governance Policy Document that were proposed by the N&BRC. The revised bylaws and the new policy document were drafted in 2021/2022 after several years of church governance discussions at Parish Committee meetings and special retreats. The N&BRC received the recommendations from the Parish Committee resulting from these discussions and undertook a major revision to the bylaws of First Parish Church of Scituate, MA. Many of the changes were influenced by current best practices recommended by the Unitarian Universalist Association including advice to simplify bylaws by moving many details to a policy document that can be reviewed and revised periodically by the church's governing body, allowing for a more creative, flexible, and nimble approach to church governance.

At the May 15, 2022 Annual Meeting, the congregation also approved a motion authorizing the Parish Committee to review, complete, and publish, no later than September 8, 2022, the Church Governance Policy Document. The document contains several placeholders that need input from the Parish Committee to complete.

The NBRC offered our assistance to the Parish Committee in fleshing out the Church Governance Policy Document, including especially completing the section on roles and responsibilities of the committees, teams, leaders, and coordinators that are necessary to the functioning of the church.

During the 2022/2023 church year, the Parish Committee hosted occasional leadership council

meetings at the church to which all committee chairs were invited and requested input from committee chairs regarding their work and how they saw their roles, responsibilities, and goals.

Information collected at these meetings still needs to be recorded in the Church Governance Policy Document.

Church Leaders, 2022/2023:

The NBRC expresses deep appreciation to the following elected individuals who served this past year whose terms have ended or who have decided not to serve next year:

- Carey Borkoski, Outgoing Parish Committee Chair
- Damian Sullivan, Church Clerk/Parish Committee Secretary
- Charlie Ruddy, Church Treasurer
- Anthony Itrich, Parish Committee Member at Large
- Alma Morrison, Nominating and Bylaws Review Committee
- Annie Landry, Endowment Committee.

We also thank the members of the Committee on Ministry (appointed jointly by the Parish Committee and the Minister), some of whom have served for several years in this role:

- Bob Murdock, Chair
- Hal Stokes, Member
- Laura Carson-Laciner, Member
- Mary Beaulieu, Member

And we thank all members and friends who serve in appointed roles as committee chairs and members, team leaders and members, and our unsung heroes who might not have a formal role, but who jump in to help when needed.

Nominations for Elected Positions for the 2023/2024 Church Year:

The NBRC, is making every effort to create a balance of skills and interests, as well as continuity and sustainability in church leadership, as recommended in the new Church Governance Policy Document, has prepared a nominating slate that can be found elsewhere in the church's 2022/2023 Annual Report.

The Nominating and Bylaws Review Committee recommends one Article for the Warrant for the 2023 Annual Meeting related to Nominations:

- Article: To elect Officers and members of the Parish Committee, the Nominating and Bylaws Review Committee, and the Endowment Committee for the coming year, as listed in the Slate of Nominees.

Respectfully submitted,

Mark Matthews (marcus2tts@gmail.com)

Jean Shildneck (jean_shildneck@comcast.net)

Report of the Slate of Nominees

SLATE OF NOMINEES FOR 2023/2024 revised 2023-05-12

Terms run from June 1, 2022 to May 31, 2023 (note that terms of office do not run concurrently with the church's fiscal year). According to the 2022 revision of the church's bylaws, the term for all positions is for one year, with the exception of the Endowment Committee, for which the term is two years. According to the Church Governance Policy document, nominees are requested to commit to a minimum of two years in a position. The Co-Chairs of the Parish Committee serve one year each as Incoming and Outgoing, for a total of two years.

Church Officers

Moderator Michael McGowan

Clerk (also serves as Secretary of the Parish Committee) Carol Sullivan-Hanley

Treasurer (also serves as a member of the Parish Committee) Erica Boyle

Collector Vicki Davis

Parish Committee

Parish Committee Co-Chair (Outgoing) Lin Haire-Sargeant

Parish Committee Co-Chair (Incoming) Ann Svensen

Parish Committee Member-at-Large Jen McGonagle

Parish Committee Member-at-Large Charlie Ruddy

Parish Committee Member-at-Large Richard Kermond

Assistant Treasurer and Collector

Assistant Treasurer Jean Shildneck

Assistant Collector Cathie McGowan

Nominating and Bylaws Review Committee

Member at Large Jean Shildneck

Member at Large Mark Matthews

Member at Large Carey Borkoski

Endowment Committee

Term expires May 31, 2024; last eligible term Vicki Davis

Term expires May 31, 2024; eligible for two more terms Sarah Murdock

Term expires May 31, 2024; eligible for two more terms Claire Sherman

Term expires May 31, 2025; eligible for two more terms Mark Matthews

Term expires May 31, 2025; eligible for two more terms Cathie McGowan

Respectfully submitted,

Mark Matthews

Jean Shildneck

2023-05-12

The Church Governance Policy will be a PDF click on
[Church Governance Policy](#)