

# Unitarian Universalist Church of Worcester

# Annual Report 2010-2011

*"Believing in a community that unites all people"*

May 1, 2011

- ⊕ The year in review
- ⊕ Program information
- ⊕ Committee reports
- ⊕ Financial & budget data
- ⊕ And more!

## Unitarian Universalist Church of Worcester

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## OUR COVENANT

**I**N CONSONANCE WITH THE PRINCIPLES AND PURPOSES of the Unitarian Universalist Association, we the members and friends of the Unitarian Universalist Church of Worcester covenant to sustain and support a courageous and caring community by:

- Bringing our best selves to form a welcoming, loving, and inclusive community of faith;
- Creating an atmosphere of celebration and worship in a safe environment;
- Providing opportunities where diverse people and points of view are respected and open-hearted, and open-minded discussion of our differences is encouraged;
- Treating each other with kindness and respect;
- Approaching conflicts with a spirit of humility and with the respectful intent for peaceful resolution;
- Engaging in and encouraging spiritual and intellectual growth across the lifespan;
- Fostering social justice and positive transformation in our community and in the world at large;
- Growing and maintaining the resources necessary to support the missions and ministries of this congregation;
- Fostering fellowship and enjoying each other and the unique gifts that each person brings to our community.

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# Unitarian Universalist Church of Worcester

*“Believing in a community that unites all people”*

## Reports of Professional Staff and Elected Officers

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## RELIGIOUS EDUCATION DIRECTOR'S REPORT

As your Director of Religious Education (DRE) I have worked to develop our RE program to engage children in learning, to teach them spiritual practices, and to give them opportunities to share worship and develop their sense of belonging to a community that values them. I am incredibly fortunate to share this task with Robin Caracciolo, our Youth Program Coordinator (YPC); the Religious Education Committee (REC); and an energetic and dedicated group of teachers.

### May-June.

The REC with Robin's assistance ran all RE programming from April through June 13 as Deb took the first third of her sabbatical leave. REC volunteers made sure that teachers, assistants, and classes ran smoothly each Sunday morning, and they also ran the following special Spring programs—they are an extraordinary committee of dedicated and creative people.

In May, RE organized a collection of flip-flops to send to Haiti with Lynn Ritchie.

For the first time, families were asked to register their children in May for the next year's program. Aaron and Deb printed registration forms from the data-base for each family to update; thus as families registered they also provided corrected information which Aaron entered back into the data base during the summer.

In registering children for RE, parents sign an agreement to assist in classrooms twice during the year, and REC volunteers used laptops at Registration to actually assign parent assistants to those future dates. As a result of early registration and assignment of assistants, we were able to plan classes accurately for the fall.

Our first All-Church Photograph was organized by RE and taken by Betty Jenewin from the roof. Full-size prints hung on the RE bulletin board through the summer and in the fall a framed copy was hung in Fellowship Hall. It is the hope of RE that the All-Church photo will become an annual event as it creates a stunning visual of who we are at a moment in time.

RE Sunday— Drawing Circles

- We recognized 8 graduating seniors with gifts of UUCW t-shirts and their RE scrapbook collections

- Families brought donations of children's books, which were given to YOU, INC to be distributed in clinics.
- We projected slides from the RE year and created a rainbow of children
- All-church picnic followed

### Summer.

I attended the one-week Star Island RE conference.

REC members Denise Darrigrand and Cris Heffernan resigned after serving many years Robin and I recruited our largest group of COA mentors ever—22 UUCW adults agreed to spend a year mentoring 27 COA teens!

RE prospectus was produced. This important introduction of our philosophy and programs to visiting and new families is posted on our website and is mailed electronically to all RE families

I recruited and trained class coordinators to supervise each of the four curricula we offer

### Fall.

RE theme: Standing on the Side of Love!— what are the causes and the needs of the world that inspire us to take a stand? All ages have worked to figure out ways that we can stand together as Unitarian Universalist children and youth and live our lives guided by Love.

Following UUCW policy to renew CORI applications every three years, all RE staff and volunteers have been screened and approved; new volunteers continue to be screened in accordance with our Safe Space policy.

Teachers, mentors, and advisors attended UUCW trainings run by me and Robin which included safety practices and a review of the UUCW Safe Congregation policy on confidentiality and reporting.

Coming of Age (COA)-Our largest class ever, 27 teens, kicked off the year with a canoe trip, participated in group-building at the low ropes course at Camp Harrington, began their required service to UUCW by volunteering in the Loaves and Fishes food pantry, hosting coffee hour, and serving as readers and ushers during worship services, and ran a UNICEF Carnival

# Religious Education Director's Report

during coffee hour that raised \$275.

As part of their required outreach service, COA teens cooked, served and hosted homeless families at First Unitarian through the IHN program.

Youth Group- High School teens meet on Sunday evenings from 7-9 pm; on Columbus Day weekend 16 teens and chaperones traveled to Orland, Maine to live and work at H.O.M.E. Coop. H.O.M.E. helps the rural poor of Maine by providing shelter, food pantry, soup kitchen, childcare and education.

In November Youth Group participated in an overnight church "lock-in" where they prepared their own dinner and crafted a worship service to send positive thoughts and prayer to those in need. They wrote the names of family members, folks in our congregation, and groups of people in the world on stones, then walked silently with candles to Shore Park, where they prayerfully tossed each stone into the water in meditation.

TEEN CHOIR- Teens from First Unitarian joined our UUCW teens to continue our Teen choir under the direction of Matt Johnsen and Rebecca Ziegler and Becky and David Spanagel. The teens sang three times at both churches this year.

The first Sunday of each month is designated as High school Sunday; high school teens serve as worship readers, sit together at the 11 am service, and host coffee hour.

Youth Group packed their October Haunted Coffee House with 20 musicians and over 90 folks in attendance.

In November the REC ran the first of two story-based multigenerational services. The play "Are We There Yet?" examined the topic of welcoming immigrants.

From mid-October through December Deb was away for the second part of her sabbatical leave; again the REC capably kept programs and classes running smoothly.

## Winter.

RE Holiday Giving tree provided mittens to the Loaves and Fishes food pantry.

COA teens and mentors assembled holiday baskets filled with treats for congregational members unable to attend the service.

Youth Group packed 12 shoe boxes filled with gifts for teens at H.O.M.E.

COA mentors and teens brought pet food donations as well as a large amount of additional food to December's food pantry.

Deb returned from sabbatical leave at the beginning of January.

During RE intersession RE kids ages 4-17 worked together to produce the musical The Universe and Other Stuff... which was performed twice in the sanctuary to full crowds. Rachel Wagner and Deb Bonneau directed, and Deb produced the event; kids voted to donate all \$1500 of proceeds to CASA and Standup for Kids, two Worcester organizations that support kids.

In February Deb and the REC presented a multigenerational, story-based worship service called HEARTS Standing on the Side of Love! The story asks-- Is it possible to love the world into a better place? Which side does Love Stand on?

Youth Group spent two Sunday evening meetings cooking, serving, and hosting 7 homeless families living at First Unitarian as part of the IHN program.

## Spring.

In March the Youth Group planned and led both worship services titled "What about Peer Pressure?" The joint teen choir sang.

Middle school teens joined Robin and Deb and 110 other district teens and adults at the annual Clara Barton Middle School Youth Rally.

Youth Group hosted a benefit screening of The Laramie Project movie which was attended by over 60 people including representatives of the Anti Defamation League and Safe Homes- The Bridge. These organizations were the recipients of monies raised (approx \$275) in suggested donations.

Teens worked in the kitchen and as waiters at the annual Gourmet Dinner.

COA teens and mentors met at the Clara Barton Camp for a day-long retreat called "The U in UU History".

The REC met for their annual visioning retreat to plan theme, schedule, and events for 2011-12

Ten children are attending OWL for grades 5-6, taught on Sunday afternoons from 4-5 pm.

Fourteen high school teens and 6

# Religious Education Director's Report

chaperones spent a weekend in New York City as their end of year trip. They slept at All Soul's Church in the upper east side and spent two days touring NYC and also attending a Broadway musical.

Children and the REC joined with the Green Team to co-host a multi-generational Earth Day Party during both coffee hours on April 3.

RE hosted a meeting for people interested in learning more about becoming foster parents. Two representatives from the Worcester Community Connections Coalition, an organization that works with the Massachusetts Department of Children and Families, provided information to about 12 adults from UUCW.

Barbara Cohen and Deb Selkow and their families hosted the annual UUCW Seder with the help of several COA teens and mentors; younger children performed the traditional pageant in costumes under Deb's direction.

**Curriculum and Programs.** In addition to the rich assortment of multi-age learning, outreach, and activities described above, most of our Sundays are devoted to the following curriculum/programs and to developing a sense of belonging to a Sunday School class of similar-age children.

*Chalice Children* Pre-Kindergarten-Kindergarten (11 am)

*Spirit Play* Kindergarten-Grade 2 (9 & 11 am)

*Holidays and Holy Days* Grades 3-4 (11 am)

*Toolbox of Faith* Grades 3-6 (9 am)

*Bibleodeon* Grades 5-6 (11 am)

*OWL (Our Whole Lives)* Grades 5-6 (4 pm)

*Coming of Age* Grades 7-8 (9 am)

*Teen Choir* Grades 9-12 (6-7 pm)

*High School Youth Group* Grades 9-12 (7-9 pm)

**Number of children and teens registered = 123**

## **Registration and Attendance Numbers-**

Six high school teens (included in registration) whose families attend other churches (primarily First UU, Main St) attend our Youth Group; 1 child from Leominster attends our OWL 5/6 class

Average total Sunday attendance = 100 including Sunday am & pm programs (adults and kids), not counting intergenerational Sundays or Youth Group Sunday

Current active members in High School Youth Group: 23

*- Deb Selkow*

*Director of Religious Education*

## **The 2010-2011 Religious Education Committee:**

*Claire Breyton*

*Robin Caracciolo, Youth Program Coordinator*

*Vickie Cox Lanyon*

*Jenny DelGizzi*

*Erin Derr*

*Lee Johnson Erikson, Co-chair*

*Toni Ostrow, Co-chair*

*Annette Spychalla- Perrin*

As I conclude my second and final year as President of the Board, I am struck by the dedication that people have for UUCW and I am grateful for all they give to this very special place. There is a great deal of new energy and new initiatives popping up and the place feels very alive. I am also struck by the variety of activities that go on each and every week. From the people who knit and crochet to the LGBTQI and Allies group who put on so many workshops this year to the new MOB group – we certainly demonstrate our diversity and we find so many smaller communities within our larger one.

We also faced a number of challenges this year – our aging building and our finances, in particular. With the horrible winter, our roof had more than its share of leaks. It was not at all uncommon to see buckets in the kitchen gathering the water that was coming through. And, the Stewardship campaign was a challenge this year; clearly the economy is hitting us everywhere, and I am deeply grateful to everyone for giving what they could. The cuts were a bit more painful this year, especially for Religious Education which lost a 20 hour position as the result of Deb Selkow unselfishly retiring early. Everyone does a fabulous job of making do on the limited funding, but it is clear we have to find additional sources of income. Fundraising (with a few exceptions such as the Gourmet Dinner and the upcoming Yard Sale) basically did not happen this year. We were unable for the entire year to find someone who would head up this committee. It is very clear to me that we need to find ways to bring in money from outside of the church as opposed to just having events where members of our congregation contribute. This will need to be a priority for next year.

The other issue that came up in light of limited funding was that of one versus two services. While there is not a major direct budget impact, a question of the sense of community was raised by some. We held four meetings to try to take the pulse of the congregation, but there was no clear consensus about this very important issue. I am recommending that next year's Board members take up the matter and continue the work of looking closely at numbers of attendees and capacity, and that they spend some concerted time

trying to get a better sense of the matter from the congregation. When we went to two services, we said we would revisit the matter; next year seems the time to do that.

We also had Aaron's sabbatical this spring. We talked about the sabbatical being a time for renewal both for Aaron and for us, and it has been that. We had a strong leadership team that dealt with whatever came up and everything has gone along just fine. We learned to depend on each other even more and to support each other with very positive results.

I am deeply grateful to the staff who kept things going in Aaron's absence. Jennifer, as always, was on top of things and making sure that good communication happened. Steve, in his own quiet way, continued to attend to our building and go above and beyond. Matt continued to make beautiful music. Robin brought her magic to our youth and put in so many hours above and beyond those for which she was being paid. And, Deb – in addition to leading the RE program, took on the role as "head of staff" – dealing with the variety of issues that came up and keeping everyone going. To say that we will miss her is such an understatement! But, we will welcome her as a member and volunteer in our community and look forward to working side by side with her. And, we know that Robin will carry on the RE program with the dedication and energy that she has so fabulously displayed.

Now, to the business part of my report: In September we discussed setting up an Irv Wolfson Fund in Irv's memory. We also set up a Leadership Task Force (called Futures II) and set the Board's agenda for the year. We spent a good deal of time talking about building issues and needs and we appointed Stan Selkow as the new chair of the Finance Committee.

In October we heard a report from the By-Law Committee in which the date of the Annual Meeting was proposed to be changed to May 1, and the dates of the fiscal year to be changed to July 1 – June 30) which will go into effect in 2012; we also changed the dates of the terms of office to run from July 1 to June 30, beginning in Spring 2011 and discussed changing the definition of membership. (These changes were approved by a special meeting of the congregation in February). We continued to

## President's Report

discuss the church's data base and noted the strong need for a Fundraising Chair.

In November we focused on Aaron's Sabbatical Plan and reviewed funds requested for the sabbatical to pay for a covering minister. We reviewed the plans of the Futures II group which plans to study leadership as well as other issues. In December we approved Aaron's request for a housing allowance, reviewed the Professional Expenses Policy and approved Aaron's Sabbatical agreement.

In January we approved an Honoraria Payment Policy which is intended to simplify the documentation requirements associated with honoraria and avoid potential insults to guests that result from church members having to ask for personal information such as social security numbers. We also began a preliminary budget review process, and emphasized the need for building repairs – particularly the roof.

In February we discussed potential contributions to UU Action, and heard a presentation from Cheryl Leshay on funding for collegiate programs. We spent a good deal of time talking about building issues and heard a Stewardship update.

In March we heard a presentation from Joan Webster on Conflict Resolution Guidelines and endorsed them. We spent the rest of the meeting on Stewardship and budget; the challenge of facing a shortfall in the campaign and how to set priorities in light of that.

My recommendations for next year are as follows:

- To conduct a full building audit and set priorities based on need and budget;
- Find a wider variety of income streams, focusing primarily on money from outside the church (fundraising, rentals, etc.);
- Conduct a review of the one/two service issue, being very deliberate about looking at data and having wide discussions within the congregation.

As I conclude my time as President, I am grateful and privileged to have served this congregation in this capacity. I have had the opportunity to work with so many dedicated

people and to see how many people quietly and unselfishly keep things going. I am grateful for the opportunity to work closely with so many people and to deepen my relationships with them. And, while there are so many people to acknowledge, I cannot end this report without talking about Tom Pierce – he was my partner and confidant throughout the past two years and he gives so much to all of us. I respect his wisdom, his perspective, and his dedication and I'm proud to have him as a friend.

We still have a great deal of work ahead of us. We need to figure out if we want to grow our congregation and, if so, how to do that. We need to do a better job of recruiting and nurturing our volunteers and we need to figure out how to raise enough funds to sustain our staff and our programs and fix our needy building. But I am confident that we will do all this and more; we are a strong congregation, individually and collectively, and we know who we are and what we're all about. We are wonderful; we believe in good things and we truly strive to make the world a better place. We are inclusive and loving, and we take care of each other. And, with all of that going for us, there is nothing we can't accomplish.

# President's Report

## **Motions passed by the Board of Management**

### **September:**

To establish a Leadership Task Force to be known as Futures II which will look at leadership development within the church.

### **October:**

It was passed to present to the congregation to change the date of the Annual Meeting to May 1; to change the dates of the fiscal year to July 1 to June 30, to go into effect in 2012; and to change the dates of the terms of office to run from July 1 to June 30, beginning in Spring 2011.

### **November:**

We authorized \$1500 to pay for a covering minister during Aaron's sabbatical.

### **December:**

We approved a housing allowance and the Sabbatical Agreement for Aaron Payson.

### **January:**

We approved an Honoraria Payment Policy which allows the Treasurer of UUCW to disburse funds to names individuals or entities, for amounts requested, in writing by the Worship Arts Committee without the provision of supporting customary documentation or receipt.

### **February:**

We accepted the resignation of Kristine Binette as Clerk of the Board, and approved the appointment of Mike Peckar to that position.

### **March:**

We endorsed the Conflict Resolution Guidelines developed by the Committee on Ministry.

*- Denise Darrigrand  
President*

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## Reports of Committees and Coordinators

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**Kitchen and Roofs.** Roofing contractor Dan Brooks visited the church twice this summer, clearing a roof drain near the Lounge and proposing/describing other minor work on our flat roofs, then finally returned on October 3 to do most of his proposed work, including lowering the scupper over the MSG room to reduce puddles, improving the bond to the wall above Fellowship Hall, and patching, after Kim and Steve used our bucket of roofing compound to seal the worst areas near windows and roof drains. We check for leaks during storms to project whether more work is needed on these flat roofs. Dan recommends against using our roofing compound on rubber roof sections again as it may make the rubber too rigid.

Heavy snow prompted more understanding of roofing problems and solutions. Shoveling enough to expose the roof drains over classrooms and offices stopped minor leaks there. A properly coupled extension on the roof drain over the lounge closet stopped major leaks there. Extensive shoveling and temporary roof drain extenders slowed leaks in the kitchen and furnace room, but probably expanded some holes until Kim patched them on March 13, March 20, and April 10. No leaking was observed with 0.58" rain on March 16, but the kitchen ceiling has been dripping since 0.59" rain on April 4, even when the roof surface is dry, causing some ceiling tiles to swell. We disposed of numerous shingles that wind storms blew off our pitched roofs, but Phil used his ladder to inspect the attics over the sanctuary and FH and found no leaks. All our roofs need major work eventually, but temporary solutions seem to be working until budgeting and planning allow that work. Our first priorities are frequent inspections and soliciting more bids for the kitchen roof.

In the summer, Catherine and Ana prepared the kitchen for the fall and provided volunteers a thorough manual; Kim cleaned under the sink and reset rodent traps. Ana and others continued to clean and organize the kitchen, especially for Sam's gourmet dinner. The dishwasher's booster heater works

intermittently, but the main water heater works well.

**Team work:** In October, Andy Hegedus joined Kim as co-chair of B&G. With our member electrician Phil Arsenault and Steve, Andy arranged for replacing numerous non-functioning interior and exterior lights and their controls, including a new sensor at the front door. The two sanctuary lights that remain out would be very dangerous/difficult to replace without very long folding ladders. The other lights there are a challenge too, but Steve can handle them. With Kim and others, Andy investigated the lounge space heater, finding no simple solutions. Bart Hill took the lead on making several doors close better, and determined that the left door to FH, though worn out, is not a safety risk, and can't be repaired (needs replacement eventually). Meetings in December led to B&G building projects and updates to UUCW energy plan.

Kim presented 3 budget alternatives for FY12, but only B&GFY12 budget request low seems feasible after the canvas. Since then, Andy has provided minor updates to our expected FY11 expenses, projected to be \$22,817, compared to the budgeted \$25,855. Various projects, like the cracked Lounge window, more handicapped parking spaces, more railings, further energy improvements, and patching the exterior door by the piano as Steve did last year for the exterior door by the pantry, have been deferred for now, as funds and/or time have been limited.

As Steve feels limited at shopping for supplies, Andy arranged systems for volunteer supply pickup. With Andy's/Nancy's/Kim's help, we have sales tax exemption papers and credit accounts at ICPI, Home Depot, Bay State Hardware, and maybe Lowes. Andy has instructions. Tax exempt certificates are in the B&G folder in MSG.

Volunteerism and shared expertise and leadership continue to be appreciated.

**Energy, Light, and Heat:** Contrary to Dana Dorsett's predictions, electricity use at the old pantry freezer increased from 31 kwhr/wk in the spring to 48 kwhr/wk during hot weather,

## Board Committee: BUILDINGS & GROUNDS

even after Bart installed a vent in the pantry room door which very effectively allows hot air out without allowing vermin in. Due to this inefficiency and concerns about the freezer failing someday, the pantry committee replaced the freezer on September 23. Kim and Jude offered their idle upright more efficient freezer, but with its old gasket it may be only suitable as a backup.

Ed Radik improved the upper hatches on the solar panel ducts for easier seasonal opening and closing. Ed posted instructions, and Lance McKee posted an explanation of the operation.

To correct start-up problems, Renaud HVAC replaced the thermocouples on all six furnaces in November. His inspection did not reveal any defects such as cracked heat exchangers, nor could he recommend any short-term-cost-effective enhancements to the paired controls to improve efficiency. Our own inspections had also indicated that such improvements would be more complex than we had hoped.

Lance and the green team are trying to arrange an energy audit.

**Lawn and Grounds.** Mostly dry summer weather made mowing much more manageable for Ana, Kim, Steve, and Catherine. Kim bought a convenient rechargeable hedge trimmer to replace dieing borrowed equipment, and used it twice on all our hedges.

During wind storms in October and February, trees fell outside our east fence near or inside our property line. Bancroft School and their contractors promptly removed them, including stumps. The fence can probably be bent back in place with hand tools. National Grid and their contractors trimmed the tree nearest the church on Holden Street at the end of March.

Kim and others raked leaves (from the fewer trees remaining after the 2008 ice storm) to the curb in time for City collection, or to our compost area. A spring work party might expedite yard cleanup, garden care, and removal of the brush piles near the compost area. Krista Patton cultivated the garden beds near the front door with new bulbs; after

seeing excessive foot traffic there, she and Kim fenced those beds temporarily the first week of spring.

**Maintenance, Files, Other.** Our sexton Steve McNally worked diligently through the summer, preferring his vacations later during hunting season. He did some painting, cleaned windows, oiled sanctuary walls, replaced furnace filters, stripped, waxed, and buffed the floors, installed the replacement mailbox Aaron bought, helped with mowing and cleanups, and created an office area for Matt in the MSG room. We hired Sparklin Carpet and Upholstery Cleaning for the sanctuary and lounge. In the fall, Steve and Bart replaced the boarded MSG window. Since the fall, Steve continued taking the lead on cleaning, and assisted with snow removal, yard work, and lighting maintenance.

Plumber Jack Dumas replaced two leaking toilets and their inlet valves. Steve noticed that floor tiles had loosed when the lounge toilet was leaking, so he removed them. Replacing them would be more effective when the room and floor are warmer.

– Kim McCoy,  
Chair

## Board Committee: BYLAWS & GOVERNANCE

Three Bylaw amendments were approved at a special meeting of the congregation on Feb. 6, 2011. The first amendment changed the date of the annual meeting to May 1 in 2011 only to avoid meeting on Easter Sunday. The second amendment changed the date on which new officers would commence their terms of service to July 1 starting in 2011. The third amendment changed the commencement date of the fiscal year

to July 1 beginning in 2012. Several members of the Bylaw Committee are on the Futures II Team. Depending on the findings of the Team, the Bylaw Committee will review and propose amendments to any Bylaws as recommended by the Team to improve the governing structure of the Church.

– Tom Pierce

## Board Committee: CAMPUS MINISTRY

With over 16 students graduating from participating colleges in May of 2010, fiscal year 2010-11 has been a transition year for GWUUCM. As such, GWUUCW's role has been to serve as an ally to keep the chalice burning for incoming freshmen. GWUUCM's campus minister worked hard to re-establish programming on the Clark and WPI campuses. In addition, the Steering Committee spent this year raising funds for and awareness of GWUUCM. The following represents our activities for the year:

GWUUCM's supporting congregations received our 2010 annual report.

Campus minister set roadshow schedule for 2010-11: Petersham 10/31; Northborough 1/30; UUCW 2/13. GWUUCM received \$974.71 in contributions during FY '11 including a half plate contribution of \$194.71 from the First Parish Unitarian Church of Northborough, \$500 from Paul and Bonnie Floyd through the "Fidelity Charitable Gift Fund", Mark Nittel and Katherine Patch \$50, Margaret Tabor \$130, and \$100 from Rad & Linda Decker.

Topic of discussion at several meetings was an election of new GWUUCM officers: President/Chairperson, Treasurer, and Clerk. A vote will be held for these positions in the near future.

The decision to plan the first anniversary party for our 501c3 status came about to bring further participation of interested parties.

GWUUCM's first anniversary was held at the Worcester Public Library on January 22, 2011 and all potential donors, students, and members of UUCW and First Parish Church of Northborough were invited to attend.

A GWUUCM brochure was created for use at our anniversary.

Campus News:

WPI and Clark started up this school year with one new student at WPI and two new students at Clark. Each school elected new officers.

WPI held a re-opening event for the religious center.

Drop in/drop out at Clark was re-established and is going well.

Interfaith dialogues are being successfully maintained.

WPI hosted a vegan solstice celebration on campus for seniors.

The campus minister has participated at every interfaith dinner at WPI.

The safe-zone curriculum has been recreated for WPI.

We have added 4 new students at Clark U and 3 at WPI this final term.

The campus minister worked to get GWUUCM's internet infrastructure up and running by fine-tuning her blogging site and using Facebook and twitter for communication.

UUCW was awarded a \$450 grant through the UUA Young Adult Ministry designated for three young adult seminarians during UUCW's summer program.

– Susan Neaz

*Outgoing Chairperson/President  
Greater Worcester Unitarian Universalist  
Campus Ministry*

## Board Committee: COMMITTEE ON MINISTRY

During the fall months the Committee on Ministry organized the Sabbatical Planning Task Force that was comprised of a representative group of church leaders. That group developed the Sabbatical Handbook and the Sabbatical Lay Leadership Team Handbook.

Since Aaron has been on Sabbatical, CoM has focused on developing Guidelines for Conflict Resolution. They were presented to the Board of Management in March. Several questions were

raised and are currently being addressed. The proposed Guidelines with responses, changes, and clarifications will be resubmitted to the Board of Management at the May meeting.

– *Peggy Veal*  
*Chair*

*Joan Webster*  
*Sandy Paracer*  
*Susan Crossley*  
*Jerry Brink*  
*Ann Jasperson*  
*Peggy Veal*

## Board Coordinator: 50/50 OFFERING

I am glad to report that we have had another successful year sharing our offering with some wonderful groups who do wonderful things for people here in Central Massachusetts. With the current economy our support level has remained at the same level.

We started the calendar year in May with a substantial donation to our Loaves and Fishes Food Pantry. As we do not meet formally in the summer food donations drop substantially. We plan to do make them a recipient again this May. Thanks Dianne Mann!

In October we donated to the Jane Fund. Thanks for the suggestion, Kathleen Paracer! January gave us the opportunity to donate to the Interfaith Hospitality Network. Thanks Robin Caracciolo!

The R. E. Committee took on the choice of donor for February and our young people choose to split the donation between the Casa Project and Stand Up For Kids .in February. Thanks Toni

Ostrow and the R.E. Committee and to all our wonderful young people!

Joan McGinn took on March 50/50 as part of her Women's Sunday and the donation went to Worcester Women's History Project. Thanks Joan!

At this writing, the April recipient will be the Dismas Family Farm in Oakham! Thanks for the suggestion, Peg Gifford.

I am most thankful for those who assist in doing these offerings and look forward to another year of our shared giving. And I am most thankful for the wonderful members and friends of this congregation for their kind and generous donations.

– *Don Guyton*  
*Coordinator*

The Loaves and Fishes Food Pantry continues to provide food to the community on a monthly basis, year round. We serve on average, 65 families a month and we are a designated emergency food provider. This past November, we hit a record high of serving 101 households totaling 384 people. This does not happen without a lot of hands being involved. Dianne Mann, has secured a list of 45+ volunteers who help in a wide capacity. Folks volunteer by shopping at the Worcester County Food Bank, to Friday night set-up of the pantry housed in fellowship hall, to the operation of distributing the food on Saturday, and clean up. All of this is done within a 24 hour window on the third Friday and Saturday of every month.

Betsy and Paul Wood, Dianne Mann, Robin Caracciolo and Eric Budd make up the Food Pantry committee overseeing all operations and special projects. Some special projects that Eric has worked on this year was a clothing drive and a hat and mitten drive. Betsy and Dianne have ensured that we are compliant with new USDA regulations and WCFB requirements. Robin has been trained as a shopper and certified in safe food/kitchen policy.

The community and congregation has been vital in supplying food above the basic staples that we are allotted from the Worcester County Food Bank. During this year, the congregation has generously donated food, always paying attention to specific items requested. The RE children packed over 65 Thanksgiving bags this year with all the fixings for a special Thanksgiving dinner. We have received back to school supplies from the drive done by the Humanists Group. We receive food donations from St George's church monthly, and this year from food drives done at Bancroft School and by a Boy Scout Troop in Worcester. The COA class ran a pet food drive to help stock our table in which Laurie Drazek supplies the food for every month via her pet shelter drives. The COA teens volunteer their help every month during Saturday distribution.

The congregation has also generously provided supermarket gift cards during the holiday season so we can supplement clients' holiday shopping needs. The pantry is self-funded and partially from monies raised during the October Crop Walk in which Sue Neaz has been

instrumental in organizing. We used our funding this year to purchase a new freezer for the pantry, to buy supplies like bags and carts, and also necessary grocery items for clients like HBA and paper products. We have just learned of a \$500 grant which was awarded our pantry from the Worcester County Food Bank to help us with supplemental shopping needs.

*– Robin Caracciolo  
Co-Chair  
Loaves & Fishes Food Pantry*

April 2010: H.R. presented a proposal to the Board of Management to re-affirm the principle of reaching towards “Fair Compensation” as presented in the UUA Fair Compensation Guidelines for Congregations which was adopted in 1995 at GA and revised/reaffirmed in April of 2009. Our UUCW Board of Management had enthusiastically embraced this philosophy in the early 2000’s. While we have struggled to meet financial needs over the last two years due to the difficult economic conditions, this was an effort to send a clear message to our staff that we value their work and will make every effort to provide appropriate compensation as we move forward. However, the Board did not endorse this goal. H.R. views this as a setback in our efforts toward fair and just compensation for church staff.

May 2010: H.R. provided notification of annual salary changes for fiscal year 2010-2011 to all Church employees with copies to the Treasurer. Copies of all notifications were also sent to the Minister for inclusion in employee files held in the Minister’s Office. This is the ninth year since we have implemented the policy of formal staff notification of salary changes after the annual budget is passed. In addition, the contracts for the Minister, the DRE, the Youth Program Coordinator and the Director of Music were reviewed and updated.

Late Spring and July through November: H.R. provided a “Summary of Annual Changes to Minister and Staff Agreements” to the Board of Management and attended the Board meeting to present the summary. This generated some considerable discussion around the rules and process for professional expenses for staff. Beginning in July, H.R. led a task team over a 5-month period to develop a policy around professional expenses and to ensure compliance with IRS regulations and tax law by establishing an Accountable Reimbursement Plan. The policy, UUCW Policy 2.0: Professional Expense Policy and Accountable Reimbursement Plan, was presented to the Board of Management in November and approved on December 13, 2010.

November to Present: The compensation 2011-2012 budgeting process began about 2 months earlier

this year. H.R. began in November with requests to various stakeholders for input. A detailed compensation and benefits proposal was submitted in mid-December. In late February the compensation package was expanded to include our Childcare Provider. As the stewardship drive and budgeting process progressed, H.R. provided various staff compensation scenarios for deliberation. A major change was incorporating the planned retirement of our beloved and long-time DRE, and the expansion of responsibilities for our second Religious Educator currently focused on Junior and Senior High programming to include the full range of children’s RE programming.

*– June Davenport, Chair  
Beth Posner-Waldron*

## Board Committee: INVESTMENTS

For the 11 months of the church fiscal year, from May 1, 2010 to March 31, 2011, the UUCW Investment Fund had a total return of 12.7% or \$32,013. This compares to a gain of 14.3% for the Dow Jones Industrials and a gain of 14.5% for the S&P 500. The portfolio total on May 1, 2010 was \$251,817. \$11,384 was transferred from the Investment Fund for church use during the year. The portfolio total on March 31, 2011 was \$272,446. As of March 31, 79% of the portfolio was invested in stocks, 21% in bonds, and less than 1% in cash. The estimated percentage of socially responsible funds (including bonds) was 69.4%.

Our investments at this time include the Vanguard Wellington Fund (3.7%), Fidelity China Region Fund (6.10%), Fidelity Total Bond Fund (10%), Parnassus Equity Income Fund (12.39%), Williams

Company (10.48%), Fidelity Capital & Income Fund (10.98%), Alger Green Fund (7.7%), Dodge & Cox International Stock Fund (8.2%), Fidelity Canada Fund (13.99%), Janus Overseas Fund (8.9%), Fidelity Contrafund (1.91%), Fidelity Low-Priced Stock Fund (5.5%) and Cash (0.15%).

*– Margos Stone, Chair  
Ed Clary, Carlton Davenport, Andy Hegedus,  
Bob Whitney*

## Program Committee: LGBTQI & ALLIES

Many people contributed to making this a full and productive year for LGBTQI and Allies. In addition to those who attended Welcoming Congregation Workshops or otherwise showed interest and initiative in efforts relating to LGBT issues, Rick Benoit, Kristi Chadwick, Emily Ferrara, Leslie Linson, Paul Marr, Amy Mason, Mike Murphy, Mara Pentlarge, Tom Pierce, Peter Ringo, and Judy Savage took on leadership roles for various LGBTQI and Allies initiatives. We would especially like to acknowledge Tom Pierce, who has strongly and consistently supported UUCW's growth as a Welcoming Congregation this year. Many thanks to all who have given of their time, energy, inspiration, and/or pocketbooks to LGBTQI issues.

**Budget.** We had a budget of \$100 this year, \$23.90 of which was spent on workshop supplies. Other expenses were covered through private donations.

**Coffee Hours.** LGBTQI and Allies hosted both January 23 coffee hours. This date was chosen because the guest speaker was Rev. Laurie Auffant, a transgender minister. We also helped provide treats for the April 3 Birthday Party/Earth Day coffee hour hosted by RE and the Green Team, and will additionally host the 9 am coffee hour on May 22.

**Family Movie Nights.** Four Family Movie Nights have been co-sponsored with the Fellowship Committee thus far. These were held in October, November, January, and February, with November's event bringing in donations totaling \$10. An average of 10 people, not including the host families, came to each event, with the winter months being more sparsely attended.

**Future plans.** Robyn Ochs, a prominent and long-time bisexual activist, will lead a workshop on sexual identity and the complexities of attraction on Sunday, September 25, from 3 - 5 pm. We are co-sponsoring this event with Temple Emmanuel, All Saints Church, and First Congregational Church of Worcester. A dance fundraiser is also planned. We additionally hope to collaborate with RE to offer a workshop on bullying (possibly in Fall 2011) and to devise a protocol for responding to youth with questions about LGBT issues.

**Intra-Church Relations.** We received some negative feedback regarding the actions and perception of LGBTQI and Allies in the beginning of the calendar year. While we have not heard any reactions along these lines during the past couple of months, this is an issue we are treating seriously and want to resolve to the best of our ability.

To this end, LGBTQI and Allies leadership has held conversations with others in the UUCW community, the UUA, and Rev. Sara Ascher, our Covering Minister. We are working to employ many of the suggestions that have been made as to how we might smooth the waters, and will be as responsive as we can to the needs and interests of the congregation as we continue to bring LGBT-focused education and events to UUCW.

**Laramie Project Benefit Screening.** We assisted the Youth Group's March 6th benefit screening of the movie, *The Laramie Project*, by preparing a youth-focused LGBTQ resource list as a hand-out and sending two LGBTQI and Allies representatives to attend the event.

**LGBT Section of Library.** LGBTQI and Allies has been managing the LGBT section of the library this year, a change in purview approved by the Library Committee. Twenty to twenty-five LGBT books were donated in response to a drive to fill out this section, and we are currently cataloguing and shelving them.

**Mission Statement.** The decision was made that we will compose and adopt a mission statement. June Davenport has graciously agreed to facilitate a session that will lead us through writing our mission statement as a group. The session will be held this spring, if possible.

**Movie/Potluck/Discussions.** LGBTQI and Allies hosted two movie/potluck/discussions in April and June of 2010. Movie themes coincided with the bisexual and transgender focus of last year's Welcoming Congregation Workshops. On May 14, we will be showing and discussing "OutRage," a movie about closeted gay politicians with anti-gay agendas. Another potluck/movie night may be held in June.

**Other Welcoming Congregations.** An events notice email exchange was set up with the First Unitarian Church of Worcester in order to cross-fertilize LGBT events participation. Workshop and Family Movie Nights promotions were sent to Don Rawding, First Unitarian's LGBT contact, and Barbara Foley, its church administrator. We intend to continue establishing and strengthening communications with other Welcoming/Open and Affirming congregations in the Worcester area.

**Workshops.** Six workshops were offered on LGBT issues. The first one (held on 12/5/2010) focused on the intersection of race and LGBT issues and completed the updating of our status as a Welcoming Congregation. The remaining five (held on 1/16, 1/30, 2/27, 3/13, and 3/27) were based on the Living the Welcoming Congregation syllabus. Childcare was offered during the workshops, but was not requested by any of the participants. Workshop attendance was 13 on average, with a high of 21 and a low of 8 participants. Overall, we thought they went well, with thoughtful participation by all involved. Occasionally, we posted charts created in workshops on the south wall of Fellowship Hall so that they could be viewed at coffee hour. We received good feedback about one particular set of charts in which participants expressed their thoughts and feelings about being heterosexual, lesbian, gay, bisexual, or transgender in the context of our church and the larger community.

**Worship Service.** March 6 services were led by LGBTQI and Allies affiliates who shared personal stories and read passages and poems on LGBT issues. Matt Johnsen provided music for the prelude and hymns, and recordings were used for the musical meditation and postlude. Janet Stone was extremely helpful in working to schedule our service on the same day as The Laramie Project screening. Sara Ascher, our Covering Minister, most graciously ceded this, her originally scheduled speaking date, to us. We greatly enjoyed the process of planning and presenting this service, and received a lot of enthusiastic feedback about it.

**Yahoo Group.** An LGBTQI and Allies yahoo group was set up in November in order to facilitate communication, send out automatic reminders of meetings and events, and provide a repository of materials. It seems to be working pretty well, except that the technical challenge of joining the list has discouraged at least a couple of people from signing up for it. We will revisit this issue.

– Peter Ringo and Leslie Linson, Co-Chairs

The Member Services Committee is co-chaired by Kim Napoleone and Sue Hegedus. Other committee members are Kathleen Paracer, Bobbi Mawdsley, Mary Fitton. Tom Pierce, Vice President, worked closely with the committee this year.

Ongoing responsibilities for the Member Services Committee include providing ushers and greeters for the 9:00 and 11:00am services (Kathleen Paracer served as both Head Greeter and Head Usher), running the New UU classes, and celebrating and receiving new members on New Member Sunday. Member Services maintains the Newcomer Table in Fellowship Hall which provides information to newcomers in our community. We maintain the name tags and pamphlets. Part of our job is to identify and reach out to newcomers. In an attempt to keep an accurate data on members, it is also our job to continually identify those who are no longer active in the church, contact them, and if need be, remove them from active church membership. We work closely with the stewardship committee in this purpose.

This year we welcomed four new members into our community. They are Erika Stone, James Hanlan, Paul Vigneau and Diane Vigneau. We certified the membership rolls of the Unitarian Universalist Church of Worcester at 210 active members for this year.

Much of the year was spent preparing for Aaron's sabbatical in January. We held trainings for ushers and greeters in safety and emergency procedures. Committee members and chairs were also trained in the use of Power Church.

A conversation was initiated in the Fall in the form of proposed by-laws which strengthened the wording around Membership and pledging. This initiated an ongoing conversation about what it means to be a member. This is a conversation which will continue.

Aaron introduced us to the newcomer grid which tracks newcomers from the moment they walk through the door, through each subsequent contact. We are still refining our data entry. It

helps us to identify and reach out to newcomers. It highlights a major sticking point for the committee which is our lack of volunteers to make follow-up calls. We will continue to work with this as we go forward. We are just beginning to use Power Church and the myriad of possibilities of using technology particularly in the ability to target specified groups within the church for e-blasts.

There was a greater attempt for Member Services to work with other committees, and to utilize them for welcoming and nurturing newcomers to the church. The increased programming at church is also seen as a tool to involve members and non-members alike.

A potluck supper was held in October to welcome our new members, and also to thank greeters and ushers for their hard work. Thank you Kim Napoleone for your energy and enthusiasm in organizing this. We also hosted two coffee hours on one Sunday. We intend to do this every year.

*– Sue Hegedus, Co-Chair  
Kim Napoleone, Co-Chair*

The Parish Service Committee (PSC) provides a lay, caring ministry to the congregation. We work with the professional religious leaders and the church leadership team at UUCW, to respond to the needs of congregants and their families during times of short term illness, personal crises, or if homebound. We do this by visiting shut-ins, providing transportation and meals to church members when needed, and organizing refreshments for memorial services. Currently, there are eleven members on the PSC, and we attempt to engage large numbers of our church community in our activities in service to our fellow UUCW members.

This year, the PSC has consistently visited and phoned church members and friends in various stages of recovery, such as nursing homes, assisted living residences, rehabilitation centers, and in their homes. This year, we revised our hard copy visitation logs, and have asked those that make visits to fill them out, so that we may keep a record of when people were visited, and of how the visits went. In the future, we hope to record visits electronically, using the church's data collection platform, when that software becomes more fully functional.

In November, 2010, we conducted our third Parish Visitors Day, when seven members of the PSC and sixteen members from the congregation-at-large visited shut-ins in teams of two to five people. The purpose of Parish Visitors Day is to acquaint or re-acquaint members and shut-ins with one another, and to engage more people from the congregation in making visits to those that need them, and once again we believe this effort was relatively successful. Another Parish Visitors Day is planned for late Spring, 2011.

Several times in 2010-2011, transportation to and from church and to other destinations was provided to congregants when needed, and meals were prepared and delivered to those people in our church that were incapacitated or overburdened and unable to provide meals for themselves and their loved ones. We've also helped out with refreshments during memorial services for our church members and their loved ones. Services such as these are lovingly provided, in part, by church friends and members who are part of the PSC database. This year, in an effort to update our

database, the PSC sent out two email surveys to many members of the church, and passed out hard copy versions of the survey at two March church services. Our committee would like to thank those that took the time to fill out the surveys, and in so doing are helping us serve the needs of our church community.

When members of our church community have significant times of grief or triumph, our committee sends cards out to let them know that the church cares for them. And the Joys and Sorrows portion of our church services continues to be transcribed by PSC member Colleen Stevens, and forwarded to our church professional religious leaders so that they can address the immediate needs of those in our midst. Our thanks go out to Paul Marr for his efforts in extracting joys and sorrows from the digital recording of our worship services so that we can provide this service to our members.

In January, seven PSC members attended a Unitarian Universalist Association program in Weston, MA. The seminar, entitled "Creating and Sustaining Lay Pastoral Care Teams" attracted close to 150 participants from UU churches throughout New England. The program gave us a context of love to continue our mission, and suggested ways that our committee could reach out to more people in need in our congregation through various modes of communication. Also, as a result of the program, we've begun to seek out ways we can more adequately service the various demographics of the church, such as youth and college students, families, and our elder population.

As always, the Parish Service Committee appreciates suggestions and feedback from the congregation as to how we can improve on our service level to members of UUCW.

– Barry Brigham  
Co-Chair

## Board Committee: SABBATICAL LEADERSHIP

Sabbatical Leadership Team Annual Report – 2011  
While Aaron is on Sabbatical, the Sabbatical Leadership Team is responsible for being available as the “first responders” in the event of an emergency or a situation requiring a prompt response. Each member of the team serves as the “on call” person for one month. Our original plan was to have a dedicated 800 number with a service to forward calls when the office is not open. However, the system failed to make the calls and took messages only. We discontinued the service in March after being unable to resolve the problem. We now merely publicize the Person of the Month’s cell phone number.

After January and its problems with the weather and the weight of the ice and snow causing many leaks in the building’s roofs, we have enjoyed a lengthy, uneventful period. We also dealt with a few member concerns along the way and found a way to do a good deed for strangers looking for help.

*– Peggy Veal, Mother Hen  
Tom Pierce – Mr. January  
Jerry Brink – Mr. February  
Denise Darrigrand – Ms. March  
Janet and Margos Stone – Mr. and Mrs. April  
and May  
Sandy Mayes – Ms. June*

## Board Committee: STEWARDSHIP CAMPAIGN

This writing brings to a close our UUCW Stewardship drive for funding the 2011/2012 operational budget. Our pledge goal was \$260,000. This minimal target amount represents the amount of money we need for the church to continue with the same level of service to all our congregants and the community.

This year we had 16 Stewards compared to the 28 we had last year. With the reduced number of Stewards, it was impossible to do a 100% face-to-face campaign. We attempted to make up the gap with a 100% mailing of the pledge packets. We launched the Stewardship Campaign on 1/30 and targeted completion by 2/28. I must share with you, this canvass required super human efforts by our Stewards and our Church Leaders.

Unfortunately we achieve a final pledged sum of only \$199,795 with pledges still coming in as late as a few days ago — 42 days after our planned canvass completion date of 2/28. The final burst of pledges is due in part to the matching-challenge made by 2 members of your church. We owe them our thanks.

As a final observation, until every UUCW Congregant accepts their individual responsibility to make an annual pledge, your UUCW will struggle painfully each year to find the necessary funding to keep the lights on.

*– Alan Kolbe and Russell Kay  
Co-Chairs*

## Program Coordinator: SUMMER SERVICES

In summer 2010, eleven services were held between June 27 and September 5, inclusive. Three of these were billed as family friendly. Seven services were lead by UUCW lay members and two by guest presenters. Two services had no scheduled speakers and were held on holiday weekends as “impromptu” services.

An average of 18.6 people attended each service, with a high count of 32.5 (including a non-integral estimate of attendance at one service) and a low of 8. Sixty-nine different individuals attended, and 17 member families were represented, according to sign-in sheets. On any given day, cleanup was done in good part by service-goers. Setup was handled largely by the coordinator, but occasionally by an attendee and/or leader.

Service leaders were as follows: Paul Marr, Rachel Wagner, Dave Curry (guest speaker/musician), Bobbi Mawdsley, Joan Webster, Jim McGrath, Joe Ruivo, Jerrod Oltman, and Raven Kaldera (guest speaker/musician). Joan Webster additionally facilitated two holiday weekend impromptu services. Dianne Mann volunteered to assist Bobbi with her service, but was not able to due to health problems on the day of the service.

No other assistants were recruited, so the summer services coordinator filled that role when needed.

Stephanie Pasquale volunteered to facilitate a children’s drum-making workshop before Dave Curry’s service. However, other than her two daughters, there were no attendees. The workshop was held based on positive feedback from Lee Erikson, last year’s workshop facilitator. It is not known why there wasn’t any apparent interest. A possible factor may have been that Deb was unable to promote it this year.

Collections were taken at every service, including holiday services. A net amount of \$256.62 was taken in. Summer services had a budget of \$245. Of this amount, \$125 was paid to Dave Curry and \$75 to Raven Kaldera. Because refreshments and kitchen supplies were covered by the Coffee Hour budget and the only other expense was taken from plate money (\$5 for grape juice), \$45 remained unused. This was returned to the church.

– Peter Ringo  
Coordinator

## Board Committee: TECHNOLOGY

This past year tech activities were limited, I did purchase a security software package for the MSG and Office computer that will need to be renewed in March of 2012.

Other upgrades to the computers are a software package ROXIO that allows us to record and edit the just recorded event. The application also provides making of video DVD’s and video CD’s as well. We can also do video transfers on the MSG computer.

I moved the Router in the sanctuary to another location providing better coverage.

I am in the process of securing the audio hardware in Fellowship hall. I anticipate this being done by the September 2011.

The MSG computer will undergo a new disk installation to speed up the computer.

The current disk is a small disk and I will install another disk to improve performance.

This should be done by June 2011 I have been doing some projects outside the church and taking the applying money from that to improve some tech issues.

It is my hope to secure a sound mixing unit with at least Microphone ports that will allow phantom power for us to use condenser microphones for events in the sanctuary.

I will be asking Building and Grounds to assist in creating a more secure mounting system for any LCD projector in the sanctuary

Meanwhile I will be keeping my eyes open for hardware to enhance the sound quality in the sanctuary.

I am also making a request for some help with this committee.

– Paul G. Marr

This church year, a number of members of the congregation took advantage of programs put on by the Clara Barton and Mass Bay Districts (CB/MB), which will likely be merging in the near future. Members of the Futures II Team attended three Leadership Development workshops this year, and the Parish Service Committee sent seven members to a workshop on Pastoral Care. One member will be attending the Multicultural workshop in May. These workshops were well received and participants expressed positive views of their experiences, bringing back renewed vigor and ideas to this congregation.

Doug Zelinski of the CB/MB District gave a sermon to the congregation during Rev. Aaron Payson's sabbatical about the purpose and beliefs of the UU faith. Likewise, he has served as a consultant to both Peggy Veal and Tom Pierce of the Futures II Team, aiding the team in assessing its direction and mission.

For the year 2010-2011, UUCW was not a Fair Share pledger, but we were at 80 % for the Unitarian-Universalist Association, and at 50 % for Clara Barton District dues. The UUA asks that each formal member of the UUCW pledge \$50 toward the furtherance of the goals of the Association, and this was not accomplished this year for either the UUA or for the Clara Barton District.

While the final budget by the Board of Management is not yet completed as of this writing, it appears highly likely that UUCW's Fair Share pledge to the UUA will go down substantially during this 2011-2012 year due to significantly decreased revenues from this year's Stewardship Drive. The dues for the CB/MB District will also be reduced as well, but to a lesser degree. What this means is that both the UUA in Boston and the newly combined Clara Barton/Mass Bay Districts will have less money from which to retain staff and offer ongoing workshops and support to congregations, and for the UUA to continue its national and international work.

It also means that UUCW is less likely to receive Chalice Lighter Grants, which can be written by congregations to support various programs and projects (e.g. Campus Ministry, RE Special Projects). The UUA and CB/MB Districts award grants using varied criteria, with one being the congregation's Fair Share pledge. So while it doesn't eliminate the chances that UUCW can be awarded a Chalice Lighter Grant, it does mean that UUCW would be less likely to get any submitted grant because of our decreased support. In recent years, the Board of Management of UUCW has as its goal to be Fair Share members of both the UUA and the Clara Barton District, but this has not been accomplished in the last few years, as hoped.

*- Respectfully submitted,  
Joan McGinn  
UUA and Clara Barton District Liaison*

## Program Committee: WORSHIP ARTS

The Worship Arts Committee, led by Janet Stone, Donna Moores, Chris Mudd and ably assisted by Paul Marr, Barry Brigham, Betty Jenewin, and Joan McGinn, handled a full slate of services during Aaron's sabbatical.

The Committee introduced a separate chalice lighting to mark the beginning of the service; streamlined the Welcome and repositioned it to come before the chalice lighting; and reverted to the wording "Worship Associate" to reflect the need for only one person to handle the technical pre-service duties and the reading of the Welcome, chalice lighting, and opening words.

As an attempt to keep services from running past the hour, the sabbatical leadership team recommended that the sharing of joys and sorrows be moved to the end of the service. After implementing this change for several weeks, the Committee and leadership team both agreed that the change did have the desired effect; this segment of the service was moved back to its original position.

The sabbatical services were planned in the spring of 2010 by Aaron Payson, Peter Salmela, Rob Mack, and Janet Stone. The schedule was followed with only a few adjustments made for various reasons.

Services were conducted by the Reverends David Johnson, Erik Wickstrom, Laurie Auffont, Nannene Gowdy, Cheryl Leshay, Josh Pawelek, David Miller, Ken Reeves, Judith Wright, and Judy Deutsch.

Lay-led services were conducted by RE, Jerry Brink, LGBTQI & Allies, Joan McGinn, Matt Johnsen, Lance McKee and the Green Team, and Russ Kay.

Outside guest speakers included Doug Zelinski, Joe Jencks, and Terry Cline.

For most of the services conducted by lay-led and guest speakers, Janet Stone, Donna Moores, and Chris Mudd performed the "ministerial" duties.

Despite the challenges, the Worship Arts Committee handled the service schedule well. In the next year, without this task, the Committee hopes to ask broader questions about the nature of Worship Arts and enhance the worship experience at UUCW.

*– Janet Stone*

# Unitarian Universalist Church of Worcester

*“Believing in a community that unites all people”*

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## 2011/2012 SUMMARY BUDGET

REVENUES		FY2011 Approved	FY2012 Proposed
<i>Pledge Payments Received</i>			
	Prior Year Collected	\$ 3,000	\$ 1,500
	Current Year Collected (incl. prepaids)	\$ 211,250	\$ 185,856
	<b>Subtotal: Pledge Collections</b>	\$ 214,250	\$ 187,356
	<b>Subtotal: Plate Collections</b>	\$ 8,550	\$ 6,275
	<b>Subtotal: Fund Raising Receipts</b>	\$ 10,800	\$ 13,030
	<b>Subtotal: Facility Use Fees</b>	\$ 5,500	\$ 8,800
	<b>Subtotal: Other Operating Income</b>	\$ 3,700	\$ 4,000
<i>Transfers</i>			
	Investment Transfers	\$ 11,432	\$ 12,825
	Prior Year Operating Surplus	\$ 12,266	\$ 10,328
	<b>Subtotal: Transfers</b>	\$ 23,698	\$ 23,153
	<b>Total: Revenues</b>	\$ <b>266,498</b>	\$ <b>242,614</b>
EXPENDITURES			
	Minister: Salary	\$ 63,673	\$ 66,802
	Minister: Benefits	\$ 22,028	\$ 23,008
	DRE: Salary	\$ 28,215	\$ 22,817
	DRE: Benefits	\$ 3,094	\$ 2,524
	Youth Program Advisor Salary	\$ 13,696	\$ 1,957
	Youth Program Advisor Benefits	\$ 242	\$ 81
	Music Director Salary	\$ 14,396	\$ 14,684
	Office Administrator Salary	\$ 12,311	\$ 12,556
	Office Administrator Benefits	\$ 297	\$ 262
	Sexton Wages	\$ 8,355	\$ 8,524
	Childcare Expenses	\$ 1,720	\$ 1,140
	Payroll Tax Expense	\$ 10,759	\$ 9,721
	Worker Compensation Expense	\$ 1,300	\$ 1,350
	<b>Subtotal: Compensation</b>	\$ 180,086	\$ 165,426
<i>Ministries and Programs</i>			
	In-Reach Programs	\$ 1,895	\$ 2,535
	Minister's Professional Expenses	\$ 5,357	\$ 5,694
	Out-Reach Programs	\$ 4,000	\$ 4,000
	RE Program	\$ 3,600	\$ 4,000
	RE: Professional Expenses	\$ 1,400	\$ 1,200
	Worship Service Expenses	\$ 5,945	\$ 5,050
	Music Director Professional Expenses	\$ 600	\$ 600
	<b>Subtotal: Ministries and Programs</b>	\$ 22,797	\$ 23,079
<i>Office and General Operations</i>			
	Congregational Expenses	\$ 17,424	\$ 5,897
	Fund Raising Expenses	\$ 3,400	\$ 3,350
	Office Expenses	\$ 10,352	\$ 11,260
	<b>Subtotal: Office and General Operations</b>	\$ 31,176	\$ 20,507
	<b>Subtotal: Facility Expenses</b>	\$ 25,855	\$ 28,100
	<b>Capital Reserve</b>	\$ -	\$ -
	<i>Contingency Expense</i>		\$ 3,000
	<b>Total: Expenses</b>	\$ <b>259,914</b>	\$ <b>240,112</b>
	<b>Revenues less Expenses</b>	\$ <b>6,584</b>	\$ <b>2,502</b>

## COLLECTIONS

The responsibility of the collector is to deposit all funds coming into the church on a weekly basis. Revenues are grouped and recorded according to categories and a report is sent to the treasurer, pledge secretary, office manager and put into the collectors folder. A schedule is made for two counters after the Sunday services. A thank you to Bob Whitney, Margos Stone, Ginny Brink, Walter Johnson, Don Guyton, Doris Horgan, Colleen Stevens, Nir Cohen, Andy Hegedus and Jennifer Landry for their assistance.

*– Kathleen Paracer  
Collector*

## PLEDGE SECRETARY

The primary responsibilities of the Pledge Secretary are to coordinate with the Collector on the receipt of charitable contributions, post such donations to the Power Church data base, send pledge statements periodically, and provide a statement in January of charitable contributions made in the previous calendar year. The contributions module in Power Church is very good and the networking system which enables me to process Power Church work from home is a big help.

I am delighted that Margos Stone will succeed me as Pledge Secretary. He will do the job well. Treasurer, Andy Hegedus, is considering adding accounting to the Power Church operation. While I have little knowledge of what is involved, anecdotal information indicates installation is not easy. I will be glad to assist on whatever is involved in linking accounting and contributions.

*– Bob Whitney  
Pledge Secretary*

# NOMINATING COMMITTEE REPORT

In accordance with UUCW Bylaws we submit the following nominations to Officers, Board and Nominating Committee positions with terms to begin in July and to run through the Annual Meeting of the year stated.

## Continuing Positions:

### Officers:

Treasurer	Andy Hegedus	2012
Clerk	Mike Peckar	2013

### Board of Management:

Van Bluemel	2013
Dick Johnson	2013
vacancy	2013
Greg Gustafson	2012
Lesley Linson	2012
Cathy McDonagh	2012

### Committee on Ministry:

Sandy Paracer	2013
Joan Webster	2013
Jerry Brink	2012
Ann Jasperson	2012

## To Be Elected:

### Officers:

President	Mary Fitton	2012
Vice President	Margos Stone	2012

### Board of Management:

Larry Raymond	2014
Peter Ringo	2014
vacancy	2014

### Nominating:

Dave Schowalter (Chair)	2012
Linda Miller	2012
Kristi Chadwick	2012
Rachel Keyo	2012
Audrey Clary	2012

### Committee on Ministry:

Joan McGinn	2014
Deb Van Batenburg	2014

– Betty Jenewin and Judy Savage, Co-Chairs  
 Janet Stone  
 Dave Schowalter  
 Rachel Keyo

### Church Ministry

*Minister:* The Reverend Aaron Payson  
*Minister Emeritus:* The Reverend David Miller  
*Affiliated Community Minister:*  
The Reverend Cheryl Leshay

### Church Staff

*Director of Religious Education:* Deb Selkow  
*Youth Program Coordinator:* Robin Caracciolo  
*Office Administrator:* Jennifer Landry  
*Music Director:* Matt Johnsen  
*Custodian:* Steve McNally

### Board of Management

*President:* Denise Darrigrand  
*Vice President:* Tom Pierce  
*Treasurer:* Andy Hegedus  
*Clerk:* Mike Peckar  
*Members at Large:*  
Van Bluemel  
Emily Ferrara  
Mary Fitton  
Greg Gustafson  
Richard Johnson  
Leslie Linson  
Cathy McDonagh  
Joan McGinn  
Catherine Roberts

### Board Committees

*Building and Grounds Committee –*  
Kim McCoy  
*Bylaw & Governance Committee –* Tom Pierce  
*Campus Ministry Committee –* Sue Neaz  
*Collector –* Kathleen Paracer  
*Committee on Ministry –*  
Alan Wolcott, Peggy Veal  
*Finance Committee –* Stan Selkow  
*Food Pantry –* Dianne Mann  
*Human Resource Committee –*  
June Davenport  
*Investment Committee –* Margos Stone  
*Pledge Secretary –* Robert Whitney  
*Stewardship Committee –*  
Alan Kolbe, Russell Kay  
*Technology Committee –* Paul Marr  
*Webmaster –* Kristi Chadwick

### Program Committees

*Accessibilities Committee –* Joan Webster  
*Adult Continuing Education Committee –*  
Rev. Cheryl Leshay  
*Fellowship Committee –* Sandy Mayes  
*Health and Wellness Committee –*  
Lynn Ritchie  
*LGBTQI & Allies –* Peter Ringo  
*Library Committee –* Rachel Peckar  
*Lunch with the Minister –* Erika Majmudar  
*Member Services Committee –*  
Sue Hegedus, Kim Napoleone  
*Parish Services Committee –*  
Barry Brigham, Lynn Ritchie  
*Religious Education Committee –*  
Lee Erickson, Tonia Ostrow  
*Social Justice –* Judy Savage  
*Summer Services –* Peter Ringo  
*UU Connections –* Joan McGinn  
*Worship Arts Committee –* Janet Stone

### Other

*Nominating Committee –*  
Betty Jenewin, Judy Savage

### Northeast Leadership School (NELS) Graduates:

Betty Jenewin  
Elise Kreiger  
Kent Louscher  
Peter Salmela  
Judy Savage  
Rachel Wagner

## Staff & Lay Leaders

Name	Position	Phone	Email
Bluemel, Van	Board of Management	508-829-6891	vbluemel@verizon.net
Brigham, Barry	Parish Service Committee (PSC)	508-847-0340	barry.brigham@verizon.net
Paracer, Kathy	Collector	508-829-4460	kmparacer@verizon.net
Caracciolo, Robin	Youth Program Coordinator	508-853-4028 (h) 508-868-7088 (c)	robin.caracciolo@gmail.com
Chadwick, Kristi	Webmaster	508-468-6976	kristi.chadwick@gmail.com
Church office		508-853-1942	office@uucworchester.org
Denise Darrigrand	President	508-767-0046	ddarrigrand@clarku.edu
Davenport, June	Human Resources Committee (HR)	978-464-2657	GMlpres@verizon.net
Erickson, Lee	Religious Education Committee (REC)	978-534-1946	kirlee@ziplink.net
Ferrara, Emily	Board of Management	508-410-9031 508-791-1958	emily.ferrara@umassmed.edu erferrara@aol.com
Mary Fitton	Board of Management	508-981-9157	mfitton@charter.net
Gustafson, Greg	Board of Management	508-856-7295 774-641-0227	ggustafson@charter.net
Hegedus, Andy	Treasurer	508-798-5750	andyheg@charter.net
Holbrook, Michael	Finance	978-464-5572	mholbrook@verizon.net
Johnsen, Matt	Music Director	508-754-8402	matthew.johnsen@earthlink.net
Richard Johnson	Board of Management	508-892-9827	sajohnson1@capecod.net
Kay, Russell	Stewardship Committee	508-754-6812	russkay@charter.net
Kolbe, Alan	Stewardship Committee	508-473-8518	arkolbe@comcast.net
Landry, Jennifer	Administrator	978-230-6168 (c)	silar31@comcast.net (h) office@uucworchester.org (w) RevUnit@aol.com
Leshay, Cheryl	Affiliated Community Minister, Adult Continuing Education Committee (ACE)	508-835-2522	
Linson, Leslie	Board of Management	508-770-1919 508-873-7573	leslielinson@yahoo.com
Louscher, Kent	Board of Management	617-232-0662	pklyphd@aol.com
Majmudar, Erica	Lunch with the Minister Coordinator	508-754-4905	
Marr, Paul	Technology Committee	508-839-5983	paulmarr@charter.net
Mayes, Sandy	Fellowship Committee	508-735-1367 (c)	mayes_miner@charter.net
McCoy, Kim	Building & Grounds Committee	508-853-6477	mcbstone@yahoo.com
McDonagh, Cathy	Board of Management	508-829-2385 508-736-5022 508-852-7754	cathmcd@yahoo.com cmcdonagh@shrewsbury.k12.ma.us celts1600@aol.com
McGinn, Joan	Board of Management, Northeast Leadership Graduate (NELS)		
McNally, Steve	Custodian	508-852-2075	
Miller, David	Minister Emeritus	508-853-8964	canoter@juno.com
Murphy, Michael	Webmaster	508-831-7771	Mike@AllAboutYouWebDesign.com
Neaz, Sue	Campus Ministry		
Ostrow, Tonia	Religious Education Committee (REC)	508-853-0157	tostrow@ostrowelectric.com
Paracer, Kathleen	Collector	508-829-4460	kmparacer@verizon.net
Payson, Aaron	Minister	508-963-5959 (c)	arpayson@charter.net Minister@uucworchester.org
Peckar, Mike	Clerk	508-209-1833 (c) 508-835-2959 (h)	mike@fognet.com
Peckar, Rachel	Library Committee	508-835-2959	rachel@fognet.com
Pierce, Tom	Vice President	508-852-6680	rtzephir@charter.net
Ritchie, Lynn	Parish Service Committee (PSC)	508-835-9213	lynn.ritchie630@gmail.com
Roberts, Catherine	Board of Management	508-829-7006	
Ringo, Peter	LGBTQI & Allies, Summer Services		plcfreeman@yahoo.com
Selkow, Deb	Director of Religious Education	508-237-6265 (c)	cath2math@gmail.com
Selkow, Stanley	Finance Committee	508-317-5403 (c)	debselkow@gmail.com
Stone, Janet	Worship Arts Committee	978-430-6463 (c) 508-799-0842 508-826-6842	sms@wpi.edu mstone12242@charter.net
Stone, Margos	Investment Committee	508-799-0842	mstone12242@charter.net
Veal, Peggy	Committee On Ministry	508-473-8518	pjveal@comcast.net
Webster, Joan	Accessibilities Committee	508-755-8268	jgwebster@rcn.com
Whitney, Robert	Pledge Secretary	508-926-8086	whitsuebob@charter.net
Wolcott, Alan	Committee on Ministry	508-829-6474	wolcott51@charter.net

## A LITANY OF INSTALLATION

Please join in reading this passage responsively.  
The lines in **boldface** are to be read by the congregation.  
Lines in *italics* will be read by the new Board of Management.

**As our elected leaders you hold the interests and needs of this congregation as a sacred trust.**

*We accept this responsibility.*

**Leaders are stewards of the spirit of cooperation in this congregation.**

*We will be faithful stewards.*

**Leaders take responsibility for moving this congregation forward.**

*We will generate energy and enthusiasm for our common work.*

**Leaders embrace challenges with optimism and courage.**

*We embrace the challenges before us with optimism and courage.*

**Leaders call forth the leadership gifts in others.**

*We will encourage new leaders.*

**We will accept leadership in our turn.**

*We will share our common work as broadly as possible.*

**We will follow your leadership with responsible trust.**

*We will strive to deserve your confidence.*

**We will speak out on the issues before this congregation.**

*We will respect your opinion and be guided by your needs.*

**We will rejoice in all that we do together as a congregation.**

*We rejoice in the bold adventure that is our congregation.*

– Mary Gail Harrison, Unitarian Society of Hartford

## THE SEVEN PRINCIPLES

THESE ARE SEVEN PRINCIPLES which Unitarian Universalist congregations 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.

Unitarian Universalism draws from many sources:

- Direct experience of that transcending mystery and wonder, affirmed in all cultures, which moves us to a renewal of the spirit and an openness to the forces which create and uphold life;
- Words and deeds of prophetic women and men which challenge us to confront powers and structures of evil with justice, compassion, and the transforming power of love;
- Wisdom from the world's religions which inspires us in our ethical and spiritual life;
- Jewish and Christian teachings which call us to respond to God's love by loving our neighbors as ourselves;
- Humanist teachings which counsel us to heed the guidance of reason and the results of science, and warn us against idolatries of the mind and spirit;
- Spiritual teachings of earth-centered traditions which celebrate the sacred circle of life and instruct us to live in harmony with the rhythms of nature.

These principles and sources of faith are the backbone of our religious community.

