

# Unitarian Universalist Church of Worcester

## Annual Report 2009-2010

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

April 25, 2010

- ⊕ 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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## AGENDA ~ ANNUAL MEETING ~ April 25, 2010

|  |                   |
|--|-------------------|
| Call to Order.....   | Denise Darrigrand |
| Certification Report .....   | Kristine Binette  |
| Review of Agenda.....  | Denise Darrigrand |
| Minutes of 2009 Annual Meeting .....   | Denise Darrigrand |
| Statement from the President.....  | Denise Darrigrand |
| Statement from the Minister.....   | Rev. Aaron Payson |
| Treasurer’s Report .....   | Andy Hegedus      |
| Report of the Nominating Committee .....   | Linda Holbrook    |
| Vote on Slate of the Nominating Committee.....   | Denise Darrigrand |
| Presentation of FY 2010-2011 Budget .....  | Michael Holbrook  |
| Questions and Clarification of the Budget.....   | Michael Holbrook  |
| Vote on Budget .....   | Denise Darrigrand |
| Other Reports, Other Business, New Business .....  | Denise Darrigrand |
| Leadership Recognition.....  | Denise Darrigrand |
| <i>(Collector: Ginny Brink;<br/>Board Members: Mary Bastian, Kent Louscher, Janet Stone)</i> |                   |
| Litany of Installation – Board & Congregation .....  | Linda Holbrook    |
| Adjourn Annual Meeting .....   | Denise Darrigrand |

# Unitarian Universalist Church of Worcester

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

## Reports of Professional Staff and Elected Officers

|  |       |
|--|-------|
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| Director of Religious Education’s Report – <i>Deb Smith Selkow</i> ..... | 13-14 |
| President’s Report – <i>Denise Darrigrand</i> .....                      | 15-17 |
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THE MEETING IS CALLED TO ORDER at 11:10 am by President Judy Savage.

32% of the Congregation is present: 69 of our 215 members. The 25% requirement for a quorum is met.

The reading of the minutes of last year's Annual Meeting is waived.

President Judy Savage makes a brief statement to the Congregation, reflecting on her terms of office. Reverend Aaron Payson waives his time to speak. Deb Selkow, our Director of Religious Education (DRE), states her sense of the program this year, and how the experience has personally affected her.

Treasurer Andy Hegedus describes the state of our revenues and expenses. Bob Whitney asks for clarification of some portions of the budget. Sue Hegedus asks the Treasurer about the meaning of "Off-Budget Accounts." The Treasurer's Report is **accepted**.

Matt Vea, Chair of the Nominating Committee, presents that Committee's recommendations ("The Slate") for Officers and Members of the Board of Management. **A motion is made** to accept the Slate of Candidates suggested by the Nominating Committee. The motion is **approved** unanimously.

**Proposed Budget.** The Minister offers words of encouragement to the Congregation regarding the state of the budget. He emphasizes to us the amount of effort and passion and commitment that was expended in composing this budget. He wants us to understand the level of care and thought which went into creating it.

President Savage thanks June Davenport for her help in crafting the budget, and for June's personal appeal to our community to increase or to hold our pledges steady.

Jerry Brink asks why the DRE's salary was reduced by \$7K, which doesn't match the 6% across-the-board staff-salary cut. June Davenport explains that it's because Deb had previously indicated a desire to decrease her work-week from 87% (of 40 hours/week) to 75%.

Matt Vea asks if there are agreed-upon plans or priorities for the restoration of the staff's salaries, as new revenue is identified.

President Savage explains that one

consequence of the 6% salary cut in the proposed budget is this next church year being decreased by three Sundays.

Nancy Hancock expresses some concern about the level of funding for Building and Grounds, and in particular for lawn mowing. She reminds us that the lawn is going to look "pretty seedy" without proper care. Kim McCoy is the only person thus far to volunteer for lawn care.

Bernard Kingsley, chair of the Budget Committee, thinks that this is an unsatisfactory budget. He is concerned that while their salary will be cut, it's not realistic (given the service-oriented nature of their professions) to think that the Staff will refuse requests for help because of this.

He feels very frustrated that people are focused on cutting costs, but not on the other option of stating our determination to increase our revenue and growing our membership.

Lance McKee, co-chair of the UUCW Green Team, informs the congregation that the furnace is inefficient and that replacing it in the near future is not only a matter of Green Energy and good citizenship, but that it's also a matter of saving money.

Andy Hegedus encourages us to accept the budget "as is," as a recognition of the reality of our revenue situation.

Erika Majmudar has a question about the Minister's salary regarding the portion of it dealing with the housing allowance. June Davenport provides an answer to this question.

Marieca Davieau asks why it was decided that the guest speakers' and musicians' stipends will be restored first, should funds become available. She acknowledges the importance of these items, but wonders whether we should take care of our staff first.

President Savage recounts some of the conversations which took place at the stakeholders' budget meeting (held here, on Saturday, April 18) on these very items, and explains the knock-on effect of some types of program cuts like these.

**A motion is made** that we accept the proposed 2010 budget. The motion is **approved**; with 2 opposed; 6 abstentions.

# 2009 Annual Meeting Minutes

**Bylaw Changes.** Tom Pierce explains the reason for the proposal to change the Bylaw dealing with the inability of the Board to spend more than \$3,000 for any purpose, even in an emergency situation sufficient to close the church, prevent services, etc. He explains that the proposed Bylaw change would allow the Board to spend whatever is necessary to solve an emergency situation, by granting a loan to ourselves from the Investment Fund.

He further explains the reasons for the second proposed Bylaw change.

Judy relates that, though Church leadership determined that this year's electrical emergency was indeed *not* as dire as it first appeared, the incident nevertheless made us acutely aware of how narrowly the leadership is authorized to act in even the most exigent situations.

Greg Root expresses some discomfort about going from a \$3,000 limitation to no limit.

Tom's response is that: Yes, this is a matter of trust, and of giving the Church's volunteer leaders the flexibility to act in the Church's best interests.

Aaron states that he respects Greg's concern, but that the operative term in this proposed change is "Emergency," and that the spirit of that term is: the inability of the institution to operate.

Jerrod Oltmann wonders whether there isn't some middle-ground that might be reached in the event of some catastrophic event causing us to need a significant percentage of the Endowment.

June Davenport's experience is that it is difficult enough to convene an emergency meeting of the Board, let alone the entire congregation; that even then it would require a 10-day waiting period before the meeting; and then what would happen if there weren't a quorum present?

Erika Majmudar asks: What constitutes an emergency? She further asks: If an emergency is meant to only refer to the physical plant, then why not have the Bylaw say so. Tom responds: An emergency is the inability of the church to operate.

Joan Webster reminds us: At least part of the nature of an emergency is that it's unexpected! That it's fruitless to try to catalogue all of the possibilities.

David Miller wonders whether this Bylaw section should also empower the Board to (for

instance) rebuild the Church in the event of a catastrophe.

**A motion is made** to amend the Bylaws as follows:

1. amend Article VII, section 8.c.3 to delete the words  
"except, in the case of an emergency, repairs therein at the cost of not more than \$3,000."
2. amend Article VII, section 8.b by adding the following sentence at the end of the subsection:

"In case of emergency, the Board shall be authorized to repair damage to Church property, including real estate, at a cost to be determined by the Board which, to the extent the such cost exceeds the available operating funds of the Church, shall be funded by a loan against the invested funds of the Church."

The motion is **approved**; 3 opposed; 3 abstentions.

**Solar Heating.** Ed Radik describes his proposal to supervise our youth in the installation of a solar warm air heater under the windows on the south side of Fellowship Hall. The materials would cost about \$1,000. It would save about \$300/year in heating expenses. He's spoken with the COA class about doing some fundraising for this, since it's now being funded through an off-budget account. He'll speak with the Youth Group soon. He encourages anyone interested in this to contact him.

## **Recognition of Leaders.**

- Recognition of outgoing Board Members: Eric Budd, Betty Jenewin, Kim McCoy and Clerk John Healey.
- Recognition of Dianne Mann for coordinating the transition of the Loaves and Fishes Food Pantry from Saint John's parish to the Unitarian Universalist Church of Worcester, as our latest ministry.
- Recognition of Peter Salmela for his work as co-chair of Worship Arts.

## 2009 Annual Meeting Minutes

- Recognition of Betty Jenewin for her photographic displays of Religious Education activities and of the Food Pantry project.
- Recognition of Nancy Hancock as our outgoing Buildings and Grounds Chairperson.
- Recognition of the work of Judy Savage for her service as President.

**Installation of New Leaders.** Matt Vea led the congregation in the Litany of Installation for the new officers and members of the Board of Management.

Judy Savage presented a gift to Denise Darrigrand as incoming president.

The meeting was adjourned at 12:55 pm.

*– Respectfully Submitted  
John Healey, Clerk*

**MY REPORT THIS YEAR** reflects primarily on the goals established by the Board of Management in fall 2009. My year has been an active one, striving to address the core issues identified by the Board and clarifying my role in relationship to the important issues raised in clarifying these areas for growth and development.

**Financial stability/recovery/advancement.** One of the most crucial areas in need of development for this congregation is the way that we approach the subject of our fiscal health and viability. Two areas addressed this year were the *Annual Stewardship Campaign* and *Fundraising*.

My involvement in the *Annual Stewardship Campaign* was to help recruit its leadership. My thanks go to Alan Kolbe and Russell Kay, who accepted the positions of co-chairs. Their stellar work with a larger group of Finance Committee members and visiting stewards helped to make this year's pledge receipts the highest in the history of this congregation. We fell short of our ultimate budget goal, but this was one of the strongest financial showings I have ever experienced, and I could not be prouder of the stewardship drive's leadership, volunteers, and staff. What a remarkable outcome in a year of such economic uncertainty.

For the campaign, I also developed information from our database of members and friends, trained visiting stewards, canvassed a few families, and helped to resolve issues related to those who did not formally pledge this year. A great deal of work has gone into correcting and updating our database to make it more functional and user-friendly for the stewardship drive.

*Fundraising* continues to be a work in progress. My thanks to Bernard Kingsley for the time and energy he has put into helping to revitalize this important ministry of our congregation.

My work with fundraising has been to help develop a primer on fundraising to assist those interested in planning a fundraising event. A great deal of feedback was gained from members who continue to facilitate our largest fundraising efforts. A summit of fund-raising volunteers helped to clarify the way that we are re-envisioning this process. Of primary concern is the need to develop

opportunities for fund-raising that draw on the financial resources available in the community at large. Plans are in process for a variety of opportunities to host events open to the larger community next year.

### **Leadership/volunteer recruitment/development and fostering a culture of engagement/**

**involvement.** I worked closely with the president and vice president of the congregation to identify key leadership for the working groups of the congregation. In addition, I have worked with staff to correct and bring to a baseline the information we can store in electronic means.

Working with the Leadership Development Task Force, I worked to help envision a more structured process of developing leadership within the congregation. It is my hope that by using the models for development recommended by this task force, we will be more proactive in training leadership for service within this congregation and the wider community.

The Communications Committee has also been an invaluable asset in helping to brand and clarify the ways that communication can be fostered and developed to address the often chaotic connections made between the working groups of the congregation. The website is being redeveloped. Pamphlets have been created to assist in clarifying the ways that things get accomplished; and a Facebook page has been created to encourage conversation as well as to advertise events.

To assist in resolving a longstanding problem of maintaining corporate memory, a Google-Documents page has been established to help in maintaining digital documentation developed by working groups and staff.

The Committee On Ministry, with the leadership of Peggy Veal and Alan Wolcott, continues to be an invaluable asset to this process. Many thanks for all their hard work!

### **Assessment of growth/size; recruitment and**

**retention.** Other equally important areas for the advancement of this congregation are efforts to invite and deepen the commitment of members and friends of this congregation to the ministries fostered here. My work this year has been to assist

# Minister's Report

the Member Services Committee to envision and plan for an expanded effort to grow the membership of the congregation and to attend to the needs of those seasoned members who desire an opportunity to deepen their spiritual journeys.

Beginning with an assessment of our member services practices, the Member Services Committee and I have developed a vision of expanded services through the creation of a Congregational Support Cluster, which will bring together the work of groups in the congregation, including Member Services, Parish Services, Religious Education, Fellowship, and Adult Faith Development, to develop a holistic ministry of service within.

In addition, I have worked with Member Services to recalibrate the way that we respond to requests for information from newcomers. A revised procedure for sending out information from the office will be operational in the next few weeks.

My vision is that by expanding the work of meeting the needs of newcomers and seasoned members of the congregation, we will have regular opportunities to review expressed needs individually, and that we as a congregation will become a more responsive, "high-touch," welcoming community.

**Creating/solidifying identity.** This is the hard work that continues to challenge our community. With the realization that many more congregations in the region are becoming "welcoming" to GLBT members, as well as the reality that we are one of many Unitarian Universalist churches in the region, we are indeed in need of a re-envisioning of our unique identity. My work this year has helped to clarify for me areas in which we are showing excellence and those in which a vision of excellence is emerging.

*Excellence Worship:* With our two-service format for Sunday mornings, we have much potential to expand our outreach to newcomers and others. Matt Johnsen continues to be a jewel in our music program. Our choir is growing and wonderful. The addition of an Intergenerational Choir is exciting. Many members and friends have volunteered as readers and greeters. Let us envision Sunday services that are full, vibrant,

celebratory in atmosphere, and transforming to the intellect and heart. My thanks to Rob Mack and the Worship Arts Committee for keeping this ministry in the forefront of our community.

*Religious Education:* We have one of the most popular religious education programs for children and youth in the district. Deb Selkow, our Religious Education Director, continues to be outstanding, and I am delighted that she has availed herself of a well-earned sabbatical this year. Robin Caracciolo is a gift to this community and has helped to create a vibrant youth program. With the work of these fine people, as well as a host of committed volunteers, especially those who serve on our Religious Education Committee and those who volunteered to teach and advise this year, let us continue to be known for our commitment to children and families.

*Caring Community:* Let us also be known for how well we care for each other and the community at large. Barry Brigham, Colleen Stevens, and the Parish Services Committee continue to provide an excellent presence for those who are infirm and home-bound. Let us expand our efforts so that everyone who comes in contact with us has an opportunity to connect and deepen their involvement here. May no one "fall through the cracks" of our community. As we grow, let us learn ways to grow close as well as to expand.

*Leadership:* Let us craft a community that supports the leadership potential of every member and friend. Through training opportunities, companioning, communication, and developing an organizational structure that fosters leaders, let us be known as a congregation that leads both internally and in the community at large.

*Social Action & Witness:* Thanks to Dianne Mann, Betsy Woods, and a host of volunteers, we continue to operate the only food pantry in our zip code. Let this effort be a defining ministry for our congregation. As we continue to connect to other entities in the wider community through this ministry, let us strengthen our presence in Worcester County and become a strong advocate for alleviating hunger here. With Judy Savage's vision of vibrant social witness, let us learn to speak and act on important issues facing our community and the world at large.

# Minister's Report

## *Gay, Lesbian, Bisexual and Transgender*

**Concerns:** Having revisited our commitment to GLBT concerns with a series of workshops this winter, we are beginning to develop a renewed vision of how we can minister most effectively as a welcoming congregation.

**Green Energy:** A vibrant group has helped to envision a more energy-efficient and environmentally friendly community. Thanks to Ed Radik, the Youth Group, and Win Hancock, along with a variety of members and friends, we have a new passive solar system to help heat Fellowship Hall. We continue to audit our facilities to make them more energy-efficient. A Building Summit to bring together all those who have issues related to our physical plant is envisioned for this spring; we hope the outcome will be a Building Plan.

**Personal Notes.** I could not be prouder of this congregation! Thanks to all of you who continue to put your time, talent, and energy into this vibrant community. I am especially grateful to Denise Darrigrand and Tom Pierce for their leadership, as well as the hard work of Andy Hegedus as treasurer. I will miss the expert presence of Ginny Brink as our collector, but I look forward to working with Kathleen Paracer in this capacity. Bob Whitney is to be commended for the hours he continues to commit to this community as pledge secretary. I am also especially thankful to the members of the Board of Management and the Finance Committee for their outstanding involvement.

My job would be unmanageable if it were not for the wonderful work of our administrator, Jennifer Landry, and the incredible energy of our custodian, Steve McNally.

As I look forward to next year and to my sabbatical, I am confident in the leadership of this congregation, and I look forward to serving this community for many years to come.

– Aaron Payson  
Minister

AS YOUR DIRECTOR OF RELIGIOUS EDUCATION, I work to develop our RE program to engage children in learning, to teach them spiritual practices and give them opportunities to share worship, and to 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; the Religious Education Committee; and an energetic and dedicated group of teachers. What follows is a list of programs, events, and RE data from 2009-2010.

**May-June.** 17 teens and their mentors complete the Coming of Age program and are celebrated in a worship service with candle-lighting ceremony.

REC redesigns teaching program for the following year to gain greater consistency for children; we recruit three lead teachers and a coordinator for each class; each teacher commits to teach eight curriculum weeks.

Board of Management approves sabbatical proposal for DRE to begin Spring 2010.

Due to budget cuts, UUCW ends regular services and the RE program two weeks early at the end of May.

RE Sunday – *Butterflies and Rainbows*.

*Theme* – What we do, or think, or how we behave matters. It matters in ways and in places and to people that we have never met and that we cannot imagine even in our wildest dreams. (the butterfly effect). We recognize 10 graduating seniors with gifts of UUCW T-shirts and their RE scrapbook collections; show a movie of them growing up at UUCW. We project slides from the RE year and create a rainbow of children. All-church picnic follows.

**Summer.** I attend the one-week Star Island RE conference, where I study sermon writing and preaching.

After discussions on Star Island, I propose that RE introduce three online curricula from the new UUA Tapestry of Faith collection (Grades 1-2, 3-4, 5-6).

All parents with children registered in RE are assigned to be classroom assistants in two-three classes for the coming year.

RE begins use of Google docs to share and keep track of teachers, assistants, class schedules,

and attendance.

With the help of Russell Kay, the RE prospectus is produced and redesigned in the new UUCW format.

Coordinator Rachel Peckar takes on the huge task of converting traditional Holidays and Holy Days curriculum to a Spirit Play model; she creates packets of materials and art extensions; we train three lead teachers and equip classroom.

**Fall.** RE theme: *Drawing Circles*—we explore ways that our daily choices and actions can either draw people into our circle or lock them out; we celebrate the concentric circles that make up the big circle of congregational life by creating social events and service projects shared by all generations; and we reach out to the wider circle of our community (Food Pantry, Interfaith Hospitality Network [IHN,] Holiday giving tree, Soles4Souls)

New RE volunteers are screened in accordance with Safe Space policy.

All teachers trained in class orientation sessions with Deb and class coordinators.

Robin takes 10 teens on a weekend mission trip to Baltimore to live and work at Meeting Ground, a community farm for homeless people.

House Painting Outreach – 22 teens from Holden Street and First Unitarian and six adults paint a small house in Worcester for a partially disabled woman.

Fourth Annual Peace Vigil – *Building a Culture of Peace*. Designed with Marj and Paul Ropp from First Unitarian Church. Claire Schaeffer-Duffy leads the UN Peace Day Pledge, Manifesto 2000. Music by the teen choir and First Unitonians. We fold peace cranes and write wishes for peace on paper lotus blossoms that we float by candlelight in pools on the church lawn. We end the evening holding our candles and singing “Dona Nobis Pacem” around our Peace Pole.

Matt and Deb launch an intergenerational “pick-up” choir this year to sing at intergenerational services.

Teens from First Unitarian and UUCW resume choir practice here; with directors from both churches, they perform at both churches through the year.

The first Sunday of each month is

# Religious Education Director's Report

designated High School Sunday; high school teens serve as worship readers and sit together at the 11 a.m. service.

OWL for grades 8-10 begins with four teachers and 18 students. (13 weeks)

Youth Group packs its second annual Lucky Coffee House.

REC hosts a Harvest Potluck Supper for 40 people.

15 teens from Youth Group participate in a lock-in and worship workshop; they fill 18 shoeboxes with gifts for Operation Christmas Child.

RE classes are assigned most-needed items to bring as weekly donations for the food pantry—this practice continues all year.

**Winter.** Teen Choir sings and performs a mummies' play at the Worcester Master Singers Boar's Head Festival. Directors are Erik Johnsen, David and Becky Spanagel, and Rebecca Ziegler

RE Holiday Giving tree provides gifts from the congregation to members of the congregation and to four families sponsored by the Central Mass. Housing Authority.

20 teens and adults go caroling to UUCW friends who can no longer come to services; we deliver gifts and goodies made by the Grade 7 class.

RE intersession examines birthdays, something everyone shares; the four weeks culminate in a multigenerational birthday party hosted by RE for the entire congregation during both coffee hours; guests are seated by their birth months and share stories as well as ice cream and cake.

RE packs 32 birthday party kits for distribution at the food pantry.

In response to the earthquake in Haiti and in cooperation with Soles4Souls, RE collects two carloads of shoes and piles them on the chancel.

OWL—Grade 5 begins with two teachers and seven children. (9 weeks)

28 teens from UUCW and Westboro set up the IHN shelter at First Unitarian; they prepare and serve dinner and lead games and valentine crafts with children.

Middle school and high school teens attend youth conferences in Hartford and New Haven.

**Spring.** Youth Group plans and leads both services in the annual Youth Sunday Service; the theme is nonconformity; teen choir performs songs from "Hair."

*Neighboring Faiths* class begins for high school at 11 am.

At Children's Chapel, RE celebrates Purim with a Penny Carnival; kids vote to send the proceeds (\$129.54) to the UUSC for Haiti relief work

REC makes detailed plans to cover DRE tasks during the sabbatical; these are shared on Google docs.

REC meets for visioning retreat to plan theme, schedule, and events for 2010-2011.

15 Youth Group teens help to prepare and serve the Gourmet Dinner.

Barbara Cohen, Robin, and Deb create the annual UUCW Seder with the help of Grades 6-7; children perform the traditional pageant in costumes.

RE classes participate in UUCW grounds cleanup for April Children's Chapel.

**Congregational Community.** Throughout the year, I send letters of welcome, along with our RE booklet, to all visitors; I spend time conversing and getting to know new families and answering questions about our program. I also spend considerable time working with Aaron and other professionals to support families and youth in times of need. Robin and I write weekly RE and Teen News in the newsletter to publicize RE activities, and once a month I write a front-page essay.

**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.

*Spirit Play* – Pre-Kindergarten-Kindergarten

*Creating Home/Wonderful Welcome* –

Kindergarten-Grade 2

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

*Toolbox of Faith/Windows and Mirrors* – Grades 3-6 (9 am)

*Amazing Grace* – Grades 5-6 (11 am)

# Religious Education Director's Report

*OWL (Our Whole Lives) – Grade 5*

*Questing Year – Grade 7 (9 am)*

*Breakfast Club/Neighboring Faiths – High School (11 am)*

*OWL (Our Whole Lives) (meets Sundays 4-7 pm) – Grades 8-10*

*Teen Choir (meets 6-7 p.m., Sunday evening) – Grades 9-12*

*High School Youth Group (meets 7-9 pm Sunday evening) – Grades 9-12*

## **Registration and Attendance Numbers–**

Number of children and teens registered = 137, including 11 high school teens whose families attend other churches (primarily First Unitarian, on Main Street), attend our Youth Group or OWL class.

Average total Sunday attendance = 119, including Sunday morning afternoon/evening programs (adults and kids), not counting intergenerational Sundays or Youth Group Sunday.

Current active members in High School Youth Group: 25

Other high-school-aged teens identified and participating in the wider church community, but not registered in RE: 2

*– Deb Selkow  
Director of Religious Education*

## **The 2009-2010 Religious Education Committee:**

*Claire Breyton  
Robin Caracciolo, Youth Program Coordinator  
Vickie Cox Lanyon  
Denise Darrigrand  
Jenny DelGizzi  
Erin Derr  
Lee Johnson Erikson, Co-chair  
Cris Heffernan  
Toni Ostrow, Co-chair  
Stephanie Pasquale  
Beth Stadnicki Verhyen*

HAVING BEEN ON THE BOARD for only one year before being asked to take on this position, it is very clear that I had a limited sense of what I was getting myself into. As I reflect on the past year, it is also very clear that I have learned a great deal, deepened my relationship with this church, and most importantly, have had the opportunity to work with so many dedicated and talented people. The depth of commitment to this community continues to amaze and impress me.

So many people make this place work.

Aaron continues to lead us with vision, compassion, dedication, and passion. Deb Selkow runs a first-class religious education program, and I am very glad we are going to be able to give her some well-deserved time to reflect on her work. While I know the children will miss Deb (as will the teachers and parents), this sabbatical is a wonderful opportunity for her to catch her breath. Robin Caracciolo has brought major new energy to the youth program; I described her the other night as having magic with our teens, which I think is exactly the right word. She inspires them, and they love being around her. Matt Johnsen continues to delight us each week with his choir directing and his amazing skills on the keyboard. My favorites continue to be his little musical ad libs when Aaron is talking; they are always right on target and so perfect. Jennifer is a stalwart force in the office, keeping track of all the details that make the place run; her organization and attentiveness make all our jobs easier. And Steve – who quietly goes around our community making things run, keeping them orderly, and asking for no recognition. This year when he was on vacation, he came in because he was worried about supplies in the bathrooms – it is those special things that Steve does that make me appreciate him so much.

While I always knew that people put their heart and souls into UUCW, this year I saw it over and over again. What really struck me was that this was all volunteer work! I have never been part of an organization in which so many people give so much. At the risk of leaving some deserving people out, I need to point out a few. First, Kim McCoy, who so ably stepped into Nancy Hancock's shoes and took over Buildings and Grounds. His ability to find economical ways to get things done is legend after just one year. Second, Ed Radik and the rest of

the Green Team who raised the money (with help from many) to build new solar panels that will save us hundreds of dollars a year. Many a Saturday I drove by the church to see Ed out there working, making this wonderful thing happen. Then there's June Davenport, who works so hard as chair of the Human Resource Committee, researching new laws and policies to keep us current. She is an advocate for the staff, and is such a knowledgeable and judicious thinker – I have learned a great deal from her.

The list goes on. Margos Stone and the rest of the Investment Committee have shepherded our money and have done better than most of the rest of the country. Kim Napoleone and Sue Hegedus and the Member Services Team greet and keep track of our ever-changing population. Barry Brigham, Colleen Stevens, Lynn Ritchie and the rest of Parish Services have coordinated so many things, from visits to shut-ins to making sure that those in need have food and other necessities. Rob Mack and the rest of the Worship Arts Committee make every Sunday seem seamless; this year I got a view into just how much goes into making it all come off so smoothly, week after week. Catherine Roberts mows lawns, serves on the Board, starts fit fundraising efforts, and forms kitchen committees – her energy is a sight to behold. Then there are the people who are just always there, quietly doing their thing. Don Guyton has shown up at every Food Pantry this year and takes part in every task. Dave Firmin shows up and looks around to see what needs to be done and just does it. If I had a book, I could include everyone, but as Aaron says, "You know who you are," and what you need to know is how much what you do is recognized, valued, and appreciated.

Now to the business part of my report. In June 2009, we started discussing the budget for the upcoming year, including salaries for staff; approved a sabbatical for Deb Selkow; and appointed people to board and program committees. One major change we made was bringing all the financial groups under one umbrella, the Finance Committee, which Mike Holbrook graciously agreed to chair. This new system has worked very well; all the people involved in the financial aspects of the church meet regularly and share information and ideas. In

## President's Report

September, we had a very productive retreat that included reviewing the Committee on Ministry survey, which told us a great deal about what the congregation thinks about aspects of our community. We looked in depth at finances and talked about priorities. We reviewed the activities of the program committees and talked about leadership development. The major thing that came out of our retreat was the discussion of goals for the year, which was very helpful in shaping our agenda for the next 10 months.

In October, we solidified our major goals: financial stability, recovery and advancement; leadership development/volunteer recruitment; assessment of growth/size including recruitment and retention and structure of staffing; and solidifying an identity for our community and getting the word out. We also welcomed Kent Louscher to the Board and gratefully accepted a bequest from Ruth Knight, which was put into the endowment. We also approved a "Policy for Reimbursement of Funds Used to Purchase Authorized Goods and Services."

In November, we met with June Davenport, who talked with us about staffing issues and how things work among staff, and we met with Committee on Ministry members about their report. We also approved a new policy from the Communications Committee. In December, we discussed financial issues, and members of the Board agreed to serve as liaisons to the Stewardship and Fundraising committees. We also began talking about preparations for Aaron's sabbatical and approved a contract for a temporary business on our property across the street.

In January, we discussed Aaron's sabbatical in more depth with Peggy Veal, chair of the Committee on Ministry, and spent a great deal of time talking about finances and the upcoming canvass (more about this below). February was spent hearing and discussing reports from the Membership Committee and from the Leadership Work Group, and March was spent almost exclusively talking about the campaign and what the budget might look like for the upcoming year.

It became very clear partway through the year that the major priority needed to be the upcoming Stewardship Campaign. After the previous year, in which many of our staff had to

take salary cuts, we were determined to put on the best campaign we could. We were extremely fortunate to have Alan Kolbe and Russell Kay agree to be co-chairmen. Both have very strong skills that complement one another – and I could not be more grateful. People stood up to be stewards; Kristen Payson made great spaghetti for our kickoff dinner; Alan provided us with a thorough structure; Russ created beautiful, informative brochures that made the financial picture very clear. We set our sights high and made it very transparent what needed to be done to keep things the same, move forward a bit, or be able to begin to fully realize our potential. So many meetings, so many emails, so much communication; one night 12 of us were gathered in Classroom 1 looking at how far we had to go, and I felt this very strong sense of shared purpose and shared commitment. We were up against the wall a bit, but everyone was owning the issue and using their best ideas to move things forward. It was one of the most difficult, yet one of the best, moments of the year.

It was, indeed, a year of learning. We had some successes, including raising a great deal of money in a terrible economy. This speaks to the dedication of this community and the priority UUCW plays in peoples' lives. We have our work cut out for us next year, figuring out who we are and how big we want to be (and how to get there if we want to grow); we need to look at our structure and how we recruit, nurture, and sustain volunteers; we need to stay in touch with all our congregants and make sure we are meeting the needs of the community; and we need to continue to find the monetary and human capital to move us forward so we can achieve our goals.

I am especially grateful for the wisdom and support of Tom Pierce; he brings to everything he does a valuable perspective and never hesitates to jump into new things. To the Board of Management, who came to every meeting full of ideas, energy, and a willingness to get involved – to each of you, thank you. There is work to be done, but with the talent and commitment that we have in this community, I have no doubt we will continue to make major strides forward.

# President's Report

## Motions passed by the Board of Management

### June:

- To reinstate cut from Youth Program Coordinator's salary and to reduce the cut for the Minister, DRE and Director of Music from 6% to 4%. Offer DRE and Minister discretion to use additional money toward professional expenses versus salary;
- To authorize a sabbatical for the Director of Religious Education;
- To appoint Tom Pierce as Chair for By-Laws and Governance, Mike Holbrook as Chair of the Finance Committee, Kim McCoy as Chair of Buildings and Grounds, and June Davenport as Chair of Human Resources.

### September:

- To accept the resignation of Kate Davenport from the Board;
- To authorize the Treasurer or UUCW to open one or more credit card accounts with Bank of America (with other banks being explored as alternatives).

### October:

- To accept the recommendation of the Nominating Committee for Kent Louscher to serve the remaining one year of Kate Davenport's term on the Board;
- To accept the Ruth M. Knight Trust Plan of Distribution, Inventory, Final Accounting, Professional Fees and Costs and to authorize Denise Darrigrand to sign on behalf of the church;
- To accept the recommendation of the Finance Committee and accept the policy for reimbursement of funds used to purchase authorized goods and services;
- To agree on the following goals for the year:
  - Financial Stability, Growth and Assessment;
  - Leadership/Volunteer recruitment and development;
  - Assessment of growth and size/recruitment and retention;
  - Solidifying our identity.

### November:

- To send a letter of support to the local Mosque in light of their current difficulties;
- To change the Director of Religious Education's sabbatical to three 2 month stints instead of one 6 month time;
- To adopt the new Communications Policy as proposed by the Communications Committee;
- To ask the Finance Committee to review progress on fundraising for the year.

### December:

- To appoint Alan Kolbe and Russell Kay as chairs of the Stewardship Campaign.

### January:

- To authorize the formation of a Sabbatical Task Force to be in place by the end of January.

### February:

- To remove 9 people from the Membership List at the request of the Member Services Committee;
- To accept the nomination of Gerry Brink as a new member of the Committee on Ministry;
- To accept the proposal for a Social Justice Clearinghouse.

### March:

- To accept the resignation, with gratitude for all of her hard work, of Ginny Brink as Collector, effective the end of the year;
- To appoint Kathleen Paracer as Collector beginning May 1, 2010;
- To authorize life and disability insurance for the Youth Program Coordinator;
- To authorize \$28,000 for the Minister's housing allowance.

– Denise Darrigrand  
President

## Vice President's Report

THE VICE PRESIDENT IN OUR CHURCH is supposed to be responsible for the programs. Usually this entails ensuring there are chairpeople for each of the program committees and calling meetings of the Program Council (made up of the chairs of each of the program committees). The program committees, listed in the bylaws, include:

- Worship Arts
- Religious Education
- Parish Service
- Member Services
- Fellowship
- Welcoming Congregation
- UU Connections
- Library
- Social Action
- Accessibility

A constant theme at Program Council meetings is the need to recruit more volunteers and leaders. To assist in this regard, Member Services submitted a request to the Board to add a staff position of Membership/Volunteer Coordinator. Among other things, this coordinator would work with all the committees to determine their needs for volunteers, help to identify newcomers' interests and talents, and help all members, including newcomers, to integrate into the programs of the congregation. Unfortunately, while there was support from the Board for this proposal, the church does not have the financial means to add this staff position.

Many times during the annual canvass, congregants were told that in order to fund all the programs requested, we would have to obtain a pledge of approximately \$1,200 per person (not per family pledge unit). Our canvass was successful in that we raised more money than ever before. I believe most of us gave as much as we could reasonably afford. But we did not receive \$1,200 per person. This doesn't mean that we must give up our aspirations. The solution may not be monetary. When I walked into the church for the first time more than 35 years ago, the debate was whether to sell the church building or let the minister go. We were operating in the red, and we only had a full-time, underpaid minister, a part-time office secretary, and a part-time custodian. Volunteers acted as RE Director, Youth Group Leader and

Music Director. We solved those money problems through increased volunteer involvement and membership growth.

We are obviously not as bad off as we were in the 1970s, but we may perceive our situation in the same light. We may feel as if we are stuck because we don't have enough money to hire people to do the things that need to be done. But this doesn't mean some of these things will never be done. How about a renewed effort by everyone, especially those of you who would have liked to give more money but couldn't, to seek out ways to fill the needs of the church? If the leaders have not asked you to volunteer, they are not ignoring you. Either they do not know who you are, or they don't know what you have to offer. You are needed! You are welcome and encouraged to come forward to volunteer your time for some of our many activities. Talk to me, Denise Darrigrand, Aaron Payson, or any committee chair to find out how your skills can be used. Your volunteer involvement will enrich your experience with the church by getting to know your fellow congregants better and by the satisfaction of knowing that your work is making a difference.

*– Tom Pierce  
Vice President*

# Unitarian Universalist Church of Worcester

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

## Reports of Committees and Coordinators

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## Program Committee: ACCESSIBILITY

**MEMBERS OF THE COMMITTEE** this year were Jude Ayer, Dom Gigante, Meg Lawler, Joan McGinn, and Judy Savage, with Joan Webster as chair.

The church continues to strive to become more accessible and welcoming to those with disabilities.

The Committee appreciates the efforts by many others in making us more inclusive. We thank the Building and Grounds Committee, which has included accessibility-related items on its list of projects and done specific work. Thanks go to Administrator Jen Landry for large-print Orders of Service and for making copies of materials to be available at events.

The committee thanks all those in the congregation who have taken care to use the microphone so those using our assistive listening system can hear the entire service.

We are still doing follow-up on building items. Railings are needed at the entry to Fellowship Hall, and a lever handle is needed on one of the lounge bathroom doors. Budget restrictions have kept these items from being done.

We noticed that the number of parking spaces reserved for those with HP placards was inadequate. Building and Grounds added two HP parking signs. We will continue monitoring to see if the resulting four reserved spaces are enough.

The committee held an evening session to explore whether we need to augment our Assistive Listening System and answer questions about its use. Only one person not on the committee attended. She came specifically to let us know that she is very satisfied with the system. Our inventory shows we have nine receivers, one loop, nine headsets (one overhead Williams, one behind-the-neck Williams, and seven folding Magnavox).

Internet links to materials on making written material and web designs readable for those with low vision were provided to the chair of the Communications Task Force.

We held a program on bipolar disorder on December 6, 2009. We used a version of world café as a format and enlisted Dr. Kent Louscher, a counseling psychologist who works with Neuro-Behavioral Associates providing geropsych services in Brookline; and Donna Moores, a psychologist who provides acute services, to provide information. Nineteen participants, two of whom

came in response to an announcement in the newspaper, took part. They agreed that the format was successful. All questions were spoken to, and all participants felt they were heard. It was possible to use the world café design only because Kent and Donna were willing to take part in an event during which they would respond to concerns without knowing them in advance. We thank them and appreciate their bravery. All handouts have been added to the Mental Health and Related Issues binder.

During the year, several members of the committee stepped down. Despite efforts to recruit new members, the committee continued to shrink. At the end of the year, it was agreed that the committee no longer had the people power to continue creating events. Therefore, the committee, as currently constituted, is inactive. Program Council asked Joan Webster to accept the designation Accessibility Coordinator and she has agreed. This provides a focal point if/when accessibility issues arise and makes it easier to revitalize the committee if and when there is a group of friends and members of the church who want to do so.

The committee is proud of what it has accomplished. We are way ahead of many of our fellow congregations in welcoming persons with disabilities. At the same time, we recognize that there are still things to do. That more events related to mental health issues are needed is indicated by the significant attendance at events and the demonstrated willingness to be engaged. The Mental Health and Related Issues binder will remain in the library and continue to have materials added. Accessibility of our building is incomplete. The parking lot needs to be monitored, and more spaces for those with HP placards may be needed. Reminders may be needed to stay aware of practices that make a difference to those who are sensitive to environmental and chemical substances. We do not have symbols for specific disabilities on our lawn sign.

Consciousness may need to be raised more. At some point, the committee may be reactivated. It has been an honor to work on inclusion of all in the life of UUCW.

*– Joan Webster, Chair*

**Kitchen and Roofs.** On January 28, Kasco, our Hobart service man for years, got our dishwasher working at the right temperature simply by adjusting a mis-set valve behind it that had overwhelmed the booster heater. Other honest and helpful contractors had also avoided work on the dishwasher/heaters that would not have been cost-effective or complete. Thanks to all for patience and cooperation. With the booster heater working fine, on January 31, Kim lowered the thermostat on our main hot water heater back to its usual mid-range, and adjusted the mixing valve that protects us from scalding at other water fixtures; these settings may need minor tweaking yet. The correct dishwasher rinse temperature was probably necessary for the City Health Department inspection. The kitchen committee continues to check on other matters that had apparently not concerned inspectors in previous years.

We renewed our City food permits for the kitchen and food pantry, receiving and posting the certificates before the gourmet dinner March 27. In March, the kitchen committee requested a lock for the cabinet storing food/supplies for RE fellowship. Andy Hegedus was concerned about the appearance of a padlock, so he replaced the cabinet with one with an internal lock.

On November 11, Steve and Kim cleaned leaves off the hallway/classroom roof (drains were only partially clogged, even after months of planned neglect, because of fewer tall trees since the ice storm), and trimmed the evergreen near that roof. However, the few maple blossoms remaining there managed to find their way to clog the roof drains by March rains, causing minor leakage in classrooms; Kim cleared them on March 14. We need to continue to be attentive to these drains, especially in November, March, and May-June, when tree litter is most likely to clog them.

Roofs, especially in the kitchen, leaked during snowmelt on January 24, even after Steve and Kim cleared them, during less severe snow-melt/rain/ice loading than caused leaks in previous years. Steve and Kim recommend a work party this spring to apply reflective waterproofing from buckets and rollers, at least to the kitchen roof.

**Energy, Light, and Heat.** The Green Team works to reduce our church's use of fossil fuels and

improve our standing with "the interdependent web of all existence" in other ways. To be added to the Green Team email list, send email to Lance McKee.

Last summer our Green Team, headed by Lance McKee, met several times, insulated and raised the lounge bookcases off the heat vents, insulated around other heat ducts, and modified two new vent deflectors in front of the lounge curtains. Lance and Dana Dorsett both offered to use their pluggable KW meters to check our appliances; Lance has started monitoring our largest and most efficient refrigerator during a week of unusual usage. We updated a spreadsheet of a list of energy efficiency projects we developed in winter 2009 and began implementing in the spring. After several successful critical furnace repairs in FY 2009, further work in the furnace room has been deferred until our budget allows such long-term planning and we determine safe medium- or long-term efficiency improvements. We welcome participation by Board and congregation members as we plan long term for green, sustainable, and reliable energy systems, probably starting with audits by our utility companies, motivated by leaders such as: <http://evworld.com/article.cfm?storyid=1751> and [http://www.boston.com/news/politics/politicalintelligence/2009/09/kerry\\_to\\_kick\\_o.html](http://www.boston.com/news/politics/politicalintelligence/2009/09/kerry_to_kick_o.html).

In the fall, Dana Dorsett insulated the hot water distribution plumbing, so we will burn less gas and get better hot water delivery.

Ed Radik worked with RE to install forced-air solar panels at Fellowship Hall, with fundraising such as a car wash on the front lawn Sept. 13. On Nov. 8, volunteers moved the solar thermal panel project forward with removal of a rose bush and painting of trim pieces. While we had a team equipped and gathered, we removed bittersweet vines that had overrun fencing and a spruce tree along the east edge of the church property. The project ran into a snag when Ed Radik discovered that at least one of the white panels below the south windows of Fellowship Hall still contained an asbestos cement product noted on our building plans, even after modifications were made in the 1990s. Ed took samples from the four other panels and sent them for testing. Results showed that all

## Board Committee: BUILDINGS & GROUNDS

panels contain asbestos. We chose to have the project proceed with minimal redesign; licensed asbestos contractor Win Hancock donated the work for cutting the panels with asbestos controls and disposal, rather than expanding the project to remove all asbestos (much more work and disposal cost), or redesigning to go around the asbestos. The church offered to reimburse Win for the \$85 MassDEP asbestos notification fee.

Ed, Mara Pentlarge, and Lance McKee substantially completed the solar panel project by March 21, with minor interior trim work remaining. After we set up a credit account at an electrical supplier, in the fall Steve used our ladder and long suction pole to replace all but one of the seven burned out overhead lights in the sanctuary and lounge, though many have burned out or lost contact since then. Someday we may install drop-down lights for easier maintenance and more efficiency, and/or to switch to more efficient bulbs.

Our member electrician Phil Arsenault has been patiently and thoroughly working with other experts to inspect and research attractive, cost-effective, energy-efficient lighting improvements for the sanctuary and fellowship hall. Initial budget requests for \$4000-\$5000 were probably below cost and above what we can afford in FY 2011. By FY 2011, the only work that could proceed would be work that could qualify for substantial rebates from Mass Electric, if any. Our sunny sanctuary has limited hours needing lighting, reducing the urgency of this project, but also reducing its cost-effectiveness for UUCW and Mass Electric.

Kim reviewed Renaud's furnace inspection logs from last spring. Further furnace inspections may be coordinated with energy audits. We may be eligible for help from various incentive programs,

Aaron continues to manage our thermostats. They're due for new batteries soon.

At winter meetings, Andy and Mike also offered to increase Kim's small recommended budget for repairs/improvements to doors, windows, and furnaces, but after the UUCW canvass, budget numbers dropped somewhat again.

Denise has provided blue recycling bins for each room. Dave Firmin, Denise, Jude Ayer, and Kim continue to consolidate recyclables from these bins and the kitchen to take home for recycling at least twice monthly. Bancroft accepts cardboard on

food pantry days, at their cardboard recycling dumpster. We have another container for cardboard, located next to our dumpster.

**Lawn and Grounds.** Catherine Roberts and Kim mowed almost weekly (except June 6-July 9) as weather, mowers, stale gasoline, and our schedules allowed/needed. Finally in September, weather allowed biweekly mowings, as apparently our mowing contractor had budgeted in previous years (except May). As Catherine's sabbatical has ended, Lance McKee and others have offered to help. More volunteers are welcome.

Pauline Courchaine's and Jude/Kim's donated lawn mower worked intermittently with carburetor cleaner but both failed at the end of the season; Kim stores them in his garage nearby for the winter. Russell Kay recently donated his mower. If Pauline's and/or Kim's can't be repaired as backups to Russ's, we may buy another. During the mowing season, we lock them to the fence near the compost area.

Catherine and others have recommended sheds or ebay yurts for tool storage, but Kim believes that outbuildings are not customary at churches and may be more (permitting/installation/maintenance) trouble and expense than they are worth.

Kim did final mowings September 13, September 26/October 1, and November 1. Dry weather, then cold weather, slowed grass growth. Lance's reseeded area came in nicely. On November 25, Worcester DPWP removed the leaves that Kim raked into the street. Most of the rest are in our compost pile, balancing the nutrient load of the grass clippings.

Kim trimmed the small rhododendron near the front door so it can still fit under the frame Bart made to protect it from heavy plowed snow. In the fall we installed two more handicapped parking signs using an existing post and light-duty sign pole, rather than spending \$50 each for two heavy-duty poles, which might require dig-safe notification, though we believe no utilities are near there. This light-duty shallow sign pole seems to have survived winter frost heaves..

Aaron's news of Asian longhorn beetles in nearby trees stimulated creative discussion about community gardens, fruit trees, and windmills.

## Board Committee: BUILDINGS & GROUNDS

Andy asked MassHighway for an update about the Shore Drive realignment. (See project 603251 at <http://www.mhd.state.ma.us/default.asp?pgid=content/projectsRoot&sid=wrapper&iid=http://www.mhd.state.ma.us//ProjectInfo/>.)

City paving contractor JH Lynch & Sons apparently used reasonable precautions when storing manhole frames and grading material on our lot across Shore Drive.

**Maintenance, Files, Other.** Our sexton Steve McNally worked diligently through the summer at \$166/week, preferring to take his vacations later during hunting season. We explained that we don't do vacation buybacks. He has done some painting for RE, repaired a broken window in a classroom, cleaned the carpets in the sanctuary and lounge, cleaned and waxed the floors, mowed the lawn in June when volunteer mower problems and many consecutive rainy days prevented volunteer mowings, trimmed the hedges (with my help), worked with Win Hancock to install a patch on the exit door behind the pantry, and cleaned up messes occasionally left by youth who frequently used our playground and rear parking lot.

We decided that equipment rentals, contract services, and major purchases were not needed for these tasks this year, but may be needed some other years. \$400 may be transferable from other line items for replacing a cracked window in the lounge that concerns Church Mutual.

Aaron and Kim cleaned occasionally during Steve's hunting vacation in early December.

We continue to maintain plumbing fixtures. Any complaints?

After notices from Worcester's Water Division, Kim easily installed hose-bib vacuum breakers on our five threaded taps on October 13, and they passed re-inspection .

Dianne's food pantry crew removed the doors to the pantry cabinets for better access, then Bart and youth stowed them over the MSG room.

Nancy gave her key inventory to Jen for her to put in a spreadsheet.

Kim reorganized some of the B&G historical binders in the MSG room history cabinet. Note that B&G files and manuals are located in various rooms for the convenience of primary users. Recent mail is in our mail folder next to that cabinet. Most manuals are behind the custodian's desk to the right of the Fellowship Hall "stage." Receipts/bills/work-orders/contractor-inspection-reports are in the Treasurer's locked file cabinet in the main office, alphabetized by vendor.

Kim drafted an e-copy of our partially completed Church Mutual safety checklist, then heard that nothing but maybe the lounge window concerns them or City officials at inspections.

– *Kim McCoy,*  
*Chair*

Unitarian  
Universalist  
Church of  
Worcester

## Board Committee: BYLAWS & GOVERNANCE

THE BYLAW COMMITTEE did not meet this year. The committee did receive requests for interpretations from time to time. These questions indicate that amendments may be needed to address possible ambiguities in membership criteria and committee structure.

The Board appointed a Leadership Task Force to examine and make recommendations about leadership development and whether the present governing organization structure meets the needs of the congregation. The task force recommended that a Leadership Committee be

formed to examine, among other things, the committee setup and leadership development responsibilities. If this recommendation is implemented in 2010-2011, it is likely there will be changes to the bylaws next year.

– *Tom Pierce*

THE FOLLOWING REPRESENTS THE ACTIVITIES of Greater Worcester Unitarian Universalist Campus Ministries, Inc. (GWUUCM), for fiscal year 2009-2010.

A Project Grant Application was presented to the Director of the Young Adult and Campus Ministry on June 13, 2009. After a conversation with Director Kesting, it was determined that funds would not be granted this fiscal year, however, we would be given consideration for next year.

After diligent work by the Steering Committee, GWUUCM received 501(c)(3) tax-exempt status on November 11, 2009.

The Steering Committee has amended GWUUCM's bylaws to clarify our mutual accountability and working relationship with the campus minister and with the students on the campuses we serve.

A letter updating past and potential campus ministry donors regarding GWUUCM's activities during the past five years is being mailed. In this letter are contribution cards also being handed out at roadshows.

The current Board of Directors and Steering Committee members for GWUUCM are Susan Neaz, Stuart Floyd, Cheryl Leshay, Kelsey Miranda (student), and Lydia Proulx (student).

Rev. Leshay officiated at the funeral of a student's brother.

GWUUCM and UUCW's campus ministry project was highlighted in a workshop at the UUA's general assembly "Tending the Flame."

Rev. Leshay has performed three weddings for students.

The Campus Minister, Rev. Cheryl Leshay, supported groups on two college campuses. Cheryl meets individually with students from Atlantic Union, Mass College of Pharmacy Becker, and Holy Cross. Students from these campuses/schools utilize Cheryl's pastoral services. WPI has a membership of about 30 with an active core of about 15. The 2009-2010 entering class at Clark met regularly this year. Both UU campus groups run their respective groups and are self-supporting. The students from the other schools are invited to these two groups as well as being informed of local UU church services in their area. A third group, at Worcester State College, is coming together with the help of Lydia Proulx.

GWUUCM now has a presence on Facebook, where students are informed of upcoming roadshows, student-run events, and UU church happenings. Additionally, individuals have the opportunity to make a contribution.

Visit our website at [www.GWUUCM.org](http://www.GWUUCM.org) to view Steering Committee minutes and reports to UUCW and other campus ministry items of interest.

This year's congregational roadshows were made for Ashby; UUCW; Storrs, CT; and Munson. Palmer has scheduled one for the fall.

– Sue Neaz

THE COMMITTEE ON MINISTRY is charged with strengthening the quality of ministry within the congregation. While part of this committee, the professional minister and his service to the congregation is not our primary focus. Our primary task is to look at how the various groups and committees within the church function and what improvements in process or function might improve the institution overall. As we do this, we work closely with the Board of Management. We are also the “go to” people for conflict resolution – whether between groups in the church or between individuals.

We have had a busy year: The Committee on Ministry led the worship services on October 25, 2009. Our message dealt with finding community in various ways in a growing, mid-size congregation.

We prepared the Congregation Survey Report from the online survey conducted by the Committee on Ministry in the spring of 2009 and made it available to any interested member.

We have met with the Board of Management on two occasions and with the Program Council once.

We joined with representatives from Member Services and the Board to look at possible ways to better support the current and future

leaders of this congregation. The report was presented to the Board in February 2010.

We have taken the lead in coordinating the planning of Aaron Payson’s upcoming sabbatical. The team is near completion of worship planning. Provision for pastoral services and counseling, when needed, is also in progress. A leadership team will be introduced to the congregation in late fall 2010.

Coordinating with Fundraising’s *Biscuits and Jam* breakfast, the Committee on Ministry hosted both Coffee Hours on April 18, 2010.

*Peggy Veal and Alan Wolcott  
Co-Chairs*

*Jerry Brink  
Marieca Davieau  
Ann Jasperson  
Joan Webster*

FOR A COMMITTEE THAT BEGAN LIFE barely more than a year before I write this report, we have accomplished quite a bit.

Our charter is to address how we communicate – with each other as well as with the world around us – and how we can improve the effectiveness and quality of those communications.

For this past year we worked on four major projects. First was the release of *How UUCW Works*, a compendium of knowledge, facts, etc. about the church, its building, history and lore, tradition, organization, governance, and operations that Russell Kay put together in late 2008. This lay untouched and uncorrected for some months – conceptually it will always be out of date and “in process” – until in October 2009 it was decided to publish the work as it currently exists. The booklet runs about 20 pages and to save paper is available in electronic form as a PDF file. For a copy, send an email request to [russkay@charter.net](mailto:russkay@charter.net). Eventually we plan to make *How UUCW Works* available on and accessible from the UUCW web site. Note that additions, corrections, suggestions, and improvements are always welcome.

The second major project was the UUCW web site. Although we have had some kind of web site for nearly a decade, it has suffered over much of that time from its Topsy-like roots (it just grew!) and the fact that it has always been designed and maintained by a changing cast of volunteers who program and service all the various pages. Limitations in the amount of storage available through our Internet host provider have also limited the amount of material we can put up on the page.

Almost a year ago our then-Webmaster Michael Murphy relinquished the job for personal reasons and we scrambled to find a replacement. Kristi Chadwick raised her hand and has since done an admirable job in keeping the current web site going and making many improvements in its operation, all the while working on a new web site design and organization. That new site is still very much in its early days and not yet ready to be released; we will keep the congregation informed.

While the transition was going on, we also discussed and explored the possibility of hiring a professional web developer to redo our site. We were in negotiations with one (a UU who has done several very attractive UU church web sites, and at

a very reduced price) when family problems forced him to withdraw from the project.

Project Three involved the appearance and functionality of UUCW’s many publications, and the fact that hardly any two of them looked like they came from the same organization. Questions of organizational identity and branding were raised and discussed. Russell Kay spent most of last summer designing a new nameplate/logo for UUCW as well as revamping and redesigning existing publications.

The first major fruit of this was the new newsletter, now called *The UUCW Message*, and designed specifically for electronic distribution instead of printing on paper. At present, the Office only has to mail out about 30 printed copies of each newsletter, the rest being distributed through email as PDF files. This has resulted in significant savings in time, postage, and production costs. (Anyone who requests a copy via mail will receive one.) Newsletter frequency and its impact on the office workload has also been discussed, and it has been decided that beginning in May *The UUCW Message* will be published every two weeks, with updates in between as needed.

Several other publications were designed using the “new look” and this became especially evident during the annual Stewardship Campaign.

The final project, more of a back-burner issue, has been the discussion and creation of a number of policy documents. We created and the Board approved an overall Communications Policy. We are working on, though not quite finished with, additional policies dealing with issues specific to the Web site and to our communications with external organizations and media.

For the future, we are planning to move our web site to a different commercial hosting service that can supply sufficient storage and bandwidth and allow us to maintain much more material on-line. This will become especially critical as the overall web site redesign program evolves in the coming year.

There has been a moderate amount of turnover on the committee this year, and we welcome the participation of anyone who is interested.

– Russell Kay and Karen Tobin  
Co-Chairs

WE BEGAN THE NEW CHURCH YEAR with the annual end-of-the-year picnic on RE Sunday. We had beautiful weather again and the largest attendance ever – close to 200 people.

Our other large event was the annual Tea after the Vespers service. Many people enjoyed the wonderful food served on the china, coffee and tea poured from the silver urns, and talking to new and old acquaintances in celebration of the holiday season.

Circle dinners were re-organized and re-energized this year by Mara Pentlarge, with folks sharing meals at their homes or eating out together in restaurants. People who participated in the dinners enjoyed food and got to better know other circle members.

This year, we tried different formats for many events. Fellowship put on monthly Sunday Socials. The low-cost or no-cost events hosted by Janet Stone allowed congregants to gather and chat on a small scale while engaged in poetry discussions, a movie at Clark University, and a tour of Worcester Art Museum's exhibit "Flora in Winter," led by our docent Vicky Aberhart. Two highlights of the Sunday Socials were "The Antiques Roadshow" and the October Feast, both of which raised money that went toward the church fundraising budget.

In January, we hosted an International Potluck dinner to help celebrate the Rev. Dr. Martin Luther King Jr.'s birthday.

On April 18, we provided a breakfast of eggs, biscuits, ham, and jam as a contribution to the church's fundraising efforts.

Finally, this year we changed the method of finding hosts for the Fellowship Coffee Hours after the Sunday services. Church committees agreed to host at least one event during the year. The RE classes and the Youth Group continued to participate in hosting coffee hour. Catherine Roberts undertook responsibility for recruiting and scheduling other hosts.

– *Sandy Mayes*  
*Chair*

## Board Coordinator: 50/50 OFFERING

IN 2005, JUDY SAVAGE INTRODUCED to the Board of Management the concept of the 50/50 offering. In a 50/50 offering, we share half our Sunday offering (minus the pledge payments) with a small local charity that could use a couple of hundred dollars for their programs. National and statewide organizations would not be included, and organizations would not be repeated because of the good works of so many small agencies. This is our effort to effect social change within the Worcester area. As a bonus, the program increases the cash flow to the church.

We agreed to try the program on a trial basis, and the rest is history. This program has proved to be highly successful, with checks sent to agencies at the inception of the program in the \$180 to \$200 range; this year's average was \$450.

Charities have included The Rape Crisis Center, the Willis Center, the Mass. Association for the Blind, the Girl Scouts of Montachusett Council, AGAPE Animal Hospital, Pernet Family Health, The Bridge of Central Massachusetts, GLBT

Partnership Project, Abbey's House, Dismas House, NEADS (Hearing Dogs), Worcester Animal Rescue League, Rachel's Table, Refugee Service of Lutheran Social Services, Pat Brody Shelter for Cats, Worcester Citizen Advocacy Inc., Interfaith Hospitality Network, Jeremiah's Inn, Worcester Youth Center, Earn-a-Bike Program, Youth Grow, Stone Soup, CASA, AIDS Project Worcester, and Daybreak.

With few exceptions, each of the above has been suggested by members of the congregation, which is in itself a tribute to the congregation.

I would like to take this opportunity to thank each and every one who has participated, made suggestions, and donated financially to this worthwhile effort. Thank you all for your generosity!

*- Don Guyton  
Coordinator*

## Board Coordinator: FOOD PANTRY

IT IS HARD TO BELIEVE that the Food Pantry has been operating at the UUCW for a year (as of our April distribution). It is testament to our interest in social justice that this program moved operation from St. John's Episcopal Church with relative ease. There would be no Food Pantry without those who have participated in this important function. Therefore, we thank all the volunteers who transferred from St. John's Church; those who, each month, get the food from the Worcester County Food Bank; the volunteers who set up; those who help distribute food to our needy clients; youth who help on many levels; and those throughout our congregation and community at large who have donated food, money, and gift cards. A special thank you goes to the Greater Worcester Humanists, whose school supply drive was very successful. Without all of you, this vital service, the only food pantry in this section of the city of Worcester, would not have the generosity of spirit and kindness, which is a continuing source of pride.

During the year, systems have been developed for regular setup and distribution of food. We are also a location for emergency food for people at other times. Having Paul and Betsy Wood transfer from St. John's to operate the pantry has been wonderful. What could have been a difficult period was made much easier given their background with this pantry and their cheerful and giving nature.

During a "normal" month, the pantry distributes food to approximately 65 households. Clients receive pasta and sauce, canned fruits and vegetables, soups and stews, canned tuna, peanut butter, cereal, juice, paper products, meat, eggs, hygiene, and other miscellaneous items. However, one could never call the Thanksgiving distribution normal. That month the pantry distributed food to nearly 100 clients. In addition to the regular items, clients received gift cards from area groceries to help purchase turkeys. Thank you, again, to everyone in the congregation who has given a gift card to the pantry.

We have begun several initiatives to promote the pantry and involve other area organizations in our mission. Thank you to St. George Catholic Church, The Triumphant Life Church, Bancroft School, the Greendale YMCA,

and the First Baptist Church. Although we receive a great deal of food from the Food Bank, donations from these organizations are most welcome. Be it staples such as cereal and soup, or something special (such as a birthday package), these donations help to round out our offerings each month.

Additional items we have worked on this year include the completion of a mission statement, proper food-handling procedures, recycling of corrugated cardboard, providing Spanish interpretation, a theme for certain months (such as back to school and the coat drive), and marketing of the pantry by sending a letter to all school principals in our zipcode. Arrangements have been made with a local cab company to help transport clients as necessary.

We thank Sue Neaz for her efforts in coordinating the UUCW in the local CROP Walk. This walk generates additional income for the pantry. It is also important to note how much our clients love having Laurie Drazek available as the Pet Food Pantry.

A 2008 study by Feeding America, the umbrella organization for the Worcester County Food Bank, noted that "for 1 in 6 Americans, hunger is a reality." We work on a difficult problem in very difficult economic times. Yet it is our pleasure to serve our clients. It can be said that they give as much to us as we give to them.

– Dianne Mann  
Coordinator

IN JUNE 2009, Human Resources notified all church employees of annual salary changes, 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 eighth year since we 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.

The delay of formal notifications from May until June 2009 was due to a significant shortfall in projected revenues for the fiscal year. After recommending an across-the-board pay cut for all church staff to avoid laying off staff and eliminating programs, HR was deeply involved in efforts to raise congregational awareness, to bring in increased pledge amounts, and to adjust staff compensation as appropriate. By early June, we were able to reinstate salaries at the 2008-2009 level for three staff members, and remaining staff received either an increase in their professional expenses or a reduction of the 6 percent salary cut to 4 percent.

HR also proposed to the Board of Management that language be added to the DRE agreement to accommodate a sabbatical. The proposal was approved, and the DRE agreement was updated.

In July, the HR Committee developed a staffing relationships document and matrix and presented it to the Board as a resource for discussing and clarifying the relationships between staff and between staff and committees.

The compensation 2010-2011 budgeting process began in late December with requests to various stakeholders for input. A detailed compensation and benefits proposal was submitted in mid-January, and we provided a walk-through of the detail and priorities at a budget planning meeting in late January. As the budgeting process proceeded, HR continued to advocate for appropriate salary adjustments and fair salary treatment for all staff.

With a significant increase in premiums for the existing health insurance benefits for the minister and his family, considerable review and thought was put into comparing and evaluating

alternative health insurance plans for the minister. Ultimately, a decision was made to join the UUA Health Plan trust, and the minister and his family are now covered under the UUA Health Plan.

In February 2010, the UUA offered an open enrollment for dental insurance and life and disability insurances because of a change in carrier and a change in the qualifying hours for staff. This resulted in HR proposing to the Board to offer life and disability benefits to the Youth Program Coordinator. The proposal was approved. Subsequently, HR facilitated the process of enrollment for these benefits as well as staff members who chose to elect dental coverage at their own expense.

*– June Davenport, Chair  
Emily Green  
Beth Posner-Waldron*

## Board Committee: INVESTMENTS

FOR THE 11 MONTHS of the church fiscal year, May 1, 2009 to March 31, 2010, the Investment Fund had a total return of 37.7% or \$65,671. This compares to a gain of 31.9% for the Dow Jones Industrials and a gain of 32.2% for the S&P 500. The portfolio total on May 1, 2009 was \$174,378. \$7,615 was transferred from the Investment Fund to the operating budget during the year. The portfolio total on March 31, 2010 was \$249,960. 63% of the portfolio was invested in stocks, 34% in bonds, and 3% in cash. The estimated percentage of socially responsible funds (including bonds) was 67.5%. A bequest in the amount of \$17,526 from the Estate of Ruth Knight was transferred to the Investment Fund in November 2009, but is not included in the total return for the period.

Our investments at this time include the Alliance Bernstein Bond Fund (10.25%), Fidelity

China Region Fund (5.66%), Fidelity Total Bond Fund (7.35%), Parnassus Equity Income Fund (12.24%), Williams Company (8.28%), Fidelity Capital & Income Fund (16.79%), Alger Green Fund (7.64%), Dodge & Cox International Stock Fund (8.07%), Fidelity Canada Fund (12.49%), Janus Overseas Fund (8.71%) and Cash (2.52%).

– Margos Stone, Chair  
Ed Clary, Andy Hegedus, Bob Whitney,  
Irving Wolfson

## Board Committee: LIBRARY

Betty Jenewin and Libby Westie met in February to discuss two projects that they thought could be done in a fairly short time frame. One is the reorganization of the church library; the other is sorting and cataloging our church's historical records. As a result of their meeting, a task force consisting of Betty, Libby, Rachel Peckar, and Mary Plummer will meet in April to sort the four collections in the church library: books relating to Unitarian Universalism, theology, and spirituality; books in the Welcoming Church collection; books about the Environment and Green Practices; and books in support of the work of the Accessibility Committee. These books will be sorted, labeled, fitted with cards and pockets for checkout by the honor system, and eventually catalogued. In the future, we may have an "adopt-a-book" program to expand the materials in these collections.

The second project will be launched when the first is completed. Betty and Libby hope to do it in the same way, with a one-day workday

conducted by task force. When the archived materials are sorted, catalogued, and stabilized (as some of them are in need of preservation), there is a further need to decide how the church's records should be maintained and archived going forward. We consider this to be a separate project.

– Betty Jenewin  
Libby Westie

Member Services Committee was co-chaired this year by Kim Napoleone and Sue Hegedus. Other committee members include Mary Fitton, Kathleen Paracer, Janet Fisher, Bobbi Mawdsley, Sue Whitney, and Bernard Kingsley.

This church year, our formal membership was reported at 219. Eleven new members joined the church this year. They are:

- Mary Ruth & Joseph Forgette (May 3, 2009)
- Steve & Shirley Rieven (May 3, 2009)
- Roberta Mawdsley (Sept. 27, 2009)
- Janet W. Fisher (Nov. 8, 2009)
- Beckley & David Schowalter (Nov. 8, 2009)
- Deborah Cottis (Nov. 22, 2009)
- Barbara J. Wahlstrom (Jan. 31, 2010) and
- Ana Bedaiko (Feb. 21, 2010).

This year our committee spent a lot of time focusing on what it takes to attract, assimilate, and retain members. With this in mind, we met with Rev. Aaron Payson, Tom Pierce (vice president and head of the Program Council), Denise Darrigrand (president), and the Board. We looked at what we are doing with our committee to facilitate the above objectives and church growth. We also fashioned a description of a membership/volunteer coordinator position that we hoped we could fund. We are committed to moving toward this goal.

We continue to expand the Member Services Committee and develop new leadership. Many new faces were seen on Sunday mornings at our front door as greeters and ushers, and we hope to continue to expand this. We identified a large number of individuals who are active and involved in the church but have chosen not to join. We prepared a coffee hour and advertised how to become a member and the benefits of membership.

We are finding the benefits of using technology to connect quickly with newcomers and visitors with an e-blast about events targeting newcomers. With our up-to-date database of attendance, we are more able to identify people we have not seen in church for a while. We plan to keep all our documents in digital form, so that they are available for use and do not reside with just one person. These include such things as announcements for *The UUCW Message*, New UU materials, and the New Member Ceremony.

We are also looking at creative ways to integrate newcomers, whether at a New UU class or serving on committees. We are encouraging collaboration with other committees such as Fellowship or Parish Service. We are also working on our processes to connect with newcomers, sending out a letter, and distributing packets to new members. We are also looking at introducing post-service greeters who would be responsible for connecting with visitors and newcomers.

We are working to get an up-to-date digital church directory by the end of this year. Thanks to Jennifer Landry, our office administrator, for this and for her hard work updating all nametags this year, as well as for all the other detail work she does for our committee.

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

## Program Committee: PARISH SERVICES

THE PARISH SERVICE COMMITTEE is charged with visiting shut-ins, documenting joys and sorrows at church services, providing transportation and meals to church members when needed, and organizing refreshments for memorial services.

This year, the PSC has consistently visited members in various stages of recovery, such as nursing homes, assisted-living residences, rehabilitation centers, and in their homes. In November 2009, we conducted our first Parish Visitors Day, when six members of the PSC and 12 members from the congregation visited shut-ins in teams of two to five people. The purpose of Parish Visitors Day was 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 who need them. We believe this effort was relatively successful. Another Parish Visitors Day is planned for May 16, 2010.

The joys and sorrows portion of Sunday services had been sporadically recorded by the PSC, by attempting to take notes from the pews. Currently, joys and sorrows sound bites are extracted from service recordings by Rob Mack and sent to PSC member Colleen Stevens, who logs the

notes into a Word document. This gives our committee and the minister more consistency and a more timely approach to documenting joys and sorrows. Cards are sent to joys and sorrows speakers when deemed appropriate. Our committee extends many thanks to Rob Mack and Colleen Stevens for their efforts in this regard.

So far this year, our committee has not organized or provided food for a memorial service.

Meals and transportation have been provided as often as possible by the committee. We thank the many members of the congregation for stepping up when requested to help their fellow church members. We're all very blessed by the outpouring of love from members and friends in our congregation, and the PSC is grateful for the incredible treasure of caring souls here at UUCW.

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

## Program Coordinator: SOCIAL JUSTICE

I HAVE VOLUNTEERED to work on getting social justice programs identified, developed, and organized at UUCW during the next fiscal year. Along with Nancy Banks from the UU Mass. Action Network, I plan to set up a social justice forum in which we can discuss:

- issues that we are already involved with – hunger, green energy, accessibility, GLBT;
- issues we have been involved with in the past – the environment, simple living, free trade products, Dismas House;
- issues the children and Youth Group have been/are involved with and possibly look at including adults as well; and
- new issues that people are interested in/passionate about - ?????

It appears that we have a solid base to build on and that many people want to be involved with social justice issues. Let's talk and see where we go from here. All are welcome! All input is welcome!

Watch for the date of the Social Justice Forum and for information on the Social Justice bulletin board on the right-hand side when entering the RE/Office/Hall wing.

Let's stand together on the side of love!

– Judy Savage  
Coordinator

THIS YEAR'S STEWARDSHIP CAMPAIGN marked a distinct difference in the way this important UUCW function has been organized and gone about its business. In the past, a chairman or two has been chosen, and that person or team has been almost entirely responsible for planning, organizing, and conducting the annual canvass pledge drive. Finding people with the needed skills, time, willingness, and drive to do this has been a perennial problem, one of the hardest recruiting and selling efforts any Board president has to make. In most years, and this one was no exception, the campaign leadership isn't even lined up and signed on until mid- or late-Fall at the earliest. With the holiday season then intervening, the result is a frantic race in January to define the upcoming campaign, organize volunteers, create and produce all needed support materials, and then inform and motivate the congregation ... hopefully without alienating too many people.

For 2010, it was decided to divide the job into two major and different functions from the beginning. One was the nuts-and-bolts of administration and oversight, record-keeping and reporting, recruiting and training volunteers (whom we decided to call Stewards), and other support and action functions. Alan Kolbe signed on for this part of the job. The second area involved the creative aspects of defining, marketing, interpreting, and publicizing the campaign to the congregation. Russell Kay agreed to take on this responsibility, to help give the campaign a distinctive personality and consistent voice. Overall planning was done in combination with the Finance Committee and others from the Board of Management. An initial theme – *“The Four C’s of UUCW”* – was derived from comments made and material written in early January by Aaron Payson and Denise Darrigrand.

We knew going into the campaign that this was going to be a rough year. Raising money in a time of high unemployment and general economic hardship was not going to be easy. With this in mind, we decided early on to do the best possible communications job we could, telling the congregation about the needs of the church and its programs as well as conveying the thinking and priorities of the Board of Management. We were committed to being as transparent, as open, as

honest as we possibly could in both raising questions and answering them.

For a variety of reasons – the two biggest being the lack of our biennial service auction in fiscal year 2010-2011, plus reduced financial returns on our invested funds due to the marketplace and the national economy – we knew we would have to raise even more in pledge income for this coming year than the previous, even if our expenses remained exactly the same. And we wanted to do more than the bare minimum; in particular we hoped to restore the pay cuts our professional staff had taken the previous year.

**Three Visions for Our Future.** As a strategy for presenting available options and showing the congregation the thinking and priorities of the Board and Finance Committee, we decided to set not one goal but three incremental goals. We called these Visions and created a brochure that outlined the overall goals for each Vision and showed what each could provide.

**Vision One** we called “Bare Bones,” because it included no new programs, no pay cuts were restored, and the only increases were in things beyond our control. We characterized this goal as *“near-sighted, extremely conservative, with continued austerity.”*

**Vision Two** represented improved services and a chance to move ahead. We wanted to at least partially restore pay cuts for the minister and other professional staff. And we would bring our annual contributions to the UUA up to the fair-share level. Vision Two was characterized as *“some improved programs and greater financial stability.”*

**Vision Three** represents what all the various church departments and committees and the Board really felt was needed to carry out our programs and ministries most effectively. Even here, however, restored staff salaries would still remain quite low compared to UUA norms and recommendations. Our tagline for Vision Three was *“important new programs.”*

At a special Spaghetti Supper and Dance held on Saturday, February 13, Russell Kay and Finance Chairman Michael Holbrook kicked off the Campaign by presenting an overview of the theme and the three Visions. This presentation was repeated the following morning at both services.

## Board Committee: Stewardship Campaign 2010

**Organization and Results.** That was our strategy for the Stewardship Campaign. Our theory – our hope – was that raising questions early and answering them as completely as we could would motivate the congregation to an increased level of giving.

*“In theory, theory and practice are the same. In practice, they are not.”*

We still had the very real task of conducting the campaign. Under Alan Kolbe’s leadership, comprehensive record-keeping, and meticulous attention to detail, our team of nearly 40 volunteer Stewards approached most of the more-than-200 households in our community to deliver our message and answer their questions. Of those we canvassed as of March 31, 167 made pledges, about the same as last year. 76 families increased their pledges; 31 families pledged the same amount as last year; 32 reduced their pledges; and 22 new households joined our pledge family.

In the end, this year’s campaign raised \$226,651 in pledges for Fiscal Year 2011, which starts May 1. This is an absolute record, the highest amount we have ever raised. **Thank you so much!** The average pledge was \$1,318 per household, an increase of over 4% from last year and 1% higher than FY 2009. Pledges ranged from \$30 to \$8,400, with the median at \$884 – that’s 10.5% higher than FY 2010 and 17% above FY 2009’s median pledge.

**Results and Consequences.** Unfortunately, even our new giving record didn’t quite reach the goal for Vision One, the lowest level we had considered viable. Since concluding the active phase of the campaign, the Board of Management has discussed priorities and budgeting options for the coming year. It sponsored two public meetings to inform and gain input from the congregation prior to crafting the final budget. The first of these meetings, held on Sunday after coffee hour, was attended by eight congregants not previously been involved in budget discussions. Four congregants attended the second meeting.

UUCW has no real choice but to live within a balanced budget; there’s no tooth fairy, Santa Claus, or stimulus package that’s going to bail us out. Pledges constitute over 80% of the church’s total income, so the amount the congregation pledges pretty well determines how much the church can spend during the coming year.

The economies and austerity reflected in the proposed budget don’t represent the end of the world for UUCW, but they will limit our capabilities and constrain our activities and ministries. Salary issues remain a real concern. Many feel that past pay cuts and no increases, year after year, are unfair and work against the church’s long-term welfare. Yet what alternatives are there? The compensation situation raises important questions: What can we accomplish? What should we be trying to achieve?

**Looking to the Future.** The annual Stewardship Campaign has traditionally been a poor stepchild in the church’s financial structure. One real problem is that the campaign has been viewed as a once-a-year event rather than an ongoing effort. We must ensure that once an individual or family has begun attending, they have a stewardship conversation with a year-round steward.

Also, an important task for the coming year will be to get next year’s Stewardship Campaign organized and working *before* church breaks for the summer, and to begin to redefine it as the continuing activity it needs to be. This early start will avoid the recruiting and deadline problems we always face organizing the campaign in the fall and winter during the holidays. We need to upgrade our database and processes for gathering and keeping current the full contact information of all congregants, especially new members of the community. This will ensure that stewards always have accurate phone and email addresses available.

Lastly, though it is outside this group’s charter, UUCW needs to actively seek additional sources of fundraising and income generation, especially activities and events that involve (and bring in money from) the larger, external world. If we continue to rely almost exclusively on the annual contributions of our own small community – those congregants who come to church week after week and contribute their time and talent in addition to their pledges – we will always be strapped for resources. If we can reach beyond our traditional boundaries, then we will face a brighter, more positive future.

*– Alan Kolbe and Russell Kay  
Co-Chairs*

## Program Coordinator: SUMMER SERVICES

IN SUMMER 2009, UUCW held 11 services and one picnic between and including June 7 and August 30. An average of 28 people attended each service, with a high of 37 and a low of 19. Sign-in sheets showed that at least 116 different individuals and 28 member families attended services in the summer.

Seven services were led by lay members of UUCW, two were led by our ministers, and two by guest speakers/musicians. A full schedule left three would-be presenters on a waiting list at the end of the summer. Service leaders were as follows: Tom Pierce, Shirley Rieven, Jerrod Oltmann, Raven Kaldera (substituting for Jim McGrath, who fell ill), Sandy Paracer, Joan Webster, Art Shea, Rev. Lara Hoke, Catherine Roberts, Dave Curry, Rev. Aaron Payson, and Joan McGinn.

Many members and friends of UUCW assisted with services, as well as with the picnic. Extra activities were offered at the picnic and the drum circle service, which were advertised as family-friendly: a singalong, led by Moira Rouse,

and a drum-making workshop for children, led by Lee Erikson.

A net total of \$471 was collected from plate donations, including a pre-season donation of \$10. About \$30 of this was used for coffee hour and miscellaneous expenses. Dave Curry, a guest speaker/musician, was paid \$75 from Matt's guest musician budget; the other guest presenter, Raven Kaldera, donated his services. Rev. Lara Hoke, our former affiliated community minister, also donated her time. Rev. Aaron Payson's time was traded for one of his services during the regular season.

In 2010, for the first time, summer services will have a budget. The allotted money will be used, as before, for coffee hour and miscellaneous expenses, and to bring in one or two guest speakers and/or musicians without dipping into the regular guest musician budget.

– Peter Ringo  
Coordinator

## Board Committee: TECHNOLOGY

DURING THE PAST YEAR, there were no action items, but some supplementary items were completed:

*Wi-Fi:* I installed an access point in Fellowship Hall. Wi-Fi in the sanctuary is complete as well. Password-protected access is available in Fellowship Hall, the sanctuary, and the lounge.

*Projection Screen:* I requested last year to move a screen from the wall in the storage area to Fellowship Hall. I worked with Kim to move this forward. We inspected the screen to see if there was damage, and the screen appeared to be acceptable. This screen is located between the two wall-mounted speakers in Fellowship Hall.

I purchased a replacement disk drive for the computer since scheduling time was an issue. The new computer has its original hard drive plus an auxiliary disk. I rebuilt the original office computer with a new motherboard and memory. It is now in the minister's office and ready for use. I may move it to the MSG room because this unit is faster than the one there. I will need to transfer some programs to the newer computer, a 3.0 P4 with 1 GB of memory. I was able to salvage the

original disk and its programs.

In the office, I replaced a hub and rearranged the Internet hardware to allow good ventilation and positioned it so that it will not disconnect easily; if it does become disconnected, most likely it will be visibly noticeable.

When the headset wireless microphone failed, Rob Mack donated a VHS diversity system; however, the range of that unit is such that it will be not allowed to operate as of June 2010. I researched vendors in the Worcester area about alternatives, and there are some available in the \$300-\$600 range. Since money is tight, I purchased a replacement microphone for the inexpensive NADY unit we have been using; while still usable, the NADY unit is very noisy. I still recommend a replacement to a true diversity microphone.

Lastly, I marked all the electrical outlets in Fellowship Hall and verified the corresponding circuit breaker. There is a marking on the faceplates of the outlets.

– Paul G. Marr

## Board Committee: WELCOMING Congregation

A GROUP MET IN SEPTEMBER 2009 to assess the status of the Welcoming Congregation Program, which was developed by the UUA Office of Bisexual, Gay, Lesbian and Transgender Concerns. It was noted that the curriculum for this program was expanded after our church obtained its certification in the 1990s, and that many current congregants were not with us at that time. The group decided to host four workshops during the winter to refamiliarize everyone with the program and to address the transgender and bisexual issues not included in the earlier curriculum. The workshops were well-attended (an average of 30 people at each workshop) and interesting thanks to presentations by Aaron Payson, Emily Ferrara, Liz Rotti, Peter Ringo, Denise Darrigrand, Laurie Drezek, and Tom Pierce.

There was some talk during the winter as to whether so much effort should be given to this program. Weren't we already there? Aren't we

already a welcoming congregation? The answer to these questions is that a Welcoming Congregation is not a destination, it's a vision. The Welcoming Congregation Program requires a commitment not only to address issues as they arise but, more importantly, to raise awareness that we each have personal feelings about things we do not understand, and that is fine and natural. The Welcoming Congregation Program will help us to identify these personal feelings and deal with them in a manner consistent with our UU values and principles. To this end, the Welcoming Congregation Committee intends to continue to provide workshops, social events, and community outreach to connect our church with other churches and programs in the coming year.

– Tom Pierce  
Vice President

## Program Committee: WORSHIP ARTS

THE WORSHIP ARTS COMMITTEE was responsible for nine WAC services this calendar year:

- October 25: Committee On Ministry – “Community as Worship”
- November 15: Association Sunday – “Building The Beloved Community”
- November 29: Rahim Al-Kaleem – “In Name Only”
- December 27: Dawn Garabedian-Weber – “Living In The Moment”
- January 23: Peter Ringo – “The Road Not Taken”
- February 28: Cheryl Leshay – “Campus Ministry Roadshow 2010”
- March 21: Youth Group – “Nonconformity”
- April 18: Music Service – *Hymnody of Earth*
- May 30: Cheryl Leshay – Memorial Day

We tried to cover these services with a mixture of

lay-led and outside speakers, in order to create as much diversity and inclusiveness as we could. We feel we were quite successful in accomplishing this, and several of our service topics were real eye-openers and stimulated fresh conversations within the church. Feedback on WAC services this year was quite positive. We did pay for three guest speakers. The rest of the services were lay-led from within the church community.

Membership in the WAC continues to hover around 6 people, plus Aaron and Matt in attendance. Many members were unable to attend meetings this year, so most discussions were had via email. Janet Stone joined the committee in the fall and soon volunteered to co-chair along with Rob Mack. Janet is currently heading up the WAC organization of sabbatical replacements for Aaron next year.

– Rob Mack and Janet Stone  
Co-Chairs



# Unitarian Universalist Church of Worcester

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

## Other Items

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## COLLECTIONS

THE COLLECTOR CONTINUES TO RECEIVE and deposit all money that has come in during the week, with assistance from the Deposit Team composed of 11 a.m. counters Don Guyton, Doris Horgan, Wally Johnson, Margos Stone, Bob Whitney, myself, and substitute Kathleen Paracer. 9 a.m. plate collectors Janet Fisher and Peter Ringo were also very diligent about their responsibilities. Peter was also responsible for securing the collections from the summer plate. Many thanks go to all of them for their help this year.

Receipts are allocated to the proper account, after communicating with the pledge secretary, treasurer, and event or program chairpersons if needed. The collector then makes the weekly deposit, prepares the deposit report,

and is responsible for the timely communication of the information to the treasurer, pledge secretary, office administrator, and others as necessary.

Cash offering envelopes are on the Welcoming table and in the pews. Thanks go to Jennifer Landry and Russell Kay for enabling the envelopes to be produced in-house.

Next fiscal year, the collector position will be split into two parts, with a different collector during the summer. I am pleased that Kathleen Paracer will be the new collector during the regular year beginning May 1, 2010, and that Margos Stone will be the new summer collector.

– Ginny Brink  
Collector

## PLEDGE SECRETARY

PLEDGE PAYMENTS HAVE BEEN VERY GOOD. It is clear that many folks are working at fulfilling their pledge, That is very gratifying.

In numerical terms, the FY 2009-2010 budget calls for \$198,606 of current year pledges to be made by April 30, 2010. The proposed FY 2010-2011 anticipates that \$2,725 of FY 2009-2010 pledge payments will be received after April 30, for a combined total \$201,331. This is 94.4% of the pledges on hand as of May, 2009, which will be a spectacular performance. Based on feedback from some pledging units and the momentum of the last few weeks, it appears this will happen.

It is time for me to move onto other activities. I would like to see a replacement installed during the fall, but absolutely no later than April 30, 2011.

The table below compares the pledges for the next fiscal year with pledges for the year just ending, as of April 13. The great news is that 77 units increased their pledge an average of 25%. This is a testament to the congregation's response to the leadership of the Stewardship co-chairs, Alan Kolbe and Russell Kay. You can see that 25 (3+5+17), who had not pledged as of May 2009, made a pledge for the

forthcoming fiscal year. The not-so-good news is that 34 units decreased their pledge and 18 units did not renew a pledge.

– Bob Whitney  
Pledge Secretary

|  | FY 2010-11 Pledges |                  | FY 2009-10 Pledges |                  |
|--|--------------------|------------------|--------------------|------------------|
|  | Number             | Amount           | Number             | Amount           |
| Unresolved Prospects                         | 2                  | ??               | 2                  | \$2,700          |
| Pledged in 09/10, but not in 10/11           |                    |                  | 18                 | \$10,995         |
| Pledged in 10/11, but not in 09/10 (by 5/09) |                    |                  |                    |                  |
| <i>Pledged prior to 09/10</i>                | \$3                | \$1,870          |                    |                  |
| <i>Made mid-year pledge in 09/10</i>         | 5                  | \$3,960          |                    |                  |
| <i>First time pledge in 10/11</i>            | 17                 | \$12,942         |                    |                  |
| <i>Increased pledge in 10/11</i>             | 77                 | \$131,154        | 77                 | \$105,030        |
| Kept same pledge in 10/11                    | 36                 | \$46,110         | 36                 | \$46,110         |
| Decreased pledge in 10/11                    | 34                 | \$30,615         | 34                 | \$48,520         |
| <b>TOTAL</b>                                 | <b>172</b>         | <b>\$226,651</b> | <b>167</b>         | <b>\$213,355</b> |

# NOMINATING COMMITTEE REPORT

IN ACCORDANCE WITH THE UUCW BYLAWS, we submit the following nominations to Officers, Board and Nominating Committee positions with terms to begin after the April Annual Meeting and to run through the Annual Meeting of the year stated. We feel that each individual is committed to the continued well-being of the UUCW and is highly qualified to carry out his or her particular responsibilities.

## Continuing Positions:

### *Officers:*

|                |                   |      |
|----------------|-------------------|------|
| President      | Denise Darrigrand | 2011 |
| Vice President | Tom Pierce        | 2011 |
| Treasurer      | Andy Hegedus      | 2012 |
| Clerk          | Kristine Binette  | 2011 |

### *Board of Management:*

|                   |      |
|-------------------|------|
| Greg Gustafson    | 2012 |
| Lesley Linson     | 2012 |
| Cathy McDonagh    | 2012 |
| Emily Ferrara     | 2011 |
| Joan McGinn       | 2011 |
| Catherine Roberts | 2011 |

## To Be Elected:

### *Board of Management Positions:*

|              |      |
|--------------|------|
| Van Bluemel  | 2013 |
| Dick Johnson | 2013 |
| Linda Lavoie | 2013 |

### *Nominating Committee:*

|  |      |
|--|------|
| Betty Jenewin                                      | 2011 |
| Susan Neaz (to fulfill term<br>of Jenny Del Gizzi) | 2011 |
| Karen Tobin  | 2012 |
| Janet Stone  | 2012 |
| Dave Schowalter                                    | 2012 |

- Linda Holbrook, Chair  
 Mary Fitton  
 Bruce Leshay  
 Betty Jenewin

## STAFF & LAY LEADERS

### 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:* Kristine Binette  
*Members at Large:*  
Kent Louscher  
Mary Bastian  
Joan McGinn  
Catherine Roberts  
Janet Stone  
Emily Ferrara  
Leslie Linson  
Cathy McDonagh  
Greg Gustafson

### Board Committees

*Building and Grounds Committee –*  
Kim McCoy  
*Bylaw & Governance Committee –* Tom Pierce  
*Campus Ministry Committee –* Sue Neaz  
*Collector –* Ginny Brink  
*Committee on Ministry –*  
Alan Wolcott, Peggy Veal  
*Finance Committee –* Michael Holbrook  
*Food Pantry –* Dianne Mann  
*Fundraising Committee –* Bernard Kingsley  
*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 –*  
Cheryl Leshay  
*Fellowship Committee –* Sandy Mayes  
*Health and Wellness Committee –*  
Lynn Ritchie  
*Library Committee –* Betty Jenewin,  
Libbie Westie  
*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 –* Robert Mack

### Other

*Nominating Committee –* Linda Holbrook

### Northeast Leadership School (NELS) Graduates:

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

# Staff & Lay Leaders

| Name   | Position   | Phone  | Email   |
|--|--|--|---|
| Bastian, Mary<br>Binette, Kristine   | Board of Management<br>Clerk   | 978-422-0235<br>774-242-1826 (c)<br>508-791-4096 (h)   | BastianMa@comcast.net<br>Kristine.binette@kindredhealthcare.com<br>livingasis@charter.net   |
| Brigham, Barry<br>Brink, Ginny<br>Caracciolo, Robin  | Parish Service Comm. co-chair<br>Collector, 2009-2010<br>Youth Program Coordinator   | 508-847-0340<br>508-835-3336<br>508-853-4028 (h)<br>508-868-7088 (c)   | barry.brigham@verizon.net<br>ginny.brink@gmail.com<br>robin.caracciolo@gmail.com  |
| Chadwick, Kristi<br>Church office<br>Denise Darrigrand<br>Davenport, June<br>Erickson, Lee<br>Ferrara, Emily             | Webmaster<br>President<br>Human Resources Comm. chair<br>Religious Education Comm. co-chair<br>Board of Management   | 413-320-7102<br>508-853-1942<br>508-767-0046<br>978-464-2657<br>978-534-1946<br>508-410-9031<br>508-791-1958<br>508-856-7295<br>774-641-0227 (c)   | kristi.chadwick@gmail.com<br>office@uucworchester.org<br>ddarrigrand@clarku.edu<br>GMlpres@verizon.net<br>kirlee@ziplink.net<br>emily.ferrara@umassmed.edu<br>erferrara@aol.com<br>ggustafson@charter.net   |
| Gustafson, Greg  | Board of Management  | 508-798-5750<br>508-798-5750   | andyheg@charter.net<br>sueheg@charter.net   |
| Hegedus, Andy<br>Hegedus, Sue<br>Holbrook, Linda<br>Holbrook, Michael<br>Jenewin, Betty<br>Johnsen, Matt<br>Kay, Russell | Treasurer<br>Member Services Comm. co-chair<br>Nominating Comm. chair<br>Finance Chair<br>NELS Graduate<br>Music Director<br>Communications Comm. co-chair;<br>Stewardship Campaign co-chair | 508-798-5750<br>508-798-5750<br>978-464-5572<br>978-464-5572<br>774-535-3264<br>508-754-8402<br>508-754-6812   | andyheg@charter.net<br>sueheg@charter.net<br>lqholbrook@verizon.net<br>mholbrook@verizon.net<br>jaejae@verizon.net<br>matthew.johnsen@earthlink.net<br>russkay@charter.net<br>russkay42@gmail.com   |
| Kingsley, Bernard<br>Kolbe, Alan<br>Kreiger, Elise<br>Landry, Jennifer   | Fundraising Comm. chair<br>Stewardship Campaign co-chair<br>NELS Graduate<br>Administrator   | 812-654-6478<br>508-380-7888<br>774-262-6716<br>978-230-6168 (c)<br>978-630-2830 (h)<br>508-835-2522<br>508-770-1919<br>508-873-7573   | brkingsley@live.com<br>arkolbe@comcast.net<br>EKreiger@verizon.net<br>uucwadmin@mac.com<br>office@uucworchester.org<br>RevUnit@aol.com<br>leslielinson@yahoo.com  |
| Leshay, Cheryl<br>Linson, Leslie   | Affiliated Community Minister<br>Board of Management   | 508-612-6137<br>508-468-6976<br>508-754-4905<br>508-852-6921 (h)<br>508-963-0183 (c)   | pklphd@aol.com<br>chezrobeir@hotmail.com<br>no email<br>djmann@charter.net  |
| Louscher, Kent<br>Mack, Robert<br>Majmudar, Erika<br>Mann, Dianne  | Board of Management<br>Worship Arts Comm. chair<br>Lunch with the Minister coordinator<br>Food Pantry coordinator  | 508-839-5983<br>508-735-1367 (c)<br>508-853-6477<br>508-829-2385<br>508-736-5022   | paulmarr@charter.net<br>mayes_miner@charter.net<br>mcbstone@yahoo.com<br>cathmcd@yahoo.com<br>Cmcdonagh@shrewsbury.k12.ma.us  |
| Marr, Paul<br>Mayes, Sandy<br>McCoy, Kim<br>McDonagh, Cathy  | Technology Comm. chair<br>Fellowship Comm. chair<br>Building & Grounds Comm. chair<br>Board of Management  | 508-852-7754   | celts1600@aol.com<br>508-852-2075 no email  |
| McGinn, Joan   | Board of Management;<br>NELS graduate<br>Custodian   | 508-853-8964<br>508-853-6132   | canoter@juno.com<br>kim@dougma.com  |
| McNally, Steve<br>Miller, David<br>Napoleone, Kim<br>Neaz, Sue<br>Ostrow, Tonia<br>Paracer, Kathleen<br>Payson, Aaron    | Minister Emeritus<br>Member Services co-chair<br>Campus Ministry Committee<br>Religious Education Comm. co-chair<br>Collector, 2010-2011; head usher<br>Minister                             | 508-742-6132<br>508-853-0157<br>508-829-4460<br>508-853-1942<br>508-963-5959 (c)<br>508-835-2959<br>508-852-6680<br>413-548-0887<br>508-835-9213<br>508-829-7006<br>508-237-6265 (c)<br>508-767-0067 | sueneaz@townisp.com<br>tostrow@ostrowelectric.com<br>kmparacer@verizon.net<br>arpayson@charter.net<br>Minister@uucworchester.org<br>rachel@fognet.com<br>rtzephir@charter.net<br>plcfreeman@yahoo.com<br>lynn.ritchie630@gmail.com<br>cath2math@gmail.com |
| Peckar, Rachel<br>Pierce, Tom<br>Ringo, Peter<br>Ritchie, Lynn<br>Roberts, Catherine                                     | Library Comm.<br>Vice President<br>Summer Services coordinator<br>Parish Service Comm. co-chair<br>Board of Management   | 508-852-6842   | mtrockwood@earthlink.net<br>kokomax.judy@gmail.com<br>jsavage@mabcommunity.org<br>debselkow@gmail.com<br>mstone12242@charter.net  |
| Salmela, Peter<br>Savage, Judy   | NELS graduate<br>UUSC Representative; NELS graduate;<br>Social Justice coordinator   | 508-769-7860 (c)<br>508-854-1734 (w)<br>508-317-5403 (c)<br>508-799-0842<br>508-826-6842   | mtrockwood@earthlink.net<br>kokomax.judy@gmail.com<br>jsavage@mabcommunity.org<br>debselkow@gmail.com<br>mstone12242@charter.net  |
| Selkow, Deb<br>Stone, Janet  | Director of Religious Education<br>Board of Management   | 508-799-0842<br>508-826-6842   | mstone12242@charter.net<br>ladyangst@verizon.net<br>pjveal@comcast.net<br>RachelDCWagner@yahoo.com  |
| Stone, Margos  | Investment Comm. bhair;<br>Summer Collector  | 508-799-0842<br>508-852-6852<br>508-473-8518<br>508-278-0850<br>508-868-5983 (c)   | mstone12242@charter.net<br>ladyangst@verizon.net<br>pjveal@comcast.net<br>RachelDCWagner@yahoo.com  |
| Tobin, Karen<br>Veal, Peggy<br>Wagner, Rachel  | Communications Comm. co-chair<br>Comm. on Ministry co-chair<br>NELS graduate   | 508-755-8268<br>508-926-8086<br>508-829-6474   | jgwebster@rcn.com<br>whitsuebob@charter.net<br>wolcott51@charter.net  |
| Webster, Joan<br>Whitney, Robert<br>Wolcott, Alan  | Accessibilities Comm. chair<br>Pledge Secretary<br>Comm. on Ministry co-chair  |  |   |

## 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.





