

FIRST PARISH CHURCH

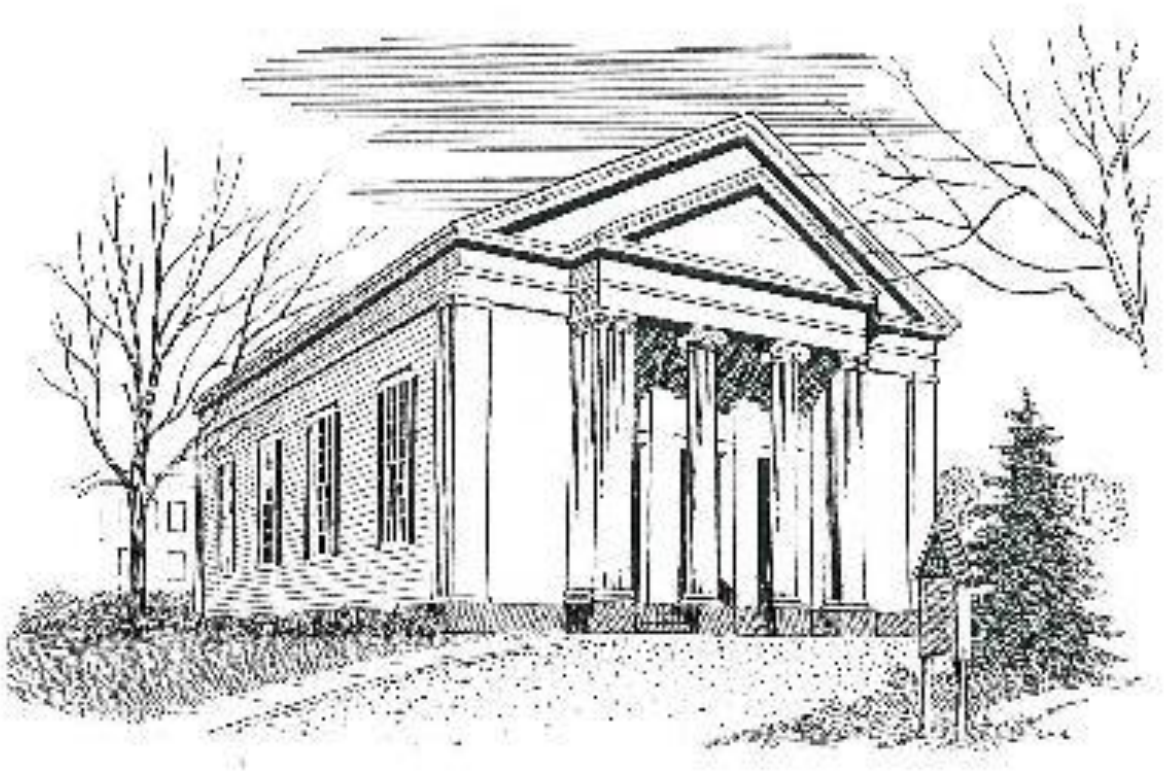
UNITARIAN UNIVERSALIST

50 SCHOOL STREET

BRIDGEWATER, MA 02324

ANNUAL REPORT

2019-2020



ANNUAL MEETING

SUNDAY, JUNE 7, 2020

REV. PAUL SPRECHER, MINISTER

LAURIE LESSNER PARISH PRESIDENT

TABLE OF CONTENTS

1	Annual Meeting 2020 Agenda
2	2019 Annual Meeting Minutes
5	Nominating Committee Report
6	Parish Committee Report
7	Minister's Report
9	Religious Education Report
10	Membership Committee Report
11	Registrar's Report
12	Worship Committee Report
13	Community Minister's Report
14	Facilities Committee Report
15	Social Justice Committee Report
16	Shared Ministry Committee Report
17	Stewardship Team Report
18	Green Sanctuary Committee Report
19	Peace Committee Report
20	Caring Committee Report
21	Trustee's Report
22	Archives Project Report
23	Events Committee Report
24	Welcoming Congregations Renewal Committee Report
25	Finance Committee Report
26	Proposed Budget 2020-21
29	Profit & Loss Budget v. Actual
35	Balance Sheet as of 053120
36	2020-21 Fiscal Year Account Descriptions

First Parish Unitarian Universalist Church —Bridgewater, MA
Notice of Annual Meeting
12:00 noon, Sunday, June 7, 2020
via Zoom

Agenda

1. Call to Order by the President of the Parish Committee, Laurie Lessner
 - Quorum Check by Registrar, Jan Thompson
2. Lighting of Chalice & Opening Words - Rev. Paul Sprecher
3. **Approval of [Minutes of Previous Annual Meeting](#) - McKayla Hoffman, Clerk
4. Minister's Report
5. Reports of Officers, Trustees, and Committees. (Oral reports, if requested. Otherwise reports are as printed in Annual Report Booklet distributed by email prior to the meeting. If requested, paper copies will be mailed.)
6. Elections
 - a. Nominating Committee Report
 - b. ** Election of Nominating Committee Slate (or floor nominations)
 - i. Parish Committee Officers and Members
 - ii. Trustees
 - iii. Registrar
 - iv. Nominating Committee Members
7. Financial Reports - **Review, Discussion, and Vote on the 2021 Fiscal Year Budget
8. Review of Capital Campaign Receipts and Projects (Parish Committee)
 - a. Installation of new floor tiles in main room, entryway, stair landing, nursery & kitchen in LPH - \$7330.98
 - b. UPH wood floor was sanded and polyurethane applied
 - c. Electrical work in kitchen, LPH, UPH, basement, and outside - \$1,975.00
9. New Business
 - a. Reopening the church for in-person functions
 - b. Appointment/formation of Ministerial Search Taskforce.
 - c. ** Change in Bylaws

The following language will reflect a change to allow the treasurer position to serve for 6 years, rather than the current three year limit. The reasoning behind this change is to ensure enough time for a transfer of knowledge and the learning curve inherent to the position.

There shall be a Parish Committee composed of four Officers: a President, Vice President, **Treasurer**, and Clerk, to be elected at each Annual Meeting to a one (1) year term, and **may serve no more than three (3) successive terms. except for the Treasurer who may serve up to six (6) successive terms.** Whenever possible, the elected officers should have previous Parish Committee experience. The Parish Committee is also composed of three (3) additional members, elected as needed, at each Annual Meeting, to serve a three-year term or until their successors shall have been approved.
10. Adjournment
 - ** denotes items requiring a vote

First Parish Unitarian Universalist Church - Bridgewater, MA
Annual Meeting Minutes
June 2, 2019

1. Call to Order by the President of the Parish Committee, Laurie Lessner

- a. Laurie called the meeting to order at 12:08PM.
- b. Quorum Check by Registrar, Jan Thompson. There were 29 members present, and a quorum was officially reached.

2. Lighting of Chalice & Opening Words - Rev. Paul Sprecher

3. Approval of Minutes of Previous Annual Meeting - McKayla Hoffman, Clerk

- a. Rachel made a **motion** to edit the 4th paragraph to read "The Giannino-Murphy/Cyr Wedding" instead of "The Tedesco/Hill Wedding."
- b. A **motion** was made by Tom St. Thomas to approve as amended, and Karen Reed-Messing seconded it. The motion unanimously passed.

4. Minister's Report

- a. Paul highlighted that among the things he does outside the congregation, he was a member of the Ballou Channing District board, which was recently absorbed by the UUA. He said many small congregations are not doing well, and he is proud that First Parish is strong and small and thriving thanks to many different kinds of contributions. \$13,000 was raised for Soupman, Main Spring, and prison ministry, which powerfully speaks out against injustice. Rev. Paul remarked on the importance of our involvement with the Mass Bail Fund through Rachel Tedesco, Green Sanctuary Committee's commitment and work to lessen our footprint, and the Peace Committee's important work.
- b. Rev. Paul also remarked on our challenges, and that we continue to grow slowly but steadily. He sees opportunities for partnerships and support with other congregations. There are about 32 other congregations in the area, and within 10 miles there are 6 other churches. There are plenty of opportunities to have more associations--and to potentially form clusters--in this area, and that the efforts of the Building Bridges program are important to ensuring this.
- c. Rev. Paul also commented on the important local outreach done through the First Parish Players, the Black Lives Matter movie series, and local clergy's partnership with BSU for chaplaincy.
- d. Rev. Paul commented that over the last two years, we have raised more money in our pledges than ever before. But, he is aware that younger generations are much more burdened. He agreed that the Planned Giving program is one way for those of us with resources to ensure the future of this congregation, even if we cannot raise the level of pledging.
- e. Rev. Paul expressed gratitude to staff, to Jamie, Sara, Denise, Tony, Scott and Mary Beth Polan, and want to thank Quent in particular who is always here caring for the church. He is proud to be our minister.

5. Reports of Officers, Trustees, and Committees

- a. Kathy Keenan proposed the following amendment: that the value of the Trustee's fund assets equals \$534,750, an increase of \$20,000 in our net asset value and an increase of 4%.
- b. A **motion** was made by Karen Reed-Messing and seconded by Tom St. Thomas to approve committee reports as amended. It was unanimously passed.

6. Elections

- a. Nominating Committee Report
 - i. Bob reported that on the Parish Committee, Laurie will be starting her second year as president, David Wilson will be Vice President, and McKayla Hoffman and Kat Gillespie will continue clerk and treasurer respectively for second year.
 - ii. James Hays-Bohanan completed his third year as a member at large and will be leaving. Eileen will be leaving after this church year as president ex officio. The three new members at large are Sean Kruger, Sonia D'Alarcao, and Deb Posepp.
- b. Election of Nominating Committee Slate (or floor nominations)
 - i. A **motion** was made by Rachel and seconded by Tom to approve those positions outlined by the Nominating Committee. It was passed unanimously.

- c. Kathy Keenan is stepping down from the Board of Trustees, and Frank Yeatman will take her place. Jan will continue as the Registrar.
- d. All of the Nominating Committee Members will continue their roles.
- e. Korin Zigler and Scott Gillespie will continue their roles on the Shared Ministry Committee, and Loella Mann will be joining in Beth Manchester-Howell's place.

7. Financial Reports

- a. Last week, members previewed the budget at the budget hearing and discussed it.
- b. A **motion** to approve the 2020 fiscal year budget moved by David Wilson and was seconded Karen Reed-Messing. The budget passed unanimously.

8. New Business

- a. Facilities Projects - vote to approve these recommendations made by the Parish Committee New Capital Projects
 - i. All of the following proposed projects were reviewed by Parish Committee, and are recommended for passage as follows:
 - ii. Install new floor tiles in Lower Parish Hall Dining Room, Stair Landings, Nursery & Kitchen in , ≈ \$3K
Currently not completely sure of quote.
 - iii. Contract for Filling & grading driveway, opening right-hand exit on Summer St. ≈ \$3K Bob and Quent have put in a lot of work into filling the driveway so far.
 - 1. Quent reported that they are still trying to figure out how much excavating can be done with volunteers. He is investigating how to rent a bobcat or hire someone who does excavating who can pull back earth from trees and walls. More research will be done, and everything will be economized as much as possible.
 - iv. Install additional outlets in LPH and move wires for projector in sanctuary, \$2K
 - v. Sand and Refinish Wood Floors, stairs in UPH, re-coat stage, \$2,500
 - vi. Laurie reported that there was money placed in a short-term CD to accrue interest to repair the furnace, but there's money left over as a result of not doing this project.
 - vii. Eileen asked whether the congregation is approving three projects or four. Laurie clarified that there are, in fact, 4 listed.
 - viii. A **motion** to approve the following four projects with funding from the capital campaign was made by David Wilson and seconded by Tom St. Thomas (LPH tiling, contract for filling driveway opening the right hand entrance on Summer Street, installing new outlets, sand and finish wood floors in UPH and recoat stage). The motion passed unanimously.
 - ix. Pat Hart asked if there is some control over who's parking in our lot. It was mentioned that Jamie does talk to people to make sure they have a sticker. Pat is curious that on the days she isn't here whether they're checked. Discussion ensued about adding lines to demarcate spaces, and whether spaces could be assigned to people with passes. Karen Reed-Messing does not believe they can be assigned because there are different people here every day. Laurie Lessner said it would most likely require paving. Laurie said that this can be discussed by the Parish Committee. Discussion ensued about our patterns of checking the lot. What we need to do, according to Tom St. Thomas, is to check lot randomly and more often (and that person needs to be paid). Is it our responsibility to make sure that people who have not paid can't park here.
- b. The following will be paid for from the generosity of the Mann Fund:
 - i. Clean six (6) chandeliers in Sanctuary

9. Welcoming Congregations Renewal Committee Formation

- a. Laurie reported that the Welcoming Congregation Renewal Committee met 2 Tuesdays ago and will meet again on the 11th. 18 years ago, First Parish was certified as a Welcoming Congregation. We went through steps from UUA to be considered a LGBTQI+ welcoming congregation. But much has changed and we are behind with what we know. The Parish Committee, through Rev. Paul, established this Committee to manage the fulfillment of the Welcoming Congregation Renewal each year. We have to go through certain steps to keep Welcoming status, and these steps will be taken with the knowledge that we have much to learn. We will do those 5 steps, but also will offer education programs using UUA resources. There will be more discussion about this in the coming year.

10. Other Business

- a. Eileen Hiney reviewed Capital Campaign and it said that Parish Committee will recommend four projects, and the agenda for this meeting specified three projects and then two. Laurie said it was a misprint in the agenda.
- b. Tom St. Thomas asked for what price the Declaration of Independence reproduction sold, and David Wilson reported \$3,300. David said that money is being used for long term projects and will not be put into General Fund. It will add new software and other infrastructure that will be here for a long time.

11. Adjournment

- a. A **motion** to adjourn was made by Tom St. Thomas and was seconded by Pat Hart. It was approved unanimously.

**Report of the Nominating Committee
For Consideration at the First Parish Annual Meeting
June 7, 2020
(Submitted by Deb Baumgarten, Scott Gillespie, and Bob Messing)**

Nominees for Parish Committee Officers and Members at Large

President: Laurie Lessner (third one-year term)

Vice President: Bob Messing (first one-year term)

Clerk: Deb Poesepf

Treasurer: Kat Gillespie

Members at Large: A.J. Derby (first year of three-year term)
Sonia D'Alarcao (second year of three-year term)
Diane Roza (first year of three-year term)

Nominees for Board of Trustees

Angela Sheble, Quentin Jarvis, Jack Hart, David Tedesco, and Frank Yeatman will continue to serve on the Board of Trustees.

Nominees for Nominating Committee

Deb Baumgarten and Scott Gillespie will continue to serve on the Nominating Committee; Ginger Irish will replace Bob Messing.

Nominee for Registrar

Jan Thompson will continue to serve as Registrar.

Shared Ministry Committee

Louella Mann (second year of three-year term)
Korin Zigler (third year of three-year term)
Scott Gillespie (first year of a second three-year term)

Parish Committee's 2019-2020 Annual Report

As I'm sitting here, trying to find words to summarize my experience with the Parish Committee this past church year, several words spring to mind; unprecedented, extreme, uncertain, zoom. However, this is the moment we are in now, and to look back on the church year as a whole, there are so many other words that better describe what we did and who we are; community, artistic, passionate, positive, to name but a few.

I am very grateful to be able to work with all of you. Our committees as a whole do so much important work for so many, and I feel proud to be associated with them and am in constant admiration. It amazes me that our commitment stays strong, as well as our flexibility and creativity that comes from wanting to continue this spiritual home for all. This year's Parish Committee has gone through a few changes. We sadly lost David as our Vice President. While he was able to serve, he made sure actions had a purpose behind them. Eileen was quite the sport and stepped in to fill the void, bringing her experience and attention to detail. Kat is incredibly competent and reliable, and conscientious, and we are so lucky to have her keeping our finances in order. This is McKayla's last year as Clerk on the Parish Committee, for a while at least. They've been working, going to school, and providing a history of our meetings as well as the list of who will be responsible for what task. However, we will miss their exuberance, insight, and perspective most. Unfortunately we're also losing Sean and his long UU background and dedication to social justice. Both Deb and Sonia are wonderful voices of reason and also bless us with their good judgement. Thank you, all.

Last summer, the Committee Council met for the annual "beginning of the church year retreat", to see if we are still on the right track with the priorities created out of last year's congregational discussions. They are; Religious Education, Growth, and Maintaining a strong social justice commitment. Everyone agreed that these are still just as important as ever. We added another want from the congregation, to reach out and build bridges with like-minded organizations. No formal programming has been put in place, but we are not at all isolating ourselves and have ties to a number of area churches and groups.

1. Religious Education (i.e. congregational involvement)

The Parish Committee continued to hear a report from the RE Committee at each Parish Committee meeting. We had a great time brainstorming ways the "adults" in the congregation could participate further with the youth and came up with the Nights' Out, multigenerational program. Sadly, this is Sara's final year with us as Director of Religious Education. We give many thanks for her years of caring for our children, allowing them to explore and begin learning what it means to be a Unitarian Universalist. We're very happy she and her family will stay with us.

2. Growth

We are still approaching the idea of growth as trying to attract new members who could provide sustainability for the congregation. Tony Winters has done a terrific job as our content/marketing manager. The Black Lives Matters film series promotions on facebook have over 1,000 views and most weeks we have live video of our services. Our services are also promoted via facebook and have, on average, over 40 attendees.

Quentin Jarvis and the Facilities Committee are always fixing, improving, and maintaining our lovely building and grounds. This is the epitome of stewardship and their hard work makes for an inviting place for all.

3. Maintaining a strong social justice commitment

There are two initiatives we've been learning about as a congregation; Black Lives Matter (dismantling white supremacy) and the Welcoming Congregations Renewal program. Both the Social Justice Committee, Welcoming Congregations Committee, and Rev. Paul, have offered plenty of opportunities for us to start gaining empathy and understanding of the privileges many of us have, based on uncontrollable factors based on what we are physically, as opposed to who we are as a whole.

And the Parish Committee would like to acknowledge Rev. Paul for his leadership, dedication, and commitment to us all. He has worked tirelessly to keep our bonds to this community strong, when we need it most. As Betty says, "Merci, Danke, Gracias, Tusind tak".

Respectfully submitted by Laurie Lessner (with welcomed edits).

Minister's Annual Report to the Congregation

June 7, 2020

The past few months have been so consumed by the social distancing imposed by the virus crisis that it's almost difficult to remember the year that preceded our transition to ZOOM services on March 15th. I'm very grateful that all of us were able to get up to speed quickly on the new way of holding services, committee meetings, and all of the other gatherings we would normally do in person. I'm especially grateful to the worship team that all of us – especially me – have relied on to create services of high quality and remarkable impact given the limitations of the medium. We decided it was necessary to stop meeting in person only a few days before our first virtual service and yet, with help support from members of the Parish, Worship and Membership Committees we were able to ensure that almost every member of our congregation was able to join our first online service. Our stellar online worship team – Denise, Tony, Alan and Laurie – were providing the necessary technical and musical support from the first service, and we have continued to improve each Sunday.

Most of us are just coming up to speed in navigating this new virtual world we've suddenly found ourselves in, and our Worship Associates and all the other participants in our services have all stepped up to the plate and adapted quickly and seamlessly. At our second virtual service on March 22nd, it chanced that I was scheduled to preach in Chatham while Dick Fewkes – our old friend and (as it happens) a member of the Chatham Meeting House – was scheduled to preach for First Parish. This gave us the opportunity to welcome our friends from Chatham and in the process help them to prepare for their own virtual service the following Sunday. All of you have brought a “can do” spirit to the challenges posed by the technology, assuring each other that “if I can do it, anyone can.”

There have actually been a few unexpected benefits from this transition, including the fact that anyone can be anywhere and still participate in our services and other events. I can imagine that we will continue to have some meetings on ZOOM rather than in person even after we are (eventually) able to return to meeting in person. I myself have been more readily able to drop in on the Book Group, Meditation led by Kathy Keenan, and of course host Tea Time each weekday. We will also need to ensure that when we are able to resume meetings in person, we continue to provide some form of online access to those among us who are most vulnerable to COVID-19.

We're pleased to have welcomed four new members this year – Heather Schmidt Mehdi, Bruce Marquis, Jennifer Bailey and Kate Martin – in our first-ever virtual Membership affirmation. We will be making changes ensuring that our by-laws have the flexibility to enable us to hold formal meetings and other specified events and actions in the online world. I was privileged to conduct the marriage of John McGovern and Amy Braga on April 19th, a somewhat unique experiences during this time of social distancing. Only four of us could be in attendance – appropriately distancing between me and the pulpit and them below – but other family and friends “present” via ZOOM. I was especially happy to officiate for this very informal ceremony because both John & I lost our wives in 2016 and met several times to share our mourning and our hopes.

We lost four friends to death this year – Allen Mann, Ann Thomas, Faye George Hennebury and Winston Bolton, and I was privileged to preside over a graveside service with the family of Sonia's mother Wilma D'Alarcao. We were able to gather at the funeral home to hold memorial services for Allen and Ann, but it was a particular source of sadness to me that we haven't been able to gather in person in memory of Faye and Winston – especially because visits to Winston at Life Care – which I had been able to have every week or two – because impossible once the COVID-19 lockdown began, and because Faye's decline was so rapid that it was also impossible to visit or even speak to her. We will continue to bear them in memory and honor their poetry and their lives in the months to come and hope to gather in person to remember when it is safe to do so.

I have continued to lead our Connections gatherings to deepen our understanding of our monthly Soul Matters themes and to engage in deeper exchanges of our journeys through life together in a format of deep listening and deep sharing, and we're happy to have added several new members to the group this year. I have also continued to lead book

discussions focused on broadening our perspectives on the roots and consequences of marginalization and inequality in our society. This year we read An Indigenous People's History of the United States and Justice on Earth: People of Faith Working at the Intersections of Race, Class, and the Environment. These discussions, as well as the Social Justice Committee's "Black Lives Matter" film series, are among the ways we meet our commitment to broadening our understanding of marginalization and oppression. We have also committed ourselves to renewing our commitment to being a Welcoming Congregation with discussions and services to deepen our understanding and welcome of LGBTQI+ folx.

I continue to be active in denominational affairs. I ended my service as Treasurer of our Ballou Channing District last September as we formally merged the District into our UUA and turned our assets over to them. I continue to serve as Treasurer of the Ballou Channing Chapter of our UU Minister's Association as well as the convener of our Inland cluster of ministers – both of which are now gathering online.

As always, I am grateful to the support we all receive from our staff. We deeply regret that our choir has not been able to meet – Denise's favorite part of her job as Music Director – and we hope there are ways we can get back to having a virtual choir even as we are grateful to be able to use recordings of the choir from services before the virus struck. Tony has taken on some more responsibility for incidental music this year for which we're all grateful, but has done much more for us both as part of our technical worship team, Social Media coordinator and of course founder and general manager and director for First Parish Players – may they perform their wonder work for us in person soon! Scott and Marybeth Poulin continue to ensure that our buildings are clean but also focusing on outside work as summer comes on. Jamie continues her support of all of us from home during this time, always cheerfully keeping the work of administration going despite current obstacles. Finally, we say goodbye to Sara as our DRE this year with gratitude for her work over the past 5 ½ years, but we look forward to her continued presence as a member of our congregation.

As always, I'm proud to be your minister.

In Faith, Rev. Paul

2019-2020 Religious Education Annual Report

This has been a year of transition and change for the RE program and RE Committee.

RE Committee

Sonia D'Alarcao, Jenny Donahue, Lisa Troy, and DRE: Sara Williams.

Curriculum | Fall and Early Winter

Preschool and Early Elementary Grades participated in "Chalice Children." This curriculum was designed to reflect the 12 main types of experiences that Sophia Fahs (influential UU curriculum creator, focusing on experiential learning) connects with natural religious development in young children. To provide these experiences and opportunities to young children, this curriculum clusters its goals for young children around the three "A's" of affection, acceptance, and achievement.

Elementary Grades engaged in the companion to the Soul Matters Sharing Circle this year. The monthly themes focused on a spiritual value that our UU faith has historically honored and calls all of us to embody in our lives.

The Jr. and Sr. High Youth began a World Religions curriculum, a program with goals to help young people to: Build strong and positive relationships with each other, with their adult leaders, and with their religious community; Become informed about the basic beliefs and practices of many of the world's religions; Develop interest in and positive associations with each of the religions that they learn about; Explore and consider their own values as these relate to many religious, interpersonal, and personal issues and concerns; and Become more aware of the many connections and relationships between Unitarian Universalism and other world religions.

Curriculum | Post COVID-19

All Ages gathered via Zoom on Thursday afternoons to participate in a differentiated Soul Matters curriculum. The teachers and RE Committee gracefully bridged the transition from in-person learning to virtual learning for a multi-age group.

Teachers

Thank you to our volunteer teachers and class substitutes this year: Lisa Troy, Jenny Donahue, Dan Lovetere, Sonia D'Alarcao, and Sara Williams.

Nursery

Neka Udeka joined us again this year as the nursery childcare provider. Neka has a bachelor's degree in communication disorders, and is also a licensed speech therapist assistant. We loved having Neka back for the third year.

The childcare hours were from 10 am to 12 pm again this year, and we offered childcare at First Parish events. The nursery is available for children from infancy through kindergarten and beyond.

Attendance

We had 22 children registered for the 2019-2020 church year. Our attendance varied each week, with an average of 6 children weekly.

Youth Cons / Connecting with area churches

Youth were invited to attend Youth Cons hosted by local UU churches throughout the year before social distancing was enacted due to COVID-19, and Sara opened up activities held at First Parish Bridgewater to other local congregations. No congregations have joined our events held at First Parish Bridgewater. Since UUnited has been discontinued, local congregations have not been reconnecting with the area church youth groups.

Fall / Winter

Traveling Chalice: A traveling chalice kit was created for the church community. Members, families, and friends began to bring the kit home for one week at a time to share a church spirituality link.

Children and Youth Scholarship: The Religious Education Committee established a scholarship fund last year to assist children and youth in attending Unitarian Universalist summer camps, classes, and workshops. The scholarship was advertised and offered again this year, and the funds will be available to reimburse a small portion of Unitarian Universalists programs. Funds still remain from 2019, which will carry over and be added to any 2020 Share the plate funds.

Gifts for Horizons for Homeless Children: The RE Committee collected toys and art supplies for Horizons for Homeless Children -- an organization which provides support, education, and safe play centers for homeless families in the area. First Parish members and friends donated over 35 items to Horizons for Homeless Children.

Hats/Mittens/Winter Gear: The church's mitten tree collected winter items for First Parish Taunton's Matthew 25:40 Mission. The Matthew Mission assists the homeless in many ways, one of which is providing clothing and winter gear. Nights Out: The RE Committee, in coordination with the other church committees, began to plan "Nights Out." The events began to roll out as we were still gathering together. Some activities we worked on together at the events were: The Butterfly Effect Project (Migration is Beautiful); Pizza making; Book discussion; Welcoming Congregation Renewal discussion; and Decorating bags for Mainspring House lunches.

DRE Search: Sara announced that she will be leaving as DRE at the end of the church year, and the RE Committee began the search for a new Director of Religious Education.

Spring

Virtual Learning: Spring brought changes we've never experienced before, and we began virtual Religious Education. Our typical in-person events were replaced with online family spirituality materials and Zoom lessons.

RE Sunday: The RE Committee planned and hosted their first online RE Sunday. The service focused on the future of Religious Education with the vision that was created this year. The goals of reaching children and their families "Within, Beyond, and Among" was the main theme of the service and finished with a farewell to outgoing DRE Sara Williams.

The Future

The RE Committee is searching for a new DRE to begin in August 2020 for the 2020-2021 church year.

The RE Committee will continue outreach to the other area UU churches to rekindle connections between congregations and children/youth.

MEMBERSHIP COMMITTEE ANNUAL REPORT 2019 - 2020 (FY 2020)

Membership Committee Mission: To encourage growth in new membership and retention of the present membership of First Parish and to encourage each member's involvement and participation in the life of the church community.

Membership Committee Members (FY 2020): Jan Thompson, Karen Reed Messing, Bob Messing, Susan Irish, Louella Mann.

Over the past year, the Membership Committee has continued to offer warm welcomes to newcomers and visitors and to encourage their participation in various church activities such as weekly Coffee Hours, social gatherings and committee work. Many of our activities since March 15th of this year have been held virtually by Zoom meetings in light of the COVID-19 pandemic and social distancing policies.

The Membership Committee produces and distributes the "Welcome Guest" packets for our visitors and updates the Church Directory. The Committee maintains membership and attendance information for UUA certification. Our attendance at weekly services over the past calendar year (2019) averaged 67 including adults and children. Our average in person attendance from 1/5/20 – 3/8/20 was 60. From 3/15/20 – 5/17/20 our virtual service attendance via Zoom was 51. The church directory is switching over to the Breeze Church Management System which will be accessible to all members and friends of First Parish.

Our T"UU"ring Leaves Book Club met to discuss 9 books, 2 of our meetings were via Zoom.

Our First Parish Register ("Membership Book") which has been with our church since at least the early 1900's has been repaired and rebound.

This year 4 new members joined our church via a special Zoom service held on April 22, 2020. First Parish currently comprises 88 Active (voting) Members.

The Membership Committee always welcomes ideas to help First Parish grow, not only in numbers but also in community spirit.

Respectfully submitted,
Jan Thompson, Membership Committee

Registrar's Annual Report 2019 - 2020 (FY 2020)

New Members

Kate Martin	April 22, 2020
Heather Medhi	April 22, 2020
Bruce Marquis	April 22, 2020
Jennifer Quinn	April 22, 2020

Marriages

Amy Braga and John McGovern April 20, 2020

Member Deaths

Margaret Alexander 1927 – August 5, 2019

Allen Mann January 6, 1932 – September 27, 2019

Ann Thomas October 11, 1948 – September 23, 2019

Pam Wilson (Friend of First Parish) September 24, 1953 – June 2, 2019

Faye George Hennebury (Friend of First Parish) 1933 – April 8, 2020

Winston Bolton (Friend of First Parish) April 10, 1929 – April 13, 2020

Worship Committee Annual Report – 2019-2020

The Worship Committee aims to foster a variety of uplifting, inspiring Sunday morning services. The committee is responsible for filling the Sundays when Rev. Paul isn't in the pulpit with lay-led worship and with guest preachers. We also want to make sure all goes well with our volunteers, whether ushers or lay worship leaders, and with the Religious Education participants. This of course was before the COVID-19 pandemic and the start of our virtual worship services when ushers weren't required and the RE program wasn't on Sunday mornings, but went on-line.

Over the past church year, we engaged several guest preachers: In their order of appearance, we had Rev. Richard Trudeau, Rev. Clyde Grubbs, UU musician Matt Meyer, Rev. Buffy Boke; Rob Kinslow, John Dante Prevedini, and Rev. Sarah Napoline. Then came the COVID-19 pandemic and Zoom worship services beginning in March. Our first guest preacher using Zoom technology was Rev. Dick Fewkes, who did a great job adapting to this new medium. We experienced the same with Rev. Eliza Blanchard and her *Blessing of the Animals* service.

As of this writing, the Worship, Green Sanctuary, Social Justice and Religious Education Committees have led worship services during this church year. The Green Sanctuary, Social Justice and Religious Education committees did outstanding jobs with their virtual services. In addition, church members Tony Winters, McKayla Hoffman, and Beth Manchester-Howell offered us inspiring services. Many other members have volunteered as Lay Worship Leaders and Ushers. Thank you all!

As of this writing, the Parish Committee and Welcoming Congregation Renewal Committee are scheduled to lead virtual worships through mid- June. Rev. Paul, our church musicians and technical crew will work with them to make sure all goes well.

We are in the process of recruiting lay leaders for our summer lay-led worship services. Last summer, we were fortunate to have several members, including the T"UU"rning Leaves Book Club, the Green Sanctuary Committee and the Peace Committee and their special guests offer eight creative and inspiring services.

Sunday attendance during the regular church year as reported to the UUA (from Feb. 2019 to Feb. 2020) has averaged a 67 people per service according to our official record keeper Jan Thompson. This average doesn't include the large crowd who regularly attended our Christmas "Eve Eve" service. Average attendance since Feb. 1 was 60 during our in-person services from Feb. 2 to March 8; and 50 during our virtual services from March 15 to May 17.

The Worship Committee continues to refine our services to make them work better whether they are in-person or virtual. We are always open to suggestions on how to improve the worship experience for you, your family and friends, and the community.

Thanks to everyone who has participated in any way with presenting meaningful, inspiring church services during this difficult year. We look forward to a better year ahead.

Submitted by the Rev. Rachel Tedesco, Worship Committee Chair

Other Worship Committee Members: Denise Haskins, McKayla Hoffman, Stefan Michaud, Tom St. Thomas, Tony Winters & the Rev. Paul Sprecher

Annual Report from Rev. Rachel Tedesco, Community Minister, 2019-2020

This is my 10th year serving as your Community Minister. Although I'm officially retired from paid ministry, I find it hard not to be involved in areas I care about, particularly social justice. As a regular church member, I also support other church activities as my time and energy permit.

I remain in my official positions as Chair of the Worship Committee and Co-Chair with Betty Gilson of the Social Justice Committee. Until the COVID-19 pandemic, the SJC continued activities from the previous church year. This is the third year we hosted the Black Lives Matter film series, co-sponsoring it with Bridgewater Citizens for Civility and Respect (BCCR). I have supported this by distributing announcement flyers and by hosting some shows.

Last year, with the encouragement of the Greater Bridgewater Interfaith Council (GBIC) and the help of the Social Justice Committee, I designed a brochure listing local social services and support groups. Council ministers thought this would be helpful to their ministry. Over the summer I had copies of the brochure printed. Then Betty and I distributed these around the Bridgewater area.

In addition to church activities, I see myself as a networker with local and state-level organizations. Three examples are UU Mass Action, the Coalition for Social Justice (CSJ), and Bridgewater Citizens for Civility & Respect (BCCR).

On September 20, UU Mass Action co-sponsored a Climate Strike in Boston. Rev. Paul and five other church members accompanied me to this crowded event in downtown Boston. On February 16, in coordination with UU Mass Action, I organized our church "Floor the Phones" campaign around Clean Renewable Energy.

This year because of the pandemic, UU Mass Actions' Annual Advocacy Day was held on April 14 as a Zoom meeting. Normally it would take place in Boston at the Arlington Street Church and the State House. Despite the limitations, I thought it was quite successful, with about 200 participants. The day's main focus was a package of emergency legislation related to the pandemic. In the afternoon, another UU from the Milton church and I lobbied the Chief of Staff of our state senator by way of Zoom.

The next day, I participated in the CSJ Annual Meeting, also by Zoom. This meeting also focused on emergency legislation and actions around the pandemic. CSJ activities such as a "get-out-the-vote" phonebank campaign are planned for the future.

I continue my third year as a volunteer with the Mass Bail Fund. I am on call to bail out non-violent, low-risk detainees who can't afford bail while they await trial. I have bailed out 5 clients since last July. Janet Dye and Eileen Hiney volunteered to be a part of this program, too, but still await training. When the COVID began to spread, bailouts were suspended. However, I expect to help get Janet and Eileen into the program as volunteers when it re-opens.

On Sunday, Jan. 2, my husband David and I hosted an afternoon UU the Vote Watch Party for some church members at our house. On Jan. 11, David and I stood out with the Green Sanctuary Committee in Bridgewater Center holding signs and ringing bells proclaiming the need for climate action. Another activity was delivering used clothing collected at our church to the Community Closet in the Brockton UU Church run by the Five Point Cluster. It has been a very busy year!

I'd like to say how much I value Rev. Paul's support for my ministry. It is a privilege to work with him as a colleague at First Parish Bridgewater.

In faith,

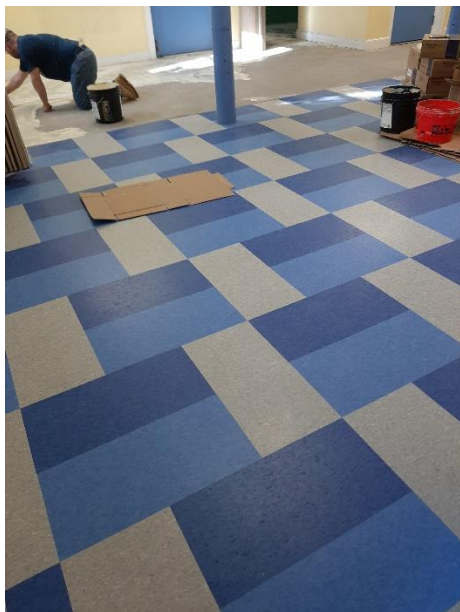
Rev. Rachel

Annual Report of the Facilities Committee June 2020

***It has been an ongoing struggle to recruit new members to the committee.**

Completed Projects

- Pressure Wash test performed on the exterior front of sanctuary on 5/19 QJ/TST
- UPH wood floor was sanded and polyurethane applied by 'Andy's Hardwood' @ 7/19 QJ
- Rotten wood above window in HIVE was replaced, caulked & insulation added. @ 8/19 QJ
- "Welcoming Congregation" banner installed by Joe Risko & Tom St. Thomas @ 9/19
- Dishwasher was tested & it is washing ok at 120F (not 150F) @ 9/19 QJ
- Sanctuary carpets were steam cleaned by Gary's Steamway on 9/24/19 TST
- Fire Extinguishers were inspected by R.E. Lyons on 9/25/19 QJ
- Wayside Pulpit cracked plexiglass was replaced on 9/25/19 QJ
- Rusty heater cover in small bathroom was sanded and painted. 10/19 DH
- Purchased & spread 35 cu. yds. reprocessed asphalt to fill potholes and erosion. 10/19 QJ
- Installed stair tread protectors on the stairs to the office. Completed 11/8/19 QJ
- Held a successful Fall Cleanup completed on Saturday, Nov. 16th, 2019 QJ
- The fan motor assembly for the heater in the Parish Hall was repaired on 12/12/19 TST
- Darcy Electric replaced defective circuit breaker causing outages in Parish Hall 2/2/20 QJ
- Replaced defective battery in Emergency Lights box at top of bathroom stairs on 2/11/20 QJ
- 2 gutter down spouts blown out by wind were re-installed and pop riveted on 2/17/20 QJ
- 2 blown lightbulbs in Sanctuary were replaced on 2/18/20. SP
- Plasterwork around projector electric outlet in Sanctuary was painted On 2/17/20 QJ
- "Building Lock-Up" memo drafted by President Laurie Lessner, posted by the door. LL
- Annual Fire/Burglar Alarm System Inspection completed on Wednesday, 2/26/20. Passed. SP
- Denise made arrangements to get the piano in UPH tuned.
- Denise communicated w. Finance Com. to set aside \$10K for PH roof replace.
- Darcy Electric completed electrical upgrades to various areas of bldg's. 3/20 QJ
- Touch up painting on Wayside Pulpit, Lower Pkg. Lot Sign, & Front Sign 4/17/20 QJ
- Gravel delivered and volunteers filled potholes on Saturday April 18th, 2020. QJ
- New vinyl flooring installed in entry, kitchen, dining room, office stairway landings. 5/1/20 QJ
- Louvres on exterior shutters on School St. side of sanctuary were repaired/replace 5/20 BM,QJ
- New pressure relief valve and dishwasher cutoff valves installed by Cresswell Plumbing 5/1/20 QJ
- Dishwasher repairs initiated 5/20. TST



SOCIAL JUSTICE COMMITTEE REPORT 2019 – 2020

As with the rest of the church community, the Social Justice Committee adjusted to the “new normal” starting in March. This meant some programs were cancelled or postponed, some held on ZOOM, and others conducted via phone and email. With the help of our beloved community we were still able to accomplish many things. Here are several of our activities.

For most of the year, a wonderful corps of volunteers made 100 lunches for MainSpring House Homeless Shelter in Brockton for the first Tuesday of each month. When isolation started in March, we were directed not to provide lunches. Several individuals made donations to MainSpring, and the SJC made a \$100.00 donation. Others contributed to the Soupman. After Sonia discovered that there was again a request for lunches, another great group made 70 lunches for April 21 to be delivered by drive up. This will be repeated on May 21 unless things return to normal.

We continued to participate in the Guest at Your table service in November and also had a table at the Holly Day Fair featuring Fair Trade items. Another of our regular programs included hosting the fall gathering with the GLBTA Pride group at Bridgewater State University where Rev. Paul explained our Welcoming Congregation Renewal program. Due to Covid-19 the spring meeting was cancelled. Susan Holton organized a card writing project for Church of the Larger Fellowship to send seasonal cards to UU's in prison.

The *Read to Me, Father* program at Old Colony Correctional Center continued the work of connecting children and fathers until all volunteer programs were shut down due to the virus. We look forward to returning to our weekly visits. The annual UU Mass Action Advocacy Day program in April was held though Zoom in the morning and by arranged calls with legislators. Janet Dye, Betty Gilson, Eileen Hiney and Rev. Rachel Tedesco attended.

There is now a shelf on the hall bookcase dedicated to books and BLM videos from the SJC. These are available for people to borrow.

Black Lives Matter films continued through February, six films in all in conjunction with Bridgewater Citizens for Civility and Respect. We are trying to arrange some type of ZOOM discussion until we are able to show videos again at the church.

In addition to the activities listed here, the Rev. Rachel Tedesco, our Community Minister, is involved in many other social justice actions which will be described in her report.

The following donations were made from the Share the Plate collections. The recipients are chosen by the SJC with suggestions from the congregation.

June 2019	RE Scholarship Fund	\$131.00
July & Aug. 2019	MainSpring House lunches	\$154.00
September 2019	Mercy Street	\$239.39
October 2019	Brockton Interfaith Communities	\$184.50
November 2019	Don't Forget Us, Pet Us	\$248.00
December 2019	Family & Community Resources	\$267.00
January 2020	Soupman	\$317.00
February 2020	South Coast LGBTQ Network	\$268.88
March 2020	UU Mass Action	\$216.53
April & May	Kids to Camp	Still collecting. Last year \$ 1,374.47

We look forward to continued participation in our may actions for justice and invite others to join us.

Active Members:

Sonia D'Alarcao, Janet Dye, Joanna Elsmore, Betty Gilson, Susan Holton, Susan Irish, Rev. Rachel Tedesco

SHARED MINISTRY COMMITTEE ANNUAL REPORT May 2020

The Shared Ministry Committee focuses on the “soul or the spiritual part” of our congregation's work rather than the “practical concerns” [of budget, facilities, funding, etc.] that preoccupy the leadership of any congregation. We are charged with taking the pulse of the congregation and the relationships between membership, committees, minister and the staff.

The Shared Ministry Committee this year consisted of Scott Gillespie, who will leave the committee at the end of this church year, Korin Zigler, and Louella Mann. We generally meet monthly with Reverend Paul. The work of the committee is considered confidential. The congregation has always been encouraged to use the SMC as a conduit for any issues felt difficult to breach directly with staff or the minister.

This year, we took on the additional responsibility of providing a sounding board for McKayla Hoffman as they have started preparing for the ministry at Meadville/Lombard. For this purpose, we have invited Beth Manchester-Howell (whose term on the Committee ended last year) to join us based on her unique experience as a seminarian at Starr King School for the Ministry. We have included both McKayla and Beth in our meetings several times so far this year.

While any congregation, including ours, faces challenges, the overall feedback has been strongly positive towards our ministries and the mood of the congregation in general seems upbeat and optimistic, having risen in particular to the challenges of converting to virtual meetings online to protect everyone from the coronavirus pandemic with alacrity and goodwill.

Scott Gillespie

Korin Zigler

Louella Mann

STEWARDSHIP COMMITTEE REPORT 2019-2020

The Stewardship Team has very exciting news regarding this year's Annual Pledge Drive. In the midst of this virus scourge, surrounded by economic uncertainty, and our adapting to online services, members of First Parish have stepped up in financial support of our church community.

I want to thank the members of the Stewardship Team, whose work has been exemplary: Bob Messing, Janet Dye, Jenny Donahue, and Linda Dunphy. We have met every other week since the beginning of the church year. We have planned our approach to the annual pledge drive. We have asked for a portion of your treasure, and you have responded. This response bodes well for First Parish.

Today, your pledges, in support of the work of First Parish Church, total \$98,007. \$98,000!! That number exceeds any amount raised, in any year, at First Parish. You should be proud of your accomplishment.

Frank Yeatman, Chair
Stewardship Team

Green Sanctuary Committee Report 2019-2020

The mission of the Green Sanctuary Committee is to promote the Seventh Principle of Unitarian Universalism, respect for the interdependent web of all existence. First Parish was formally recognized by the Unitarian Universalist Association as an Accredited Green Sanctuary in 2010.

The committee meets specific criteria each year to maintain this status. A major accomplishment in 2019 was the construction of a Little Free Library at the church to promote recycling, community, and literacy. This year, the committee regretfully accepted the resignation of Pat Hart.

Committee activities this year:

- Conducted a summer service titled “Into the Cool” and a service on April 19, “Earth Day 50”
- Promoted Kids to Camp, our ongoing environmental justice project to send children to NRT Sheep Pasture Nature Camp. First Parish sponsored 6 campers last year.
- Partnered with Eagle Scout candidate for construction of Little Free Library at church
- Provided “Green Tips” in *Bridging* each month
- Submitted minutes of monthly meetings to church web site
- Purchased environmentally-friendly products for use in the church (recycled paper products and “green” cleaning supplies)
- Provided cloth towels in both rest rooms (averaging 30-80+/week, depending on church events) to reduce use of paper towels and to recycle unused hospital surgical towels
- Encouraged the use of cloth napkins and non-disposable tableware at all church events
- Continued to disseminate information and encourage recycling of glass, plastic, Styrofoam, and paper in the kitchen and office
- Sponsored 11th annual free community-wide metal recycling event, which benefits the Bridgewater Food Pantry, in conjunction with Bridgewater Recycling, Inc.
- Toured two local Waste to Energy facilities to learn best practices in an ever-changing market
- Recycled and delivered boxes of CDs, DVDs and jewel cases to CD Recycling Center of America in NH
- Began initiative to collect plastic newspaper sleeves for repurposing into sleeping mats for the homeless
- Participated in “Flood the Phones”, a monthly local political activism initiative of UU Mass Action (January-March 2020)
- Participated in UU Advocacy Day Via Zoom (April 2020)
- Stood out in Bridgewater Center and rang bells to promote Climate Action in conjunction with The Eleventh Hour Campaign (January-March 2020)
- Served Equal Exchange Fairly Traded Organic Coffee at all church functions and promoted use of EE products among members
- Maintained Social Justice Committee bulletin board with other branches of SJC
- Continued as liaison for Solstice Initiative, our solar energy partner
- Increased involvement with UU MA Action; discontinued membership in Interfaith Power and Light (2/20)
- Increased publicity around “green” initiatives
- Participated in educational workshops and community events

Committee Members:

Debbie Baumgarten--Chair, Janet Dye, and Ginger Irish

PEACE COMMITTEE REPORT 2019-2020

Again this year members of the Peace Committee took part in four seasonal services. The summer service on Aug. 18 was presented by committee member Lisa Troy and Ben Carson, English professor at Bridgewater State University. In addition to their touching stories, they showed slides and mementoes from their Jan. 2020 trip to Cambodia where they worked with children in one of the poorest places on earth. Members of the church had supported this project with donations of items for the trip.

The annual observance of the United Nations International Day of Peace was held on Sept. 22, 2019. The service focused on women peacemakers. Diane Breen presented "Who is Malala Yousafzai?" for the *Time for All Ages*. Neill Anderson spoke about the work of Nobel Laureate Wangari Maathai. Jack Hart told a moving story about the Journey of the Napalm Girl, whose iconic photo was in the *New York Times* and *Life* magazine during the Vietnam War. Lisa Rue led the Tone Chime Choir in a "Meditation on Breathing". For an anthem the choir sang "When I Breathe In" which was repeated as the Recessional out to the Peace Pole for a closing ceremony.

For a winter program we worked with the R E Committee on their Feb. Sunday Night Out. We enlisted them to work on the *Butterfly Effect: Migration Is Beautiful* project. This is a youth-led project which uses butterflies to symbolize migrant children who are separated from their parents. Children and adults at the evening program made a variety of butterflies to be used to raise awareness of this situation.

For our spring service we worked with Rev. Sprecher on planning the Unitarian Universalist Service Committee program on "Generosity". Vernon Domingo was the Lay Leader. Lisa Rue, Rev. Rachel Tedesco and Betty Gilson did readings related to the spirit of generosity and hope. Rev. Paul's homily was "The Wisdom of Generosity". This was the third Sunday Worship done on Zoom. The *Time for All Ages* was the UUSC Children's Story about the origin of the Service Committee and the heroic work of the Rev. Waitsill and Martha Sharp. Our thanks especially to Alan Yabroudy who connected to the video.

As Martin Luther King, Jr. said "True peace is not merely the absence of tension. It is the presence of Justice." You are invited to join in this work.

Members: Neill Anderson, Diane Breen, Vernon Domingo, Betty Gilson, Jack Hart, Lisa Rue, Lisa Troy, Korin Zigler

CARING COMMITTEE ANNUAL REPORT 2019-2020

What started off as a normal year became anything but. In the wake of COVID-19 the Caring Committee, joined by Susan Irish from the Membership Committee, developed a plan for keeping in contact with the members and friends of our beloved community. Each of us was responsible for contacting those listed on a page in the church directory. Through phone calls, email and FaceBook we reached out to as many people as possible to check on their situations and to act as a link to the church itself. We hope it was as rewarding to those on our lists as it was to us.

Throughout the year the members of the committee have continued to send cards for special occasions and to arrange help where needed. Our work is only as strong as the support we receive from the rest of the church family in keeping us aware of joys and concerns. We appreciate the connections in our special interdependent web.

Members: Debbie Baumgarten, Betty Gilson, Louella Mann, Jan Thompson, Korin Zigler

FIRST PARISH TRUSTEES REPORT (Submitted by David Tedesco, Treasurer)

The First Parish Trust, created in 1803 by an act of the General Court of the Commonwealth of Massachusetts, is a separate entity from the Church although managed by a committee of trustees appointed by the Church, currently five in number: David Tedesco, Jack Hart, Quentin Jarvis, Frank Yeatman, and Angela Sheble. The only officer at this time is the Treasurer and we are in need of someone to fill the role of President and also a Clerk.

The total assets of the Trust for the last three years as of December 31st of each year were as follows:

December 31, 2019 \$558,941.91

December 31, 2018 \$480,197.71

December 31, 2017 \$522,676.43

For the coming Church Fiscal Year (July 1, 2020 to June 30, 2021) the Trustees voted to transfer the sum of \$18,221 to the church. This represents 3.5% of the average of the assets held by the Trustees for the last three years as of December 31st of each year, or \$520,605.35. The 3.5% is an increase from 3.3% used in the calculation for the current year's transfer.

The Trust is facing some challenges in current and next calendar years. First, the Trust's investments were not immune to the decreases in the market experienced by most endowments in the first quarter of 2020. While the losses were not especially large due to their conservative nature, there were losses nevertheless. They could somewhat impact transfers from the Trust to the Church in the church year July 2021 to June 2022 unless the market recovers. Second, the Church is lacking sufficient persons to appoint as Trustees in leadership positions. Third, the Trustees are concerned about the social justice nature of a small part of the investments. Fourth, the statutory foundation of the Trust might be out of date. Fifth, and very importantly, there is no Legacy Giving Program formally in place despite a long history of such generosity.

ARCHIVES PROJECT (submitted by David Tedesco)

While the Archives Project was relatively quiet this last year, it nevertheless continued. Some material, mostly current monthly reports, orders of service and such, continued to be collected in the Archives Box located in the church office. This material was conveyed to Maxwell Library as planned. Two important older acquisitions were a photograph of an Artist's painting of our second building and a copy of a photograph of the Rev. Claudius Bradford and his wife Maria. Bradford was our sixth minister, 1845 to 1851. This makes twenty-three such different ministerial images that have been located. Two visits to the Maxwell were held by me prior to the onset of the virus. The Archives Guardian group remains I, Laurie Lessner, Pam Hayes-Bohanan, and Louella Mann.

EVENTS COMMITTEE 2020 ANNUAL REPORT

May 23, 2020

The role of the Events Committee is to plan and coordinate fundraising events. First Parish events bring our community together for fun, festive occasions while contributing a significant amount to our annual budget. The committee focuses on ensuring adequate staffing and publicity for each event and getting new people involved so the events can continue to be successful in the future. The annual fundraising events are: the Goods & Services Auction, July 4th, the Holiday Fair, and the Valentine's Day Lasagna Dinner.

The Goods & Services Auction – Le Club Auction - was held on May 11, 2019. Useful, creative and fun goods, activities and services donated by many during the weeks preceding the auction, were enthusiastically purchased by bidders on the big night. The amount raised from the live and silent auctions, and donations for wine, appetizers, and desserts was \$7600.

The 2019 July 4th event took place on a beautiful summer day and was a great success. As always, a great group of volunteers took part in selling books, making lemonade, grilling food, and serving shortcake and other goodies. We also provided information about First Parish at a table on the BSU quad. The amount raised at this event was almost \$1900.

The Holiday Fair was held on Friday evening and Saturday December 6th and 7th, 2019. More than 35 volunteers helped publicize the event to crafters and the public, decorate our building, make cookies and soups for sale, and sell handmade creations at the vendor fair. The amount raised was approximately \$1340.

The Valentine's Day Lasagna Dinner was held on February 14, 2020. In addition to enjoying lasagna donated by the many great cooks at First Parish, the crowd was entertained by the Male Bonding Band. The event raised about \$550.

Upcoming events are uncertain in light of the ongoing pandemic. Bridgewater will not have traditional July 4th activities this year. The next Goods & Services Auction originally scheduled for June 2020, has been rescheduled for October, but may have to be held as a "virtual" auction. Whether there will be a Holiday Fair in December is an open question. Let's hope that we are able to get together for a lasagna dinner sometime in early 2021!

The Events Committee:

Eileen Hiney, Laurie Lessner, David Wilson, Tony Winters

Welcoming Congregations Renewal Committee Annual Report - FY2020

This year the newly formed WCRC held 4 discussions

- Our WC history and why renewing is important at this time
- “What is an ally?”
- The ABCs of LGBTQ+
- Systemic Injustices Facing the LGBTQ+ Community
- Hung prominent Progress Pride Banner on School St. side of church
- Inserted quotes into Sunday services, from LGBTQ+ community
- Held two services to honor LGBTQ+ people
 - Worship with McKayla Hoffman & Tony Winters: “Pure Love, Pure Joy” - The Welcoming Congregation task force begins our renewal process with a question: What does it take to truly be a people of radical welcome? What must be mitigated within to be sure we are not only welcoming, but also showing boundless love for a person’s whole self?
 - Worship with the WCRC, celebrating Pride - The Welcoming Congregation Renewal Committee celebrates Pride with songs, memories, and the spirit of commitment to continue our journey in creating an inclusive community and working for LGBTQ justice and equity.

Committee Members:

James Hayes-Bohanan, convenor

Juanita Brunelle

Sonia D'Alarcao

Betty Gilson

McKayla Hoffman

Laurie Lessner

Kate Martin

Paul Sprecher

Rachel Tedesco

Mary-Kate Wells

Tony Winters

Finance Committee Report

2020-2021

I don't need to tell you that these are scary and trying times and our finances are a part of the challenges we face. As with the rest of our lives there are many unknown factors. We have tried to look at the expected impacts on the finances at First Parish.

Alan once again has done a great job at putting together the budget showing the comparison to last year.

He has noted the various changes in his notes.

- Major expected changes and assumptions:
- Assumption that the church will reopen sometime late in 2020 or early 2021
- Fundraising decreases, July 4th, Holly Day Faire, Valentine's Day dinner, First Parish Players.
- Parking losses; no student graduation parking in 2020, refunds for 2020 parking and loss for 2020-2021 session, graduation parking
- Added new this year is a Welcoming Congregation of \$500
- The Building Fund will be reduced by \$1200 as a worst case.
- There is no increase for salaries
- Adjustment were made to show reduced usage due to the closed building ie. oil, electric, child care, rental

FY 2021 Budget July 2020 through June 2021		Difference from FY2020		Notes
Line #		Current Budget FY 2019 - 2020	Proposed Budget FY 2020 - 2021	
1	Income			
2	Annual Pledge	94,741	98,000	3,259
3	Bank Interest	504	5	-499
4	Collection	5,040	5,040	0
5	Donation In			
6	AV Fund	600	600	0
7	Donation In - Other	6,000	5,000	-1,000 ***
8	Total Donation In	6,600	5,600	-1,000
9	Fundraising			
10	First Parish Players	1,700	750	-950 ***
11	Fundraising - Other	12,700	9,000	-3,700 Assumes lost revenue from 4th of July.
12	Total Fundraising	14,400	9,750	-4,650
13	Parking			
14	Graduation Parking	2,700	2,700	0
15	Parking - Other	14,500	8,000	-6,500 ***
16	Total Parking	17,200	10,700	-6,500
17	Rentals	600	600	0
18	Trustee's Distribution	16,400	16,400	0
19	Total Income	155,485	146,095	-9,390
20	Expense			
21	Committee Expense			
22	AV Committee		0	0 ***
23	Events Committee	240	240	0
24	Green Sanctuary Committee	180	180	0
25	Kitchen and Coffee Supplies	360	360	0
26	Membership	300	300	0
27	Music			
28	Instrument Maintenance	700	700	0
29	Music Supplies	120	120	0

FY 2021 Budget July 2020 through June 2021		Current Budget		Proposed Budget	Difference from FY2020	Notes
Line #		FY 2019 - 2020	FY 2020 - 2021			
30	Other	1,080	960		-120	
31	Total Music	1,900	1,780		-120	
32	Other	720	720		0	
33	Personnel Committee	500	500		0	
34	Religious Education					
35	Child Care	1,440	1,100		-340	***
36	RE Development	1,704	1,704		0	
37	RE Events	0	0		0	
38	RE Supplies	900	900		0	
39	Total Religious Education	4,044	3,704		-340	
40	Search Committee		1,000		1,000	
41	Social Media Committee					
42	Advertising and Marketing	600	600		0	
43	Content Manager	2,160	0		-2,160	Reduced to 10 hrs per month.
44	Total Social Media Committee	2,760	600		-2,160	
45	Stewardship Committee	300	300		0	
46	Worship Committee					
47	Guest Speaker	2,000	2,000		0	
48	Other	600	600		0	
49	Total Worship Committee	2,600	2,600		0	
50	Total Committee Expense	13,904	12,284		-1,620	
51	Donation Out	4,500	4,000		-500	***
52	Dues					
53	UUA Dues	8,221	9,043		822	
54	UUPCC Dues (Partner Church)	50	50		0	
55	Total Dues	8,271	9,093		822	
56	Facilities and Equipment					
57	Building Fund	1,200	0		-1,200	***
58	Buildings & Grounds	2,004	2,004		0	

FY 2021 Budget July 2020 through June 2021		Current Budget		Proposed Budget	Difference from FY2020	Notes
Line #		FY 2019 - 2020	FY 2020 - 2021			
59	Electric	3,600	2,000		-1,600	***
60	Elevator Maintenance	850	850		0	
61	Gas	2,100	1,500		-600	***
62	Oil	1,500	1,250		-250	***
63	Property Insurance	6,000	6,000		0	
64	Security	1,520	1,520		0	
65	Snow Removal	1,000	1,000		0	
66	Trash Disposal	240	240		0	
67	Water/Sewer	780	780		0	
68	Total Facilities and Equipment	20,794	17,144		-3,650	
69	Fundraising Expense	0	0		0	
70	Information Resources	0	0		0	
71	Operations					
72	Office Supplies	960	750		-210	***
73	Postage, Mailing Service	108	108		0	
74	Printing and Copying	600	300		-300	***
75	Software	600	600		0	
76	Telephone & Internet	1,560	1,560		0	
77	Total Operations	3,828	3,318		-510	
97	Total Payroll Expenses	103,045	103,045		0	
98	Total Expense	154,342	148,884		-5,458	
99	Uncollectable Pledge Allowance	-1,000	-2,000		-1,000	
100	Net Income	143	-4,789		-4,893	

1:03 PM

First Parish Unitarian Universalist Church Bridgewater MA

06/06/20

Profit & Loss Budget vs. Actual

Cash Basis

July 2019 through May 2020

	Jul '19 - May 20	Budget
Income		
2016-2017 Capital Campaign	1,920.00	
Annual Pledge		
Previous Year's Pledge	1,500.00	0.00
Annual Pledge - Other	82,095.64	85,741.00
Total Annual Pledge	83,595.64	85,741.00
Bank Interest	2.08	462.00
Collection	3,889.21	4,620.00
Donation In		
300th Anniversary	0.00	0.00
AV Fund	0.00	550.00
Modular Unit	0.00	0.00
Music Committee	0.00	0.00
Other	0.00	0.00
Donation In - Other	6,930.00	5,500.00
Total Donation In	6,930.00	6,050.00
Fundraising		
First Parish Players	0.00	1,700.00
Fundraising - Other	3,623.13	12,700.00
Total Fundraising	3,623.13	14,400.00
Insurance Claim Disbursement	3,696.53	
Parking		
Graduation Parking	0.00	0.00
Parking - Other	14,424.79	14,500.00
Total Parking	14,424.79	14,500.00
Rentals	174.00	550.00
SBA Loan	9,300.00	
Trustee's Distribution	16,400.00	16,400.00
Total Income	143,955.38	142,723.00
Expense		
Bank Fees	14.34	0.00
Building Bridges Out	307.50	
Committee Expense		
Events Committee	0.00	220.00
Green Sanctuary Committee	0.00	165.00
Kitchen and Coffee Supplies	533.85	330.00
Membership	125.00	275.00
Music		
Instrument Maintenance	907.88	700.00
Music Supplies	0.00	110.00
Other	400.00	1,015.00
Total Music	1,307.88	1,825.00
Other	0.00	660.00
Personnel Committee	0.00	500.00
Religious Education		
Child Care	1,050.00	1,320.00
RE Development	293.00	1,562.00
RE Events	0.00	0.00
RE Supplies	682.64	825.00
Total Religious Education	2,025.64	3,707.00
Social Media Committee		
Advertising and Marketing	10.00	550.00
Content Manager	0.00	0.00
Total Social Media Committee	10.00	550.00

1:03 PM

First Parish Unitarian Universalist Church Bridgewater MA

06/06/20

Profit & Loss Budget vs. Actual

Cash Basis

July 2019 through May 2020

	Jul '19 - May 20	Budget
Stewardship Committee	55.45	275.00
Worship Committee		
Guest Speaker	2,350.00	2,000.00
Other	0.00	550.00
Worship Committee - Other	528.73	
Total Worship Committee	2,878.73	2,550.00
Committee Expense - Other	543.04	
Total Committee Expense	7,479.59	11,057.00
Donation Out	3,097.30	4,125.00
Dues		
UUA Dues	8,221.00	8,221.00
UUPCC Dues	0.00	50.00
Total Dues	8,221.00	8,271.00
Facilities and Equipment		
Building Fund	0.00	1,100.00
Buildings & Grounds	12,500.22	1,837.00
Electric	3,244.11	3,300.00
Elevator Maintenance	0.00	800.00
Gas	1,445.48	1,925.00
Modular Unit Debt Repayment	0.00	0.00
Oil	1,204.73	1,375.00
Property Insurance -01	7,586.50	6,000.00
Security	1,973.81	1,440.00
Snow Removal	0.00	1,000.00
Trash Disposal	0.00	220.00
Water/Sewer	415.28	715.00
Facilities and Equipment - Other	1,300.00	
Total Facilities and Equipment	29,670.13	19,712.00
Fundraising Expense	102.93	0.00
Information Resources	0.00	0.00
Operations		
Office Supplies	1,030.20	880.00
Postage, Mailing Service	44.00	99.00
Printing and Copying	0.00	550.00
Software	592.34	550.00
Telephone, Telecomm	1,731.75	1,430.00
Total Operations	3,398.29	3,509.00
Parking Refund	177.00	
Payroll Expenses		
Benefits		
Dental Insurance	0.00	0.00
Disability Insurance	0.00	0.00
Employee Perks	0.00	0.00
Health Insurance	0.00	0.00
Life Insurance	0.00	0.00
Retirement Plan - 401(k) Ded	0.00	0.00
Total Benefits	0.00	0.00
Compensation		
Assistant Musician	2,475.00	2,376.90
Marketing	1,327.50	1,980.00

1:03 PM
06/06/20
Cash Basis

First Parish Unitarian Universalist Church Bridgewater MA
Profit & Loss Budget vs. Actual
July 2019 through May 2020

	<u>Jul '19 - May 20</u>	<u>Budget</u>
Minister's Package		
Minister's Health Insurance	2,871.00	3,758.33
Minister's Housing Allowance	0.00	31,742.33
Minister's Other Benefits	1,133.33	1,198.33
Minister's Professional Funds	2,946.32	3,666.67
Pension Plan	2,684.30	2,948.62
Total Minister's Package	9,634.95	43,314.28
Music Director	0.00	8,851.52
Office Administrator	0.00	13,275.50
Parking Attendant	0.00	2,422.13
RE Director	0.00	14,153.56
Sexton	0.00	6,089.49
Compensation - Other	71,324.37	
Total Compensation	84,761.82	92,463.38
FICA	0.00	3,391.30
FUTA - Federal Unemployment Tax	0.00	
MA Unemployment Health Ins.	0.00	
MA Unemployment Tax	0.00	
MA Workforce Training Fund	0.00	
Medicare Tax	576.47	
Payroll Processing Expense	544.17	495.00
Social Security Tax	2,464.93	
Workmans Comp Insurance -02	971.00	0.00
Payroll Expenses - Other	718.29	
Total Payroll Expenses	90,036.68	96,349.68
Reconciliation Discrepancies	-13.50	
Total Expense	142,491.26	143,023.68
Net Income	1,464.12	-300.68

1:03 PM

First Parish Unitarian Universalist Church Bridgewater MA

06/06/20

Profit & Loss Budget vs. Actual

Cash Basis

July 2019 through May 2020

	\$ Over Budget	% of Budget
Income		
2016-2017 Capital Campaign		
Annual Pledge		
Previous Year's Pledge	1,500.00	100.0%
Annual Pledge - Other	-3,645.36	95.7%
Total Annual Pledge	-2,145.36	97.5%
Bank Interest	-459.92	0.5%
Collection	-730.79	84.2%
Donation In		
300th Anniversary	0.00	0.0%
AV Fund	-550.00	0.0%
Modular Unit	0.00	0.0%
Music Committee	0.00	0.0%
Other	0.00	0.0%
Donation In - Other	1,430.00	126.0%
Total Donation In	880.00	114.5%
Fundraising		
First Parish Players	-1,700.00	0.0%
Fundraising - Other	-9,076.87	28.5%
Total Fundraising	-10,776.87	25.2%
Insurance Claim Disbursement		
Parking		
Graduation Parking	0.00	0.0%
Parking - Other	-75.21	99.5%
Total Parking	-75.21	99.5%
Rentals	-376.00	31.6%
SBA Loan		
Trustee's Distribution	0.00	100.0%
Total Income	1,232.38	100.9%
Expense		
Bank Fees	14.34	100.0%
Building Bridges Out		
Committee Expense		
Events Committee	-220.00	0.0%
Green Sanctuary Committee	-165.00	0.0%
Kitchen and Coffee Supplies	203.85	161.8%
Membership	-150.00	45.5%
Music		
Instrument Maintenance	207.88	129.7%
Music Supplies	-110.00	0.0%
Other	-615.00	39.4%
Total Music	-517.12	71.7%
Other	-660.00	0.0%
Personnel Committee	-500.00	0.0%
Religious Education		
Child Care	-270.00	79.5%
RE Development	-1,269.00	18.8%
RE Events	0.00	0.0%
RE Supplies	-142.36	82.7%
Total Religious Education	-1,681.36	54.6%
Social Media Committee		
Advertising and Marketing	-540.00	1.8%
Content Manager	0.00	0.0%
Total Social Media Committee	-540.00	1.8%

1:03 PM

First Parish Unitarian Universalist Church Bridgewater MA

06/06/20

Profit & Loss Budget vs. Actual

Cash Basis

July 2019 through May 2020

	\$ Over Budget	% of Budget
Stewardship Committee	-219.55	20.2%
Worship Committee		
Guest Speaker	350.00	117.5%
Other	-550.00	0.0%
Worship Committee - Other		
Total Worship Committee	328.73	112.9%
Committee Expense - Other		
Total Committee Expense	-3,577.41	67.6%
Donation Out	-1,027.70	75.1%
Dues		
UUA Dues	0.00	100.0%
UUPCC Dues	-50.00	0.0%
Total Dues	-50.00	99.4%
Facilities and Equipment		
Building Fund	-1,100.00	0.0%
Buildings & Grounds	10,663.22	680.5%
Electric	-55.89	98.3%
Elevator Maintenance	-800.00	0.0%
Gas	-479.52	75.1%
Modular Unit Debt Repayment	0.00	0.0%
Oil	-170.27	87.6%
Property Insurance -01	1,586.50	126.4%
Security	533.81	137.1%
Snow Removal	-1,000.00	0.0%
Trash Disposal	-220.00	0.0%
Water/Sewer	-299.72	58.1%
Facilities and Equipment - Other		
Total Facilities and Equipment	9,958.13	150.5%
Fundraising Expense	102.93	100.0%
Information Resources	0.00	0.0%
Operations		
Office Supplies	150.20	117.1%
Postage, Mailing Service	-55.00	44.4%
Printing and Copying	-550.00	0.0%
Software	42.34	107.7%
Telephone, Telecomm	301.75	121.1%
Total Operations	-110.71	96.8%
Parking Refund		
Payroll Expenses		
Benefits		
Dental Insurance	0.00	0.0%
Disability Insurance	0.00	0.0%
Employee Perks	0.00	0.0%
Health Insurance	0.00	0.0%
Life Insurance	0.00	0.0%
Retirement Plan - 401(k) Ded	0.00	0.0%
Total Benefits	0.00	0.0%
Compensation		
Assistant Musician	96.10	104.1%
Marketing	-652.50	67.0%

1:03 PM

First Parish Unitarian Universalist Church Bridgewater MA

06/06/20

Profit & Loss Budget vs. Actual

Cash Basis

July 2019 through May 2020

	\$ Over Budget	% of Budget
Minister's Package		
Minister's Health Insurance	-887.33	76.4%
Minister's Housing Allowance	-31,742.33	0.0%
Minister's Other Benefits	-65.00	94.6%
Minister's Professional Funds	-720.35	80.4%
Pension Plan	-264.32	91.0%
Total Minister's Package	-33,679.33	22.2%
Music Director	-8,851.52	0.0%
Office Administrator	-13,275.50	0.0%
Parking Attendant	-2,422.13	0.0%
RE Director	-14,153.56	0.0%
Sexton	-6,089.49	0.0%
Compensation - Other		
Total Compensation	-7,701.56	91.7%
FICA	-3,391.30	0.0%
FUTA - Federal Unemployment Tax		
MA Unemployment Health Ins.		
MA Unemployment Tax		
MA Workforce Training Fund		
Medicare Tax		
Payroll Processing Expense	49.17	109.9%
Social Security Tax		
Workmans Comp Insurance -02	971.00	100.0%
Payroll Expenses - Other		
Total Payroll Expenses	-6,313.00	93.4%
Reconciliation Discrepancies		
Total Expense	-532.42	99.6%
Net Income	1,764.80	-486.9%

1:05 PM
06/06/20
Cash Basis

First Parish Unitarian Universalist Church Bridgewater MA
Balance Sheet
As of May 31, 2020

	May 31, 20
ASSETS	
Current Assets	
Checking/Savings	
BSBank Capital Campaign 2017	14,042.52
BSBank CK General Fund	12,585.51
Building Fund	10,700.00
Capital Fund CD	20,000.00
Dorothy Mann Fund	5,400.00
Total Checking/Savings	62,728.03
Total Current Assets	62,728.03
TOTAL ASSETS	62,728.03
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Payroll Liabilities	
Federal PIT Payable	96.36
Federal Taxes Payable	
Medicare Tax Payable	111.04
Social Security Payable	474.80
Total Federal Taxes Payable	585.84
MA PIT Payable	126.00
Total Payroll Liabilities	808.20
Total Other Current Liabilities	808.20
Total Current Liabilities	808.20
Total Liabilities	808.20
Equity	
Unrestricted Net Assets	60,455.71
Net Income	1,464.12
Total Equity	61,919.83
TOTAL LIABILITIES & EQUITY	62,728.03

Fiscal Year 2020-21 Account Descriptions

<u>Account</u>	<u>Description</u>
Income Accounts	
Annual Pledge	Actual pledge contributions made to the church.
Bank Interest	Interest earned on interest bearing accounts.
Collection	Cash contributed to the church in the weekly plate collection. These are the funds that are eligible for the "split-the-plate" donations made by the church.
Donation In	Money donated to the church that is not contributed through plate collection or from a known source who hasn't pledged. The donation may have a stated purpose or not.
AV Fund	Donations made to the church to fund the church's audio/visual needs.
Modular Unit	Donations made to the church to fund the installation of the modular unit (The Hive).
Music Committee	Donations made to the church to help fund the needs of the Music Committee.
Other	Various Grants/Funding
Fundraising	Money earned or collected through fundraising activities such as 4th of July, Holly Day Fair, book sales, etc.
First Parish Players	Contributions to the church from the First Parish Players.
Parking	Income from the sale of parking passes. Parking passes allow BSU staff & students to park in the church parking lot during designated times. This DOES NOT include parking for graduation.
Graduation Parking	Income from the sale of parking spaces for BSU graduation ceremonies.
Rentals	Income to the church from the rental of church facilities to third parties.
Trustee's Distribution	Money contributed to the church by The Trustees. The Trustees manage the church's endowment and contribute a portion of the endowment's earnings to the church semi-annually.
Expense Accounts	
Committee Expense	Expenses attributable to the work of church committees that could not be attributed to a committee expense sub account. This is Committee: Other.
Caring Committee	Expenses related to the activity of the Caring Committee.
Events Committee	
Green Sanctuary Committee	
Kitchen and Coffee Supplies	Kitchen and coffee supplies.
Membership	Expenses incurred by the Membership Committee.
Music	Music Committee expenses that couldn't be further refined into sub accounts. This includes expenses for services like the Christmas Brass Quartet.
Instrument Maintenance	Regular instrument maintenance. This includes organ maintenance and piano tuning.
Music Supplies	Music supplies.
Other	Includes fees for use of music/play rights

Personnel Committee	All expenses related to the personnel committee.
Religious Education	Expenses related to the church's RE program that were not allocated to a sub account.
Child Care	Expenses related to providing child care services during church services and special events.
RE Development	Expenses related to the education and training of RE staff and committee members.
RE Events	
RE Supplies	Expenses for supplies purchased to support the church's RE programs.
Social Justice Committee	Expenses related the the activites of the Social Justice Committee.
Social Media Committee	Expenses related to the Social Media Committee's activities.
Advertising and Marketing	Expenses related to Advertising and Marketing First Parish.
Content Manager	Content Manager Compensation.
Stewardship Committee	
Worship Committee	General expenses of the Worship Committee.
Guest Speaker	Payments made to guest speakers for church services.
Other	
Donation Out	Donations that the church makes to other organizations. This includes "split-the-plate" donations.
Dues	Dues payed by the church to other organizations.
UUA Dues	Dues paid to the Unitarian Universalist Association (UUA)
UUPCC Dues	Dues paid the the Unitarian Universalist Partner Church Council (UUPCC)
Facilities and Equipment	Expenses related to maintenance of the churches facilities.
Building Fund	Regular deposits into the church's building fund. The building fund is a reservefund to help cover unbudgeted/emergency repair needs.
Buildings & Grounds	Expenses related to the maintenance and upkeep of the church's buildings and grounds. The account is used to record both budgeted and unbudgeted (emergency) expenses.
Electric	Cost for electricity service for the church and church grounds.
Elevator Maintenance	Regular elevator maintenance costs. Unexpected reparis are funded from the Building Fund. Inspection is bi-annual with corresponding bi-annual expense.
Gas	Cost for natural gas service for the church.
Modular Unit Debt Repayment	Money used for repayment of the internal loan used to purchase the Modular Unit (The Hive).
Oil	Cost for heating oil for the church.
Property Insurance	Cost for insurance on property owned by the church.
Security	Expenses related to maintnenace and monitor of the church's security system.
Snow Removal	Expenses related to snow removal from the church parking lot and walkways.
Trash Disposal	Cost for chuch trash removal.

Water/Sewer	Cost for church water and sewer services.
Operations	Expenses related to the day to day operations of the church that don't fall into a sub account.
Office Supplies	General office supplies.
Postage, Mailing Service	Postage, parcel delivery, local courier, trucking, freight, outside mailing services, etc.
Printing and Copying	Printing and copying expenses. These can be internal (i.e. purchase printer or paper) or external (i.e. using a printing service).
Software	Software or software services used for the general operation of the church. This can include membership management, pledge management, etc.
Telephone, Telecomm	Telephone equipment and service, Internet service, etc.
Payroll Expenses	Payroll expenses
Special Projects	Account to track special (one-time) projects and events. Each project or event should be created as a sub account of this account.