

UUMedford



Unitarian Universalist Church of Medford

**Annual Report
2009-2010**

Annual Report 2009-2010

Table of Contents

1. Agenda for June 6, 2010 Annual Meeting
2. Warrant for June 6, 2010 Annual Meeting
3. Minutes for June 7, 2009 Congregational Meeting
4. Board of Trustees' Report
5. Fiscal Year 2010 Budget Review and 2011 Budget Proposal
6. Annual Report from the Minister
8. Religious Education Report
9. Committee on Ministry Report
10. Building & Grounds Committee Report
11. Eco-Social Justice Committee Report
12. Community Cupboard Food Pantry Report
13. Task Force on Immigration Report

Annual Meeting Agenda – June 6, 2010

1. Call to Order.
2. Chalice lighting and invocation.
3. Choose a moderator.
4. Act upon the minutes of the congregational meeting of June 7, 2009.
5. Receive and act upon the written or oral annual reports of the Minister, the Director of Religious Education, the Board of Trustees, and various committees.
6. Elect delegates to the UUA General Assembly.
7. Accept and approve the proposed financial operating budget for 2010-2011.
8. Accept nominations and vote on candidates for the offices of Trustee, Treasurer, Assistant Treasurer, Clerk, Collector, and Nominating Committee.
9. New business from the floor.
10. Adjourn.

WARRANT

For an Annual Meeting of the Congregation of the Unitarian Universalist Church of Medford to be held June 6, 2010 at 12:00 noon, or immediately following church services.

GREETINGS

You are hereby to notify and warn the members of the Unitarian Universalist Church of Medford, Massachusetts to meet in the Sanctuary on Sunday, the 6th of June, 2010, at 12:00 noon, or immediately following Church services, at which time and place the following articles are to be acted upon and determined exclusively by Voting Members, in accordance with and subject to the Bylaws of the Unitarian Universalist Church of Medford.

1. To choose a moderator;
2. To act upon the minutes of the congregational meeting of June 7, 2009;
3. To receive and act upon the written or oral annual reports of the Minister, the Director of Religious Education, the Board of Trustees, and various committees;
4. To elect delegates to the UUA General Assembly;
5. To accept and approve the proposed financial operating budget for 2010-2011;
6. To accept nominations and vote on candidates for the offices of Trustee, Treasurer, Assistant Treasurer, Clerk, Collector, and Nominating Committee.
7. Such other business as may legally come before the meeting.

Faithfully submitted,

The Board of Trustees of the Unitarian Universalist Church of Medford

Geoffrey Ward, Chair
Hank Driscoll
Michael Glenn
Karen Johnston
Helen Silver
Colleen Squires
Mary Stevenson

Unitarian Universalist Church of Medford June 7, 2009 Annual Meeting

The meeting was called to order at 12:17 pm by Nancy Kurtz, Clerk.

Rev. Hank Peirce opened the meeting with a prayer.

Agenda Item 3: Choose a moderator.

A motion was made, seconded and approved, Nancy Kurtz was appointed moderator and Steve Schmidt as clerk pro tem to take notes for the meeting.

Agenda Item 4: Act upon the minutes of the congregational meeting of June 8, 2008.

Denice Sakakeeny-Smith pointed out that the figures given in the minutes for pledge units and amounts raised differ from the figures we have been using. Subject to that correction, the minutes were accepted as presented.

Agenda Item 5: Receive and act upon the written or oral annual reports of the Minister, the Director of Religious Education, the Board of Trustees, and various committees.

There were no oral reports, questions, or corrections. Receipt of the reports in the Annual Report was acknowledged.

Agenda Item 6. Vote on proposed amendments to Article II, Sections 4 and 5 of the Constitution and Bylaws of the Unitarian Universalist Church of Medford.

Geoff Ward explained as background information that keeping the roll of members up to date was important from the point of view of membership dues paid to UUA.

A motion was made and seconded to approve the changes to the Bylaws as submitted to the meeting.

After discussion, a motion was made to amend the proposed amendment to authorize striking a name from the rolls if no reply was received within one month of sending an inquiry by certified mail, rather than three months.

The motion to amend passed by a vote of 18 in favor and 9 opposed.

The main motion, to amend Article II, Sections 4 and 5 of the Constitution and Bylaws of the Unitarian Universalist Church of Medford, was unanimously approved. The text of the amendment as approved is as follows:

Resolved, that Section 4 of Article II be amended to read:

Section 4. Any member may withdraw from the Church by submitting written notice to the Clerk. A member who is unable to attend services or otherwise participate actively in the Church community, due to relocation from the vicinity or any other reason, but who wishes to remain affiliated with the Church, may submit a written request to the Clerk to take affiliate member status. Affiliate members may participate in Church activities, but may not vote at Annual or Special Meetings and shall not be considered members for purposes of contributions to the Annual Program Fund of the Unitarian Universalist Association or its districts. Upon submission to the Clerk of written notice of intent to resume full membership status and upon approval by the Board, an affiliate member may resume active member status.

Resolved, that Section 5 be amended to read:

Section 5. When there shall be doubt as to the desire of an individual who has not taken affiliate_member status to maintain membership in the Church, by reason of relocation from the vicinity, or by reason of non-attendance at meetings or functions of the Church for one year, the Board may direct the Clerk to inquire in writing of the individual whether that individual wishes to continue membership, either as a full member or an affiliate member. When the Clerk has so inquired by certified mail to the member's last known address, non-receipt of a reply within one_month shall be authority for the Board to strike the name of the individual concerned from the roll of members.

Agenda Item 7. Elect two delegates to the UUA General Assembly.

Rev. Hank Peirce nominated Colleen and Linda Squires as candidates to the UUA General Assembly. This motion was seconded and unanimously accepted.

Miles Fidelman pointed out that the Warrant also provides that direction be provided regarding votes on behalf of the Congregation. One of several issues before the General Assembly includes a revision of the UUA Principles and Purposes. It was suggested that the issues before the General Assembly be disseminated on the Church List Serve and that individual members email the delegates their views.

Colleen Squires requested that any emails on this matter be sent before her departure for General Assembly on June 22.

Agenda Item 8. Accept and approve the proposed financial operating budget for 2009-2010.

Questions on the proposed budget were entertained and referred to Denice Sakakeeny-Smith and Geoff Ward. The amount of the General Fund balance (as of May 29, 2009) was \$273,000. The recommendation to grant a cost of living increase of 3% to Church staff was made to reflect the value placed on staff and the good job they are doing. This was consistent with what had been done in prior years. The recommendation had been discussed by the ad hoc finance committee and accepted by the Board.

It was asked when the larger discussion of the church finances would take place. Denice stated that it was the job of the Treasurer to assist the Congregation in coming up with and carrying out a plan, but the plan should come from the Congregation. It was noted that the Stewardship Committee will be a permanent committee to organize fund-raising and generation of additional income. A consultant on increasing the use of space at the Church will be attending the Board meeting on June 10. Interested members of the Congregation were invited to attend.

It was then moved and seconded to accept the proposed budget. After discussion, it was voted to approve the budget by a vote of 26 in favor and 1 opposed.

Agenda Item 9. Accept nominations and vote on candidates for the offices of Trustee, Treasurer, Assistant Treasurer, Clerk, Collector, and Nominating Committee.

Board of Trustees:

Colleen Squires reported for the Nominating Committee the following:

Gretel Munroe, Helen Silver and Michael Glenn have been nominated for three year terms on the Board.

Colleen Squires has been nominated to serve out the remaining two years of Jesse Jaeger's term.

It was also reported:

- 1) That Denice Sakakeeny-Smith's and Miles Fidelman's terms would be ending this year.
- 2) Mary Stevenson, Hank Driscoll and Tom Innis each have one year left to their terms on the Board.
- 3) Geoff Ward and Karen Johnston each have two years left to their terms on the Board.

There were no floor nominations to the Board.

A motion was made, seconded and unanimously approved to elect the proposed slate for the Board of Trustees.

Church Officers:

Colleen Squires reported that the following nominations had been made for Church Officers:

Treasurer: Denice Sakakeeny-Smith

Clerk: Nancy Kurtz

Collector: Russell Tripp

Assistant Treasurer: Helen Silver

There were no nominations from the floor

A motion was made, seconded and unanimously approved to elect the proposed slate of Church Officers.

Nominating Committee: Colleen Squires reported that she and Sue Driscoll had volunteered to continue serving on the nominating committee.

Gretel Munroe volunteered from the floor to serve on the committee.

A motion was made, seconded, and unanimously approved to elect Colleen Squires, Sue Driscoll and Gretel Munroe to the Nominating Committee.

Agenda Item 10. New business from the floor.

There was no new business.

Agenda Item 11. Adjourn.

A motion was made, seconded, and unanimously approved to adjourn the meeting at 1:03 pm.

Submitted,

Steve Schmidt,
Clerk Pro Tem

Nancy Kurtz,
Clerk

Annual Report from the Board of Trustees – June 6, 2010

The powers and responsibilities delegated to the Board of Trustees by the UUCM congregation, as specified in our church Bylaws, include:

- Appoint annually the Chairs and other members of the Audit, Religious Education, Finance, Property, Membership, Ministry, and Worship committees, define their responsibilities and powers ...
- Appoint, from time to time, the chairs and other members of such special committees as it deems advisable, define the responsibilities and powers, and receive the reports of such committees ...
- Administer, directly or by delegation, all the affairs of the Church except as expressly provided otherwise in the Constitution and Bylaws and report its actions at the Annual Meeting, including a report of a proposed annual financial budget and a financial audit of the Treasurer's report.

The powers and responsibilities enumerated above reveal that the Board's function is fundamentally one of administration and oversight. Most accomplishments in the life of our church stem from the efforts of its *members* (including Board members acting in their capacities as members of the congregation). Being on the Board does bring visibility and a responsibility that inheres with having publicly declared oneself a leader. Visibility and responsibility brings increased interaction with members of our congregation, which leads to a better understanding of community priorities and what is called for next.

The Board started the church year with with nine members, of whom three were new to the board. Tom Innis and Gretel Munroe resigned from the Board early in the church year and neither was replaced. In September the Board, the Treasurer and Director of Religious Education joined together for a day's retreat and created broad and specific agendas for the coming year.

Financial matters continued to alternately infuse and dominate the Board's agenda. Please refer to the Financial Report which follows.

Various routine repairs to keep nature from turning our historic community home into dust and compost were funded and completed. The major sources of a leak in the church tower roof were fixed at no charge. Further repairs are required, mostly in areas unaltered during previous structural renovations. In particular the magnificent stained glass window in Benker Hall is at risk if the exterior wall is not repaired.

Board member Mary Stevenson organized this year's canvass, as she did in 2009. Results are incomplete, but total pledges to date of \$62 thousand have been received, versus a *final* pledge total of \$62 thousand last year. Further commitments are expected to come in during the next month.

Board member Hank Driscoll continued to organize and run the "Every Tuesday" event series. Average attendance was low so the program may be re-engineered in the fall, perhaps running less often. Several interest groups did form out of the series, and those are likely to continue in one format or another.

Board members Karen Johnston and Colleen Squires and former Board member Cathy Collins completed the prototype of our new church website last summer. Finishing touches were implemented in time for the church fall season. Former Board member Miles Fidelman reconfigured our previous unwieldy domain registration and website hosting situation, leaving us in a position to augment our site and internet presence with whichever available means and methods we choose. A UUCM "Geek Squad" is being formed to filter through the opportunities. Rev. Hank actively maintained the UUCM Facebook page.

Board Member Michael Glenn's Task Force on Immigration merged into the Social Action Committee as an immigration-interest group, and envisions coordinating more closely with the Malden UU church SAC. The [task force's full report](#) is available below.

Some highlight events and happenings from this past church year include:

- The 2009 summer season saw strong attendance and enthusiastic lay volunteers leading the services.
- Twelve new UUCM members were inducted during a spring Sunday service. Linda Squires served diligently as chairwoman of the membership committee. She was available as an information clearinghouse for community newcomers and veterans alike during Social Hours throughout the year.
- Our Building & Grounds Committee provided active oversight in maintaining our properties' interiors and exteriors, and leveraged the committee's small core membership by enrolling help as needed project by project. In mid-May five (non-church member) students from Tufts Fletcher School helped lay down mulch in the church's front yard. Favorable comments on our grounds continually received from passers-by indicate we are an appreciated member of the neighborhood.
- Following former editor Brad Chapman, Meghan Chan expanded our monthly church newsletter and incorporated many new aesthetic touches. A new format was rolled out with the February issue. Newsletter delivery was switched to largely email starting in October, allowing more pages to be included each month.
- Our community Thanksgiving Pot-Luck and Easter Pancake Breakfast traditions were characteristically well-attended. Fun was had by the participants, contributors and organizers alike.
- Our Religious Education program continued to serve a large number of UUCM families. This spring, our DRE, Esther Rosado, announced she was leaving to pursue an outstanding opportunity at a New York UU church, effective the end of this church year. We are grateful for the systems and procedures she instituted and the love she has brought to our community over the past five years. We wish her all the best.
- Thom Lisse led our choir through his fourth successful year as UUCM Music Director. Eight of our choir members, organized by Nancy Kurtz and accompanied by Music Director emeritus Russell Tripp, performed a selection of holiday songs before a performance of the Huntington Theatre's *Civil War Christmas*.
- A silent auction was organized in April by Troy Liston and Rebecca Kennedy. It raised the remarkable total of approximately \$4,000 for the church. Our spring rummage sale is scheduled to happen the day before our annual meeting, thanks to Mary Stevenson and those she has enlisted to aid her along the way. These fund-raising efforts produce valuable supplementary income for our church.
- Ferry Beach weekend, ably and enthusiastically organized once more by Mark Koenig and Troy Liston, was a big success as measured by participation and the glowing reports of participants, despite its unusually early date. This weekend is a wonderful community tradition.
- Jim and Rebecca Kennedy provided the organizing energy for three Saturday evening potlucks this spring, and a fourth one is planned for the end of June. The early, child-friendly starting time for the potlucks encouraged the solid attendance we experienced.
- The Community Cupboard Food Pantry, based in the church and co-coordinated by church member Liz Ammons, continued to serve a large number of clients from the surrounding community as people continue to have a difficult time making ends meet in this economy. The [Food Pantry's annual report](#) is available for reading below.

Financial Report: Fiscal Year 2010 Budget Review and 2011 Budget Proposal

An examination of the actual 2009-10 fiscal year numbers versus those budgeted provides ample evidence that church financial planning is an uncertain exercise. (Note that our 2009-10 numbers are estimated, an inescapable consequence of our 2010 fiscal year ending a month after this Annual Report is published.) Pledge income will apparently come in slightly short of total amount pledged, although we may be pleasantly surprised. Due to circumstances beyond our control interest income from our endowment was far less than expected. The shortfall was partially offset by unexpected gifts from outside sources and unforeseen good results from fund-raising efforts.

On the expense side, snow removal and heating oil expenditures came in substantially under what we had budgeted, due to a fairly mild winter. We cannot depend on this repeating. A full season using the programmable thermostats in the church undoubtedly helped our heating oil use as well. Supplies and equipment expenses also were well under budget despite the purchase of a new copier and new Apple computer. The one major unanticipated expense was a cumulative pension contribution owed to outgoing DRE Esther Rosado. Such contributions, standard for those occupying similar positions, were promised at the time of her hiring but had not actually been paid (nor ongoingly budgeted). This was clearly poor tracking and accounting, but paying the contributions in a lump sum rather than a year at a time had no effect on our total expenditures.

The net result is that the 2010-11 deficit was over \$14 thousand less than planned. That is nice, but the absolute deficit amount of some \$77 thousand commands our attention. The proposed fiscal year 2011 budget shows a further decline in our deficit despite assuming an increase in winter-related expenses. The number is still too large relative to our “endowment,” the general fund with no restrictions on where we spend it. The expected 2010-11 interest income of \$10,000 would disappear without the endowment.

A column showing the 2010-11 budget per pledging adult is included in this year’s financial presentation for the first time. These show our revenues and costs per each pledging adult member of our church. (Thus pledging couples count as two, single person household pledgers as one.) The attempt is to illuminate the situation by conveying the numbers in an easier-to-grasp scale. The projected deficit is \$552 per adult, which would rise to \$633 were there no income from our endowment.

Our financial planning model has in effect been “build it and they will come” for many years now. We have been expecting and hoping that membership would grow sufficiently to support the physical and programming infrastructure we have kept in place. Instead, for reasons undoubtedly both internal and external this has not happened. Our church membership and attendance has remained near the current level since the first half of the previous decade. This experience cannot be ignored, and it is imprudent to make plans based on the assumption that the situation will soon change enough to substantially rein in the rate of endowment drawdown.

In this space last year our then Treasurer-Elect put forward that our community had little appetite for “radical change,” and that we need to move outside our “comfort zone” in our modes of thinking and operating in order to be successful. The choice we face now is between making changes sooner in an organized manner, and not-much-later while in crisis mode.

A group of church members responded to the Treasurer-Elect’s challenge. They collected information last summer and fall and brought their findings to the Board. The Board then determined to begin a church-wide discussion of what to do and in what spirit to do it. Every community stake-holder will have the chance to share his or her personal vision for the community; to express which programs, rituals and structures are “core,” without which the church we know and love becomes unrecognizable; and to say where he or she fits into whatever emerges on the other side.

Past proposals of a radical nature which have been either summarily rejected or pursued without effect include: (a) Selling the Osgood House, (b) selling the church (and moving to a cheaper space), (c) finding a major partner to share our buildings, (d) merging with another church, (e) doing without a Music Director, (f) having a half-time minister, and (g) running Religious Education with volunteers only.

Here is the metaphorical and literal bottom line: Next year at this time the Board will be proposing a balanced budget for 2011-12, or a far-reaching course of action which will balance the budget in 2012-13. The chance for everyone who cares to have their say in what that will look like has already started.

Expense items in the proposed 2010-11 budget are generally set close to realized 2009-10 numbers, except expected increased outlays for snow removal and utilities/heating oil are factored in. Income items are, as usual, educated guesses. The proposed budget sets staff compensation at last year's levels. This is not because "we can't afford" increases, because as we have made clear the reality is that we cannot afford a lot of what we do already. Nor is the intention to send some "message" that we are "serious" this time, because imposing consequences on staff members for a congregational failure to create a sustainable financial future really makes no intrinsic sense. The reason is rather that most of our community members have not received raises while some have had to take new and lower-paying jobs, while Social Security recipient members received no cost-of-living-adjustment benefit increases. Nor did most people in the state and nation in which we reside get raises. Indeed many find themselves unexpectedly and perhaps permanently living in reduced circumstances.

Like it or not, finances and the rest of our lives, including the spiritual element, are inextricably intertwined. From last year's letter: "[Finance] is about relationships, it is about how people use scarce resources to enrich their lives, and it is about priorities and visibility into accomplishment of these priorities." Setting our spending priorities and setting our community priorities are one and the same.

We wish to thank Assistant Treasurer Helen Silver, administrator Lynn Battinelli and Collector Russell Tripp, whose week-in, week-out work tabulating and entering raw numbers and effectuating transactions makes this whole planning process possible. The execution of any project or plan – Board-directed, committee-sponsored, or spontaneously generated – requires that *someone* pick up a shovel and dig. Without Helen, Lynn and Russell doing the financial spadework we would be stumbling around in the dark without a flashlight.

Sincerely,

The Board of Trustees

Fiscal Year 2011 Proposed Budget

	Worship, Ministry, Religious Education	Buildings & Grounds	General & Admin., FY 2011 Budget	FY 2011 Budget	Budget per Pledging Adult	FY 2010 Actual (Est.)	FY 2010 Budget
Pledges			67,500	67,500	544	56,000	60,000
Plate	3,300			3,300	27	3,300	5,000
Other Donations			2,000	2,000	16	5,000	0
Fund-raising			5,000	5,000	40	4,593	0
Flowers	600			600	5	612	730
Property Rental		5,000		5,000	40	4,590	5,000
Interest Income			10,000	10,000	81	11,765	20,000
Lawrence Trust Dividends "NPO"	4,000			4,000	32	4,353	3,500
Tucker Fund	300			300	2	0	300
Ministerial Fund Income	20,000			20,000	161	19,656	20,000
Income	28,200	5,000	84,500	117,700	949	109,869	114,530
Minister	68,008			68,008	548	68,000	68,008
DRE	24,472			24,472	197	34,470	24,472
Sexton		10,660		10,660	86	10,660	9,970
Administrator			3,400	3,400	27	3,397	3,638
Music Director	11,927			11,927	96	11,900	11,927
Nursery	1,140			1,140	9	1,155	1,000
Guest Ministers	600			600	5	200	600
Utilities & Heating Oil		22,000		22,000	177	18,000	27,000
Snow Removal		8,000		8,000	65	4,250	15,000
Insurance			4,800	4,800	39	4,769	5,000
Maintenance, Repairs, Enhancements		7,000		7,000	56	7,000	7,000
Supplies, equipment, programming	2,500		6,000	8,500	69	7,852	15,500
Tucker Service	300			300	2	300	300
Publicity			1,000	1,000	8	705	2,500
Flowers	300			300	2	273	730
Affiliations			7,000	7,000	56	6,675	6,500
Professional Services			7,000	7,000	56	7,260	7,000
Expenses	109,247	47,660	29,200	186,107	1,501	186,866	206,145
			Deficit:	-68,407	-552	-76,997	-91,615

Annual Report from the Minster for the Church Year 2009-2010

Report

This year has been a year of tremendous growth at our church. It may sound strange to read that in a year when we have continued to struggle with how our finances impact our ability to do long-range planning, and one where we will see the departure of Esther Rosado as our Director of Religious Education, but a year of growth it has been. There have been many struggles which in the past we ignored or shrugged off, but this year the membership has started to come together to address the issues of finances and infrastructure and that is exciting. The mood of the church is positive, but cautious. As we move forward one of the areas of greatest need is creating an infrastructure of management that will allow us the framework that we do not have.

We have grown in three ways: spiritually, cooperatively, and pastorally. We have grown spiritually because we have learned that in order to proceed we need to understand that we work from a spiritual model, and that we are called first to be with each other.

We have grown more cooperative, which can be seen in that the most successful programs and events came when members stepped forward with ideas for groups or task forces or committees, and then were willing to see them through with assistance from church leadership. One example of this is the work that Linda Squires has done this year by starting a Membership Committee, giving it a clear goal and working with me and others. The board themselves worked with both the Rev. Sue Phillips and Rev. Teresa Cooley in the Mass Bay District Office to make sure that they were proceeding in a way that will bring everyone along.

We have grown pastorally by bearing witness to the difficult times in the lives of our friends and rising to the occasion. Not only by providing sustenance but also the lending the shoulder to cry on, the attentive ear and a word of support. All three of these can be seen in the successful events of church life.

Church Ministry

Besides the Tuesday evening programs that Hank Driscoll worked hard to organize and promote, we held three adult education classes. The first and most popular was “Spirit in Practice,” a new curriculum put out as part of the UUA “Tapestry of Faith” program. “Spirit in Practice” was so well received that it was run twice, first as an evening class led by me and the second as a Saturday morning class led by Steve Schmidt and Colleen Squires. This class allowed members to explore the variety of spiritual expression found within our theologically diverse faith.

The other curriculum that was offered was “Harvest The Power,” a workshop to train members in church leadership. This class was not well attended or received, so after two classes it was ended. Out of the conversations from those who did attend we realized that there were some areas of church leadership truly lacking in members and vision. It was here that an evening based on the successful fund-raising brainstorming night came from. This second night was not as successful as it could have been, in part because perhaps I was not as clear as I could have been on the aims of the night and on the process. However, we raised awareness of the lack of vision and goal-setting in areas such as church finances and outreach (to non-members) and “in-reach” (to present members), and we have people who are starting to organize to meet these deficits .

Steve Schmidt and Lorraine Corso have organized a Caring Committee whose purpose is to create an infrastructure to ensure a quick and appropriate response to the pastoral emergencies that life presents all of us at times. The committee, still in its infancy, will begin by organizing meals for those who are sick, and will look to develop this group into an even larger part of healing ministry of our church.

When Michael Glen came to me a few years ago and asked if he could start an “Immigration Task Force,” he told me that he wanted to start slow, educate people and then begin to create a program that would be integrated into the life of our congregation. He has done that and more. This task force and our congregation is spoken of in many UU circles as an example of how to do this work right. Even more important is how this work has helped individuals and given light to the issue of immigration which has become a national concern.

I would be remiss if I did not include Rebecca and Jim Kennedy's work as an example of ministry. The Kennedys arrived at our door and have provided us with a level of organizational skills just by organizing potlucks! Those events have allowed all of us to spend more time together than just the usual time on Sundays.

One potluck which was a great success was the one in late winter when we gathered to talk about fund-raising. A successful church should have 20% of its budget covered by fund-raising, while our efforts have produced a small fraction of that over the last few years. So we gathered, ate, heard of what other churches do, and then brainstormed ideas. Three we decided upon a silent auction (which has already been held and raised close to \$3,900!), a pumpkin sale in the fall and a chocolate and jazz night next winter. A great time was had and some real group planning occurred to benefit our beloved community.

I want to also take a moment to acknowledge the fact that our DRE Esther Rosado has taken a position at the Community Church of NYC and will be ending her time with us in June. Esther added so much to our staff, and to the professionalism of our ministry. We as a church will miss her and so will I. Thank you Esther and Godspeed. The DRE Search Committee are enthusiastically learning about our church's history and how we and our larger association is organized, and expect that we will have a new DRE come September.

Professional Enrichment

I and Colleen Squires attended the Convocation of Unitarian Universalist Ministers. This five-day-long conference is held every seven years as a chance for education and conversation among colleagues. This year's event was held in Ottawa, Ontario during the month of November.

I have accepted a position on the board of UU Mass Action, which endeavors to educate, organize and connect social action among Unitarian Universalists and create an influential moral voice in our state. I have also accepted a spot of a team of Unitarian Universalist leaders who are attempting to restart the 1st Parish Church in Norton. This is an exciting and daunting proposition, but one where I can learn valuable skills that would both be applicable in Medford and which can spread the good news of our faith to a community that has been without an active UU congregation for decades.

I will be attending the yearly General Assembly in Minneapolis this June.

Lastly my family is very happy. The girls are growing like weeds, and are also growing in their love of our church and in their identity as Unitarian Universalists.

Rites of Passage performed by Rev. Hank Peirce during this year.

Dedications (all children of non-members)

Matthew Rivera at UUCM on November 21, 2009

Brandon Anthony Barbanti at UUCM on May 2, 2010

Nicolas Alexander Metais at UUCM on May 8, 2010

Weddings

Canina Marton & Michael Chan of Winston, North Carolina at UUCM, September 6, 2009

Dana Ong & Tony Perez of Haleiwa, Hawaii at North Andover, Massachusetts, September 12, 2009

Julia Ellis & John Uscy of Atlanta at 1st Parish Church in Brewster (UU), September 26, 2009

David Blackman & Neil Schriver of Somerville at Truro, Massachusetts, October 11, 2009

Maggie O'Grady & Bonnie-Jeanne Casey of Arlington, Mass. at 1st Church of Groton (UU) November 1, 2009

Karen Lean & Jason Boyd (UUCM members) of Medford at UUCM, December 12, 2009

Nick Lorenzen & Alyssa Hussan of Cambridge at Salem, Massachusetts, April 23, 2010

Funerals

Joseph Schwarz, Son of Emily Hanna and Omri Schwarz, born and died on October 16 , 2009. The funeral was held at UUCM and a graveside service in East Bridgewater, Mass., October 24, 2009

Donna Cynthia Murray Auld, died on April 11, 2010 age 74, service at UUCM on April 17, 2010. Mrs. Auld was born into the 1st Universalist Church Medford.

Let it also be noted that former member Larry Kaufman passed away in December; no service was held.

Funds raised for charity

This year's "It's Not *Your* Birthday Project" raised funds for two charities: On the Rise, which works with homeless woman in Greater Boston, and The Summer Program of the Unitarian Universalist Urban Ministry in Roxbury. Much of this money came in the form of loose change collected in a giant blue tub. The money we raised after the devastating earthquake in Haiti was sent to the The Unitarian Universalist Service Committee's UUSC/UUA Joint Haiti Earthquake Relief Fund. The Association Sunday funds went to the UUA's "Growing Our Diversity" program with the aim of creating a richer ethnic and cultural community in our churches.

Here is is the tally of the funds collected:

It's Not *Your* Birthday: \$2,317

Association Sunday: \$334

Haiti Earthquake: \$2,387

Grayson Scholarship: \$ 735

UNICEF: \$ 70

Refugee Immigration Ministry: \$45

Total: \$5,888

Worship and Music

The Worship Committee met sparingly this year. We have changed the hymn that is sung as the children leave for their classes, from *Go Now in Peace* to the more upbeat *Sing to the Power*. We have also experimented with the text for the doxology. We are hoping for a new style of Worship Committee for the next church year.

Music Director Thom Lissey would like to acknowledge the members of the volunteer choir for all their hard work and commitment during the past year. Paul Estin, Nancy Kurtz and Jenn Vento deserve special mention for their solo work, as does Karen Johnston who again shared with us her talents as a flautist. If there are other instrumentalists who would like to perform during a service, please let Thom know.

The choir participated in a number of special events this past year. On the evening after Thanksgiving, they presented a number of holiday selections (including the original version of *Jingle Bells*) at the Huntington Theater just before a performance of *A Civil War Christmas*. Special thanks go to Nancy Kurtz for coordinating the event and to Russell Tripp for accompanying.

On February 28th, choir members Hank Driscoll, Nancy Kurtz, Jenn Vento and Geoff Ward joined several other Boston-area UU choral groups for the first annual Mass Bay District Choir Festival. The choir also led music for two Tuesday evening events in Medford: the Winter Solstice service in December and a hymn sing-along in May.

Guest Minister

Rev. Molly Phinney Baskette of the 1st Church in Somerville UCC

Other Speakers

Daryl Bridges

Jim Kennedy

Prof. Dan McKanan

Carol Schachet

Steve Schmidt

David Schwartz

Colleen Squires

Attendance

Current Church Membership: 103

We have averaged 66 adults and 21 children each week since the start of the church year in September.

Christmas Eve: 112

Easter: 124

A list of hymns sung this church year:

- | | | |
|---|--|---|
| 1 May Nothing Evil Cross this Door (x 2) | 159 This is My Song (x 4) | 347 Gather the Spirit (x 4) |
| 4 I Brought my Spirit to the Sea | 162 Gonna Lay Down My Sword and Shield | 349 We Gather Together |
| 7 The Leaf Unfurling | 166 Years Are Coming | 358 Rank by Rank |
| 12 O Life That Maketh All Things New | 169 We Shall Overcome | 368 Now Let Us Sing (x 2) |
| 16 Tis A Gift | 187 It Sounds Along the Ages (x 2) | 388 Dona Nobis Pacem (x 2) |
| 17 Every Night and Every Morn | 188 Come, Come Whoever You Are | 399 Vine and Fig Tree |
| 18 What Wondrous Love | 190 Light of Ages and of Nations | 407 Sit at the Welcome Table |
| 21 For the Beauty of the Earth | 199 Precious Lord | 409 Sleep, My Child |
| 29 Joyful Joyful (x 2) | 200 A Mighty Fortress Is Our God | 1003 Where Do We Come From? |
| 30 Over My Head | 205 Amazing Grace (x 3) | 1007 There's a River Flowin' in My Soul (x 2) |
| 32 Now Thank We All Our God | 207 Earth Was Given as a Garden | 1008 When Our Heart is in a Holy Place (x 2) |
| 34 Though I May Speak (x 2) | 209 O Come, You Longing Thirsty Souls | 1010 We Give Thanks (x 2) |
| 36 When in Our Music | 219 O Hear, My People | 1014 Standing on the Side of Love (x 4) |
| 38 Morning Has Broken (x 2) | 226 People, Look East | 1017 Building a New Way (x 6) |
| 52 In Sweet Fields of Autumn | 228 Once in Royal David's City | 1018 Come and Go With Me |
| 55 Dark of Winter | 231 Angels We Have Heard On High (x 2) | 1019 Everything is Possible (x 4) |
| 57 All Beautiful the March of Days | 235 Deck the Hall | 1028 The Fire of Commitment (x 3) |
| 61 Lo the Earth Awakes Again | 237 The First Noel (x 2) | 1030 Siyahamba (x 2) |
| 67 We Sing Now Together (x 2) | 239 Go Tell It On the Mountain | 1040 Hush (x 2) |
| 68 Come ye Thankful People Come | 243 Jesus, Our Brother | 1046 Shall We Gather at the River? (x 4) |
| 76 For Flowers That Bloom About our Feet | 244 It Came Upon a Midnight Clear | 1064 Blue Boat Home (x 2) |
| 87 Nearer My God to Thee | 246 O Little Town of Bethlehem | |
| 89 Come my Way, My Truth, My Life | 249 On this Day Everywhere | <u>Other Hymns</u> |
| 95 There is More Love Somewhere | 259 We Three Kings (x 2) | Auld Lang Sine |
| 100 I've Got Peace Like a River | 262 Hosanna in the Highest | O Canada |
| 101 Abide With Me | 269 Lo the Day of Days is Here | New Worlds Manifest |
| 103 For All the Saints (x 2) | 270 O Day of Light and Gladness | Cast Your Bread Upon the Water (x 2) |
| 104 Go Down Moses | 276 O Young and Fearless Prophet | O, Come All Ye Faithful |
| 108 My Life Flows On (x 2) | 277 When We Wend Homeward (x 3) | Over the River and Through the Woods |
| 110 Come Children of Tomorrow (x 2) | 287 Faith of the Larger Liberty | Joy to the World |
| 112 Do You Hear (x 2) | 290 Bring, O Past Your Honor | Silent Night |
| 114 Forward Through the Ages (x 2) | 295 Sing Out Praises for the Journey (x 4) | |
| 120 Turn Back | 298 Wake, Now, My Senses (x 3) | |
| 121 We'll Build a Land (x 3) | 299 Make Channels for the Streams of Love | |
| 126 Come, Thou Font of Every Blessing (x 2) | 303 We Are the Earth Upright and Proud | |
| 128 For All That is Our Life (x 2) | 304 A Fierce Unrest | |
| 131 Love Will Guide Us (x 3) | 306 Sing of Living, Sing of Dying | |
| 132 Bright Those Jewels (x 2) | 312 Here on the Path of Every Day | |
| 140 Hail the Glorious Golden City (x 2) | 315 This Old World (x 3) | |
| 143 Not in Vain the Distance Beacons (x 2) | 318 We Would Be One | |
| 145 As Tranquil Streams that Meet and Merge | 323 Break Not the Circle | |
| 148 Let Freedom Span Both East and West | 330 The Arching Sky of Morning Glows (x 2) | |
| 149 Lift Every Voice and Sing | 331 Life Is the Greatest Gift of All | |
| 153 Oh, I Woke Up This Morning | 346 Come Sing a Song With Me | |

Annual Report from Religious Education

This Winter I gave notice of my departure. It has been a year of transition as the Religious Education Committee focused their attention on creating a search committee and reviewing the process for finding candidates for my position. I am indebted to the RE Committee members: Linda Schwetz, Diane Dmytryk, Chris Fiorello and Clare Gallup for their unshakeable support and enthusiasm.

We have also had another amazing year of volunteers who have provided their enthusiasm and commitment in making their classes joyful and meaningful. We have received several new families, but again we have also had numerous families move. The Religious Education Committee members have all volunteered this year as they did last year, and need to have the coming year be without teaching commitments. Many of them are willing to assist or to oversee the Sunday morning routine. The success of the following year is dependent on the same involvement from parents and non-parents.

Nursery

Through the years we have had responsible and caring youth in our Nursery Room. Ariana Fiorello and Solana De Andrade Johnson have provided calm in the midst of the unpredictable Sunday mornings. They are respected and the children look forward to seeing them each Sunday. As I have mentioned in previous years, the consistency gives young families a sense that we as a church family care about our youngest members, and it encourages families to join our church community.

Curriculum

The curricula chosen all had an emphasis on Unitarian Universalist identity, and nurtures the children's and youth's spiritual and religious growth. The curricula of the upper grades aided the children in articulating a Unitarian Universalist faith identity. This year we introduced a curriculum from the "Tapestry of Faith" series that is found on the UUA website. This curriculum was well received and next year we will introduce more of them.

<u>Grades</u>	<u>Curricula</u>	<u>Term</u>
Nursery	Celebrating My World and Me	Both Terms
Preschool K – 1st	Discovery Year	Both Terms
2nd - 4th graders	Faithful Journey	Both Terms
5th – 6th graders	Questing Year	Both Terms
7th grade and up	Compass Points	Both Terms

Social Action

We engaged the children in youth in various social justice activities such as:

- Community Cupboard Food Pantry: sorted food donations, and participated in the annual Thanksgiving distribution
- Walk for Hunger: 5th grade and up participated in the 10 mile walk and collected \$200.00
- UNICEF: boxes were distributed and \$70.00 was collected.
- Soccer Challenge: 5th-6th graders fund-raised \$25.00 to support an athletic program in the Republic of Benin, West Africa. This is a program that our own Lori Gardinier has been involved in and will be visiting in this May.

We made laundry detergent from scratch, learning about the environmental hazards of different chemicals sold in commercial soap. In addition we made soup which was sold during Social Hour. The combined activities

grossed \$45.00 which the children and youth chose to give to the Refugee Immigration Ministry (RIM) that the Task Force on Immigration is involved with.

Community Life

Our annual game night was a success. As we did last year, we offered numerous electronic games as well as board games, and as a result we engaged more middle school youth.

Worship

This year the RE Committee chose a new story, *Jesus's Birthday Party*, for the December Pageant/inter-generational service. The adapted pageant provided a change from the No-Rehearsal Pageant that was used for many years with some variation, and yet we were able to keep the preparation to a minimum since it had some of the elements of the traditional pageant. Steven Schmidt played a cantankerous innkeeper.

Professional Involvement

DRUUMM Conference, Murray Grove, New Jersey

LREDA Annual Conference: *A Time to Exhale: Breathing Transformation*, Providence, Rhode Island

DOMT Retreat: Finding Our Way Home, San Francisco, California

Ferry Beach: July, 2009 Assisted in Children's Programming during RE Week

It has been a delight and an honor to serve the Unitarian Universalist Church of Medford as the Director of Religious Education. This is a congregation that understands building the beloved community. I have loved my years of working with all of you. Even though I have been transitioning the last few months to my new position I will take all my memories with you. Many thanks for your support, your generous smiles and hugs.

Respectfully submitted,

Esther M. Rosado,

Director of Religious Education

Annual Report from the Committee on Ministry

Members: Carol Schachet, William Stevenson and Troy Liston

In the spirit of collegiality called for in the “Ministerial Agreement ...” between UUCM and Reverend Hank, a Committee on Ministry is established under the terms of that agreement. Our UUCM Committee on Ministry met with Reverend Hank five times in the fiscal year 2009/2010. We provided an opportunity for our professional minister to inform us of his pastoral concerns. We brought to his attention pastoral concerns of which he may not have been aware. We served as a “council.”

Annual Report from the Buildings & Grounds Committee

Members: Maria Muller (chairperson), Mary Stevenson, Rita Bamford

Once again the Building & Grounds Committee has had a very active and productive year. Thank you to the many volunteers who contributed their time and energy.

The committee has been regularly reporting specific accomplishments each month in the church newsletters, which may all be accessed from the newsletters page on the church website. Worth special mention is our work laying down mulch over a large portion of our church front yard and the east side garden this May. Five graduating students from the Tufts Fletcher School of Diplomacy to whom we are especially grateful helped us on the project kickoff day.

The favorable comments we receive from people passing by when we are doing exterior work shows our efforts are well appreciated by our neighbors.

This coming year repairs will be required in parts of our structures which were left untouched during the major renovations several years ago. Most importantly, the east exterior wall of Benker Hall must be rehabilitated to avoid damage to the large stained glass window.

Annual Report from the Eco-Social Justice Committee

This year we met on an approximately monthly basis and hosted several Tuesday night workshops, one of which was on composting. Also this year we decided to join with the Social Action Committees of UUCM and the Unitarian Universalist First Parish Church of Malden.

We completed a project of installing a compost bin behind Osgood house and also put a smaller bin in the kitchen. We need to follow through on maintenance of the compost bins.

Sincerely,

Heather Gomez

Community Cupboard Food Pantry: Annual Report, 2009-2010

Although the Community Cupboard Food Pantry is economically self-sufficient, each year we submit an annual report because we believe the Food Pantry provides an important link between the church and the community.

Located in the front of the church, the Food Pantry serves clients from Medford and surrounding communities such as Malden, Somerville, Everett, and Chelsea. Because of the terrible economy, the number of people using the Pantry was very high this year, as it was the previous one. Typically 70-80 people came each week, which is a lot for a small pantry such as ours. On some occasions we had over 90 people receiving food. Clients are diverse in terms of age, race, gender, family situation, and occupational status. They include unemployed people, employees making poverty-level wages, elders on fixed incomes, and people with disabilities. Many are immigrants and many need to come each week. Much of the food goes to children.

The Food Pantry is supported by grants we apply for from Project Bread (funded by the Walk for Hunger) and the Tufts Neighborhood Service Fund. Century 21 Realty in Medford contributed financially and Fallon Community Health gave us a generous donation. Throughout the year the Food Pantry also received donations of money and food from other churches, Temple Shalom, the Buddhist temple in Medford, schools, and many individuals. The annual Post Office Food Drive in May provided the Pantry with donated food, and we receive produce from the Boston Area Gleaners.

Volunteers from the church and the community work together to keep the Pantry running smoothly. Volunteers deliver bread every Thursday; sort food; stock the shelves; staff the Pantry every Thursday from 6:00 to 7:30 p.m.; pay the bills; complete the quarterly reports for our grant from Project Bread; buy dried beans at a local supermarket; load and drive truckloads of food from the Greater Boston Food Bank each month; and write grants and newsletter notices. During this past year, these volunteers made those things happen. From the church: Liz Ammons (co-coordinator), Chris Fiorello, David Grayson, Steve Schmidt, Dal Coger, Geoff Ward, Anna Seleny, Karen Johnston, Jennifer Vento, Michael Glenn, Clare Gallup, Helen Silver, Susan Jhirad, Jim Kennedy, and Hank Driscoll. From the community: Dave Pinckney (co-coordinator), Jim Calorio, Julia Alvarez, Byron Alvarez, Joan Parker, Mohria Tumbleson-Shaw, Marilyn McGrath, Naomi Schmidt, Susan Gerould, and Mary Werowinski. Other people from the church and the community also provided help on occasion, including the Church School children and teachers. The generous labor and collaboration of all these volunteers kept the Pantry open and stocked with food every week.

At Thanksgiving the Food Pantry distributed holiday baskets (frozen turkeys, trimmings, etc.) to 170 recipients. At the winter holiday we gave out special food items, including some contributed by church members. Other churches and several benevolent organizations in the city contributed to the success of the holiday distributions. In September the church continued its tradition of distributing school supplies to Pantry families.

As Unitarian Universalists we recognize that a Food Pantry should not be needed in our community or any community. Its existence reflects the grossly inequitable distribution of wealth in our country and the need to work for social change. Since hunger, unfortunately, does exist, the Community Cupboard Food Pantry serves a valuable purpose of providing emergency assistance to people in need. Its mission is to do so with respect and kindness for all the people who use the Pantry. It is one way, we hope, that our UU commitment to social action and community involvement expresses itself.

Respectfully submitted,

Liz Ammons, Co-coordinator

Annual Report from the Task Force on Immigration

The Task Force on Immigration completed its second year of work in June, 2010.

1.) One of our main areas of work involved connecting UUCM to the Metro North “cluster” of the Refugee Immigration Ministry (RIM) based in Malden. Task Force members attended RIM cluster meetings, and almost two dozen other members of our church donated time, energy, money and concern to our local RIM clients. In February we welcomed an asylum seeker from Rwanda, Valentine Iribagiza. Valentine has now obtained asylum and is renting an apartment in Bill and Mary Stevenson's house. She continues to be our client as she searches for further training and self-sufficiency. Many church members have contributed to RIM, and Rev. Hank generously donated \$1500 from his charitable fund to help Valentine when she first moved to Medford.

In addition, we have welcomed two Iraqi families to Boston, one of whom just moved into West Medford as the 2009-2010 year ended. We are also working to expand our cluster to include members of the First Parish Church of Malden, as well as members of other churches in Medford and in Melrose.

Our annual May Flower Sale brought in \$650 this year, half of which went to RIM as a contribution. UUCM Members also attended the annual RIM international concert in May in Boston.

2.) Another area of work involved inaugurating the Greater Boston chapter of the New Sanctuary Movement. Starting in September, Michael Glenn worked with Peter Lowber of the Arlington Street Church, Anthony Zuba from Interfaith Worker Justice, and Susan Leslie from the UUA to found the Boston chapter of this national organization. By year's end the chapter had received a pledge of support from a dozen different faith-based organizations in the Greater Boston area, as well as from half a dozen ministers. Members from the Task Force were active at NSM rallies, meetings, vigils, demonstrations at the County House of Corrections, book drives for prisoners, and so on.

3.) Members of the Task Force also worked to teach immigrants English through Medford's own English-at-Large program.

4.) During the fall, we showed a movie about migration from Central America. In the spring we invited members from Massachusetts Immigration and Refugee Advocacy Organization (MIRA) to speak to us about the immigration reform bills in the U.S. Congress. In February members of the Task Force joined members of the First Parish Church of Malden to lead a Sunday worship service focusing on immigration. This event led us to seek greater cooperation with that church; and so, in April, we jointly sponsored a showing of the film *Made in L.A.* at the Malden church.

5.) At the end of the year, the Task Force agreed to some major changes: We felt that two years was long enough for a UUCM Task Force, and so we decided to merge into the UUCM Social Action Committee as an immigration-interest group. At the same time, because three of our members were from the First Parish Church in Malden, we decided to ask the Social Action Committees of both churches to work more closely together, coordinating programs on a variety of social action–ecology–justice issues. This is what we plan for the coming year–programs at our own church as well as joint programs with the Malden church.

Thanks to all the members of this year's Task Force: Liz Ammons, Bill Barbeau, Nathan Campoli*, Liz Cremens**, Hank Driscoll, Eileen Dunne, Lori Gardinier***, Michael Glenn***, Heather Gomez***, Sue Jhirad***, Karen Lynch*, and Catherine Wang-Hsu*.

* Malden First Parish Church (UU)

** Medford Human Rights Commission

*** RIM representatives

Michael Glenn