

**Unitarian Universalist Church
of Medford**

**Annual Report
2020-2021**

Annual Report 2020-2021

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Annual Meeting Agenda – June 6, 2021

1. Call to Order.
2. Chalice lighting and invocation.
3. Choose a moderator.
4. To receive and act upon the written or oral annual reports of the Board of Trustees, the Director of Religious Education, the Music Director, and various committees.
5. To receive a report from the Board of Trustees regarding any expenditures beyond the previously approved 2020-2021 operating budget.
6. To accept and approve the proposed financial operating budget for 2021-2022.
7. To accept nominations and vote on candidates for the offices of Trustee, Treasurer, Assistant Treasurer, Clerk, Collector, and Nominating Committee.
8. To elect delegates to the General Assembly of the Unitarian Universalist Association.
10. Adjourn.

WARRANT

For an Annual Meeting of the Congregation of the Unitarian Universalist Church of Medford to be held June 6, 2021 at 12:00 noon, or immediately following church services, via Zoom.

GREETINGS

To the members of the Unitarian Universalist Church of Medford, Massachusetts: You are hereby notified that the Annual Meeting will take place in the Sanctuary on Sunday, the 6th of June 2021, 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 receive and act upon the written or oral annual reports of the Board of Trustees, the Director of Religious Education, the Music Director, and various committees.;
3. To receive a report from the Board of Trustees regarding any expenditures beyond the previously approved 2020-2021 operating budget;
4. To accept and approve the proposed financial operating budget for 2021-2022;
5. To accept nominations and vote on candidates for the offices of Trustee, Treasurer, Assistant Treasurer, Clerk, Collector, and Nominating Committee;
6. To elect delegates to the General Assembly of the Unitarian Universalist Association;

Faithfully submitted,

The Board of Trustees of the Unitarian Universalist Church of Medford

Paul Marcucilli, Chair

Liz Ammons, Vice-Chair

April Evans

Susan Jhirad

Steve Schmidt

Jenn Vento

Brian Wolf

Notes from May 30, 2020 Annual Congregational Meeting

The meeting was called to order at 12:22 ET on Sunday, May 30, 2020.

Paul Marcucilli opened the meeting with a reading and chalice lighting.

We recorded the quorum present using the chat feature on Zoom.

We appointed Nancy Kurtz as moderator by unanimous consent.

We approved the minutes of last year's annual meeting.

We approved the minutes of the special meeting held in December regarding the hiring of a new minister.

We received the annual reports of the board, the Director of Religious Educator, the Music Director, and various committees. Paul made a few brief comments on the Board report.

Nancy made a verbal report on staff evaluations and on the board's analysis of pay equity. The board appointed a liaison for each staff person, but has not yet developed a full protocol for performance reviews. The board reviewed UUA salary guidelines for 2019-20 and 2020-21. All our staff received at least the minimum of the recommended ranges; Nancy showed a chart indicating the recommended ranges, percentages of the median for each staff person, and implications of a 2% raise. We received the report by unanimous consent.

Dan McKanan moved that, in order to move closer to salary equity, we adjust the DRE salary increase from 2% to 5%. Molly Ruggles seconded. The motion passed. (Note: In the discussion, we achieved a shared understanding that the Board would explore a variety of strategies to reduce expenses in other categories, in the context of our discernment about how to structure our ministries in the face of the pandemic and the search for a new Music Director.)

Lisa Bouley moved that we adjust the DRE salary to 100% of the UUA median salary recommendation. Susan Jordan seconded. The motion failed.

The budget, as proposed and amended, was passed.

On behalf of the Nominating Committee, Tammy McKanan nominated Jenn Vento for a two year term, Liz Ammons for a three year term, and Brian Wolf for a three year term.

Geoff continued by nominating Emily Hanna as assistant treasurer, Russell Tripp as collector, Nancy Kurtz as clerk, and Geoff Ward, Liz Ammons, and Tammy McKanan as Nominating Committee.

We elected all of these officers by unanimous consent.

Nancy Kurtz offered an overview of this year's virtual GA and invited people to volunteer to serve as delegates. Ann Heintz, Lynn Merl volunteered, and we elected them by unanimous consent.

We voted to adjourn at 2:20 pm ET.

Respectfully submitted,

Dan McKanan

Clerk Pro Tem

Attendance at May 19, 2019 Annual Meeting: 30 Members; 5 Non-members

Annual Report from the Board of Trustees – June 6, 2021

The powers and responsibilities delegated to the Board of Trustees by the UUCM congregation, as specified in our church Bylaws, include: (1) Appoint annually the chairs and other members of the Religious Education, Finance, Property, Membership, and Worship committees, and define their responsibilities and powers. (2) 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. (3) 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 the proposed annual financial budget.

Our last church year, 2019-2020, was one of tremendous transition and disruption, as the Covid-19 pandemic thrust our congregation into virtual space. This past year, by contrast, was one of perseverance; experimentation; and, in some respects, growth. Our community continued to find ways to support each other in new ways, when old ways were not possible.

For the first time, church services (and much else besides) were held entirely online, via Zoom. The Board thanks the Worship Committee and the technical team for their tireless efforts in organizing these virtual services, which filled a vital spiritual and communal function for many of us during this difficult time – and even managed to connect us to new and old friends!

This year also brought us a new Minister, Reverend Bruce Taylor. Rev. Bruce was faced with a daunting first year, without the possibility of in-person introductions or interactions. We were grateful to see him rise to the occasion and weave himself into the fabric of our community, of which he is now a vital part, with his thoughtful services and engagement with the congregation. We look forward to continuing our shared worship, in-person, in the coming year.

We were also overjoyed to have Molly Ruggles, previously a member of our congregation, newly join us as Music Director for this unconventional year. Molly's musical contributions, technical know-how, and organizing were essential to our worship, and we look forward to her in-person contributions next year, when we return to the church building.

Mimi Oliver, our Director of Religious Education, provided new and creative ways for our children and adults to safely learn from and engage with each other, from virtual scavenger hunts to bird-watching hikes in the Fells. Under Mimi's direction, we also saw the virtual continuation of our adult RE program, including the UUCM Forum series, which featured presentations from our own members on a wide variety of topics. We are grateful for her enthusiastic direction of our RE program, past and future.

Beyond worship services and religious education, our congregation has managed to stay connected in other ways. Small groups like the Touchstone groups, book groups, and meditation groups have persisted and thrived as virtual gatherings, serving another vital point of contact for the community, including those who are waiting for the resumption of in-person worship before attending services. An October effort to contact and check-in on members by phone allowed us to make sure those less comfortable with virtual space were still kept in community and care.

While much of the focus of the past year was on preserving our community during difficult times, we did not lose sight of the broader community and world of which we are a part. Lily MacNamee and Liz Ammons organized weekly outdoor vigils in support of Black Lives Matter following the murder of George Floyd, which were well-attended by members of our community. Despite the financial hardships of the past year, the church also raised funds for two special collections. Our Christmas Eve service raised \$725 for La Colaborativa, a local organization empowering Latinx immigrants to

enhance the social and economic health of the community and its people, including scholarships for young leaders. And following the February Texas blackouts, the church collected \$1053 for a remote Native American tribe in Texas, via the Unitarian Universalist Service Committee. In addition, following the May 16th church discussion on anti-racism led by Rev. Bruce, we saw the return of the Social Justice Committee, which will play a crucial role in organizing future action and education on matters of social concern.

This year also saw the completion of Osgood House restoration, financed by a Community Preservation Act grant. (For more details on this, see the [Buildings & Grounds report](#).) The monumental effort of Susan Jihrad in overseeing the completion of the Osgood House restoration cannot be overstated. This vital restoration is just one more thing to look forward to enjoying upon our return to in-person activity, and the Board thanks Susan for seeing the project to its end.

Financially, there were some predictable challenges we faced this year. Thanks to the valiant efforts of Dana MacNamee and Sue Driscoll, our Canvass organizers, we managed to raise \$72,680 in pledges, a 9% increase over last year, which, coupled with two one-time gifts totaling \$10,500, was a welcome result. However, rental use of church space was prohibited for the majority of the church year, depriving us of a crucial source of revenue. The rummage sale and concert series, both important fundraising events, were also canceled due to the safety issues presented by the pandemic. The maintenance of church buildings and grounds also continue to present urgent, but costly challenges. As a result, we continue to operate at a deficit. Future efforts are solely needed to bolster our fundraising and growth, and we believe this is an important focus for the coming year, when in-person activity will present us with more opportunities.

Lastly, the Board would like to thank all the other staff, volunteers, members, friends, and newcomers who constitute and preserve this community, even in the most challenging of times. Without you, our spiritual community would not, and could not, exist.

In faith,

Paul Marcucilli, on behalf of the UU Church of Medford Board of Trustees

Minister's Annual Report to the Congregation

I entered into our shared ministry during the summer of 2020, meeting with the Worship Committee for advance planning on July 14 and a retreat on August 22. I met with the Board for a retreat on August 18. Since then, my first priority has been to get to know all of you.

To begin, I attended all of the Sunday services in September and October and took part in after-worship conversations that were scheduled by the Zoom hosts. In more recent months I've joined the regular breakout groups for a virtual "coffee hour" on the Sundays when I am leading worship. I have also participated in group activities, such as

- The Touchstone small-group ministry.
- UUCM Forum and intergenerational RE events.
- Conversations about Whiteness and Racism, and Knotty Conversations for Dismantling White Supremacy.

Addressing our fundamental commitments as a church, these shared experiences have also opened the way for pastoral support, as church members come to see that I am open to informal conversations as well as one-on-one counseling and guidance.

Board and Committees

Since September, I have attended all monthly Board and Worship Committee meetings, plus meetings of my Ministerial Committee and the Multicultural Ministries Committee.

The Board and committees have welcomed my participation in their planning and decision making processes. I am impressed with how effectively the meetings run, and how much good work gets done, when people listen deeply and respect one another.

I meet with the Ministerial Committee once a month, typically for ½-hour. We keep an eye on my work responsibilities vis-à-vis my part-time schedule. We have agreed that if my work takes too much time, I will let them and the Board know as soon as possible, and adjust expectations.

Worship Services

Leading worship is another high priority. This year, I led two Zoom-based Sunday services each month starting in September. I came up to speed on the procedures for creating an online service and collaborated with the Worship Committee and worship teams to make it happen.

I have enjoyed collaborating with our Music Director and music coordinators on sermon themes and recommending hymns. We make good use of Soul Matters, which provides a thematic framework for guest-led and lay-led services as well as my own.

Although our Director of Religious Education has not been directly involved with most Sunday services this year, I did work with her to recruit a father and daughter to read for the Christmas Eve service. More recently we collaborated to plan a Bridging ceremony for our young adults.

I also collaborated with the co-chairs of the 2021 canvass campaign to deliver the kick-off service on Sunday, March 7 and to provide for testimonials during each Sunday service in March.

I learned that UUCM places high value on a Winter Solstice evening celebration. Although it was not held this year because of the pandemic, I put together a Solstice-themed Sunday service, corresponding with Melissa Radzynski about past Solstice celebrations and inviting Ann Heintz to do a reading.

In the deep midwinter, I uploaded my sermon videos and service elements to the church's Google drive, in case of power failure at my home in New Hampshire (which, luckily, did not happen). I have

also provided copies of my sermon texts on request. More recently, I have begun posting selected sermons to the church website.

Lay leaders have devoted considerable time to plan the transition back from online to in-person worship services. On April 15 I attended the UUA New England Region's post-pandemic workshop with Stephen Schmidt and Brendan Shea and we shared our notes with the Board and the Worship Committee.

Social Justice

This church is deeply intertwined with social justice issues, and our members are engaged in different ways. I have encouraged and taken part in several initiatives.

After the U.S. Capitol was stormed on January 6, I led an online gathering for church members to share their thoughts and feelings and consider how to respond.

As mentioned above, I took part in the Whiteness and Racism workshop in October and November; more recently, I have been attending and facilitating the Knotty Conversations for Dismantling White Supremacy course, with the Multicultural Ministries team and others. My action plan from the Whiteness and Racism workshop was to raise the congregation's awareness of progressive Black religious leaders. To this end, I delivered a Sunday service on Howard Thurman (1/10) and another on Ethelred Brown (2/21).

Aware of our church's long tradition of social activism, and mindful of the ongoing national conversation about race, I invited members and friends to engage in a conversation about the anti-racism work we are currently doing or hope to do. The resulting May 16 meeting was well attended, and people spoke from the heart. The outcome was to re-start the Social Justice committee.

Most recently, I joined the church's stand-out on May 25 to affirm that Black Lives Matter and to commemorate the one-year anniversary of the police murder of George Floyd.

Pastoral Support

In October, I sent an email announcement with my contact information, which became part of the weekly announcement stream, and has led to a few phone calls each month. I also reach out to church members as recommended by fellow members. Steve Schmidt kindly provides me with a summary of the Candles for each Sunday service (including the Sundays when I am not present), which helps me to maintain a continuous picture of what is happening in people's lives.

In these times of change and uncertainty, the UU Church of Medford provides a place of connection and safety. As your minister, I am here to provide counsel and compassionate listening. If you are facing difficult circumstances, or a time of transition, or would simply like to have a conversation – about life, your spiritual journey, this faith community – please feel free to contact me. I will keep it confidential.

Religious Education

I have kept in touch with the RE program by participating in intergenerational activities, including a Christmas story-time on December 20 and a poetry night on February 7. I am collaborating with the DRE to plan and deliver a Bridging ceremony during the Sunday service on June 6.

My adult RE activities include attending UUCM forums, facilitating a talk-back session after my "God Talk" sermon on March 21, and attending a Malden/Medford joint presentation and discussion on UUism and social class.

Community Presence

Since I do not live in Medford, I need to be resourceful in connecting with the local community. One way I have done this is to reach out to the Medford Interfaith Clergy, which has local connections and experience, and is on the mailing lists of several city organizations.

It was most rewarding to attend Human Rights Commission planning sessions for Martin Luther King Day, and sharing details about this event with the congregation. I have also attended meetings of Medford Connects, Safe Medford, and a “Resilience, Racial Reckoning, & Restoration for Medford” round table.

Professional Development

I continue to nurture my growth as a minister through activities like the following, which lie outside the scope of my contract with UUCM, but enable me to serve you better:

- Meeting with my Spiritual Director every three weeks
- Attending a monthly Bible Study group for Unitarian Universalist ministers
- Meeting with colleagues in the Southern New Hampshire cluster and the UU Ministers Association (UUMA) Clara Barton and Massachusetts Bay District chapters
- Independent study and online learning to fulfill UUMA continuing education requirements and increase my effectiveness as a minister
- Attending the (Zoom-based) ordinations of Rob Kinslow and Ben Atherton-Zeman.

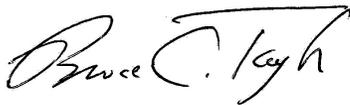
Closing Thoughts

I entered this shared ministry with you in the midst of a pandemic. As a result, I have been working mostly from home using the phone, email, and Zoom for communication. (The exceptions were my October tour of the church building and Osgood House with Liz Ammons, and the Black Lives Matter standout on May 25.) As a congregation, we have adapted to the challenges of keeping this church alive and thriving in these unusual times. There have been benefits as well as challenges.

We will need to adapt again, as we make the transition to meeting in person. Still, I look forward to the time when I can lead Sunday services in person and meet more of you face to face.

In the church year now ending, I have worked with you to develop a shared ministry that serves UUCM’s mission and the needs of our congregation. It is a deeply satisfying process, in which we build on the church’s strengths and adapt creatively to change. I look forward to my work every day, and the prospect of continuing this ministry with you.

In faith,



Rev. Bruce Taylor

Annual Report from the Director of Religious Education

The Younger Kids Class was a very welcome opportunity for in-person connection this year for our families. All of the church families with young kids very much wanted in-person classes to help combat Zoom fatigue and isolation. We met weekly at the church in roomy Benker Hall which offers plenty of space for social distancing. When weather permitted we enjoyed the yard next to Osgood House. Classes were led by parents as well as DRE Mimi Olivier and RE Assistant Lily MacNamee. The parents and teachers were as excited to see each other as the kids were! We commemorated every holiday and explored the monthly Soul Matters themes. We made art and told stories and discussed Big Ideas and small miracles. Despite masks and distancing we were cozy and connected.

During the summer it looked doubtful that we would be able to offer the OWL human sexuality curriculum this year. However, our middle schoolers were ready and parents were enthusiastic so we persevered. Some folks who taught OWL in the past were reluctant to participate during Covid. Luckily Dal Cogger and Lily MacNamee agreed to teach every week alongside Mimi. This was significant because with a larger team folks could take a week off in between classes. This was Lily's first time teaching the program and she was terrific! The class had 8 students so we were able to meet in person. We easily spread out at tables in Benker Hall. Classes started at the end of September and continued through April every Wednesday evening.

OWL is a very comprehensive program. Many important topics such as cyber-bullying, sexuality and disability, communication skills, and assertiveness training are covered along with more common topics such as anatomy and physiology and sexually transmitted infections. The lengthy curriculum allows students to build trust amongst themselves and with the teachers. This group of students was a pleasure to work with and developed a bond which made the class more meaningful. It was also an opportunity for the students to be with their peers in person and have a very welcome break from zoom learning. At the end of the program the students all reported that they felt it was a useful class that they would recommend to their peers. Parents also gave very positive feedback. We were really lucky to have such a terrific group of kids!

The Mentoring Program also focuses on the middle- and high-school youth, and has been very active this year. Mentors connected with their paired students in a variety of creative ways despite the pandemic. Some met over zoom to discuss books or do crafts. Others met for walks or bike rides. The heart of the program this year was frequent group events that provided opportunities to connect as a community as well as between individual mentors and their students. We tried many different activities using Zoom and they were really fun. This is where the Zoom scavenger hunt was tried for the first time and was such a hit that it was offered to the whole congregation. At the end of April we met in person for a bird (and other nature) watching hike. We had so much fun we did it again two weeks later! We are planning an exciting project for the end of the church year; planting a pollinator garden with the help of expert graduate students from Tufts University. It will be done just about when summer services start so many of you will get to see it soon.

The virtual UUCM Forum had a busy year. There was a wonderful array of presenters and topics. Dan McKanan presented about the history of the Fells, Lisa Bouley offered a yoga class, Nick Dorian from Tufts discussed pollinator gardens, Avalon Owens shared the secrets of fireflies, Katherine Harvey presented on Georgia O'Keefe, Steve Schmidt discussed Investigation Practice in the Noble Eightfold Path, and on May 30 April Evans ended the year with a presentation about Grief. These educational offerings also provided folks with another opportunity to connect and converse with fellow congregants during the interesting discussions.

Holiday celebrations and community activities were offered throughout the year. A multi-generational Holiday Story-time was enjoyed as well as a multi-generational Poetry Night. Several scavenger hunts allowed folks to get to know each other better. Folks joining church on zoom from a distance appreciated this way to get to know current members of the congregation.

Collaboration with our neighboring UU church, First Parish Malden, resulted in a presentation about Unitarian Universalism and Social Class. The Director of Religious Education at First Parish, Martha Durkee-Newman, teamed up with Mimi and offered this program to both congregations. Hopefully this will be the start of a continuing conversation and will encourage further collaboration between the churches.

Finally, we will present a Bridging Ceremony during the June 6th service for three young women who grew up in the church. Caelee Bouley, Oriana McKanan, and Sophia Mahoney were in the same RE classes growing up and have a close bond. They are all getting ready to graduate from high school and are enthusiastic about sharing this important ceremony. Despite the acute hardships that Covid brought to most young people they are all moving bravely forward with their lives. It is a great joy for our community to witness their resilience and help to launch them on the next part of their journey.

The R.E. Committee this year was Mimi Olivier, Dan McKanan, Avalon Owens, and Ann Heintz. We are excited to welcome Elina Cymerman as our newest member!!

Thank you for your attention.

Submitted by Mimi Olivier

Report from the Music Director and Committee

In spite of physical separation, music activities this year have continued with wonderful energy and great dedication on the part of the choir, many instrumentalists, guest singers, and other numerous musical guests. Although unable to perform live or in person together, we have collaboratively created joyful video recordings which were streamed during live church zoom services.

Choir

The choir has gone above and beyond in countless ways – contributing their talents to new and innovative challenges. Using smartphones, computers, and special software, we put together many multi-part choir pieces, starting with “Enter Rejoice and Come In” in September, and going through to “Oh Life that Maketh All Things New” in May.

Since we did not have the congregation to sing hymns with us in the sanctuary, the choir helped in numerous instances adding full voices to hymns, to which the congregation sang along in their muted zoom boxes. Some of the highlights were “Hineh Mah Tov”, “Filled with Loving Kindness”, “When I Breathe In”, “Nada Te Turbe”, “Come Thou Fount”, and a bass/tenor chorus on “Lean on Me”. Many other hymns were sung with vocal duets, trios, quartets, and soloists. I am deeply grateful to the support and talents of so many people who sent me their vocal and instrumental videos and helped keep the music alive this year. UUCM is truly blessed with a small army of musicians, both instrumentalists and vocalists, and all-around music lovers.

Also, thanks to Alex Cummings’s good planning, the choir group email address (uucm-choir@googlegroups.com) made communication easy and efficient this year.

Other Music in Services

This year, many guest ministers contributed not only their words to a service, but their voices and talents. Rob Kinslow contributed a bass part to the choir piece and also played a beautiful trumpet piece. In addition, he generously played trumpet on another piece several weeks later. Rev Amma Leslie Sterling brought her beautiful singing voice to hymns and special music in her uplifting service, as did Will McMillan, sharing his wonderful singing along with stories of inspiration. Other visitors included Alex Cumming who was guest Music Director one Sunday and gave us an opportunity to re-experience his wonderful singing and playing.

Special guest vocalists included Sayida Rivers Farmer, Kate Stringer, Will McMillan, and Ricky Richardson. And a noteworthy total of 19 members of the regular church community contributed self-recorded music videos used during our online services.

In selecting preludes, postludes, and special music, I pulled from a variety of musical traditions, from Bach to Chopin, from the Beatles to Michael Jackson, and many other genres in between. I sense the congregation has an affinity to a broad range of musical styles, and thus I endeavored to reflect that in my choice of music pieces.

Hymns

This year, as in past years, we maintained a music tab in the worship calendar which included information on the hymns for each Sunday as well as other music such as prelude, postlude, and any special music. The calendar also tracked the music coordinator for each Sunday. This job rotated among the Music Committee members during the weeks that I was off. The music coordinator helped research music for the service, contacted singers and musicians, and often played or sang for the service. The calendar has been a helpful tool in planning services as well as a chance to look back quickly at where we are and what we've done so far.

Another beneficial byproduct of this year has been the accumulation of a repository of video-recorded hymns, preludes, postludes, and special music pieces, all residing on the UUCM Google Drive. As we look to the future, when we consider the summer's needs as well as possibilities around hybrid services and other explorations, these music files may be useful.

Gratitude and Community

This year has shown how UUCM singers and instrumentalists reacted with agility, resourcefulness, and good cheer to a very challenging situation. I look forward to reuniting with UUCM musicians and the congregation this fall. But no matter what happens, we have shown how we can stay connected during trying times.

I would like to extend a huge thanks to the Music Committee – Carole Bundy, Brendan O'Brine and Daric Dalfino – for being great musical, creative, and technological collaborators and for helping me with inspiration and last-minute help. It was with great sadness that we lost committee member Joe Walters last fall. His sweet, soulful clarinet is greatly missed, along with his kindness, gentle humor, creativity and generous spirit. Joe, I'm glad I knew you.

Thanks also extend to Russell Tripp who contributed wonderful music for services during the months when the church was not too cold! And great thanks to Rev Bruce Taylor, Mimi Olivier, and the worship committee for being a wonderful team to work with.

With appreciation,

Molly Ruggles, Music Director

Review of Fiscal Year 2020-21 Finances

No surprise, this year was a year like no other thanks to having no in-house services for the full year – after that situation prevailed during last four months of the previous fiscal year. Notable details:

Income With the cessation on-premises activities we had no fundraising events, and building use fees were reduced to nothing save those users who generously continued to send us checks despite not using our buildings for their events. On a highly favorable note, pledges paid are projected to come in about as budgeted, which was based on pledges made. And an unexpected anonymous \$10,000 gift certainly was welcome, although of course we cannot project that that will repeat.

Expenses Several expense categories did fall on account of the much decreased building use with the transition to online services and other meetings: heating and electricity use costs, and the sexton and administrator needed to work fewer hours on average to fulfill their duties. Minister compensation came in slightly under budgeted only because Rev. Bruce formally joined UUCM as our minister beginning in August, one month into the fiscal year.

A fairly normal snowfall total this past winter that was seemingly staggered in intervals intentionally designed to maximize removal costs resulted in that line amount being well over budgeted/guessed – although, it might be noted, the amount was not outside the range of our historical experience.

Spending on Buildings & Grounds projects, as detailed in [the Committee report below](#), used up the \$10,000 budgeted and then some. Those projects were either urgent or it made too much sense to handle them when the issue showed up not to complete them sooner rather than wait. The overage was funded by a drawdown from the Brenner Fund, the B&G amount over the \$10,000 budgeted being noted by the Brenner Fund drawdown amount listed under incomes.

Our church has functioned in lean and mean mode for about ten years now. With having a one-third-time (more or less) contract minister the budget is as lean as it has ever been with the that position filled in some capacity. Costs in some categories are largely beyond our control and we observe continue to be incurred at amounts roughly in line with previous levels whether the church reopens physically or not. Revenues from key sources will be contingent on how quickly a reopening happens. Some of our previous building users may take some time to get back to previous use levels, and some may not return. In this year's proposed budget we continue to recommend that we assume permanently higher ongoing building rehabilitation costs until experience indicates otherwise.

The Finance Committee acknowledges the following people: Collector Russell Tripp, who organizes received checks and cash and deposits them; church administrator Brenda Bonetti, who presides over the start of the invoice payment process, calls in payroll numbers, and works with the accounting system; Michael Glenn, who pays most church invoices online and processes PayPal donations, as well as serves on this committee; and Assistant Treasurer Emily Hanna, who is seldom called upon to sign physical checks anymore following the move to handling payments online, but who stands ready as a backup as needed. Dana MacNamee also is authorized and stands ready to sign checks when needed.

Respectfully submitted,

Geoff Ward, Michael Glenn, and Brendan Shea,

UUCM Finance Committee

Fiscal Year 2020-21 Income & Expenditures, Projected* vs. Budgeted

	FY 2020-21 Estimated*	FY 2021 Budgeted	Actual vs. Budgeted
Income			
Pledges	71,500	70,000	\$1,500
Plate / Gifts	13,506	3,000	\$10,506
Fundraising, Flower Sponsorship	0	3,025	-\$3,025
Building Use	1,900	10,000	-\$8,100
Investment Income from NPO Fund	1,700	2,300	-\$600
Lawrence & Restricted Funds Distributions	4,194	5,000	-\$806
Ministerial Fund Distributions	6,000	4,000	\$2,000
Brenner Fund Drawdown	14,802	0	\$14,802
Income Total	113,602	97,325	\$16,277

Expenses			
Minister	21,824	23,800	-\$1,976
DRE	15,156	15,140	\$16
Sexton	5,141	10,546	-\$5,405
Administrator	2,910	5,425	-\$2,515
Music Director	7,536	7,525	\$11
Payroll Service	2,694	2,400	\$294
Workers Compensation Insurance	3,559	2,800	\$759
total staff-related	58,820	67,636	-\$8,816
Utilities & Heating Oil	10,360	15,000	-\$4,640
Snow Removal	8,255	5,700	\$2,555
Insurance: Property & Liability	7,777	6,400	\$1,377
Buildings & Grounds**	24,802	10,000	\$14,802
Sunday Service	2,865	3,500	-\$635
Religious Ed Supplies & Programming	2,732	1,400	\$1,332
General & Administrative	3,450	3,700	-\$250
UUA/MBD	250	250	\$0
Expenses Total	119,311	113,586	\$5,725

Deficit -5,709 -16,261

* Full fiscal year projections based off realized incomes and expenses through June 4.

** Excludes expenditures falling under the Osgood House grant

Report on Church Assets

Principal church assets are comprised of our properties and their contents, four major church financial fund accounts, and our checking account at Citizen's Bank. Those funds are: (1) the NPO Fund (the name derives from "Non-Profit Organization"); (2) the Ministerial Fund, (3) the Charity Fund, and (4) the Lawrence Fund. LPL Financial of Winchester serves as custodian and manager of the first three funds, while PNC Bank of Pittsburgh serves as trustee of the Lawrence Fund.

Portfolio Management Philosophy: In December 2015 the then members of the Finance Committee – Geoff Ward and Michael Glenn – met with Mark Shepherd of LPL Financial to discuss investment strategies for the church accounts. We – optimistically in retrospect – noted that having the church run a balanced budget was in sight. The resulting reduction in anticipated major withdrawals from the accounts over the coming years would afford us some theretofore absent investing flexibility. Mark suggested that we start investing the fund assets with an eye towards earning higher returns, without abandoning our fundamentally low-risk approach. The Committee members ultimately agreed to accept Mark's proposal.

The initial implementation of that philosophy was the following notional benchmark portfolio allocation: Cash: 30%; Fixed Income (short- and intermediate-term bond funds): 40%; Equities: 30% (large-cap 25%, including 3% international; mid-cap 3%; small-cap 2%). The percentages have been ongoingly tinkered with since then, in consultation with Mark Shepherd, including recently adding a 7% allocation to precious metals.

The Committee's general predilection is to be conservative – aimed at limiting any risk of capital loss which we can ill afford. Historically, current stock market valuation levels have been associated with low total expected returns and risk of substantial losses. However, the prodigious emission of credit – aka "money printing" – by the Federal Reserve and other central banks following the "Coronapocalypse" market crash of February-March 2020, on top of the many extraordinary central bank policies following the 2008 market crash, has changed the rules of the game. The risk of a long-lasting 1970s style inflation can no longer be ignored. Thus the precious metals exposure cited above, as well as the decision to increase or equities and decrease our fixed income percentages.

Below is a listing of the funds' net asset values (NAVs) as of May 31 for the LPL managed funds and April 30 for the Lawrence Fund, and their respective influence on our finances. NAVs change due to income generated and reinvested, fluctuations in market values of fund assets, investment management fees, and contributions or withdrawals from the funds.

NPO Fund. NAV: \$172,031 (vs. \$144,434 reported in last year's Annual Report). This fund's covenant contains no restrictions on withdrawal of principal or income. Income from interest and dividends is accounted for as investment income in the budget report. Income from the NPO fund is treated as income in the church financial statement, whether or not the income is withdrawn from the fund.

Ministerial Fund. NAV: \$273,367 (vs. \$234,509 last year). Income from the fund has been accounted for as income upon distribution. The use of distributions of this fund is limited to funding compensation paid to UUCM's minister. Due to the size of this church operating budget category the Ministerial Fund in practice functions as a reserve fund similar to the NPO Fund.

Lawrence Fund. NAV: \$202,686 (vs. \$186,591 last year). Distributions from the funds are determined by the Trustee (PNC) and according to the fund's indenture are limited to the income earned by the fund. Distributions are accounted for as income upon receipt, and are expected to total approximately \$4,550 this fiscal year. There is no restriction on the use of the distributed incomes, *once received*. The Trustee effectively exercises near absolute discretion on the fund's investment policy. They have listened to our

requests or suggestions, while resisting any fund portfolio allocation that would deviate from their comfort zone, that is, within the range of conventional industry practice. The current fund allocations were 35% equities and 65% fixed income when we last communicated with the Fund manager.

Charity Fund. NAV: \$64,658 (vs. \$55,084 last year). Fund income, liberally defined in the fund's covenant to include realized capital gains, may be paid out at the minister's discretion to causes and church members in need. While the Fund's terms do not preclude the financing of certain church expenditures, this has not been the practice to date. As a result the Charity Fund does not effectively enter into normal church operating budget-related considerations.

Russell Fund. This one remaining small fund is an account held by the UUA as custodian which is managed by their asset management arm. Current NAV is around \$1,400. At today's low interest rates the fund generates virtually no income. The fund's terms prevent it from being cleanly liquidated. Thus it is little more than a curiosity at this point.

Checking Account. Current balance: \$26,573. Partially offsetting this amount, there are close to \$8,000 in written or soon-to-be written checks that are uncashed.

Special Purpose Funds

There are several active and once-active "funds" which have no external asset account (such as with LPL or a bank), but rather are accounts set up in the church accounting system. They are used to track special donations and grants made to the church for specific purposes. In the double-entry bookkeeping framework these appear on the liabilities side of the church balance sheet. These funds can be and are spent down, so to speak, in order to finance specific designated types of expenditures. They cannot just be considered sitting there ready for the using on any old thing.

Some of these "funds" are ephemeral in nature, e.g., when the Christmas Eve service or other special collection is taken on behalf of designated charities, and shortly thereafter checks are cut to the chosen beneficiaries. One might consider that these funds are "held in" the checking account or the NPO Fund, but the essential truth is that not all of the liquid assets held in the church's name can simply be spent as we please. These special-purpose funds include:

Music Fund: Endowed in late 2013 by a generous former members of the church Ron and Janice Dallas, earmarked specifically for funding the UUCM music program. The fund was subsequently infused with an additional \$5,000 for the Dallases in 2018. It has also been the beneficiary of other donations and fund-raising activities. The Music Fund is projected to commence the coming fiscal year with a balance of this \$2,380.

Membership & Welcoming Program Fund: Originally funded in December 2016 by a Unitarian Universalist Woburn Grant, and then further funded by a partial rebate of \$1,100 in asset manager fees by LPL Financial. The fund was augmented in October 2017 with our church's \$1,000 grant from the proceeds from the dissolution of the Tyngsboro, Massachusetts UU church. The fund is earmarked for church membership development, largely as chosen by the Membership Committee and Outreach Team. Current balance is \$1,657.

OWL Program Fund: Reflects tuition collected from non-UUCM participants in RE's OWL program. Funds are used to defray expenses associated with the program, such as for program teacher training. Current balance is \$1,231.

Medford Osgood House Rehab Grant: This special account has been used to track funds received from the City of Medford grant for the Osgood House restoration project discussed in the Board of Trustees and Building & Grounds Committees reports, and paid out to the contractors involved. The current balance is nominal, reflecting the state that most of the project has been completed and paid for. We expect this fund to become inactive with a zero balance shortly.

Brenner Fund: This fund was set up in October 2019 with an endowment of \$4,000 “to provide scholarships for youth attending educational and enrichment activities in honor of June Brenner’s work as a DRE at our church” – that wording being from the 2019 Annual Meeting resolution as passed, concerning the disposition of the Brenner estate bequest (which ultimately totaled \$82,603). No funds have yet been spent for that stated purpose. Following further donations the fund balance now stands at \$4,355.

Annual Report from the Worship Committee

The Worship Committee, chaired by Andey Amata and including Rev. Bruce Taylor, Mary MacNamee, Mimi Olivier, Molly Ruggles, Susan Jhirad (for the Board) and new member Carol Schachet has had a very successful year in the midst of a pandemic. Tammy McKanan was for a time a member of the Committee and continued after leaving to recruit lay leaders. Melissa Radzyminski joined us from time to time and has given advice and support, particularly on issues of diversity.

The Committee has managed to craft professional, inspiring and satisfying (at least to most who joined) online services, complete with wonderful, diverse music and coffee hour on Zoom.

In the course of the pandemic, and even through the summer, the services have grown successively more professional, attracting between 40-55 people on any given Sunday, quite close to the number we have had in church. The good news is that we have been able to attract some new attendees, including members who have moved far away. The sad news is that for some of our longtime members, the online format has not worked, either because of long work hours on Zoom, children or language issues. We plan by summer to have informal hybrid services, alternating online and outdoor, in person gatherings, all lay led. We welcome anyone who has something to read, preach or share to help us lead these services. We hope to be back in our beautiful church by fall, should the pandemic allow.

The sheer number of people who have worked hard to do all this work is impossible to mention, but Andey Amata deserves special credit for putting together outstanding services, working hard with guest ministers and lay leaders, and serving on tech. Our other tech service leaders include Paul Marcucilli and Avalon Owens, Michael Glenn, Brendan Shea, Carol Schachet and Dan McKanan. Added to the services was 10-15 minutes of music for contemplation before the service, with slide shows created by Andey containing beautiful photography by our members, together with inspiring words and images from the monthly Soul Matters themes.

Our entire music team, led by Molly Ruggles, with help from Carole Bundy, Daric Dalfino, and Brendan O’Brine and our sadly departed Joe Walters as team leaders, has been outstanding. While group singing on Zoom is less than satisfying, we have been fortunate to hear beautiful choral music performed by our many talented church members and friends.

Services led by our minister Rev. Bruce Taylor have been profound, interesting and generally loved. Our guest and lay services have been also well received in general.

Of course some things did not always work as expected, but in the main our Worship Committee has worked its heart out to give professional services, keep our community together and inspired in a time of dislocation and crisis. An unexpected gift has been the ability of some members and former members from afar to join. A disappointment was a few members who for various reasons could not attend online. We support the idea of having hybrid streamed services in the Fall when we are back in the church.

Respectfully submitted,

Susan Jhirad

Report on the Small Group Ministry Program

Throughout this Covid year, our church life actively continued – much of it via small groups. This is a report on those groups.

Book Groups

The UUCM Social Justice Book Group came out of the old Social Justice Committee. Its readings are mainly about race, but in recent years they have also included other pressing social justice topics, as is clear by the reading list below. Both fiction and non-fiction books are included, and the year's selections are chosen by a ballot by all the group's participants the preceding summer. This year, the group was split into two sections. One met on Monday nights, the other on Sunday afternoons; the two groups had a final joint meeting. About 15 people took part in the groups (attendance at the Sunday group varied more).

The year's reading list was:

September [Race]: Ibram X. Kendi, *How to be an Anti-Racist*

October [Inequality]: Tara Westover, *Educated*

November [Climate Change]: Robin Kimmerer, *Braiding Sweet Grass*

December [Baldwin read]: James Baldwin, *No Name in the Street*

January [Gender]: Rebecca Solnit, *Recollections of My Non-Existence*

February [History]: Susan Neiman, *Learning from the Germans*

March [Native Americans]: Louise Erdrich, *The Night Watchman*

April [Biography]: Patrisse Khan-Cullors and Asha Bandele, *When They Call You a Terrorist: A Black Lives Matter Memoir*

May [Fiction by People of Color(2)]: Justin Torres, *We the Animals*

June [Native Americans]: Roxanne Dunbar-Ortiz, *An Indigenous Peoples' History of the United States*

We will continue next year and hope to expand our groups.

Meditations

The UUCM *sangha* meets the 1st and 3rd Thursdays of each month. It has a mailing list of about 25 people, and between 6-11 folks generally attend each sitting. Marsha Lawson leads the first sitting of the month; Michael Glenn, the second. The meditation group has been going for about six or seven years now. The meditation group includes a number of people who come to no other UUCM activity but this.

Touchstone Groups

UUCM has offered small “chalice” or “covenant” groups for many years. This year, we decided not to utilize the UUA Soul Matters small group curriculum, and Lourie August and Michael Glenn created our own Touchstone program. We had four different groups, led by five facilitators (Lourie August, Alex Daum and Michael Glenn, Ann Heintz, and Susan Jordan). Twenty-eight members of the church community participated in the monthly groups. Feedback has been uniformly positive. We are working on a new curriculum for 2021-2022.

Here is this year's curriculum:

1. Who Am I? / Who Are You?

Who are you? How do you know yourself? What are some of the deep roots that help shape who you are, where you came from? In what ways may you be different from how you initially might seem to others? Are you differently-abled in some way? Are these differences visible or invisible?

2. Turning Points

Share an important turning point in your life. How did you become aware of the turning point? Was it an overt decision or less conscious? Did others help you along the way? How did it work out? Is living through the current pandemic moving you toward a new turning point in your life? What have you learned from this experience that has changed your life?

3. Social Justice and Spirituality

What is one of your earliest memories of being personally affected by a political/social justice issue? Were you moved to some kind of action? What issue, if any, has particular meaning and energy for you now? What is the story behind your passion for this issue? How does your value system and spirituality shape your understanding of justice and equity issues? What role would you like your religious community to play in supporting you in your social justice work? Are there times when your position on a social issue is not congruent with others in this congregation? the UUA?

4. Love and Relationships

How do you experience love in your life? Do you yearn for more opportunities to give or receive love? What would that look like? What is the pattern of close relationships in your life? ("close" broadly defined) Describe one close relationship that you would like to share with your group.

5. Nature

How has nature played a role in your spiritual journey? In your life? Have you had a spiritual experience while being in nature? What was it like? What concerns do you have about our natural world? What do you do or think we can do about these concerns? How might caring for the environment be part of a spiritual practice?

6. Class and Money

How would you describe your class background? Has it changed over the years? How does your class background interact with your racial and ethnic background? What lessons about money, possessions, and wealth did you learn from family? How would you describe your current relationship to money, scarcity, possessions? How does this affect your self-image, your approach to life?

7. Purpose of Life

What is the nature of life? How are humans different than other living beings? What is the meaning of your life? What are you living for? What is the connection between your 'work' and your values and spirituality?

8. Thinking About the End of Your Life

What do you think happens when a person dies? How are you feeling about your eventual death? Have you thought about how or when you would want to die? Are there things you want to do before you die?

9. Appreciation and Closing

Review of "Likes and Wishes" of the Group ... Appreciation circle of members.

Submitted by, Michael Glenn

Annual Report from the Buildings & Grounds Committee

The current Building & Grounds Committee members are Loren Bernardi, Liz Ammons, and Geoff Ward.

In what has become a familiar, routine refrain, his past year has been another very active one for renovation and repair projects involving our church home buildings and grounds. Some issues have been long anticipated: we knew they would have to be handled eventually, and this was the year that addressing them became urgent. Points of fragility bring themselves to our attention and we have no choice but to deal with them.

While not formally a Building & Groups *Committee* project, it is appropriate to kick off this report by summarizing the extraordinary work that has been done on the Osgood House this past church year. We received a \$162,800 grant from the Medford CPA (Community Preservation Act) for our important historical 1785 parish house. They are so pleased with the outcome that they want to showcase Osgood House in their next CPA bulletin. Historic windows and doors were meticulously restored, rotted wood was replaced, the rear entrance was made over (taller people no longer have to duck when entering!), and the entire exterior was repainted. A beautiful handicap ramp wrapping around a garden has been added to the rear. The front and side wooden steps and railings were replaced and the front steps brought up to code by adding a second railing.

We plan a community open house for the Medford Historical Society, members of our community, workmen, the Community Preservation Commission, etc. sometime in the early Fall. The workmen all did an excellent job and will be used in future work on the church. An article on the building and its history was published in the *Medford Transcript* – article link:

<https://www.wickedlocal.com/story/medford-transcript/2020/10/23/restoration-of-1785-david-osgood-house/42933169/>.

This work on the Osgood House was the direct result of the hard work of Susan Jhirad, who wrote the CPA Grant application, garnered influential advocates on our behalf during the grant review process, and stayed in close touch with the contractors as the work was being done. The Osgood House has been beautifully restored because of her tireless efforts. We are very grateful!

Other noteworthy projects completed during the year were:

- (1) A new steel bulkhead door at the back of the church was installed. The rickety wooden stairs (“stairs” being a generous characterization of what was there previously) under the door going into the basement was replaced with cast concrete staircase. The total cost of job ran \$1200 more than anticipated, but the difference was made up for by an anonymous donation from a church member.
- (2) The church building hot water heater was replaced.
- (3) The Osgood House shed was painted by two college students. Labor and supplies were funded by an anonymous gift of \$1,000 by a church member.

To the above add the follow projects which were committed to – we have agreements in place with contractors and are in their backlog – but not yet completed:

- (4) Restoration of the church building’s historic side door, by the same contractor who restored the Osgood front door. (This is being funded by a City of Medford grant as well.)
- (5) Repairs to the Moore Room transom
- (6) Repairs to the church front entryway window unit, which has been leaking for years.
- (7) Regrading and repaving the rear section of the church driveway.

In addition to his frequent repair-and-refurbish activities – including, this past year, the Osgood House exterior door lights and the church building downspouts – Committee member Loren Bernardi has spent many man-hours over the past six months mapping out the heating system pipe network beneath the sanctuary. Those who have regularly attended Sunday services during the winter months will readily recall the heating system’s predilection for loudly knocking when starting up during a heating cycle. Our speculation is that small fissures in the pipe network could be behind the noise. At some point we will call in the several plumbing and heating specialists we are familiar with and ask them to give their assessments regarding a reasonable piecemeal approach to addressing the issue.

After all the money invested and work done on the buildings these past few years, what remains that concerns us? We would put the west outside wall of Benker Hall, where the shingles have been in rough shape for years and continue to deteriorate, at the top of the list.

The ever-industrious Medford Community Gardens group continues to work our church grounds. The initial concept was that they would grow vegetables on the church grounds for the church Food Pantry clients. They have done that and much more – including being front-people in the unending battle against invasive plants, incrementally adding to ornamental plantings, and helping with grounds maintenance. For instance, the very nice garden to the left of the Osgood front entrance is their handiwork. Now in memory of beloved community garden group and Food Pantry member Joan Parker, they are turning the formerly overgrown and unused area between the Osgood back yard and our Powder House Road neighbor into a welcoming and aesthetic memorial. A wood chips path has been laid down. Among other elements of the plan, they will plant rhododendrons along the path. We are grateful for the gardeners presence and ongoing efforts.

We extend our annual thank you to our sexton Fred Humphries. His oversight of our treasured but old buildings, and willingness to hop on over at a moment’s notice when necessary, helps keep small problems from ballooning into large issues.

Respectfully submitted,

Geoff Ward, Building & Grounds Committee chairman

Annual Report from the Membership Committee

Membership reflects an intentional and free commitment to the Congregation of UUCM as expressed in the Covenant we say each Sunday as well as our affirmation and support of the Principles of the UUA.

This year of Covid has meant that all services were conducted via Zoom. Michael Glenn served as “Greeter” during these services by initiating “chats” with newcomers to give them the opportunity to ask questions and learn more about Unitarian Universalism in general and UUCM in particular.

At the beginning of the Zoom church year several people expressed interest in becoming members. Two people, Lu Traina and Steve Lapin did sign the Role of Members. Subsequently Steve Lapin resigned for personal reasons.

The Zoom church year saw many people visiting UUCM. Of those, six individuals have been attending services regularly and some have contributed regularly. Once the church reopens the Sanctuary it is hoped that there may be people who would like to become members. If so, sometime in the early fall there will be a New Members service for all who have signed the Roll of Members.

We also sadly note the passing of members Joe Walters and Phil Bloom.

Respectfully submitted,

Steve Schmidt

Annual Report from the Caring Team

The Caring Ministry of UUCM continues to be an unstructured Congregation-wide response to members in need. Steve Schmidt, who had been the “contact person” to whom many requests for care were addressed, had significantly fewer calls for care than in previous years. One reason for this change is that members who frequently called upon Steve to send out a Call for Caring began to use the Community email list to send out that call themselves.

Despite the restrictions imposed by the Covid lock-down, much caring activity was – again – done behind the scenes. Members stayed in touch via phone calls and often helped in other ways when members needed rides to doctor visits or help with shopping.

It is hard to realize the breadth and depth of the care that members have provided to each other. The Caring Ministry, on behalf of the Congregation, would like to extend a heart-felt thank you to all those who helped provide care for fellow members.

Respectfully submitted,

Steve Schmidt

Annual Report from the Outreach/Fundraising Committee

Jenn Vento and Brendan Shea sat on the Outreach Committee this year. In September and October, we were successful in publicizing the arrival of our new minister, Rev. Bruce Carey, in local media. We also researched and brainstormed a plan to design a color postcard to send to new residents of Medford describing our church. We created a draft of the postcard and cost estimate. It was decided to postpone the completion of the project until next fall when church services resume in person and can be advertised on the postcard.

This church year was a difficult one to tackle fundraising with no in-person services or social events due to Covid-19. Virtual fundraisers were challenging and we were aware that several members may have been affected by the economic strains of the pandemic. Space rental has also not been a possibility, though that may be returning next year as we seek to reconnect with our space renting clients. Events such as the hugely successful annual rummage sale, Easter Pancake Breakfast, and Christmas Poinsettia sale were also unable to take place. The Committee began to plan a virtual silent auction that has been postponed to next church year and hopes to get more members to help run it. In addition, the Committee has also begun to research the promotion of weddings at UUCM as a major fundraising tool.,

Jenn Vento, for the Outreach/Fundraising Committee

Annual Report from the Multicultural Ministry Team

The Multicultural Ministry team's mission is to help co-create a religious community where people of all races, ethnicities, and cultures see their cultural identities reflected and affirmed in every aspect of congregational life at UUCM, by investigating and revisiting various customs and traditions that UUCM has and viewing them through a multicultural lens. The team, which is made up of: Melissa Radzaminski, Marsha Lawson, Ann Heintz, Brendan Shea, Nancy Kurtz, Carolyn Cronin, and Rev. Bruce Taylor, has undertaken several initiatives this year to accomplish this.

We started the church year last summer by Carolyn Cronin and Melissa Radzaminski leading a service titled "A Different July 4th".* This service included a short video with excerpts of Frederick Douglass's 4th of July speech, and offered reflections on actions people are taking to address systemic racism.

We proposed a policy, which was ratified and instituted by the Worship Committee, where worship leaders on Zoom services are encouraged to include their preferred pronouns on Zoom to the extent that they are willing and comfortable doing so. We understand that for a variety of reasons, some will not feel comfortable doing so and that decision is also respected. Including pronouns helps make UUCM more welcoming and inclusive for all who participate.

We reviewed the outcomes of the UUA Commission on Institutional Change's report published in 2020, titled Widening the Circle of Concern**, to understand what recommendations we could take away from it. The report covers a wide spectrum of topics that spans all aspects of church life, including Governance, Congregations and Communities, and Hospitality and Inclusion.

We determined that one of the most effective things we could do as a team is to offer an opportunity for all members and friends to learn about how to become an antiracist and help dismantle White Supremacy culture in all areas of our congregation and community, and to that end we are leading a group learning session titled Knotty Conversations for Dismantling White Supremacy.***

This training covers the following topics:

- * Cultural Appropriation
- * Calling Out, Calling In, and Staying Together
- * Dealing with Shame, Fragility, and Denial
- * Following the Leadership of People of Color
- * Allies, Accomplices, Collective Liberation

We began this course with a group of 14 members in April and will continue it through the end of 2021.

Respectfully submitted,

Brendan Shea

for the UUCM Multicultural Ministry Team

* link: <https://uumedford.org/services/summer-sunday-service-4/>

** link: <https://www.uua.org/uuagovernance/committees/cic/widening>

*** link: <https://www.uuinstitute.org/courses/320-knottyconversations/>

Fiscal Year 2021-22 Proposed Budget

	Amount	Explanation
Pledges	72,680	Total pledges from Canvass
Plate / Gifts	4,000	No \$10k one-time gift this year
Fundraising, Flower Sponsorship	4,100	Low end of Pre-Covid baseline
Building Use	8,250	Partial return to previous baseline
Investment Income from NPO Fund	1,700	Continuing low yields
Lawrence Fund Distributions	4,194	Level with this year
Ministerial Fund Distributions	6,000	Level with this year
Income	\$100,924	
Minister	24,998	3% increase in baseline compensation plus 2% bonus; sexton and administrator return to more normal hours
DRE	15,914	
Sexton	10,500	
Administrator	5,696	
Music Director	7,913	
Payroll Service	2,694	
Workers Compensation Insurance	3,559	
staff-related total	\$58,981	
Utilities & Heating Oil	16,000	Energy price increases
Snow Removal	7,000	
Insurance: Property & Liability	7,200	
Buildings & Grounds	10,000	Excludes driveway repaving cost
Sunday Service	4,000	Guest speaker rate increase
Religious Ed Supplies & Programming	2,700	Childcare now included
General & Administrative	4,100	Increased telecomm charges
UUA/MBD	250	
Expenses	\$110,231	
Deficit	-\$9,307	