

**Unitarian
Universalist
Church of
Worcester**

**Annual Report
2014-2015**

"Believing in a community that unites all people"

June 7, 2015

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

Unitarian Universalist Church of Worcester

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Our Mission Statement

The members and friends of the Unitarian Universalist Church of Worcester covenant to be a congregation of love, hope and justice inspiring people to take on the challenges of a changing world.

Our Covenant

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

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

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AGENDA ~ ANNUAL MEETING ~ June 7, 2015

Call to Order Larry Raymond

Certification Report Mike Peckar

Review of Agenda..... Larry Raymond

Minutes of 2013-2014 Congregational Meetings Mike Peckar

Statement from the President..... Larry Raymond

Statement from the Minister Rev. Aaron Payson

Treasurer’s Report..... Mary Fitton

Bylaw Language Change as proposed by Accessibility and Inclusion Task Force

Report of the Nominating Committee Bill Derr

Vote on Slate of the Nominating Committee Larry Raymond

Presentation of FY 2016 Budget Board of Management & Finance Committee

Questions and Clarification of the Budget.....
..... Board of Management & Finance Committee

Vote on Budget Larry Raymond

Leadership Recognition Larry Raymond
(Board Members Ana Bediako, David Schowalter & Clerk Michael Peckar)

Litany of Installation Board and Congregation

Adjourn Annual Meeting Larry Raymond

Unitarian Universalist Church of Worcester

“Believing in a community that unites all people”

Reports of Professional Staff and Elected Officers

Annual Meeting 2014 Minutes – Mike Peckar, Clerk (2013-14)	6 - 7
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Call to Order: Larry Raymond called meeting to order at approximately 12 pm (noon).

Delay of Certification of Quorum:

Because of a delay in preparing the member list for sign-off, Larry Raymond made a **MOTION** to defer the quorum certification until these forms were printed and circulated. The **MOTION** was seconded and **PASSED** unanimously.

Minutes of the 2013 Annual Meeting and Special Congregational Meeting:

A **MOTION** was made and seconded to approve the minutes of the 2013 Annual Meeting as published in the Annual Report. The **MOTION PASSED** unanimously.

A **MOTION** was made and seconded to approve the minutes of the 2014 Special Meeting of March 2, 2014 as published in the Annual Report. The **MOTION PASSED** unanimously.

Statement from the President:

Larry Raymond said that he was grateful to have been involved in the church governance, and thanked the committees, the board, and the program volunteers for all the help throughout the year. He also acknowledged the financial challenges, but expressed confidence that the UUCW community would resolve the budget shortfall.

Statement from the Minister:

Aaron Payson expressed that he is looking forward to the following achievements anticipated for the coming year, including:

- Work on honoring the legacy of church members
- An upgraded website and redesigned newsletter
- Young adult programming
- The Adult OWL program
- Leadership development
- Stewardship changes, including a program promotion focus

Treasurer's Report:

Dawn DeFreitas summarized the state of Church's

Finances, and discussed both the challenges and successes of the changeover to the Power Church software. Others noted that have been critical to the success have been Mary Fitton (bookkeeper) and Bruce Plummer (Collector).

Presentation of UUCW's Re-Certification as a Welcoming Congregation:

Tom Pierce discussed new guidelines for certification as a welcoming congregation, as described in the Interweave Newsletter, and presented the UUCW's updated framed certificate.

Certification of Quorum:

Quorum: A minimum of 46 members was needed to meet Quorum. After the member sheets had been circulated, it was determined that 61 members were present, certified by Dave Schowalter, who was assigned to record minutes and certify quorum by the Clerk, Mike Peckar.

Nominating Committee Report:

Mary Fitton read the slate of nominees as published in the Annual Report. The president, Larry Raymond, called a **MOTION** to vote for President, President Elect, Treasurer, and the members of the board. The **MOTION** was seconded and **PASSED** unanimously.

Budget:

Tom Pierce and Dawn DeFreitas presented the budget as printed in the Annual Report, and noted a shortfall of \$31,135. It was noted that there are also approximately \$4,000 in additional health insurance costs not included in the budget. The church will use money from investments to make up this shortfall, unless the UUCW community can make up the difference with additional pledges and fund raising during the first half of the coming year.

A question was raised about this year's budget performance and any surplus that might be used for next year. Dawn made it clear that no significant surplus is expected. Another question came up about the \$10,000 buffer that is generally earmarked annually from investments, but it was explained that this is just a buffer for cash flow purposes, and does not represent a net budget

gain.

A concern was raised that we are not paying our fair share to the UUA and Clara Barton Districts, even in recent years when we did not have a budget shortfall.

A question was raised as to whether or not an actual expenses report would be distributed. Dawn said that one would be made available. Aaron added that monthly updates on Finances will be distributed via the website, after board approval. A question was asked of the board about the budget implications for staff job security at both the UUCW and the UUA, and how this would be addressed. Larry responded that the board is dedicated to working with the congregation to find ways to increase revenue opportunities.

A concern was raised about newer church members not being here for the meeting, and the need for a special informational session about revenue needs for these newer members. Aaron responded that Robin had made an attempt to talk to R.E. families. He also made it clear that if and when necessary, investment funds would not be used for 6-8 months, while other revenue opportunities were pursued.

Several suggestions arose from the congregation, including a small user fee for R.E., making donations easier, such as via online and/or automated monthly electronic payments, holding the annual meeting in the evenings so more people might attend, and making sure to address the needs of young families. Current at large board member John Odell made it clear that there is an opportunity to change how we are doing business and that the board is open to new ideas.

A question arose as to what percentage of investments would need to be used if the shortfall could not be made up, and the response from Tom Pierce was approximately 10%. A suggestion was made to have benchmarks throughout the coming year, as well as revisiting the topic at the beginning of the church year, and the development of a task force.

A comment was made that any "per usage" fees would likely undercut pledges, and so this was

discouraged. It was also suggested that approaching existing pledgers to ask for more would likely be more fruitful than trying to get pledges from non-pledgers.

Tom Pierce made an amendment to the published budget, indicating that the full shortfall is \$34,575. A **MOTION** was made and seconded to accept the budget as amended. The **MOTION PASSED** unanimously.

Leadership Recognition:

Larry expressed recognition and gratitude to board members who were stepping down, including Vice President Margos Stone, and member at large, Mary Monica Miner.

Adjournment:

A **MOTION** was made and seconded for adjournment by the President at approximately 2 pm. The **MOTION PASSED** unanimously.

Minutes submitted respectfully,

Dave Schowalter

As was noted in our "It's a Wonderful Church" Stewardship Drive pamphlet this year Because of you, this year. . .

- 395 people have a spiritual home. (180 Members, 95 Active Non-Members, 104 Children, 16 Youth)
- 160 people (on average weekly) benefited from regular weekly worship services including 45 regular Sunday morning worship services, 10 summer services, 8 Soulful Sundown services, and 4 special Holiday services.
- 6 families celebrated the life of a beloved in a Memorial Service led by your Minister and/or hosted at our church including our own Jane Dutton and Karen Hastings.
- 5 couples had a Minister and/or place to begin their life together in Marriage.
- 120 children and youth benefited from 9 Religious Education programs designed to nurture their (and their family's) spiritual development and empower them to act on their beliefs to meet the challenges of a changing world.
- 15 teens experienced Coming of Age with 15 adult mentors.
- 20 youth benefited weekly from our Youth Group.
- 50+ people received faith-based comprehensive sexuality education (over 2 years).
- 20 Adult Faith Development programs provided opportunities for spiritual refreshment, conversation, dialogue, and social witness.
- 153 households (including 451 people) in the area did not go hungry because of our support for the Loaves & Fishes Food Pantry.
- 21 families were not lost to homelessness through our work with the Interfaith Hospitality Network of Worcester.
- 17 community groups called our church home.
- 1900 people (on average weekly) were exposed to the message and activities of this congregation and our liberal religious movement through social media.

- 142 email communications about the activities of this church were produced and 350 people (on average weekly) received at least 3 regular weekly communications throughout the church year.
- Over \$7000 was collected to support of 8 Community Groups (Loaves & Fishes Food Pantry, Interfaith Hospitality Network, Jericho Road Worcester, Baltimore Homeless Center, African Community Center, Safe Homes, Audio Journal, and Abby's House).
- \$2500 was raised to assist families in need in our community through our Emergency Fund (Minister's Discretionary Fund).
- \$6028 was contributed to the wider Unitarian Universalist movement (Clara Barton District and Unitarian Universalist Association). However, our congregation's "Fair-Share" is \$14,760.

Because of you, we continue to be a Congregation of Love, Hope and Justice inspiring people to take on the challenges of a changing world!

We came into this year with the challenge of changes to our systems of governance and the opportunity to experiment with other ways of organizing ourselves to accomplish the difficult tasks raising more income and shifting responsibilities to Minister, Staff and Board, as well as continuing our stellar RE programs.

After a thorough review of my performance last spring led by the Board, Committee on Ministry, I developed goals and a work plan this fall. The following was accomplished related to that plan: 1) Revise, distribute, analyze and document responses for an updated Skills & Interest Survey of the congregation; 2) Establish Planning/Follow-through routine; 3) Establish Technology utilization plan; 4) Establish regular health regimen; 5) Establish regular study regimen.

The revised Skills & Interest Survey was published, analyzed and documented. Information from that survey continues to be utilized to create leadership teams for a variety of projects and programs including but not limited to this year, the

Minister's Report

stewardship drive, fellowship opportunities, religious education and adult faith development programming, and assisting our sister congregation (First Unitarian of Worcester) with its Installation of their new minister Rev. Sarah Stewart.

I have established a weekly work routine and systems to track follow-through on programs including record-keeping and communications. We continue to work slowly toward paperless filing and made strides this year with toward that end with the help of Alison Lanyon who spent internship hours assisting staff with this program.

We continue to find ways to integrating the various technology resources utilized to assist staff and leadership including volunteer management, email marketing, social media and website services. Thanks to the ongoing effort of the Communications Team we hope to unveil a new website by the end of the FY2015 Church Year. In addition, next year we hope to unveil digital donation and payment options to assist in our various fundraising efforts. I have also developed and will publish via a vis the new website an online mechanism to make appointments with me.

I continue to make strides toward maintaining and increasing my health including regular exercise and continuing monitoring from my medical team.

My study regiment this year has included regular time for reading/research (I presented a paper in January on the development of the Unitarian clause in one of the earliest Universalist professions of faith (1790) for the Fraters of the Wayside Inn, and delivered an after-dinner talk on Empathic Ethics for the Torch Club of Worcester in April. In addition to these ventures I have met weekly with local colleagues for bible study and have participated off and on with a regional UU bible study in Chestnut Hill, MA.

There were additional goals that continue to be in process from this year which include: 1) Establishing a Leadership Team and a Leadership Summit; 2) Developing a Leadership Small Group; 3) a dieting regiment; 4) finishing my DMin program; and reestablishing a spiritual discipline. I

will be working with the Committee on Ministry and the Board to continue these goals into the next fiscal year.

One of the great successes this year, which was not on my work plan officially was the decision to take on a Ministerial Intern. Beau Rivers has proven to be a wonderful colleague and student. She has endeared herself to many in this congregation and continues to explore the various aspects of ministry with energy, curiosity and enthusiasm. With her, we've had the opportunity this year to explore racism using the WI PBS Series, Race: The Power of an Illusion, as well as exploring our own UU history concerning the Black Empowerment movement of the 1960's.

In addition we worked this year with First Unitarian Church to develop a series on the UUA's Congregational Study Action Issue, "Escalating Inequality". Many thanks to Joan McGinn and Mara Pentlarge for spear-heading this effort on our behalf and for all of their leadership.

This year we completed a two year study of World Religions. Many thanks to those who availed themselves to the lectures on Hinduism, Buddhism, Judaism, Christianity and Islam. We viewed a total of 60 lectures (approx. 30 hours of material) visited the Hindu Society of Worcester, Boundless Way Zen Temple and plans are continuing to visit other communities this spring.

This year we said good-bye to our Treasurer Dawn de Freitas who left for environs in Florida. We are so grateful to her for her years of effort and we are so grateful to Mary Fitton for her willingness to take on the position of Treasurer. In many thanks to Peggy Veal for her willingness to be our book-keeper pro-tem. Thanks also to Tom Pierce and Mary Fitton for their willingness to take on leadership for our Finance Working Group.

Our Pledge Surge and Stewardship Drive this year was a success largely because of the efforts of Cristina Heffernan, John O'Dell and David Schowalter, with the able guidance and assistance of Tom Pierce, Denise Darrigrand and Margos

Minister's Report

Stone. The fact that we were able to increase the congregation's support by over 17% is astounding!

Respectfully submitted,

Rev. Aaron Payson

Our RE Program continues to be a stellar example of excellence and creativity. Robin Caracciolo is much loved and continues to provide energy, enthusiasm, excitement and incredible leadership. Her work in our congregation has been noticed by many in our movement and her vibrant spirit is now showing at the district and denominational level. I could not be more proud of her!

Matt Johnsen continues to provide wonderful music and has ably led our choir again this year. His contribution to our worship experiences and special services can not be understated. He is a gem. He will be missed next year from January to June, but we wish him well on his sabbatical. Plans are already underway to provide musical accompaniment and choral leadership during his time away.

Jennifer Landry continues to be the pivot of this congregation as our Office Administrator. My profound thanks to her for keeping us all on schedule (literally) and for ably managing the various systems necessary to track the activities and members and friends of this congregation. She is one of a kind!

Steve McNally is often the unsung hero of this congregation. Because of him our grounds and building continue to shine. Largely because of the attention and care of Steve, we can depend on a building that is clean; ready for the various activities we host and secure in our absence. His dedication this year during the winter to keep us operational is to be commended in particular and his continuing attention to various details of our physical plant operation continues to make us shine as the gateway to Shore Drive.

This year saw a variety of challenges, not the least of which was the winter that never seemed to end. We not only survived but in most ways thrived this year. This is because of the skill, creativity and efforts of so many of the members and friends of this congregation. My personal thanks to all of you for helping to make this an incredible year!

Since my arrival at UUCW in August of 2014, I have worked closely with the Reverend Aaron Payson, DRE Robin Caracciolo, and the Ministerial Intern Committee to identify and work toward the achievement of my learning goals. Our first order of business was to recruit diverse representatives (sex, age, orientation, race, and ability) of the congregation to serve on the Intern Committee. I am pleased to work with Rachel Keyo, Greg Gustafson, Doris Horrigan, Mary Monica Miner, and Committee Chair, Susan Crossley.

The committee meets monthly and held its first meeting in late October. Aaron attended the first meeting to orient the committee to their role in my formation and I provided information about the UUA ministerial credentialing process and my location in that process. In subsequent meetings the committee and I worked to develop a sermon and worship service evaluation form as well as a log to track my activities on a monthly basis. The committee and I are currently adapting the rubric from the UUA publication of Fulfilling the Call for my mid-term evaluation. It is our intention to receive and include input from staff, lay leaders, and congregants with whom I have interacted.

My vision at UUCW is to be knowledgeable and experienced as a minister in a mid-size church. Toward that end Aaron, Robin, and I developed specific learning goals in the areas of Pastoral Care, Youth Involvement, Church Governance, and Social Justice:

- Deepen my pastoral care skills in a variety of ministerial experiences
- Provide leadership and foster ministries to youths and young adults
- Clearer understanding of different governance styles and systems
- Heighten congregational awareness and engagement in a social justice initiative

In the provision of pastoral care, I attend the monthly Parish Services Committee and have visited parishioners in hospitals, rehabilitation facilities, and their homes. Over time my relationships with have deepened and pastoral conversations often take place after committee

meetings or during coffee hour on Sunday mornings. I have also participated in a memorial service for the Stone family and offered pastoral care to extended members of the family during the reception.

I attend the monthly Religious Education Council (REC) meetings as well as the Annual REC Retreat in March to witness how the committee plans the following church year. One Sunday per month, I visited a different classroom to observe the philosophy of UURE in action at the various stages of child development. In January, I visited Spirit Play, February, World of Wonder, March, Moral Tales, April, Toolbox of Faith, and May, Windows and Mirrors. I also attended the COA church lock-in March and participated in the COA retreat and worship service in May. It has been wonderful to get to know the children.

In terms of church governance, I initially attended weekly staff meetings via skype until my school schedule made it possible for me to attend in person. I also attended the Annual Staff Retreat to learn how to coordinate various church programs and services for the next year. I also attended the Board Retreat in August and whenever possible, attended Board and Governance Task Force meetings. To gain greater exposure to other styles of church governance, Aaron and I identified five area congregations to interview in the fall of 2015.

Social justice initiatives include my participation in the Interfaith Hospitality Network, the Loaves and Fishes Food Pantry (both in January), the provision of leadership support to the Accessibility Task Force on a monthly basis and facilitated the last World Religions class in May. An interest in anti-racism work emerged within the congregation as a result of the Black Lives Matter movement. I did some research and produced three handouts that were available in Fellowship Hall after the Sunday service celebration of Black History month in January. I coordinated a church event to view the movie Selma at the theatre in February. In March the Youth Group joined a group of interested adults to view a documentary on the Black Empowerment Movement in the UUA. On my recommendation the church

Ministerial Intern's Report

purchased and I facilitated a three part PBS Film Discussion Series on Race: The Power of An Illusion in April. The series was widely publicized and well attended by a group of 18-22 dedicated people who were eager to engage the issue of racism and share what they had learned with others. We may follow this series up with a book discussion of The New Jim Crow in June. I plan to bring the cofounder of the Black Lives Matter movement, Alicia Garza to central Massachusetts in the Fall of 2015.

From the pulpit, I preached a sermon on The Winds of Grace in September, A Call to Love in October, Counting Our Blessings in November, and Forbidden Fruit in January. The pulpit was not available in December and February. I created and led a Loving Kindness meditation as part of a service led by Aaron in February, and facilitated the Annual Women's Service in March. Whenever I have led a worship service I have also delivered the pastoral prayer for Joys and Sorrows.

I am very pleased with the opportunities I have had to deepen my ministerial skills as a teacher, preacher, caregiver, and leader in social justice initiatives at UUCW.

Respectfully Submitted,

Beau Rivers, Ministerial Intern

The 2014/ 15 church year was truly an experience of love and learning for me. Alongside my fellow Religious Education Committee members and our outstanding volunteer lead teachers, advisors and Coming of Age mentors, I feel like the year was bursting with enthusiasm and faith-filled experiences of what it means to be a Unitarian Universalist at this time in our world.

We were very excited about the outcomes of some new things. Our RE and church theme this year was "Strengthening the Ties that Bind." Together we worked to establish experiences that enforced this theme, which is taken from our seventh principle: "Respect for the Interdependent Web of All Existence of Which We Are a Part."

We began the year helping children talk about the things that make them unique and rare, and then expanded discussions and activities into how, as individuals, we can connect with our family, community and world. Using single classroom, multi-age classrooms, and multigenerational experiences, I feel we met our theme goal for the year. We again had an all-church read, this year with "Temple Grandin- How the Girl Who Loved Cows Embraced Autism and Changed the World." This read, launched by Loree Griffin Burns, gave opportunities for multigeneration connections via the discussion of the book and the worship service dedicated to themes found in the book.

We also rolled out the "Mystery Pals" program, which gave a fantastic opening to connection and communication between generations via the writing of letters. Thanks to Jenny Delgizzi for organizing the weekly "UUCW Pals Post Office" and finally the "Big Reveal," where "mystery pals" got to meet each other and discuss more things that connected them over the weeks. This program was well-liked, and we will run it next year with some streamlining of mail delivery and pickup!

Thanks to Ana Bediako, our RE Library opened at the beginning of the church year and has been being utilized across generations. Thanks to Vickie Cox Lanyon for donating furniture and to Chet Johnson Erikson for helping to maintain the books in order on the shelves.

We have opened parenting programs up to a wider variety of parents and caregivers and grandparents caring from children of many age ranges for richer discussion opportunities and connections in the small-group format.

We ran programming above and beyond the regular classroom curricula. We rolled out Adult OWL (Our Whole Lives - Course in Human Sexuality) and ran it evenings for 12 weeks. Twelve adults attended, and we have received great feedback. Facilitators Rev. Cheryl Leshay, Jennifer McCullough, Kevin Perrin, Lydia Proulx, and Art Shea did an amazing job planning, advertising, prepping and facilitating this new venture. It was attended by adults of all ages from UUCW and area churches. We will look to run it again.

We also ran OWL for grades 5 and 6. Thank you to Ana Bediako and Rachel Keyo for facilitating and graduating the class of 12 students.

We ended the year with Rotation Classroom Workshop based on the theme of Equality: Thanks to Ana Bediako, Loree Griffin Burns, Kim Napoleone, Laura Secor and Moira Rouse. The workshops focused on the theme of equality taught through a different discipline each week. The disciplines were Language Arts, Art, Social Science/ Justice.

The year has been very busy for me, as I have also been running the Coming of Age program for 15 teens and their mentors. Coming of Age runs every two years, involving a lot of travel, special activities and teambuilding. It culminates in a large final retreat and a wonderful graduation. It is one of our spectacular programs of which we are very proud.

Youth Group continues to be a strong and steady program under my purview. We began the year with a mission trip to Deep Roots in Elkton, Maryland. From there the group is involved in many outreach opportunities, the Youth Group Service, the Gourmet Dinner, babysitting nights, childcare, and connecting with other UU groups in the area. This year we will end with a fun trip to New York City.

Religious Education Director's Report

Curriculum and Programs: "A Tapestry of Love and Learning"

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

Spirit Play Pre-Kindergarten-Kindergarten
World of Wonder Grade 1
Moral Tales Grades 2 and 3
Toolbox of Faith Grades 4 and 5
OWL (Our Whole Lives) Grades 5 & 6
Windows and Mirrors Grades 6 and 7
Coming of Age Grades 7 and 8
High School Youth Group Grades 9-12

Registration and Attendance Numbers

- **Number of children and teens registered = 102**
- Average total Sunday attendance = 65 kids and 22 adults, including Sunday am & pm programs
- Current active members in High School Youth Group: 21

Respectfully submitted,

*Robin Caracciolo
Director of Religious Education*

The 2014-2015 Religious Education Committee:

*Ana Bediako, Co-Chair
Claire Breyton
Vickie Cox Lanyon, Co-Chair
Jenny DelGizzi
Lee Hill, Teen Liaison
Kim Napoleone
Heather Weller*

"It's a wonderful church" is the theme of this year's stewardship drive, and I am even more convinced that it rings true for the Unitarian Universalist Church of Worcester. Our church is comprised of wonderful members who continue to do good work, no, great work.

As I look back on the many fiscal challenges our church faced this year, I am so proud of the manner in which we worked together to address these difficulties.

As we prepared the church's budget for this current year, our projection for revenues, (pledge contributions, fund raising, rentals, and other income incidentals) came up significantly short of the funds it would take to operate the church as we had planned. In facing a more than \$30,000.00 shortfall in our revenue projection, the congregation thoughtfully and carefully approved a budget that would provide an option to take the shortfall from our investment portfolio. The leadership promised to work to raise additional funds and limit the amount we would have to take from the investments. I am pleased to report that with a successful pledge surge drive during the winter, led by Christina Heffernan, John Odell, and David Schowalter, and controlled spending, we are projecting that we will need less than half of the amount anticipated at last year's annual meeting.

The first year of change in the governance philosophy has proceeded smoothly, with tremendous cooperation among the members of the board of management, the governance task force, and our minister, Aaron Payson. The reduction in the number of members on the board of management has had no impact on the discussion and deliberation during monthly meetings. I am tremendously grateful to the support and hard work of the members who make up the board of management. I want to give a special thanks to Mike Peckar, who is leaving his post as clerk. Mike has been an outstanding keeper of the records for five years. He has been a tremendous asset to the board and to the church in general. Thankfully, he will continue his leadership in other areas of the church family. Our community is also fortunate to have many

dedicated members who serve on a variety of task forces and committees which have accomplished much during this year.

The church community has done great work in and outside the confines of the church building. We continue to be active in a number of community events, including but not limited to the Loaves and Fishes food bank held once a month at the church, the Interfaith Hospitality Network, Jericho Road, and many community fund raisers. The church hosts a number of community regularly scheduled meetings.

UUCW provided many excellent services and programs throughout the year. Our Sunday service, our Soulful Sundown service, and the special holiday services that were offered during the year were inspiring and provided a welcoming spiritual experience for our many members and guests that attended. Certainly, the introduction of our ministerial intern provided valuable assistance to the minister and members of the congregation.

Our religious education programs continue to exceed in teaching the UU principals. From very young children to our teenage youth group, our director of R.E., Robin Caracciolo and her dedicated teachers and volunteers have developed and presented excellent educational opportunities for our precious children to grow and flourish.

In closing, I want to thank the members for their support in allowing me the opportunity to serve as president of the board of management. It has been my honor and privilege to facilitate and participate in the activities and deliberations we have had to make over the last two years. I have learned much from this experience, but I especially feel indebted to you for the relationships that I have developed. Let's keep the energy, love, and dedication to social justice forever in our minds and work.

Respectfully submitted,

*Larry Raymond
President*

Unitarian Universalist Church of Worcester

“Believing in a community that unites all people”

Reports of Committees and Coordinators

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The Accessibilities and Inclusion Working Group has been working this year to achieve certification from the Unitarian Universalist Association as an Accessible and Inclusive Congregation. This program has been in a Pilot Project phase and will move to all interested congregations this summer. We were granted early permission to proceed with the Project given our interest and activity level. We have had an Accessibilities Committee since 2001. Certification will be like our certification as a Welcoming Community.

The Project is a comprehensive needs assessment of the building and grounds and of how inclusive we are toward those in the Congregation with visible and invisible disabilities. The needs assessments involve comprehensive checklists that address numerous topics. One checklist addresses issues of inclusion, policies and practices. The other addresses specifics related to our building and grounds. Our Group has completed the Inclusion Checklist and is nearing completion of the Physical Checklist. The completed lists will be submitted to the Accessibility and Inclusion Ministry of the UUA this summer.

As we have worked on these checklists, we have noted a number of issues on which we excel and some that need improvement. We have undertaken some efforts in that regard:

- We set aside a room at Vespers Tea for those with disabilities. Members of the Group noted that it is difficult, if not impossible, for some with physical disabilities and/or hearing loss to participate in this event. We thank Judy Savage for setting up this room. This approach was deemed a success, and suggestions were made for future improvement.
- We have noted that many members of the Congregation have hearing loss. Paul Marr has worked to secure a better microphone for the pulpit. We continue to stress using the microphone at all times in the sanctuary and soon will hold a training session for people interested in using our assistive listening system.

- We have begun to approach the issue of using “People-First Language” when speaking of people with disabilities. Such communication underscores that people with disabilities are “People First” and not “Disabilities First.” For example, it is better to say “Nancy has autism” as opposed to “Nancy is autistic.” At the same time, we have also begun to address issues that we would call “Disability Etiquette.” This involves preferred ways of interacting with people with all types of disabilities.

- We have worked with the UUA to clarify some of the issues addressed on the checklists that will be distributed to interested congregations.

The next phase of this certification project will include developing a comprehensive plan to address issues raised in the needs assessment. We look forward to developing strategies and programs to improve congregational life for all.

As in last year’s report, I wish to commend the Accessibilities Committee for work in years past. I continue to emphasize to the UUA the amount of work that has been done here, both to our physical plant and to address issues of inclusion. Inclusion issues are at the heart of our First Principle. Achieving certification is a laudable goal. However, our work is more comprehensive. We work for the inclusion of all those with disabilities. Understanding that will improve our congregation as a whole.

Finally, I thank the members of this Working Group for their dedicated and hard work: Susan Crossley, Jan Cutman, Beau Rivers, Judy Savage and Sharon Templeman.

Respectfully submitted,

Dianne J. Mann

The building has been maintained well this year by Steve, volunteers, and donors. When the water heater sprung a leak, an anonymous donor paid for a replacement that was installed by Gustafson Plumbing. Kim, Win, Nancy, Cheryl Coppens, and others cleared limbs that fell from the diseased maple fronting Holden Street, and further trimmed the tree for safety and appearance.

Besides frequent shoveling by Steve and Kim, Win Hancock cleared the walkways with his snowblower when the snow was at its deepest, and Win's crew cleared the roof of snow, which had drifted to 6 feet deep in spots. Janet Cutman and others continue to provide gardening and landscaping. Kim did some more bush pruning April 25 after returning both mowers to church from Steve's garage. Ruth Silver has led the reorganization of the kitchen. Aaron led our budget meeting March 25. Aaron has been coordinating with www.republicservices.com on smaller dumpsters for recycling and trash. Denise has been coordinating with john@bigheartedbooks.com on the clothing bin. Thank you all.

In the next two years we will do what time and funds allow for deferred projects; replacing the rotting lower windows in the church school classrooms, resealing exterior bricks, repairing and/or sealing the parking lot, replacing some plumbing in the utility room, and evaluating further energy/efficiency improvements.

*- Kim McCoy,
Chair*

Board Committee: FINANCE COMMITTEE

This year has been one of transitions. Our Treasurer, Dawn de Freitas, moved to Florida in the winter and Mary Fitton was appointed by the Board to replace Dawn. Peggy Veal volunteered to take over Mary's job as bookkeeper. On the Stewardship side, Cristina Heffernan, David Showalter and John Odell took on the leadership of our Stewardship Team with two campaigns, the fall Pledge Surge and the Winter/Spring Pledge Drive. Their efforts resulted in a remarkable increase in revenue. We went from having \$184,737 in net pledge revenue in the FYI 2015 Budget before the Surge to \$208,850 in net pledge revenue for the FY2016 Budget. They are to be congratulated.

The financial picture for FY 2015 appears to be better than expected. The Congregation approved a budget last year which called for supplemental funding in the amount of \$32,684 from invested funds. Based on current estimates, this deficit has been reduced to \$13,006. This assumes we have a very successful yard sale and people fulfill their pledges by June 30th.

At the May meeting of the Board of Management, Rev. Aaron Payson presented a balanced budget for the Board's consideration in preparation for the 2015 Annual Congregational Meeting. This budget, which was posted on our web page on May 21, included partial cuts to the salary increases recommended by the Human Relations Committee, as well as cuts to denominational support, campus ministry, the Minister's Professional Expenses, etc. This all in spite of the fact that we had a successful pledge drive. After considering the cuts, the board is recommending a modified budget that will restore some of the items previously cut. In order to pay for the restored cuts, the Board recommends taking approximately \$12,000 from investments. This will require approval of the Congregation.

Respectfully submitted,

*Tom Pierce, Co-Chair
Finance Committee*

Board Committee: INVESTMENT COMMITTEE

For the first 10 months of the church fiscal year, from July 1, 2014 to April 30, 2015, the UUCW Investment Fund had a gain of 6.31% or \$22,133. This compares to a gain of 5.1% for the Dow Jones Industrials and a gain of 5.39% for the S&P 500. The portfolio total on April 30, 2015 was \$358,713. \$15,026 has been transferred from the Investment Fund for church use during the year. As of April 30, 91% of the portfolio was invested in stocks, 6% in bonds, and 3% in cash. The estimated percentage of socially responsible funds (including bonds) was 86%.

Our investments at this time include the Fidelity Spartan 500 Index Fund, Parnassus

Equity Income Fund, Fidelity Contrafund, Vanguard Wellington Fund, Fidelity Mid Cap Value Fund, Oakmark Fund, Vanguard REIT Index Fund, Fidelity Select Health Care Fund, Glenmede Large Cap Core Fund, Fidelity Balanced Fund, and the Fidelity Select Biotechnology Fund.

Respectfully submitted,

*Margos Stone, Chairman
Edward Clary
Stan Selkow
Robert Whitney
Mary Fitton (Ex Officio)*

In June 2014, H.R. notified all church employees of annual salary and benefit changes for fiscal 2014-2015, with copies to the Treasurer. Copies of all notifications were also sent to the Minister for inclusion in employee files held in the minister's office. In addition, the contract for the Minister was reviewed and updated, and all other staff agreements were reviewed. H.R. notified the UUA of the new salaries so Life and Disability Insurance premiums would be adjusted.

A new UUA Pension Plan was implemented at UUCW as of July 1, 2014, and H.R. worked with all staff to complete employee contribution agreements and with the Treasurer to coordinate pension plan contribution details with PayChex.

H.R. assisted with the development of an Intern Job Description and an Intern Agreement as we became a "teaching congregation." H.R. proposed a benefit plan for our Intern and implemented that plan within the 60-day enrollment period.

Changes in tax exposure due to the Affordable Care Act were reviewed for relevance to our health care benefits, and a summary was published to the President of the Board, the Treasurer and the Minister.

Other tasks included providing benefit information on a survey requested by a congregation in Rhode Island and calculating the accrued sabbatical time for our Director of Music and our Director of Religious Education.

A staff compensation and benefits proposal was prepared and provided as input to the stewardship and fiscal planning processes for 2015-2016. Those processes are ongoing.

Respectfully submitted,

*June Davenport, Chair
Human Resource Committee*

Committee Members and Contributors:
Beth Posner-Waldron

Interfaith Hospitality Network is a family homeless shelter program that unites religious congregations and individuals to assist homeless families. IHN of Worcester is located at 91 June St., Worcester, MA. IHN is a non-state-funded, non-emergency assistance shelter. There are fewer than eight beds in Central Massachusetts that are nonstate beds. Six of them are at IHN. Seventy-five percent of homeless families in Worcester are denied state shelter due to tougher state eligibility requirements. IHN has a long waiting list for families to enter their facility. They are in dire need of financial support and grants, and of evening and overnight volunteers to maintain the facility and the programming.

We continue to partner with IHN as a Host Congregation. As a Host Congregation, we agree to cover two weeks at the shelter providing hosts, dinner, breakfast, lunch and miscellaneous supplies, and overnight hosts. We also agree to provide two charter members who act as coordinators and board members. This year, the IHN task force is Robin Caracciolo, Dianne Mann and Sue Neaz. We also agreed to support IHN financially by fundraising \$1,500 this year. We held a "Cool Beans Coffee House" organized by Dianne Mann, and a 50/50 collection to raise those funds. We hope to have a team walking at the May 17 Walk for the Homeless at Elm Park. We have asked to have a \$2,000 line item put into our 2015/16 church outreach budget to offer a sustaining pledge to this worthy organization..

This year we hosted for two weeks and filled in on numerous "emergency" occasions at the 91 June Street house. A multitude of volunteers have stepped up for each of our hosting weeks. It is very encouraging to see whole families volunteering at the shelter. It makes such a huge difference to the children at the shelter to have some kids come and hang out with them.

Sue Neaz has been instrumental in getting us involved in other areas for the shelter, such as the "Flash" Shoe Drive and the Walk. All shoes donated during this program bring in funds for the shelter, as do walkers' pledges. UUCW has also donated space so that a family at the shelter could run a

"FUNDSDAY" in May, raising money for the program via a talent show, dance troupe, and other child-friendly activities.

I am proud to be part of a church that so readily lends its heart and hands to families in need at the IHN Shelter.

I am looking for more volunteers to become active this year in our IHN task force and to volunteer during our hosting weeks at the house.

*Respectfully submitted,
Robin Caracciolo, DRE and
Charter Member of IHN*

Clients continue to come to the Loaves and Fishes Food Pantry for assistance meeting their most basic of human needs, the need for food. We provide that food in a nonjudgmental atmosphere of support and caring and with an increased level of advocacy and comprehensive concern for our clients as they deal with these difficult challenges.

For the period July 2013 to June 2014, we served 739 total households for a total of 2,312 people. That is an amazing statistic. It is both amazingly good, yet incredibly sad. Hunger statistics for Worcester, Mass., indicate that 1 in 5 households face hunger on a daily basis. This is somewhat higher than the statewide average. Of the people we served, a great number were on fixed incomes (458), some were employed (172), some were unemployed (88) and there were some in other categories.

We appreciate our volunteers, who collectively work to provide sustenance to our clients. Our mission is achieved by volunteers from our church and members from neighboring churches, schools and concerned people who have found volunteering here to be a meaningful opportunity to give back. We are pleased to note that we have had a relationship this year with our Coming of Age class and Mentors to provide assistance at the Pantry. Recently, we have established a relationship with Wachusett Regional High School and St. Peter-Marian High School. It is truly an ecumenical endeavor.

Our Pantry operates on a modest budget, with income primarily from donations. Thank you to all who donate money so that we can provide gift cards at Thanksgiving and Christmas to our clients. We also appreciate your continued donations of food. Our major contributor is the CROP Walk. Sue Neaz again provided excellent leadership by coordinating the efforts of 30 walkers. We received \$2,196 from this year's walk.

We have begun to apply for grants this year to supplement our income. We were declined for a grant from b.good to hold cooking classes. However, we await news regarding a grant from the United Way in the amount of \$900 to purchase one dozen eggs for each family at our regular monthly distribution.

We have increased our efforts to offer additional services to our clients. In early fall, we hosted a small fair in conjunction with the Pantry hours. This fair included a cooking demonstration, a representative from the Massachusetts College of Pharmacy and Health Sciences, and a representative from Community Legal Aid. The representative from MCPHS provided information on prescription drugs and, in some cases, information on how to get reduced prices. The representative from Community Legal Aid provided information on SNAP (formerly know as food stamps), immigration concerns and housing issues.

In December, we hosted an in-house grocery tour so our clients could learn how to shop for more nutritious food while living on a limited budget. The tour was conducted by Share Our Strength, an organization affiliated with the Worcester County Food Bank. The team from Share Our Strength included registered dieticians. Their goal was to help clients incorporate at least one new healthy strategy when purchasing food. All clients who attended got a \$10 gift card.

We have stepped up our advocacy efforts throughout the community regarding the difficulty of receiving and retaining SNAP benefits. In the past year, it has become increasingly difficult for our clients to obtain and recertify for benefits, due to a change in process at the Department of Transitional Assistance. We are beginning to explore how we can help our clients apply for these benefits and how to take a more active role in advocating for them.

It is only through the efforts of many that this vital mission is accomplished. The Food Pantry has now been housed at our Church for six years; prior to that it was housed at St. John's Episcopal Church, which was several blocks from our church and is closed. Our Operations Manager, Betsy Wood, has managed this Pantry for more than 17 years. I wish to take this opportunity to recognize her efforts over the long haul.

*Respectfully submitted,
Dianne Mann, Volunteer and
Donations Coordinator*

Board Committee: COMMITTEE ON MINISTRY

This year the Committee on Ministry (CoM) has met monthly with Rev. Aaron Payson, and has spent much time and effort in collaborating with Aaron on writing his goals for the year. Using the UUA's "Fulfilling the Call" as a template, we were able to articulate in both philosophical and practical terms the specific goals and objectives for Aaron in nine areas of ministry, with approval from the Board. CoM will evaluate some of these areas, while the Board and other entities will oversee pertinent areas of competence for Aaron.

Just as the Board has undergone a change of governance and is in a three year process of evaluating this model, CoM has been in discussion of possibly shifting to be called "A Committee on Right Relations", which may be a more inclusive description of CoM's functions. CoM's essential work would continue, that is, to establish and nurture an atmosphere and a process of congregational responsibility for harmonious relations, maintain a Safe Congregations Policy, help mediate conflicts which arise between congregants or between the minister and congregants, establish and evaluate some of Aaron's goals with appropriate input from the Board, leadership, staff and congregants. This discussion about becoming "A Committee on Right Relations" is ongoing at this point and will be shared with the church at an appropriate time if the change is to take place.

This year an article was published in The Message about CoM's mission and was also delivered orally to the congregation in April by Greg Aldrich, chair of the committee. Committee members and Aaron agreed that this should be done periodically so that members and friends of the church know about the resources that CoM offers.

No matter its title, the Committee on Ministry exists to be aware of the spirit of the congregation and to reflect that to Aaron, and Aaron to us in a mutual way to keep our community safe, healthy and a good place to be.

Respectfully submitted,

*Greg Aldrich, Chair
Joan McGinn
Mara Pentlarge
Barbara Wahlstrom
Marilyn Raymond
Dan Secor*

Our committee continued to address the needs of our congregants in their times of need.

We sent a total of 18 cards to those who had surgery, lost a loved one, or were going through difficult times.

We provided eight meals and made 14 visits (this includes visits made by Beau Rivers, our ministerial intern). Some were delivered in the hospital and others at home.

20+ follow-up phone calls were made.

During this year we hosted four memorial services.

We held monthly meetings in which Aaron shared names of those in the congregation that needed to be followed. We discussed appropriate actions and types of care.

We provided questions for the church wide survey. We were able to identify those who would be willing to help with meals and emergency transportation.

We will have hosted two coffee hours by the close of this year.

Our committee cares deeply and strives to provide emotional and physical support to the individuals in our congregation.

*- Respectfully submitted by
the Parish Service Committee,*

*Susan Crossley, Carole Carmichael,
Doris Hogan, Bobbi Mawdsley,
Lynn Ritchie and Barbara Wahlstrom*

This year's stewardship drive was successful in a number of ways, thanks to the responsibility and generosity of this year's pledgers. The drive officially ended May 7. Last year, the church made a one-time decision to borrow from investments to make up a deficit of more than \$30,000. This year, we asked for pledges from those who had never pledged before, and we received 14 new pledges for a total of \$15,720. We also asked those who pledged in the past to increase their pledges by 15 percent. We have been thrilled with the response, with an average pledge increase of 8.42 percent (only looking at those people who pledged this year and last). Another way to count this is to note that of the 106 pledges received, 84 increased -- that is 79 percent of pledgers. Twenty-six of those who increased their pledges had also provided an earlier pledge "surge," increasing their 2014/2015 pledge to cover some of the deficit.

Out of a goal of 140 pledges, as of this writing, we have received 120. The total pledged funds for 2015/2016 now amounts to \$209,198. Compared to last year's total of \$197,064 as of May 20, we are moving in the right direction, and while some cuts will have to be made, they will not be significant, and we will be able to keep all of our staff.

The theme of the pledge drive was "It's a Wonderful Church," and thanks to all of our pledgers, we do not have to fear the icy waters of Bedford Falls! We all spent time thinking about what is irreplaceable about UUCW, and we stepped up.

Respectfully submitted,

*Christina Heffernan, John Odell,
and David Schowalter*

Sound & Video

I purchased a new mixer and a condenser microphone for the sanctuary and there is a noticeable improvement with the sound from the feedback I have received.

Budget request: \$2,500.

Respectfully submitted,

Paul G. Marr, Technology Coordinator

A replacement headset was purchased for the wireless headset used and again was replaced under warranty. Steve and I mounted the Flat Screen Television/Monitor in the lounge outside the sanctuary, I was also able to route the cables in a neat fashion to avoid any damage. Charter installed a box so we could receive television, but I felt was installed poorly by adding unnecessary cabling

Other Areas

The Hammond A100 organ I was able to repair and it is working. I need to oil the tone generator wheel assembly and the unit appears to be working OK. This oiling should be done annually, the last time this was oiled was back in 2003.

Wish list for upcoming year

1. All classrooms have a 32-inch LCD/LED monitor mounted on wall for lessons or presentations: About \$220 each. Mounting hardware costs about \$40 each.
2. Roku 3 -- This can turn a regular LCD/LED monitor into a "SMART" TV, about \$100.
3. A new LCD projector for the sanctuary and a screen (permanent mount), can be pricy.
4. Sound - More microphones and extra amplification for events, suggested hardware includes instrument pickups piano guitar etcetera as well as additional spot lighting. Cables DVI to HDMI XLR for microphones. Cat5 or 6 for any network.
5. New wireless router that will cover the entire facility, with B wireless =10 Meg this is not common G wireless =54 Meg and N = 100 Meg

Lastly some of these items can be donated as we upgrade our items in our homes, whether they still work or are broken, as I might be able to fix them. I have done this in the past. See me on any items you may wish to donate.

Unitarian Universalist Church of Worcester

“Believing in a community that unites all people”

Other Items

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FISCAL YEAR 2016 SUMMARY BUDGET

REVENUES		FY2016 Proposed
<i>Pledge Payments Received</i>		
	Prior Year Collected	\$ 4,000
	Current Year Collected (incl. prepaids)	\$ 208,850
	Subtotal: Pledge Collections	\$ 212,850
	Subtotal: Plate Collections	\$ 5,475
	Subtotal: Fund Raising Receipts	\$ 18,000
	Subtotal: Facility Use Fees	\$ 9,300
	Subtotal: Other Operating Income	\$ 9,564
<i>Transfers</i>		
	Investment Transfers	\$ 17,441
	Subtotal: Transfers	\$ 17,441
	Total: Revenues	\$ 272,630
EXPENDITURES		
	Minister: Salary & Housing	\$ 70,483
	Minister: Benefits	\$ 27,680
	Ministerial Intern Stipend	\$ 6,965
	Ministerian Intern Benefits	\$ 124
	DRE: Salary	\$ 40,280
	DRE: Benefits	\$ 13,403
	Music Director Salary	\$ 11,544
	Office Administrator Salary	\$ 16,467
	Office Administrator Benefits	\$ 2,337
	Sexton Wages	\$ 9,565
	Childcare Expenses	\$ 1,113
	Payroll Tax Expense	\$ 11,739
	Worker Compensation Expense	\$ 1,500
	Subtotal: Compensation	\$ 213,200
<i>Ministries and Programs</i>		
	In-Reach Programs	\$ 1,510
	Minister's Professional Expenses	\$ 5,048
	Out-Reach Programs	\$ 6,000
	RE Program	\$ 4,500
	RE: Professional Expenses	\$ 2,400
	Worship Service Expenses	\$ 5,525
	Music Director Professional Expenses	\$ 450
	Subtotal: Ministries and Programs	\$ 25,433
<i>Office and General Operations</i>		
	Congregational Expenses	\$ 9,562
	Office Expenses	\$ 12,160
	Subtotal: Office and General Operations	\$ 21,722
	Subtotal: Facility Expenses	\$ 24,275
	Capital Reserve	\$ -
	Total: Expenses	\$ 284,630
	Revenues less Expenses	\$ (12,000)

The UUCampus Ministry has experienced a great year. Rising to face the challenges of weather and the altered support of their chaplain due to some illness, both the Clark University and Worcester Polytechnic Institute student groups had growth years.

Clark University UU students met weekly on campus for worship and support. They participated in two college wide events hosting a “Self Blessing” ritual for one and co-hosting the “Sexuality and Religion” roundtable presented by Choices, Hillel and UUCampus Fellowship. Their chaplain (Community minister Rev. Cheryl Leshay) was one of the panelists. Several students from this group also carpooled to church at UUCW for Sunday morning worship a few times and attended many of the Soulful Sundown services.

W.P.I. students meet twice weekly throughout the academic year. They host a weekly interfaith dialogue in the campus center, facilitated by their student leadership and their minister which has been a continued success. They also meet for their worship experience at weekly at SOUUP (Spiritually Organized Unitarian Universalist People). At SOUUP students develop a communal meal and then share a small circle worship. The W.P.I. group also sponsored a special interfaith dialogue on the massive topic of “RACE” in response to the events in Ferguson.

Greater Worcester UU Campus Ministries, Inc. serves as the steering committee for support of UU Campus Ministry. It has been funded in the past by several UU congregations and donations from alumni but due to many reasons, particularly ministerial transitions, funding from these congregations has dropped since 2013. The newly elected board has made fundraising one of its primary foci for the upcoming year. The UU Campus minister is currently supported financially solely by this congregation and occasional donations from individuals.

– Rev. Cheryl Leshay, *Affiliated Community Minister*

WPI officers 2014-15

Erich Welsek, '16
William McCarthy, '16
Colette Bora, '16

Clark U Officers 2014-15

Rose Gallogly, '16
Joe Viola, '17
Maddie Cassidy, '17
Khali Maden, '17
Justin Wilbur, '17

GWUUCM Officers 2015

Lydia Proulx, President
Rachel Whalen, WPI'18 clerk
Joe Viola, ClarkU '17 treasurer
Jenn McCollough, VP for activities
Erika-Krenis Peck, VP fundraising
Erich Welsek, WPI '16
Rose Gallogly, ClarkU '16
Rev. Cheryl Leshay, Campus Minister and Chaplain

This year our congregation used the resources of the Unitarian Universalist Association (UUA) and the Clara Barton/Mass Bay District to a large extent, and we are grateful for their support.

In June 2014, a large contingent of teens attended General Assembly in Providence, R.I, accompanied by our Religious Education Director Robin Caracciolo. Two adult delegates attended full time and five other congregants went part-time. Significant social justice initiatives came out of the delegates voting process, with escalating inequality voted on as the primary Congregational Study/Action Item for the next four years, in addition to others. The delegates also voted to divest the UUA of its fossil fuel financial holdings in concert with our principle to be good stewards of the earth.

This strong social justice emphasis in Providence echoed in our church, with a series of films led by Ministerial Intern Beau Rivers on Race and Racism in America, which was well attended. Aaron showed a movie to the Youth Group and adults about the Black Empowerment movement of the 60's and 70's in the UUA which resulted in many African Americans leaving the denomination. Additional social justice work was done in a series of two films and five workshops on escalating inequality in this country, and how it manifests throughout all our institutions. This workshop series was done in conjunction with the downtown First Unitarian church, which was the first time our churches have collaborated in this manner. Many thanks to Paul Ropp, Randy Ingham and Lee Bona from the downtown church, and Mara Pentlarge, Joe Delgizzi and me for facilitating these workshops, which resulted in rich discussion. These will be continued for the next three years.

Tom Pierce attended a Clara Barton/Mass Bay sponsored workshop, and our R.E. Director Robin attended Sunday School to help expand and reinforce the work done with our children.

Aaron continues to be active in UUA leadership in his position as a Crisis Intervention facilitator, in the Ministers' Association and in the Reproductive Justice group.

As in previous years, once again we have failed to deliver our Fair Share pledge to both the UUA and Clara Barton/Mass Bay Districts. This is due to a significant shortfall of monies collected during our canvass.

Respectfully submitted,

*Joan McGinn, liaison
UUA and Clara Barton/Mass Bay District*

COLLECTIONS

The responsibility of the collector is to deposit all funds coming into the church on a weekly basis. Revenues are grouped and recorded according to categories and a report is sent to the treasurer, pledge secretary, office manager and put into the collectors folder. A schedule is made for two counters after the Sunday services. Thanks for assistance from Treasurers Mary Fitton and Dawn DeFreitas, and Sunday counters Pauline Courchesne, Kathleen Paracer, Bruce Plummer, Margos Stone, and Bob Whitney. My thanks also to Office Administrator Jennifer Landry for her invaluable assistance as I transitioned into my new role.

*Respectfully submitted,
Lynn Ritchie, Collector*

PLEDGE SECRETARY

For the church fiscal year, from July 1, 2014 through June 30, 2015, the church has 140 pledges for a total of \$204,861. Through May 3, 2015, the church has received \$182,474 or 89% of the total amount pledged.

We thank everyone who has made and kept his or her pledge of support to the church. The church depends on the pledges of its members and friends for over 80% of its operating budget.

Respectfully submitted,

*Margos Stone
Pledge Secretary*

In accordance with UUCW Bylaws (and as expressed at the 2015 Annual Meeting) the following nominations are made for Officers and At-Large Board Members with terms to begin in July 1, 2015 and to run through the end of the fiscal year of the year stated.

The Board feels that each of these individuals is committed to the continued well being of the Unitarian Universalist Church of Worcester and is highly qualified to carry out his or her particular responsibilities.

Officers

President	Bill Derr	2017
Past President	Larry Raymond	2016
Clerk	David Schowalter	2017

Continuing Positions:

Treasurer	Mary Fitton	2016
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Board Members At-Large:

Sam Ganesan	2016
John Odell	2016
Paul Vigneau	2016
Maya Desai	2018
Cristina Heffernan	2018

*Respectfully Submitted by the Nominating
 Committee*

Bill Derr, Nominating Committee Chair, Pro-tem

Church Ministry

Minister: The Reverend Aaron Payson
Minister Emeritus: The Reverend David Miller
Affiliated Community Minister:
The Reverend Cheryl Leshay
Ministerial Intern: Beau Rivers, M.Div.

Church Staff

Director of Religious Education:
Robin Caracciolo
Office Administrator: Jennifer Landry
Music Director: Matthew Johnsen
Custodian: Steve McNally

Board of Management

President: Bill Derr
Past President: Larry Raymond
Treasurer: Mary Fitton
Clerk: David Schowalter
Members at Large:
Maya Desai, Cristina Heffernan, Sam
Ganesan, John Odell, and Paul Vigneau

Finance Working Group

- Tom Pierce & Mary Fitton

Investment Committee – Margos Stone
Human Resources Committee –
June Davenport
Stewardship Team –
Cristina Heffernan, David Schowalter,
John O'Dell
Fundraising Coordinator – TBD
Governance Committee –
Bill Derr & Tom Pierce
Treasurer – Mary Fitton
President – Larry Raymond
Minister – Rev. Aaron Payson
Budget Team – Rev. Aaron Payson

Building Operations Working Group – Kim McCoy & Nancy Hancock

Green Team – TBD
Building Development Team –
Mick Peckar & David Schowalter
Technology Team – Paul Marr
Kitchen Team – Ruth Silver & Nancy Hancock
Buildings & Grounds Team – Kim McCoy
Minister – Rev. Aaron Payson

In-reach Working Group – TBD

Adult Faith Development –
Rev. Aaron Payson & Beau Rivers
Religious Education Team –
Robin Caracciolo (DRE), Ana Bediako and
Vickie Cox Lanyon
Worship Teams –
Rev. Aaron Payson & Beau Rivers
Sanctuary Aesthetics Team – Susan Crossley
Fellowship Team – TBD
Member Services Team – Denise Darrigrand
Accessibility Task Force – Dianne Mann
Communications Team – TBD
Parish Services Team – Susan Crossley
Governance Taskforce –
Bill Derr & Tom Pierce

Outreach Working Group – TBD

Welcome, Inclusion and Social Justice Teams
LGBTQI Team – TBD
Rainbow Lunch Group –
Worc. Elder Services
Transgender Remembrance Day – TBD
Welcoming Congregation Team – TBD
Worcester Pride – Greg Gustafson
RE Social Action Team –
Robin Caracciolo (DRE)
Animal Ministry Team – Judy Savage
Loaves & Fishes Food Pantry Task Force –
Dianne Mann
Interfaith Hospitality Network Task Force –
Robin Caracciolo & Sue Neaz
Mass Relief – Betty Jenewin
Immigration Reform – TBD
Dismas House Team – Peg Gifford
Jericho Road Worcester –
Mike Peckar & Denise Darrigrand
Worcester Interfaith – Rev. Aaron Payson
Fundraising Team(s) – TBD
Communications Team – TBD
Accessibilities Task Force – Dianne Mann

Other Ad Hoc Board Taskforces & Committees

Nominating – TBD
Strategic Planning – TBD

A LITANY OF INSTALLATION

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

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

We accept this responsibility.

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

We will be faithful stewards.

Leaders take responsibility for moving this congregation forward.

We will generate energy and enthusiasm for our common work.

Leaders embrace challenges with optimism and courage.

We embrace the challenges before us with optimism and courage.

Leaders call forth the leadership gifts in others.

We will encourage new leaders.

We will accept leadership in our turn.

We will share our common work as broadly as possible.

We will follow your leadership with responsible trust.

We will strive to deserve your confidence.

We will speak out on the issues before this congregation.

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

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

We rejoice in the bold adventure that is our congregation.

– Mary Gail Harrison, Unitarian Society of Hartford

THE SEVEN PRINCIPLES

THERE ARE SEVEN PRINCIPLES which Unitarian Universalist congregations affirm and promote:

- The inherent worth and dignity of every person;
- Justice, equity and compassion in human relations;
- Acceptance of one another and encouragement to spiritual growth in our congregations;
- A free and responsible search for truth and meaning;
- The right of conscience and the use of the democratic process within our congregations and in society at large;
- The goal of world community with peace, liberty, and justice for all;
- Respect for the interdependent web of all existence of which we are a part.

Unitarian Universalism draws from many sources:

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

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

