

# FIRST UNITARIAN CHURCH

" OF

# WORCESTER

Sunday, January 31, 20<mark>16</mark>

12:15 p.m.

Sanctuary

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## PROPOSED MISSION STATEMENT

First Unitarian Church in the Second Parish of Worcester January 31, 2016

## In loving fellowship we strive to

- Honor the Sacred
- Connect with each other
- Serve justice
  - We worship together in the sacred space of our sanctuary through the spoken word and music. We are committed to nurturing the spiritual lives of our children.
  - We choose to live in community. We are called to be present to one another in suffering, to risk being uncomfortable, and to celebrate the holy in each other and in the world around us.
  - We are committed to standing on the side of love and justice for our fellow human beings and all the earth. We are committed to caring for the global environment and future generations.

## MISSION AND VALUES FIRST UNITARIAN CHURCH OF WORCESTER

Adopted January 2000, Revised January 2005

We come together as a community of people to deepen our spiritual lives and to live in right relationships with our fellow human beings and with all creation. We are committed to moving closer to truth, to reality, to God. We covenant to unite in the love of truth, and in the spirit of Jesus, for the worship of God and the service of all.

Our parish's mission is supported by enduring values which include:

- Our church has no creeds or doctrines. We seek to preserve the freedom of each of us to determine for
  ourselves what we believe and how we should live. We are open to the wisdom of world religions. We
  welcome and honor diversity of belief, culture, lifestyle, and political view as a source of strength.
- We are committed to nurturing the spiritual lives of our children. Our children are rich sources of life
  and inspiration. In our intergenerational community we promote the learning and growth of our members
  of all ages.
- We are committed to caring for the global environment on which the bodily and spiritual nurturance of our children and future generations depends.
- We value the Unitarian tradition that we have inherited from those who came before us in this parish.
   We seek to preserve and enrich this tradition for all those who follow us. We acknowledge and honor the Jewish and Christian traditions as the origins of our Unitarian Universalist heritage. We value our connections with other communities of faith in Worcester and around the country.
- We worship together in the sacred space of our sanctuary through the spoken word and music. We
  choose to live in community and discover the spiritual in the ordinary. We are called to be present to one
  another in suffering, to risk being uncomfortable, and to celebrate the holy in each other and in the world
  around us.

## **AGENDA**

# 2016 ANNUAL MEETING – January 31, 2016

## First Unitarian Church Second Parish, Worcester, Massachusetts

OPENING WORDS	THE REV. SARAH STEWART
MODERATOR'S WELCOME	SETH POPINCHALK
MINUTES OF LAST YEAR'S MEETING	JAY LAVELLE
READING OF THE NAMES OF THOSE FIRST UNITARIAN MEMBERS WHO HAVE DIED	THE REV. SARAH STEWART
MINISTER'S REPORT	THE REV. SARAH STEWART
MODERATOR'S REPORT	SETH POPINCHALK
VOTES:	
- ADOPTING A NEW MISSION	VALUES AND MISSION COMMITTEE
- ACCEPTANCE OF REPORTS AS WRITTEN	SETH POPINCHALK
- 2016 BUDGET	KAREN REILLY
- SLATE OF COMMITTEES AND OFFICERS	
- LLPC AND NOMINATING COMMITTEE	
ACKNOWLEDGEMENT OF RETIRING OFFICERS	
NEW BUSINESS	
CLOSING WORDS	THE REV. SARAH STEWART

# Minutes of the 231st Annual Meeting of the

# Second Parish in the Town of Worcester 25 January 2015

at the Meeting House on Court Hill

The Moderator – Seth Popinchalk – called the meeting to order at 12:14 PM.

The Minister – the Rev. Sarah Stewart – offered an invocation.

The minutes of the 2014 Annual Meeting were reviewed. Wendy Innis moved to accept, Stephen Knapp seconded, So Voted.

Rev. Stewart then read the names of parishioners who had died during 2014.

Seth Popinchalk then presented his report and discussed the highlights. It was a year of transitions: the search for a settled minister - as well as attending General assembly in Providence, and the Getting Ready campaign – which lead to the calling of Rev. Sarah Stewart as the 12th Minister. He acknowledged the good work of the Search Committee, as well as the patience and resolve of the members, the church staff -Jennifer Bowes and Donna Rossio, and the church's music staff – Will Sherwood and James Haupt. He also mentioned the transition in the Faith Development program which culminated in selecting Deb Levering. He mentioned the volunteers for their dedication to the church, saying "how seriously everyone takes the work of the church." He said he was optimistic, looking forward to changes in the pledging and budget processes. The Rev. Stewart then presented her report and discussed the highlights. She said she was learning to deal with the oral tradition of "what I'm supposed to do here." She said it was time to revisit and revise the Values & Missions statement. She said her goals for 2015 were to preserve and protect what was in her custody, and to encourage living in right relationship. She said she wanted to: increase Sunday attendance and participation in both Faith Development and the Music programs; have at least 100 people participate in cross-cultural outreach; and to encourage engagement with other Unitarian-Universalist churches and groups so as to "share our spirit with others." Other goals – such as being more present to the holy – would be harder to quantify. She finished by stating that there was a great deal of energy in a faithful congregation; that there is a mission whether we say it or not; and that she enjoyed her first six months here and looked forward to many more.

The remaining reports were presented for approval. Scott Hayman moved that the reports be accepted. So **Voted**.

The treasurer – Karen Reilly – presented the budget for 2015. She thanked everyone who participated in the budget process, and then presented the main points of the budget. There were no questions for her. David Spanagel moved to accept the budget; Ted Messier seconded. So Voted.

Seth Popinchalk then presented the slate of nominees and asked the candidates present to stand. David Spanagel moved to elect the slate as presented; Sue Shaw seconded. So Voted. He then presented the nominees for Caring Circles Committee. Laura Kirschenbaum moved to elect the slate as presented; Carol Rigby seconded. So Voted. He then presented the nominees for the Nominating Committee. Henry Keyes moved to elect the slate as presented; Paul Kelly seconded. So Voted.

Seth Popinchalk then acknowledged certain people for Special Accomplishments: Bob Shaw and Mike Keating, the Ministerial Search Committee, Kate O'Dell, Laura Kirschenbaum, Deb Veroneau, Linda Wyatt, Parker Ronn and Alana Wyatt; Vivian Shortreed and Hari Kirin Kaur Khalsa, and the Faith Development Committee. Under new business a number of members thanked other members for various actions and services.

The Rev. Stewart than gave a benediction.

The Moderator adjourned the meeting at 12:59 PM.

Respectfully submitted,

Jay Lavelle, Clerk of the Parish

As I reflect on the whirlwind of activity at First Unitarian Church, I am grateful for this inspiring, supportive, and caring community. We support each other on our individual spiritual path, come together for meaningful worship, relish beautiful music, and take action to make our larger community better.

While there have been many changes and transitions over the past 4 years, we have reconnected, and rearticulated who we are as a community. As affirmed by our mission and vision team, *In loving fellowship we strive to Honor the Sacred, Connect with each other, and Serve Justice.* 

There are so many good things going on within our community, and I encourage you to read about it in this annual report. In this report I would like to highlight the important trends I feel we should continue.

#### Transitioning to Stewardship

We have transitioned from raising funds through a pledge campaign run by assessors, to giving our time, talent and treasure in our annual *stewardship* campaign run by the Stewardship Committee. The conversation about how we support our community, and fund our mission is still growing and we hope to involve all of our community over the coming year.

We are thoughtfully engaged in being good stewards of the funds generously entrusted to us. Our Finance Committee has also evolved the process of how we allocate our resources. This year we got a jump start on the budgeting process around the middle of the year, and by October we had a clear plan about what new initiatives we hoped to fund. We have set multi-year goals to reduce the draw from our endowment, increase our contributions to the UUA, provide our staff with cost-of-living adjustments as well as strive to raise salaries to meet guidelines. I hope we will continue this trend toward policy based budgeting rooted in our long term goals.

We are building on the success of the Getting Ready Campaign to maintain our beautiful building. We are taking the right actions to maintain, preserve and evolve our building for the future needs of this community. Our Sextons, Bob and Sten, provide us their leadership and caring ministry as they maintain our space and support our efforts to conserve energy and reduce our costs. Where there was uncertainty about the needs of our building, we have hired experts to help us identify and prioritize the needs of our physical church.

### Living our Mission in our Community

Our church is a focal point for many communities beyond just those present on Sunday morning. There are too many good things going on to list them all. Groups associated with the church, like the Yoga community, the Monday Meditation, Tibetan Teachings, and John Henry's Hammer Open Mic invite people to be a part of our larger circle.

Our programming that is open to the community, such as the special choir concerts, Wiogora Summer Camp, and the New Year's Eve Community Voices for Peace provide visitors an excellent introduction to who we are. I hope we continue to try new things, serve programming that represents us well, and builds on our success.

We are also visibly more engaged in social justice topics and taking action to make a difference. We continue our long-time support of the Interfaith Hospitality Network, and have added monthly 50/50 plate collections to benefit other non-profits in our community. Our annual presence at the Worcester Pride Parade, and the banners proclaiming We stand with our Muslim Neighbors, and Religious Freedom for All communicate a strong message of openness and inclusion.

#### **Empowering the Broader Church Leadership**

Our church has many leaders. Some are elected to roles described in the bylaws and some naturally rise as organizers of ad-hoc groups and committees.

At one time it may have been necessary that any individual, group or committee seek approval from the Prudential Committee in order to get things done. Today, responsibilities are becoming more clear, dividing between the staff, the Lay Leadership Program Council (LLPC) and the Prudential Committee.

The staff have long been empowered to manage the running of the building, and they do an excellent job of it. The LLPC has become the focal point of program governance, and the Prudential Committee deals with matters of money and topics whose scope reach beyond a single program. But all of us still struggles when there are questions of policy, what is allowed or not allowed, and who should decide?

Only a few members understand the decision making landscape, there is no documentation to refer to, and it is very difficult for a new comer to discover how we operate. I hope we will continue the trend toward distinguishing responsibilities, and making the governance of our church more accessible and transparent.

During these past two years as your Moderator it has been a privilege to serve this community.

Respectfully submitted by Seth Popinchalk, Moderator

**Growth.** First Unitarian Church is well-poised to grow into a large church, a thriving and diverse home for liberal religion in central Massachusetts. Church growth is easier when a church is already at a certain size, and research has shown that size to be around an average Sunday attendance of 225. To get to that level of attendance, First Unitarian Church should focus on two things.

The first is promoting excellent worship services and children's faith development to encourage higher attendance. This is the impetus for our ongoing evaluation of our faith development curricula, the creation of the Worship Arts Collaborative, and training lay worship leaders and preachers. Work that remains to be done is a focused marketing strategy and a way to better integrate newcomers and new members into our church community.

Your staff and ushers monitor total attendance on Sunday mornings. Total Sunday attendance includes adults and children, choir members and staff, newcomers and long-time members: all the human beings in the church on Sunday morning from 10:30 to 11:30 a.m. I also include our YRU2 youth in the count of young people. Their regular meeting takes place on Sunday evening instead of Sunday morning like the rest of the children and youth.

Average Sunday	attendance at Firs	t Unitarian	Church
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	Year-long	Excluding July-August	
2015	152		170
2014	131		148

The second strategy to approach membership growth is the development of a strong network of small groups within the church. In a growing church, it is these small groups that provide intimacy and connection to the membership. In a smaller church, the church as a whole does that; in a larger church, small groups do it. We have thriving groups such as the choir, the UU Sisterhood, and some of our Circles. Other groups need more support, and in some areas we may need to help create more ways for people to connect to each other. Nurturing a strong network of small groups within the church is work that remains to be done to work toward church growth.

Worship. I led the Sunday worship service 34 times in 2015. In addition I led an Easter sunrise service, a Christmas Eve service, and two evening communion services. Sunday services included a music service co-led with Director of Music Will Sherwood, three multigenerational services co-led with Director of Faith Development Deborah Levering, and a summer service. Other leaders in those services were the choir, Assistant Director of Music James Haupt, lay readers, and the children and youth of the Faith Development program. Lay leaders ably filled our pulpit on some occasions when I was away, including Jay Lavelle and Steve Knox. Guest ministers preached on other occasions, including our Minister Emerita Barbara Merritt.

**Staff.** In April, I welcomed Deborah Levering into the ongoing position of Director of Faith Development. We hired her as the Acting Director of Faith Development in fall of 2014. Her experience, expertise and fit in our congregation made moving her role from "acting" to ongoing the clear right choice for our church.

This summer, First Unitarian Church offered the Wiogora summer program. A dedicated group of First Unitarian volunteers led the program. On their recommendation, I hired Nan Gibbons as Camp Director. She continues on staff during the year on a very part-time basis to support the 2016 program to be held July 25 through August 5.

In November we celebrated Will Sherwood's 30th anniversary as our Director of Music with an afternoon concert featuring our choir. We also celebrated Donna Rossio's 15th anniversary of work in our office.

Pastoral care. I visited 72 members and friends of First Unitarian Church as their pastor in 2015. Visits took place in my office, in members' homes, in hospitals, in community settings and on the telephone.

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<sup>&</sup>lt;sup>1</sup> Martin, Kevin E. *The Myth of the 200 Barrier: How to Lead Through Transitional Growth.* Nashville: Abingdon Press, 2005. p. 63.

Rites of passage. I led seven memorial services and funerals in 2015. Joan Bagley was a longtime member of the church. Sarah Ewing is survived by her loving mother, member Brenna Ewing. Donna Leria was the beloved spouse of member Kristi Voelkerding. Betty Hoskins was a member of First Unitarian Church and had been active in Unitarian Universalist institutions for decades. Mike Shortreed was the beloved son of Vivian Shortreed. Ruth Lohman van Sickle is survived by her daughter and her son-in-law, members Diane and John Mirick.

I attended visiting hours for member Barbara Higgins's memorial, held at a local funeral home. Two of our members and friends passed away in 2015 and held memorial services elsewhere: Connie Madeira was a longtime member of the church, and the Rev. Martin Perry was a retired minister in the United Church of Christ and a friend of First Unitarian Church.

I had the great privilege of baptizing and dedicating three children in 2015. It was a delight to welcome Miles, Ava and Amelia Wilander into the community of the church and the family of Jesus' disciples.

It was a delight to marry two of our members to each other. I married Wendy Innis and Carol Gregory in a private ceremony in June. I also married Julie Kafka and Brian Jaspers in February; Brian is the nephew of Connie and George Hamilton.

Church community. I worked all year with our Values and Mission team to help the members, friends, children and youth of the church articulate the mission and values of First Unitarian Church. I meet regularly with the Social Justice Committee. I was honored to play with Seele Musicale for a concert and December worship service. I meet regularly with the Finance Committee and the Prudential Committee, and often attend meetings of the Lay Leadership Program Council and the Stewardship Committee. I attended a New Member dinner in October.

I continue to serve on the board of Jericho Road Worcester and volunteered twice at Interfaith Hospitality Network during our weeks to do so. Adult faith development programs I led are detailed in the Faith Development report.

Larger ministry. I am active as a minister in the Worcester community and in Unitarian Universalism. I participated in the Holy Cross service to open the spring semester last January, and did so again earlier this month. I marched, carrying the church banner, in the Worcester Pride Parade in September. I attend meetings of the Clergy-Police partnership and the Worcester Interfaith clergy group as I am able.

I remain active regionally and nationally in the UU Ministers Association, which this year included attending a week-long continuing education conference in February. I continue to mentor a minister in preliminary fellowship with the UUA. My service on the UUA Board of Trustees ended in June. Also in June, I attended the Summit on the Economic Sustainability of Ministry hosted by the UUA.

Conclusion. My installation as the twelfth minister of the Church was a high point in my ministry thus far. I'm grateful to everyone who helped make it happen and to the members of the Parish for covenanting in ministry with me. I strive always to keep with me the commitments I made during that service:

to serve God in my heart and in my mind, remaining true to the call of the Spirit and the duties of the sacred ministry;

to be diligent in prayer and faithful in sharing the life of the spirit with the people of this parish;

to administer the orders of this church to the comfort of all souls, ever open to the stranger in our midst, ever listening for the still, small voice of God.

Respectfully submitted,

The Rev. Sarah C. Stewart

My report last year highlighted the conclusion of the long series of transitions we made to prepare for our new minister. In contrast, this has been a year of welcoming our new spiritual leader, deepening our relationship with her, and reshaping our relationships with each other. We are delighted to mark a year and a half with The Reverend Sarah Stewart and to have the benefit of her compassionate, wonderful, spiritual leadership.

Deb Levering was originally asked to serve in a temporary, contract position. This year Deb accepted our offer to serve as our full time Faith Development Director. Deb, it is such a delight to see all the children happily gather for time for all ages. It is amazing to see the number of adults who accompany children to their classes to provide them with the stimulating, spiritual and educational church program we have come to expect.

What can we say about the amazing Will Sherwood. We benefit from his continued, outstanding musical acumen during our services.

Our custodians, Bob Shaw and Sten Gustavson, have brought the care taking of our physical plant to a new level. Their hard work is reflected in the order and cleanliness we experience each time we are here. I do not remember it ever looking so good.

The efforts to be more welcoming to new people coming in our doors has continued and grown. We are all responsible for welcoming new people. The church feels alive, with activities and programs running most evenings, Sunday mornings, and Sunday's after church. There is a wonderful sense of community and connection among members of our congregation.

The Personnel Committee met to conduct its annual review of salaries. The Committee recommended a cost of living raise for all employees and to increase two of the staff's salaries to bring them closer to the UUA guidelines.

Our church continues to be a place of growth and excitement about the future.

Respectfully submitted, Wendy Innis, Vice Moderator Our faith development programs across the generations have been varied and rich this past year.

#### Children's Faith Development

The Sunday morning program for children includes three components: faith development classes taught by volunteer teachers; once-a-month Children's Chapels led by Deborah Levering, Abby Hannaford-Ricardi and several parent helpers; and periodic all-ages worship services usually focused on specific secular or religious holidays. We have found each of these to be very well attended this year. The children and youth are eager and willing participants in all these areas.

## Highlights from Children's FD in 2015

• The Sunday morning attendance in our pre-school through 8<sup>th</sup> grade classes has averaged 40 children a Sunday. This is the exact same number as in the 2014-15 year.

• This fall we began having monthly Chapel services for children. The attendance numbers have been consistent with our classroom attendance, about 40 children per Chapel. Chapel consists of an age-appropriate worship service and a craft-play-discussion activity related to the theme. Thus far, the themes have been welcome, mission, gratitude, and awe/wonder.

• Our congregation continues to provide Our Whole Lives sexuality education (OWL) to our young people. In the spring 2015, the 5<sup>th</sup>/6<sup>th</sup> grade children participated in an age-specific 8-week program. In September, four of our 8/9<sup>th</sup> graders joined the Unitarian Universalist Church of Worcester' early-teens for the comprehensive middle-school OWL program.

• The Christmas Pageant was directed by two youth and the rate of participation increased from 30 children and youth in 2014 to 35 in 2015. The generosity of our behind-the-scene adult helpers ensured that the rehearsals and performance were as magical as always.

• The number of toddlers and babies using our childcare services has dropped from 3-5 children in 2014-15 to 1-2 children this past fall.

Sadly, finding the number of volunteers needed to adequately staff our Sunday morning classrooms has been a struggle. Currently, each classroom is short at least one teacher in an, ideally, a four-person team. The teachers have been fantastic, flexible and very supportive of each other, but we need more adults to offer their time and energy to our children and youth.

#### Youth Ministry

Guided by Youth Coordinator Lesa McWalters, YRU2, our senior high youth group and the BYKOTA group (6-8th graders) are flourishing. During the fall of 2015, the middle-school and high-school youth groups saw a significant increase in regular attendance. The BYKOTA is up from 7 to 12 average attenders and YRU2 is up from 8 to 11.5.

#### **BYKOTA**

This group meets monthly with Lesa and advisor Abby Hannaford-Riccardi. At the end of June, the group said farewell and thank you to longtime advisor Stacey Hill. In the fall, they welcomed their newest advisors, Colleen Munson and Jennifer DeWinter.

#### Highlights from BYKOTA in 2015

#### Service activities

- Food drive for Carty's Cupboard
- Helping with the Hanukkah party
- Helping with Christmas gift distribution at the Little Store

#### Fun activities

- Annual sleepover at church
- Climb up Mt. Wachusett
- BYKOTA Feast (end of the year dinner)

#### YRU2

The YRU2 group meets each Sunday evening with Lesa and three youth advisors, Rudy Cepko, David Spanagel, and new-this-fall advisor Sue Popinchalk.

# Highlights from YRU2 in 2015

## Service activities

- Volunteered at IHN homeless shelter
- Participated in worship services as readers, play-participants, and musicians
- Helped prepare Advent packages for families
- Worked as servers at the annual Gala celebration
- Participated in the Walk for Homeless
- Organized and ran the Talent Show for Stewardship Day

## 2016 Annual Meeting

Youth as Pageant directors

• Helped the ushers ready the candles for the Christmas Eve service

Fun and fundraising activities

• Offered childcare on Valentine's day evening

• Had a mini-con (sleepover) with the youth from the UU Church of Worcester

Had a baked potato fundraiser

• Mission trip presentation in worship

Participated in a social justice workshop

Attended a pow-wow

• High School graduates celebrated in worship service

• End-of-church-year celebration dinner

Holiday Formal Potluck Party & Gift Exchange

In addition, one of the highlights of the year was a terrific group of 10 youth and 3 adults from YRU2 completed a mission trip in April 2015 to the Poospatuck Native American Reservation on Long Island, NY helping to clear debris from Hurricane Sandy.

Wiogora Summer Camp

The Wiogora camp became an official program of the church during the 2015 summer season. It continues the liberal religious education of children and youth based on the seven Unitarian Universalist principles. Children and youth are exposed to the principles through music, visual arts, science, and math in classes taught by adults in those fields. Additionally, it offered teens values-based leadership and service opportunities while, also, providing engaging opportunities for college-aged young adults to participate as a local leader in liberal religion. The Wiogora camp was financially successful and a conduit for invitation and entrance into our church community for several new families. In early fall, the camp's director Nan Gibbons was hired as a part-time staff person offering periodic children's programs and activities and to provide support for a young adult group which had its genesis in serving the summer camp.

**Adult Faith Development Program** 

The Adult Faith Development program was reinvigorated in 2015. Here are the highlights of the program offerings:

• Sundays @ Noon lectures with topics focused on Worcester area challenges—youth violence, the opioid epidemic, for instance, and others focused on the Middle East.

• Embracing a Life of Meaning, a 5-week program on discovering what matters (to you).

• The New UU classes (offered several times a year)

- First Friday evenings included a games night and a trivia night
- Race and Racism, a film & book workshop series
- The Shared Pulpit, worship associate training

A Lenten discussion series

• The Generosity Path, a book discussion group on the topic of money

We welcome your wisdom and input as we develop new adult FD opportunities in 2016.

With deep gratitude for the opportunity to serve, Deborah Levering Director of Faith Development Ministries dlevering@firstunitarian.com (Combined, Director of Music & Music Committee) Will Sherwood, Director of Music James Haupt, Assistant Director of Music Roger Butler, Music Librarian Paul Ropp, Music Committee Chair

We continued to enjoy another fine year of music-making during 2015 which included:

- About 20 choir Sundays plus Christmas Eve featuring our volunteer and festival choir, including a prelude "concert"
- Solo and accompanying instrumentalists & vocalists from our congregation:

Madeline Browning, flute & recorder; Noel Cary, clarinet; Nancy Ackerman, clarinet; Bob Gordon, percussion; Becky Spanagel, piano/keyboard; Jim Kassal, bassoon; Mary Frandsen, clarinet; Jerry Bellows, percussion and recorder,

Ken Melnick, clarinet, Alesia Tringale, soprano

- Substitute, rehearsal, and program assistance from Jean Gough and James Haupt
- Spring concert series which included two Young Artists organ concerts and a JOMP JazzTrane high school aged jazz group; The Fall Concert series featured two of our Artists in Residence groups.
- All Souls Celebration Sunday, Celebrating Will Sherwood's 30 years at 1<sup>st</sup> U: An afternoon concert featuring *Requiems* with full orchestra and choir
- Opening Sunday in Sept. highlighted Gospel Favorites with jazz combo
- Gospel Music and other special-themed Sundays
- We were delighted to dedicate the new adjustable "flip-top" organ bench in memory of Gordon Gurney, soloist emeritus, who during his tenure had such a positive impact on the music program and pipe organ maintenance since the 1940s.

We continued utilizing the Encore Music Heritage Fund to augment our Music Budget which had been reduced due to re-allocation. There have been \$8000 contributions during 2015, with a mailed letter campaign in May with a goal of \$11,000. Will Sherwood was officially contracted in 2014 as ¾ time to be implemented as full time for three of four weeks per month, with substitutes in his absence (these fourth "off" Sundays are separate from vacation and sabbatical and many times the weeks off have been delayed and grouped as comp time when scheduling requires). As of Jan 1 2016 we have almost completed the refurbishing work on our two Steinway Model B pianos (Bancroft Room and Sanctuary pianos) which included major work for the key action regulation and hammer voicing. The results are better than new!

We are particularly indebted to our Music Librarian Roger Butler who has tirelessly filed and upgraded our choral score music filing system and its inventory database. He is particularly patient with straggler and stray choral music copies being returned as much as a year late. In addition he duplicates the service CD recordings each week for teachers and those missing the services. Susan and Jesse Anderson continue the Herculean weekly tasks of recording, editing, announcing, and uploading the service recordings for broadcast the following week on WCUW (7AM Sunday mornings.)

Respectfully submitted.

Paul Ropp, Music Committee Chairperson Will Sherwood, ChM, AAGO, Director of Music

The Lay Leadership Program Committee coordinates programming activity and events planning at First U. All groups, committees, fund raising projects, religious education events, and social events are usually planned through the LLPC or one of its member committees. The Social Justice Committee, Hospitality & Membership Committee, Denominational Affairs Committee, Caring Circles, and Faith Development are the major committees that coordinate through the LLPC, but other groups, such as UU Sisterhood, Garden Committee, Stewardship Committee, and John Henry's Hammer Coffeehouse/Open Mic also coordinate through the LLPC. Coordination through the LLPC ensures that scheduling of events and the availability of volunteers/participants provides an active church calendar and successful programs aligned with First Unitarian's mission and values.

The elected members of the LLPC in 2015 were Ken Mandile, Lee Reid (Hospitality & Membership), Tom Crowley (Social Justice), Kattia Yaukoes, Sue Shaw, and Linda Wyatt. Jean McInerney attended meetings as Chair of Caring Circles, Diane Mandile as a representative of Stewardship, Deb Levering represented Faith Development. Rev. Stewart and several other representatives of a variety of groups also attended meetings.

## **2015/2016** Goal Setting

On Sunday, June 14, the LLPC hosted a goal setting workshop attended by approximately 25 First Unitarian members. The workshop was moderated by Seth Popinchalk. The primary 0purpose of the workshop was to develop a specific, measurable, attainable goal for First Unitarian Church for the 2015/2016 church year. In addition, we wanted each church group and organization to think about goals of their own for the next church year.

We started by reviewing our successes from the past year, of which there were many.

- Brought Sarah into our community.
- Reconnected with search for mission.
- We focused on being more welcoming.
- A new focus on not being so insular.
- Hosted Worcester Pride Dinner.
- Our biggest year for 50/50 donations.
- Higher level of involvement by members.
- Higher visibility of children in services.
- UU Sisterhood had increased attendance.
- Continued good support for IHN.
- Sextons making a big difference in the maintenance and cleanliness of the church.
- More participation in the UUA (Hosted 2 UUA events).
- New parking lot.
- Chapel renovation and art hanging system.
- Sarah's walks, which encouraged greater community
- Construction of new bathrooms

#### The 2014 Goal Statement said:

"During the 2014-2015 church year, the members our congregation at The First Unitarian Church of Worcester will increase our individual and collective involvement in hospitality by developing and implementing action plans focused on the 5 growing edges: Greeting and Welcoming Practices, Adult Faith Development Programming, Social Justice Programming/Faith In Action, the mission, and our outward image. To accomplish this goal, 70% of our active members within the congregation will take part in at least 1 hospitality related activity during the year."

In reviewing the accomplishments of the past year, we felt that the 2014 goals were largely met, with the possible exception of "growing our outward image."

## **Small Groups**

After reviewing our accomplishments for the past year, participants broke into small groups to discuss seven questions:

- 1. What trends do you see in our congregation? What's going on?
- 2. Where is the energy in our congregation?
- 3. How does your group serve the vision of the congregation?
- 4. What populations are not being adequately served?
- 5. What additional resources are needed to make your group more effective?
- 6. What should this congregation look like in one year?
- 7. What is one specific and measurable goal that will allow us to better serve our congregation or our community?

Not all of the small groups were able to answer all seven questions, but together, there were many ideas generated which could be utilized to identify possible goals for the next year. In no particular order, some of the observations collected from the small group discussions were:

#### **Observations:**

- Membership and money are the byproduct of activity.
- Adult faith development had lost some momentum. In the past we had MNATC (Monday Night at the Church) and 9 AM Sunday programs led by the Minister(s)
- There was discussion about moving the 50/50 offering towards 100%
- Comments followed asking if our actions might be even more powerful than our money
- Acknowledge existence of multiple community affiliations (e.g. members are active in the communities in which they live which, for many, is outside of the city of Worcester).
- How can we engage those members in our church's Worcester community activities?
- Keep the information on the website up to date newsletter is not always immediately available.
- How much does it cost per Sunday service? How much per child for the Sunday school program? How much does the music program cost per Sunday?
- What are the costs for faith development (per child) and adult faith development?

#### Goal Ideas:

- Denominational Affairs Fund GA for 1 youth and adult
- Building & Grounds Fund capital goals, develop a workable plan and schedule to address deterioration of the exterior of the church, prioritize capital improvements
- > Social Justice Committee incorporate what our youth see as social justice issues
- > Be a visible presence, and see how our presence is felt
- ➤ Solicit feedback from the 50/50 offering recipients
- > Develop long-term giving relationships with the groups we help.
- Consider moving from a 50/50 to the full offering.
- > Jericho Road- Continue to Have at least one member serve on the board
- > LLPC/Caring Circles- Develop a brochure showing all the ways people are involved in this church
- > Caring Circles: Make people more aware of which circle they belong to and the purpose it serves
- > Integrate some features of pastoral care into the Caring Circles.
- > Stewardship: Create a "Pledge Day" with a goal of receiving 80% of pledges in one day
- > Integrate the Church's mission into the budget planning process planning, giving, mission.
- ➤ Encourage more Sr. High youth visibility in the church –
- > Encourage more young adults in attendance
- ➤ Have Sarah be more visible to the youth and children
- > Offer opportunities for congregants to meet with the Minister brown bag lunch
- > More outreach around social action
- Review the safety program are all members aware of our program?

- ➤ Provide seed money for JHH Coffee House –
- Co-host an interfaith event with other churches to build awareness about an issue or to celebrate an achievement; raise funds for social justice in the city.
- Create opportunities for Sarah to be more visible in the community possibly cable TV
- Provide opportunities, maybe including training, for those who aren't "internet savvy" Engage with people who live on the margins
- Consider what else we might do during the week or another time that could attract other groups that might not be interested in the Sunday service we offer. We should remember that we should not view everything in terms of increasing membership.
- How do we take care of our elderly?
- Increase our membership by 10% within the next "church year". If we do all the things we just talked about, membership and money will be the byproduct of our efforts and service.
- Develop more Adult faith development programs/activities; we feel it used to be stronger with such things as MNATC and the Minister's 9 AM Sunday programs
- Acknowledge existence of multiple community affiliations (e.g. members are active in the communities in which they live which, for many, is outside of the city of Worcester). How can we engage those members in our church's Worcester-based community activities?
- Keep the information on the website up to date
- Provide an honorarium for outside speakers (for such things as social justice issues)
- > Develop broad-based community volunteer opportunities that include short-term commitments or onetime activities. Conduct on-going needs assessment of Worcester-based community organizations or groups and coordinate volunteer service opportunities to our members (much as Jericho Road does with more professional services)
- ➤ Decrease draw from endowment from 4.75% to 4.5%
- > Improve the budgeting process in terms of timing and member input/involvement
- > Include a line item for non-paid pledges, sabbatical, energy improvements for the building and tracking of savings
- > Modify our approach to fund raising beyond just funding the expenses of the church; Instead we should focus on the larger mission of the
- > The steeple is a beacon of our church and this city and its restoration and maintenance needs to be funded.
- > We need to ensure competitive salaries of staff; we should conduct periodic salary reviews for all staff which would include the "going rate" and their individual experience level
- > Connect more with our local communities even with low commitment opportunities. Sometimes giving money is too easy.
- ➤ Incorporate projects with range of ages and interest.
- > From Sarah: by Sept 2017 she hopes to engage a Ministerial Intern and to develop the teaching ministry of this church
- From Sarah: Increase our giving to the UUA both Clara Barton District and UUA

#### Themes that emerged by the end of the workshop:

- When we were without a settled minister, we had a period of looking inward now we are ready to look outward.
- We should ask ourselves the question "Who would it matter to, outside of our church, if we were not here?
- What is the voice of liberal religion and how do we truly live it?
- We are in a period of investment in our church (by improving our organization) and our community (by increasing outreach).

## 2015/2016 Goal Statement:

In the 2015/2016 church year, as we continue to nourish and sustain the workings of our church community, we will reach out to the Worcester community, make visible the good actions of our work, and create opportunities for our church members to volunteer.

In the 2015/2016 church year

- 1) We will reach out to the Worcester Community by hosting at least two events to bring the Worcester community into the church;
- 2) We will create opportunities for at least 250 First Unitarian members and friends to volunteer at Worcester community.

## Chili Cook-Off

On Saturday, October 3, the LLPC hosted the First U First Annual Chili Cook-off as part of the Stewardship Committee's Pledge Day. More than 80 people sampled from 11 choices of chili. The LLPC provided corn bread, cole slaw, and cider. Each of the chefs provided a crock-pot of chili.

Participating chefs were Sue Popinchalk 1st Place), Sue Shaw (2<sup>nd</sup> Place), Linda Wyatt (3<sup>rd</sup> Place), Lee Reid (1<sup>st</sup> Place Vegetarian, 4th Place Overall), Jay Lavelle, Madeline Silva, Tom Crowley, Alison Barrows Ronn, Gini Johnson, Jesse Anderson, and Ken Mandile.

### Membership & Hospitality Committee

The Membership & Hospitality Committee has had a busy and productive year.

The Welcome Table is wo-maned Sundays after worship. We greet visitors, sign folks up for the newsletter and name tags and answer questions as best we can. During coffee hour we attempt to connect new people with members in an effort to build relationships. Basic information on visitors and prospective new members is regularly communicated by email to Reverend Stewart and Donna Rossio in the church office. Donna Rossio is always responsive to our requests and has provided help in countless ways.

We think it important to have a younger active church member working with Hospitality and Membership and are recruiting another member who can better reach out to families with children.

A representative of this committee participates in the monthly New Member Sunday meeting to welcome people into membership. Several friends of the committee, Bonnie Prescott and Fran Morrier, have invited new people to meet with them for conversation and coffee after we have set up a connection.

A new member dinner was held on Friday, October 2. It was a festive and lovely event that was well received by attendees. Gifts of a UUA booklet and bookmark were given out. Member DJ Allen-Rice catered the event with the help of some of her students from Worcester Technical High School. The meal and service were excellent.

Ornaments of the church were made and sold as a general church fundraiser. Around 85 of the 100 made were sold at \$15 each. The cost was about \$5 each. The remaining unsold ornaments were given as gifts to volunteers and friends of the church.

A new informational brochure on the church was produced and placed in the holders on the back of pews.

A list of 40 people who would help as Sunday greeters and ushers was developed and sent to the head ushers so that they could ask for helpers.

Newsletter items were written asking people to provide hospitality refreshments using a sign-up genius register.

People were recruited to be worship leaders, lighting the Chalice and reading scripture provided by Reverend Stewart.

Respectfully submitted by Lee Reid, Sue Shaw, and Linda Carney.

#### **Denominational Affairs**

The purpose of the Denominational Affairs Committee (DAC) is to deepen our local connection to the larger UU world and to reinforce its importance to us. The DAC serves as liaison between our local faith community and the National UUA, the New England Region UUA, and other UUA Districts. The DAC chair is a member of and is accountable to the Lay Leadership Program Committee including submission of an annual budget request and regular activity reports.

## DAC responsibilities include:

- Representing First Unitarian Church at Regional and District meetings. This past year, we sent three
  representatives to the first combined annual meeting for the three New England Districts (163
  congregations) which took place April 25, 2015 at First Parish Church in Weston, MA. Our delegates
  took an active part in all discussions and raised interesting questions for other delegates to consider with
  reference to potentially streamlining District structure.
- Monitor UUA mailings for information and action. This continues on a regular basis and pertinent information is forwarded to Donna Rossio in the church office for inclusion in the weekly First U newsletter.
- Increase knowledge of the UUA organizational structure and various functions. A UUA brochure was created and distributed at our local Stewardship Fair in October. The information included how the National and Regional organizations are structured and what programs they offer us on the local level. We were not able to fit a Sunday Workshop into the Adult RE Program schedule this year but hope to do so next year. That workshop would outline UUA structure, budget, programs, important people, etc., for our members.
- Publicize events, including meetings and workshops, presented by the National, Regional, District and
  Affiliated Organizations. Last winter, the DAC experimented with two forms of communication with our
  members a newsletter which was inserted in a Sunday order of service, and an email blast using the
  Caring Circles email lists. Feedback indicated that a hard copy newsletter was preferred over email. We
  need to recruit additional committee members in order to repeat this form of communication on a more
  regular basis this year.
- Encourage use of First Unitarian and Central Mass as a focal point for sponsored events. In 2014-15, First U hosted two District wide programs. In 2016, we have volunteered to host the New England District annual G.R.A.C.E. Summit (Growing Racial and Cultural Equity) on May 14, 2016. Attendees from our 163 congregations will take part in an all-day program of workshops, projects, liturgy and meals on our campus.
- Increase First U participation in General Assembly. Due to a lack of funds, our Prudential Committee was only able to sponsor Rev. Stewart and Deb Levering to attend General Assembly in June 2015. However, we made a formal budget request to fund at least two youth and two other members to attend G.A. in June 2016. Special emphasis will be on insuring diversity of representation including, but not limited to, youth and members who may need financial assistance. Additionally, this year, pursuant to our DAC mandate

from LLPC, we will ask all subsidized attendees to report back to our members on what workshops they attended and how what they learned might benefit our local faith community.

What First Unitarian contributes to the National and District UUA as "Fair Share."

- Each local congregation pays "dues" on two levels, national and district. Clara Barton District annual dues are \$22 per congregational member for the fiscal year which runs July 1 to June 30. This rate will remain the same for FY16 which runs from July 1, 2015, to June 30, 2016.
- The 2016 UUA Annual Program Fund giving rate is assessed at \$60 per certified member. The UUA relies on these dues for 79% of its fundraising income. Together, the UUA and District orgs fund the New England Regional programing and staff. These are the people who present retreats and workshops, intercede when there are problems on a local level, lead ministerial search committees, etc. The New England Regional organization expects to provide 30-40 programs and trainings region-wide in FY16.
- Through July 27, 2015, our own First Unitarian Church had been assessed for 277 members and \$16,620.00 for the UUA Annual Program Fund and we had paid \$8,000.00 of that assessment. It has been quite a number of years since we have met our total "fair share" in payments to the District and UUA. However, the Finance Committee has voted in a 2016 increase in payments due and felt strongly that the budget should retain that increase in payments when it considered cuts to balance the 2016 projected budget.

Respectfully submitted, Lee Bona, Chair

### Social Justice Committee

Traditional social justice activities during the past year included:

- Working with the Unitarian Universalist Church of Worcester (Holden Street), hosting two Escalating Inequality workshops in the spring. These workshops addressed a current UUA study issue.
- Participation in the Gay Pride Festival in September
- Selecting and organizing presentations for the 50-50 special collections.
- Collecting mittens and hats for Abby's House and Jeremiah's Inn
- Gathering gifts of clothes, toys and other needs for children in the care of the Department of Children and Families.
- Arranging five Sunday lectures: U. S. Middle East Policy, Life in Palestine, Youth Violence Prevention, Peace Education and Conflict Resolution, Worcester Interfaith

The Social Justice Committee is currently exploring, with Ascentria's New Americans program, the cosponsorship of a refugee family. Guests at our December meeting to introduce the program formed a task group to present the Community Voices for Peace event on our front steps during the First Night festivities. The event was co-sponsored by First Unitarian, the Center for Nonviolent Solutions, and the Islamic Center of Worcester. There were activities for children, music, refreshments and speakers from different faiths. At one point during the speeches, 100 revelers had gathered, truly a cause for celebration.

Members the Social Justice Committee: Thomas Crowley, Jennifer deWinter, James Geary, Peter Haroutian, Randy Ingham, Gene Johnson, Eileen McMahon, Peggy Middaugh, Katharine O'Dell, Paul Ropp, Laurie Ross, and Vivian Shortreed, Chair.

#### Garden Committee

The Garden Committee sponsored their annual Green Exchange on May 12 and 19. Church members brought in garden plants to be sold at a very reasonable price.

Four large pots were installed and planted on the front steps of the church by Kate O'Dell. Kate spearheaded the project and she and Diane Mandile took on maintenance. We also purchased new trellises for the roses in the memorial garden. The Mandile family freshened up the southwest corner of the garden by removing overgrown perennial vinca, planting a variegated halo dogwood shrub, and planting several white flowering perennials. A sweet autumn clematis was planted on the northeast wall of the garden to add additional fall color.

The Garden Committee also hosted our usual spring and fall garden cleanups. Special thanks to Mike Keating and his crew for their help. We kept the gardens watered and weeded through the summer.

The Garden Committee is planning two new garden beds, one in the area around the Peace Pole and may include a labyrinth and sun loving herbs. The other will be under the flowering cherry tree by the front steps. We look forward to digging our new garden beds this spring. All are welcome to take part.

The Garden Committee was led by Kate O'Dell and Mary McAlister.

## Chapel Art

Rick and Madeline Silva repaired and painted the walls in the Chapel with help from several other church members. A picture rail was added below the crown molding so that an exhibit hanging system could be installed. Funds from the Wallace Robbins Chapel Fund were used to pay for supplies and for the hanging system. The first exhibit in the newly renovated chapel was a variety of art donated by church members for the Spring Auction. In the fall, the Seven Hills Camera Club provided more than 60 photos from their members for exhibition. Ken Mandile coordinates the Chapel art exhibits. Artists from within the First U community and the broader Worcester community are welcome to exhibit.

### John Henry's Hammer Coffeehouse/Open Mic

The John Henry's Hammer (JHH) Open Mic celebrated its second anniversary on April 24, 2015. The open mic continued to expand and usually has about 30 attendees with about 12 to 15 acts per session. It occasionally draws over 20 acts. Lydia Fortune hosts and publicizes the open mic. The staff is: Linda Wyatt, Sue Shaw, Bob Shaw, Sten Gustavson, Phil Nigro, and Lydia Fortune. Rick Levine often assists with sound and stage logistics. The music is eclectic—folk, blues, bluegrass, Americana, jazz, rock, and gospel. JHH also has some wonderful poets and songwriters. Performers range from preteen to over 90 years old. It is known as "the best listening room in Central Mass".

Some of the regular performers are Lydia & Phil, The T-Square Rounders, Tom Ewart, Linda Wyatt, Snake, For Love or Money, Linda McCarthy, Rick Quimby, Peter Keck, Peter Mach, Jan Luby, Rusty, Mac Cole, and Andy and Judy. However, there are many more!

The Concert Series: The JHH Concerts began its third season in September, 2015. The concerts are usually the third Saturday of the month. The average attendance is 50 people. This Fall, Annie Raines and Paul Rischel returned for their second performance. Lydia & Phil and friends (The Hip Swayers, Marylou Ferrante, Cosmic Slim and his Intergalactic Plowboys) performed in November.

First Unitarian took over the concert series-no longer co-sponsored with WCUW. Scott Hayman, Linda Wyatt, Lydia Fortune, Bill Fisher, and Phil Nigro regularly met for a few months to discuss who to invite for acts and sustain the series. Linda Wyatt secured the internationally-acclaimed folk/jazz singer, Claudia Schmidt, who will perform on January 16, 2016.

The concert committee staff includes Bob and Sue Shaw who spearhead the refreshments. Sten Gustavson or Chuck Demers usually are the sound engineers.

#### **UU Sisterhood**

The lovely ladies of the UU Sisterhood had another fantastic event filled year. We shared lots of good food, heartwarming and poignant stories of our lives and, of course, had lots of fun. Our interesting social activities and monthly potluck suppers promote the bonds of friendship and deepen our connections with the church. We average about 25-30 attendees each month.

A few of the highlights included these programs: Tarot and Tattoos, Emergency Preparedness, a Visit from a Woman of History, A Labyrinth Walk, Cheese Tasting, Casino Night, The History of Corsets by a speaker from Preservation Worcester, Pumpkin Pie Filling Making for our retreat/program fund raiser, caroling at area Nursing Homes, and our Holiday Party/Solstice Celebration.

Our Annual Retreat Week-end was held again in May in Maine with a special presentation of the history and a hands-on experience in Shiatsu by Mary McAlister. Our Bridge group is going strong and our golf group is having great fun. Plus, the Sisters joyfully participated in the Pledge Day Campaign by making the omelets brunch and woman(ing) the DYI Nail Salon.

Thanks to all the wonderful volunteer coordinators, who made all these events possible. The UU Sisterhood is open to all adult women in the church and their invited guests. Join us.

Follow us on: http://firstuusisterhood.blogspot.com/ or contact: Madeline Silva at avlis@aol.com or Lee Reid at Reidknox@aol.com.

### The First U Knitters

Our Church Knitters continued to share our fondness for providing a "warm hug" to members and friends in need. We lovingly knitted prayer/comfort shawls and lap robes to in a variety of colors, shapes and patterns to have on hand for when a person is identified.

#### **Spring Auction 2015**

The 2015 Talents and Treasures Auction was held in the Spring. This year's theme, "share something you love...", came from one of Rev. Sarah's sermons that highlighted those wonderful connections made by sharing of ourselves with others in our community and beyond. It's those little steps that make a difference in the world. Our Auction, sharing our talents and treasures gave us a time to pause to value our old relationships and make some new ones and raise money for the funds that continue our mission.

Our kick-off included a Valentine's Day Basket Raffle and delicious homemade scones for coffee hour. Our "Let's Create Day" was a lot of fun. We created some beautiful sea glass jewelry that became a popular item in our silent auction.

The Art Sale was new this year. We were very excited to hold it in our newly restored Chapel art space. Many Thanks to Ken Mandile, Gene Johnson, Lee Bona and Rick and Madeline Silva for their month long work to complete the restoration and install the new art hanging system just in time for the Auction. We were so pleased that so many of our Church Member Artists and Collectors stepped forward to make this an eclectic and exciting venture. We had over 58 pieces of quality art!

Our non-art catalog section listed over 125 silent and 10 live auction items including classes, personal services, food and dinners, recreation, music, get-aways, custom hand-made items, special pieces of church history and much, much more. The 3-week bidding was successful in raising over \$13,000 and providing great opportunities for making fellowship connections, having fun, learning something new and eating and dressing well. The celebration baked ham lunch with all the fixings proved to be a popular and festive way to end this year's auction. The Auction Committee wishes to thank all donors, purchasers, sponsors and volunteers who contributed to this fun(draising) event.

Mary McAlister and Madeline Silva

### Men's' Group

A new men's group formed in November. Approximately 15 men attended the first planning meeting hosted by Rick Silva. No name has been chosen for the group yet.

#### 5th Annual Gala

The 5<sup>th</sup> Annual Gala-"Make Music in Your Heart" was held on Saturday, December 5, 2015. It was organized and hosted by Linda Wyatt. This year's chefs were David Spanagel, Linda Carney, Kate O'Dell and Jay Lavelle Trio, Gini and Gene Johnson, Allison Barrows-Ronn, and Linda Wyatt. Scott Hayman, Seth Popinchalk, Sue Shaw, Bob Shaw, Cassie Datena, and several youth assisted with serving the meals and in other capacities. Parker Ronn, Abby Hannaford-Ricardi, and Linda Wyatt decorated the Bancroft and Dining Rooms. The Burncoat High School String Quartet provided the music for the cocktail hour and Cosmic Slim and his Intergalactic Plowboys played after the dinner. About 50 people attended.

### **Caring Circles**

The Caring Circles, a ministry of First Unitarian, has continued to provide cards, calls, visits and meals on request. The leaders of each Caring Circle connect requests of need with volunteers from their respective circles. Caring Circle members volunteered at the Interfaith Hospitality Network (IHN) family homeless shelter. First Unitarian shares shelter coverage and financial assistance with other congregations, providing volunteers at the shelter during scheduled times throughout the year.

Christmas caroling was hosted again this year by the Blue Circle (thanks to Rick and Madeline Silva) and also included members from other circles who brought holiday cheer visiting medical units at UMass Memorial Medical Center. Rudy Cepko coordinated this event with the hospital.

These activities are examples of social events and mission driven events. We encourage you to look at and suggest possible events for your circle to participate in during this coming year.

A Caring Circle blog was created in 2015 and is listed under Important First U Links in the weekly News and Events at First Unitarian and Worship at First Unitarian email newsletters. The blog pages include the Caring Circle mission statement, FAQ's and a list of current leaders and co-leaders of each circle.

As in the past, in 2016, the Caring Circles will host some Fellowship Hours on a rotating basis. Plans are to also co-host a church picnic in late spring. As in 2015, the 2016 year will again include Circle Suppers. Albeit intertwined, Circle Suppers are designed to connect members of the congregation as a whole, versus the Caring Circle neighborhood model.

Future plans include pastoral care training and collaboration with Rev. Stewart to provide lay pastoral visitors as part of this ministry program.

The Caring Circles are an evolving process. We seek to nourish and strengthen our relationships so that we can better care for each other. Caring for one another is a cornerstone of congregational life at First Unitarian. All are invited to help our congregation be an intentional community of caring.

Respectfully submitted, Jean McInerney, Chair

#### **Interfaith Hospitality Network**

First Unitarian continues to be a significant source of economic and social support for the shelter for homeless families at 91 June Street. We provide volunteers to take evening and overnight shifts three weeks a year; more than 20 members of our contribution have helped out in 2015. The youth group, with Lesa McWalters and adult volunteers, have brought their energy and talents to the house, and to the annual Walk + Run for the Homeless. Our Christmas Eve offering share in 2015 was \$4270, which was gratefully received by Joanne Alley, IHN's director. I appreciate the commitment of First Unitarian in taking action to provide relief to local families in difficulty.

Liz Gustavson

#### Annual Report-Kundalini Yoga 2015

Greetings Dear Friends,

At this time the church has graciously hosted Kundalini Yoga since the summer of 2007. Over this time class size has remained steady to presently about 20 or more persons per weekly class. This is a stress reduction, meditation oriented yoga that is suitable to all body types and can be adapted to sitting in a chair. Donations are taken as is required in yogic tradition. This is anonymous sliding scale \$1-15. Classes are held weekly on Thursday nights in Unity Hall. It is an intergenerational, caring community that enjoys one another's company over tea after class. In 2015 total donations to the church from yoga classes were \$1,312

We believe this mission does serve a need for yoga at a low cost, so that all are truly welcome. In these troubled times, we cannot have enough venues for stress reduction and spirituality. If it continues to suit the mission of the church, we hope to continue.

On behalf of the entire Kundalini Yoga Worcester community, I deeply thank the congregation of the First Unitarian church for making this all possible.

In peace,

Hari Kirin Kaur Khalsa

I am happy to answer any questions, and you may drop into class anytime!

dmpinge@gmail.com

774-287-2233

kundaliniyogaforall.com

#### Closing

In compiling this report, I was left in awe of all that has been accomplished over the past year. Members of First Unitarian have been incredibly generous in sharing their time and talents to build a vibrant church community. Though many names are mentioned in these reports, the success of these activities depended on many other unnamed church members who helped in body or spirit. To all who blessed us by sharing their gifts of time, talent, body, and spirit, 'Thank You'.

Gratefully submitted on behalf of the LLPC, Ken Mandile, Chairman, LLPC Now that the immensely knowledgeable and very capable Bob Shaw (former chair of the Building and Grounds) and Sten Gustavson have fully transitioned into their positions as Sextons of the Church, I have been afforded the opportunity as chairman of Building and Grounds to step back and work with the Prudential Committee on procuring an assessment of the Steeple's condition from Southgate Steeplejacks as well as a comprehensive Capital Needs Assessment of the entire building and grounds from a firm called On-site Insight based in Boston.

## The Steeple:

We engaged Southgate Steeplejacks from Barre, VT to conduct an inspection of our steeple and provide a report with recommendations and basic cost estimates for any and all repairs recommended. If you would like to learn more about Southgate Steeplejacks you can find them on the web at <a href="http://southgatesteeplejacks.com/">http://southgatesteeplejacks.com/</a>. The good news is that the Steeple is in great shape. The "steel structure is AWESOME" and the lead coated copper roofing was "BEAUTIFULLY done and is not leaking" to quote the report's author. The exterior woodwork is in good shape with the exception of some of the woodwork at the Lantern base and possibly at the lowest part of the Belfry. These areas will need attention in the coming years but are not urgent.

The area of the steeple that needs our immediate attention is the sash in the lantern section of the steeple. It is recommended that we remove the sash for restoration in a local shop this winter. An allocation of building reserve funds has already been approved by the Prudential Committee for this project and work can start as soon as we receive an acceptable proposal from a qualified firm. With regards to the additional work recommended, including the painting of the steeple, I quote the Report summary as follows:

You are benefitting from the fact that your steeple is beautifully crafted. The sash needs to be dealt with soon but otherwise you have the luxury of taking the time needed to choose your path carefully. But the main thing is that you are in good shape. Deal with the sash and take up to 5 years to plan the next move.

In the coming year we will begin the process of crafting a request for proposals and lining up possible bidders for the painting of the steeple and the other woodwork repairs referenced in the report. The estimated cost for this work is not overwhelmingly high, and, with the luxury of time and flexibility, we are confident we can secure good pricing for quality work. For those interested in the actual cost estimates please don't hesitate to talk to myself or members of the Pru-Comm. We are conscious that we don't want to "tip our hand" by publishing the cost estimates at this point. It is sufficient to say that the cost for the immediate sash restoration work is already funded by our existing building reserves.

#### **Building Capital Needs Assessment**

In December 2015, we procured a firm called On-Site Insight, from Boston, MA, to conduct a comprehensive capital needs assessment of the church's building and grounds. Their principal "field assessor" has already visited the church in January. The forthcoming report will consist of a 20-year capital needs evaluation in an executive summary and quantitative form (including a replacement reserve analysis), photographic documentation and graphic presentations of key observations and findings. We look forward to this report as it will inform our annual budget process and serve as a basis for a capital campaign if needed.

### Sextons' Report - 2015, submitted by Robert Shaw and Sten Gustavson

In the slightly more than year that we've been working for the church, we believe that we have maintained the facility satisfactorily, and made some "forward progress." Notable among these are:

- 1. Overall cleanliness & organization
- 2. "Repair" painting
- 3. Bancroft Room lighting
- 4. Repair of front entry railing
- 5. Misc. repairs & improvements

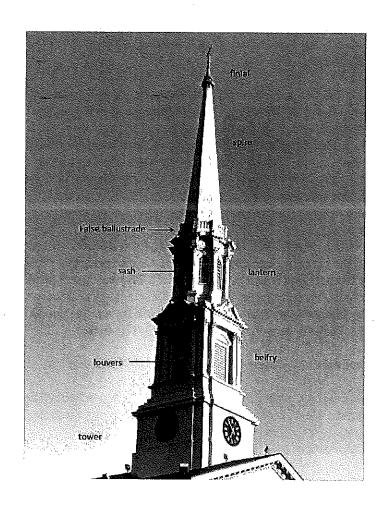
We intend to continue with these and other improvements. Significant among them is a long-term, strategic program of improvements with regard to our carbon footprint. We aim to make incremental improvements to our usage, lighting systems, environmental controls, and water usage, with the ultimate goal of creating a "carbon-neutral" facility.

The goal of "C<0" is obviously years away, but we believe it can be accomplished, and we will be much the better for it.

In conclusion, I would like to say that we are very fortunate to have Sten and Bob as our Sextons. I would venture to say there are none more dedicated or skilled at caring for our building and grounds. We are also very grateful to the entire church staff for always keeping us apprised of the buildings' needs and condition.

Numerous church members have expressed interest in serving on the Building and Grounds Committee. In the coming year I will make every effort to gather these folks and others who are interested in meeting regularly to begin to "un-pack" the Capital Needs Assessment, to move forward soliciting firms and pricing for exterior painting, and to begin work establishing baselines and measures to reduce our "carbon footprint".

Respectfully submitted, Building and Grounds Chair, Scott Hayman



The Finance Committee consists of the chair, a member-at-large appointed annually by the Prudential Committee, the Treasurer, the chair of Stewardship, and the chair of the Trustees of Parish Funds. We meet monthly with the Financial Administrator of the Church, at 6:00 PM on the Wednesday before the monthly meeting of the Prudential Committee (which has been the third Monday of each month). The Moderator, Vice Moderator, the Minister and the Assistant Treasurer usually join us. Finance Committee meetings are open to anyone who wants to attend. The Finance Committee assists in the development of the budget for submission to Annual Meeting, and in the implementation of the budget after it is adopted at Annual Meeting. The Finance Committee looks at the long term financial needs of the Church, as well as the immediate operating budget.

## Funding Our Vision

In 2015, the Finance Committee began a process to involve the Congregation in the budget process, rather than simply in the presentation at Annual Meeting. In April, we inserted a simplified budget in the Order of Service, and held a meeting after Church services to explain to the Congregation how the budget is developed, both for revenues and for expenses. Then in October, we outlined some goals for 2016 in an insert in the Order of Service, and held a meeting after Church services to discuss those goals and the budget process.

The feedback was very helpful in developing the proposed 2016 budget. Key principles that emerged from the discussions were to provide cost of living increases for staff, to make salary adjustments to move closer to the UUA recommendations for a church of our size, to create a sabbatical reserve (Sarah earns one month of sabbatical for each year of service), to increase our contribution to the UUA (which uses \$75 as the "fair share" for each member), and to continue and if possible expand the 50-50 Sunday collections. The proposed budget for 2016 addresses all of these goals.

The plan is to continue this type of presentation during 2016.

## 2015 in Review

We finished 2015 with an apparent operating surplus of about \$17,000, but that's a bit misleading because almost \$10,000 of that amount was money allocated to bring our audits up to date. The auditor has not finished that work, and we have not spent that money. Instead, we have rolled that expense into 2016, and earmarked that portion of the 2015 surplus for payment of that expense in 2016.

As to everything else, we came in essentially on budget, with a very modest operating surplus (less than 1%). This is a tribute to Jennifer Bowes, our Financial Administrator, as well as reflecting the results of careful budgeting and the efforts of all of us to live within the budget.

## A Look at the 2016 Budget

Each year, the operating budget for the Church consists of an "Institutional Budget" for our building, insurance, heating and lighting, plowing the parking lot, mowing the grass, maintenance and repairs, etc., and the staff time allocated to these tasks, and a "Program Budget" for our Minister, our Director of Faith Development and her assistant, our Youth Coordinator, our Director of Music, and all of the expenses directly associated with those programs and the staff time allocated to delivering those programs.

Institutional Expenses are funded by drawing a "total return" from our endowment, and by the modest income we receive from parking lot and building rentals. To determine "total return," we average the value of the endowment over the last 12 quarters, and allocate a percentage of that amount to be withdrawn to support the Church. "Total return" is a widely-used concept intended to provide a consistent level of support from endowment, and to allow investment managers to seek the best combination of growth in value and income. The Church had been using an aggressive withdrawal rate of 5% which allowed very little margin for growth to keep pace with inflation. The goal of the Trustees of Parish Funds is to reduce the withdrawal rate to a more prudent and sustainable 4%. For the 2015

operating budget, we were able to move to a withdrawal rate of 4.75%. For the 2016 operating budget, we have used a withdrawal rate of 4.50%. The expectation is to continue reductions of .25% annually until the 4% goal is reached.

Program Expenses are funded by pledges, the income from three funds established by Church members at the Greater Worcester Community Foundation (which does use a 4% "total return" approach to withdrawals), Sunday offerings, and fundraisers. Those sources alone are not sufficient to fund our high quality programs. While we are making progress in pledges, the Program Budget shortfall (almost \$62,000 in 2016) is covered by moving money from the Institutional Budget, under-funding the "building reserve" account, and deferring maintenance on our building, which is showing increasing signs of neglect, as is all too obvious to anyone who walks up the front steps.

As the Stewardship Committee has observed, we support the church with our time, our talents, and our treasure. We need to increase that support to continue to provide our excellent programs. If more time and talent will not cover the shortfall, then we need to look at the third leg of support – treasure. This can come from an increase in membership, from an increase in financial support from current members, or from an increase in fund-raising. Actually, the support is likely to come from a combination of all three sources. What the Finance Committee hopes is that every member of the Church will recognize the collective responsibility for increased support, and help to make it possible to continue our high quality program.

John O. Mirick

Chair, Finance Committee

This year, the Stewardship Committee began the year by clearly defining its mission:

to grow generosity as a core value within our congregation; to communicate the full meaning and impact of stewardship in enhancing congregational life; and to help the congregation align our UU values with our financial values.

## And we set the following goals:

- 1. Using Appreciative Inquiry principles, focus our campaign on the positive aspects of our community and how we can move forward by building on those positive images. Relate this to what Stewardship means.
- 2. Come up with ways to discuss what generosity means in terms of our community and our UU values. Challenge our community to lead a more generous life.
- 3. Through newsletter articles, pulpit talks, and other media, help the Congregation consider why our community is important to them, what important values this community represents and supports, and how they might align their financial values with their UU values.
- 4. Base our pledge goal on an analysis of pledge patterns, input from the Finance Committee, and a realistic but also optimistic view of what we can accomplish.
- 5. Ultimately, raise the funds needed to support the church ministries.

The first step we took in meeting our goals was to solicit testimonials from many of the church lay leaders, focusing on why they give of their time and talent and why supporting this community was important to them. Sixteen testimonials were published in the Stewardship Blog from March to May.

Then we began to discuss how to run the pledge campaign. We decided to try something entirely different this year. One comment we had heard in the past was that the campaign ran too long. So, we chose to plan a single Pledge Day which would be designed to attract church members and friends to a range of events. The "price for admission" would simply be a completed pledge card. Each attendee received an "I Pledged" name tag. We also decided to hold a raffle for an Apple iPad Mini, open to all those who pledged before the end of pledge day, as an extra incentive. The day was modeled after a similar event held by the First UU Church of Minneapolis.

We decided to plan an array of events and activities for Pledge Day that would reflect our first and third goals, by displaying the wide range of talents within the church, providing activities supporting social justice, and reflecting the importance of community.

Planning for Pledge Day began in the spring and ran through the summer, and included a one-day retreat in August, attended by the Stewardship Committee and Church leadership. The Pledge Campaign kick-off letter was sent out in early September and included a tri-fold Pledge Day brochure describing all the events and activities. We also published the event brochure on the Stewardship Blog, along with a handy giving guide, and periodically added other informational articles. In order to make pledging as easy as possible, we added a "Pledge Now" button to the church website to allow on-line pledging.

Pledge Day was held on Saturday October 3, ran from 8 AM to 8 PM, and included breakfast, an omelet brunch, a chili cook-off dinner, and a multi-generational talent show. Other activities included making hygiene kits for refugees, recycling electronic equipment, a fun photo booth, a dunking booth to drench church leaders, massage, a nail salon, building tours, and games. Almost every church committee and organization sponsored an event, and we had over 120 attendees. The following day was Stewardship Sunday, and by the end of the day Sunday, we had received over 60% of our expected pledges.

Over the remainder of the year, we continued to receive pledges. We published weekly articles in the church newsletter and posted the ongoing pledge amounts at church on Sundays to keep everyone informed of progress. By the end of the year, we had received 176 pledges totaling \$256,806.

Since the church was in the middle of developing a new mission statement and goals when the pledge campaign began, we decided not to set a pledge goal at the beginning of the campaign. We thought it would be best to wait for specific goals that could support a given pledge amount. However, the Finance Committee had to develop a 2016 budget, so in October they developed a draft budget using a pledge goal of \$290,000. This was later reduced to \$280,000. In early December, Rev. Stewart and the Stewardship Chair published a Minister's Memo defining specific goals and asking for additional contributions to reach the \$280,000 goal. As a result, several members increased their pledges.

The final 2016 budget includes a pledge amount of \$270,000. This amount includes expected pledges that we have yet to receive, and an estimate of the pledge amount we expect from new members in 2016.

So, this has been an exciting year! The Stewardship Committee is happy that Pledge Day and the rest of the pledge campaign were so successful and we thank all members and friends for their generous support of our church community.

Rick Silva, Chair Lee Bona Diane Mandile Ellen Foley Steve Knox

## 2016 Annual Meeting

2015 Trustees of Parish Funds Report (page 1 of 1)

First Unitarian's Endowment is managed by Morgan Stanley with oversight by the Trustees of the Parish Funds. The account opened on January 1, 2015 at \$5,574,410 and closed on December 31, 2015 at \$5,149,854. The church withdrew \$263,000 for operating expenses in 2015. This represents a 4.75% draw that has since been reduced to 4.5% for 2016. The Finance Committee and Trustees committed to lowering the draw and have done so. The Trustees have recommended that The Finance Committee continue to monitor withdrawal rates. The Endowment is allocated according to specifications in First Unitarian's Investment Policy Statement, including the social screens set out in the policy. The 2015 trustees were Jeanine Beratta, George Hamilton and Mary Frandsen.

Respectfully Submitted Jeanine Beratta Head Trustee I am pleased to report that the Church Budget for 2015 finished with an unexpected surplus of \$17,972 partially because a large bill did not arrive in time to be paid from the 2015 budget. The amount to pay this bill has been transferred to the 2016 budget. We also were able to fund increases in staff salaries for 2016 with the excess.

The institutional portion of the budget supports building and grounds maintenance including sexton's salaries, utilities, supplies, snowplowing, etc. The institutional budget was funded by a 4.75% draw on the average of 12 trailing quarters of the Endowment Fund (\$247,035) and building use donations. Total expenses for the institutional budget were \$236,596 with an excess income of \$58,138.

The program budget supports all ministerial activities including salaries for the Minister, Faith Development, staff, the Music Director, and Office staff. Programs sponsored by the Lay Leadership Program Council are also included in this budget. The program budget is funded by pledges (\$264,000 budgeted and \$261,031 received) and fundraisers (\$15,000 budgeted and \$20,365 received). Total expenses for the program budget were \$417,184 with an income deficit of \$58,138. As in past years the excess in the institutional budget balanced the program budget.

### 2016

The Finance Committee is proposing a 2016 budget based on an expected pledge amount of \$270,00 and a 4.5% draw on the endowment. We are continuing to gradually move towards a 4% draw on the endowment fund. For 2016 we are budgeting \$245,607, which is only \$1,428 less than last year. Staff will be receiving a cost of living raise and we are also working towards increasing salaries to amounts recommended by the U.U.A. Increases are included for the U.U.A. Fair Share and Clara Barton District Dues, which have been underpaid for several years.

Respectfully submitted,

Karen Reilly Treasurer

General Fund - Any purpose

\$ 1,588,294

## BASIC FACTS ABOUT OUR ENDOWMENT

## COMPOSITION OF INVESTED ENDOWMENT FUNDS

		arket Value 2/31/2011	Iarket Value 12/31/2012		Tarket Value 12/31/2013	Tarket Value 2/31/2014		arket Value 2/31/2015
Unrestricted Endowment (Income dedicated to Church budget)	\$	3,215,596	\$ 3,500,723	\$	3,923,387	\$ 3,770,964	\$	3,402,469
Permanent Endowment (Income mostly dedicated to Church budget; Principal permanently restricted)	\$	1,161,427	\$ 1,330,162	\$	1,573,488	\$ 1,628,718	\$	1,588,294
Service of All Fund (Income to Church budget beginning 2004)	\$	28,000	\$ 28,000	\$	28,000	\$ 28,000	\$	28,000
Subtotals, Funds supporting Budget Operations	<u>\$</u>	4,405,023	\$ 4,858,885	\$	5,524,875	\$ 5,427682	\$	5,018,763
Organ Endowment Fund (Income & Principal may be spent for organ)	\$	72,887	\$ 86,328	\$	105,750	\$ 110,063	\$	107,331
Wallace W. Robbins Chapel Fund (Income & Principal may be spent for Chapel)	\$	2,993	\$ 3,545	\$	4,342	\$ 4,520	\$	4,407
Grand Totals, all Funds	\$	4,480,903	\$ 4,948,758	<u>\$</u>	5,634,967	\$ 5,542,265	\$_	5,130,501

# SUBDIVISION OF UNRESTRICTED FUND AS TO PURPOSE

General Fund – Any purpose	\$ 2,448,274
Higgins Fund – Any purpose	873,432
Development Fund - Buildings & Grounds	<u>80,763</u>
Total Unrestricted Endowment	<u>\$ 3,402,469</u>
SUBDIVISION OF RESTRICTED FUND AS TO PURPOSE	
Restricted Principal Fund - Income only for any purpose	\$ 1,542,145
Charitable Purposes - Income reserved for limited purposes	46,149

# GIFTS AND BEQUESTS FOR 2015

Hope and Ivan Spear Bequest (Building Reserve)

**Total Permanent Endowment** 

### RECENT HISTORY OF ENDOWMENT ASSETS AND INCOME

## Combined Unrestricted and Permanent Funds to 12/31/2015

Market Va	lue	of Assets	<u>Years</u>	Income/Draw	To Budget	Res	tricted
12/31/95	\$	1,184,965	1996-2000	\$ 284,505 103,450 *	\$ 274,720 103,450 *	\$	9,350
12/31/01	\$	2,020,969	2001-2004	\$ 268,822 227,064 **	\$ 260,926 227,064 **	\$	7,896
			H)	iggins) 33,418 **	33,418 **		
12/31/05	\$	2,587,841	2005	\$ 66,451 118,862 ***	\$ 64,401 118,862 ***	\$	2,050
12/31/06	\$	3,420,580	2006	\$ 64,740 126,006 ***	\$ 62,734 126,006 ***	\$	2,006
12/31/07	\$	3,925,235	2007	\$ 91,398 110,065 ***	\$ 91,398 110,065 ***	\$	2,452
12/31/08	\$	2,948,829	2008	\$ 73,065 156,580 ***	\$ 73,065 156,580 ***	\$	1,057
12/31/09	\$	4,145,381	2009	\$ 60,337 200,817 ***	\$ 60,337 200,817 ***	\$	456
12/31/10	\$	4,937,402	2010	\$ 120,486 116,500 ***	\$ 120,486 116,500 ***	\$	825
12/31/11	\$	4,377,023	2011	\$ 182,600 45,069 ***	\$ 182,600 45,069 ***	\$	1,278
12/31/2012	2 \$	4,830,885	2012	\$ 170,589	\$ 170,589	\$	797
				53,009 ***	53,009 ***		
12/31/2013	3 \$	5,496,875	2013	\$ 190,901	\$ 190,901	\$	927
				45,893 ***	45,893 ***		
12/31/2014	4 \$	5,399,682	2014	\$ 317,485	\$ 247,574	\$	2,674
12/31/201:	5 \$	4,990,763	2015	\$ 227,797 19,238#	\$ 227,797 19,238#	\$	2,093
				19,230#	17,430#		

<sup>\*</sup> Amount of principal drawn to complete spending policy of 6% of market value adopted by the Trustees and Finance Committee in December, 1996.

<sup>\*\*</sup> Amount of principle drawn to complete spending policy of 4.3% at market value of all endowment funds and draw from Higgins fund.

<sup>\*\*\*</sup> Amount of principal drawn to complete spending policy of 5.0% at market value of all endowment funds.

<sup>#</sup> Amount of principal drawn to complete spending policy of 4.5% at market value of all endowment funds.

## RECORD OF CAPITAL AND MAJOR MAINTENANCE EXPENSES

(PAID FROM CAPITAL FUND, HERITAGE FUND, BUILDING RESERVE FUND, OR SPECIAL FUND-RAISING APPEAL)

MAJOR EXPENDITURES DURING 2015  No major expenditures from these funds	Total	\$ 0
MAJOR EXPENDITURES DURING 2014 Parking lots, new bathrooms and sound equipment funded by Getting Ready Mini-Capital Campaign	Total	\$ 135,084
MAJOR EXPENDITURES DURING 2013 Removing and replacing condensate tanks; repair and reupholster Bancroft Room Furniture; Parking Lot repair and resurfacing.	Total:	\$ 91,737
MAJOR EXPENDITURES DURING 2011 2012	Total:	\$ 0
MAJOR EXPENDITURES DURING 2010 Convert boiler to use gas or oil; organ repairs.	Total:	\$ 17,185
MAJOR EXPENDITURES DURING 2009 Heating system repair, Basement steam pipe leak repair, electrical work.	Total:	\$ 16,365
MAJOR EXPENDITURES DURING 2008	Total:	\$ 0
MAJOR EXPENDITURES DURING 2007 Landscaping, Wheeler Trust & gifts	Total:	\$ 2,525
MAJOR EXPENDITURES DURING 2006  During 2006, landscaping, retaining wall repair, furnace repair. (Landscaping funds collected to use in 2007: \$2,547)	Total:	\$ 13,924

#### MAJOR EXPENDITURES DURING 2000-2005

During 2005, no major repairs from these funds. Entrance ramp Unity Hall; Dining Room piping under floor; redo Bancroft loveseat 2004; Refrigerator replacement and Benches for garden in 2003; Rebuild retaining wall in 2002; Completion of roof with work changes in 2001; Replace roof on all sections of church, parish hall and offices; continue parking lot engineering; engage architect for basement reconfiguration; begin basement changes in 2000.

Total:

395,088

#### MAJOR EXPENDITURES DURING 1997-1999

Paint front façade, pillars and other exterior wood surfaces; fabricate and install new pillar bases; relocate and revoice organ pedal principal, commence new organ solo flute; purchase two new Steinway pianos. Asbestos abatement in basement level, organ improvements. Install wall shelving in church office; engage engineer for parking lot reconstruction. Complete new Sunday school classrooms.

Total:

216,215

### MAJOR EXPENDITURES DURING 1992-1996

Install new electrical service, fire alarm and sprinkler systems; repair stucco exterior walls; make structural masonry repairs; install indoor oil tanks, fire doors, parking lot lights; complete landscaping; paint roof; install Sunday School sinks; remove underground oil tanks, paint and carpet minister's office; renovate new Sunday School space; renovate men's room; paint and/or carpet stairway, foyer, coat room and vestry; install dining room floor tile; install programmable thermostats; repair organ leathers and install new organ mechanism. Complete major Chapel renovation; purchase chairs and piano for Chapel; install Sanctuary ramps; paint Bancroft Room; install signage for church, restore and paint steeple, paint portion of roof, remove old boilers and asbestos, install new boiler.

Total:

322,750

#### **MAJOR EXPENDITURES DURING 1983-1991**

Repair and paint pillars, front façade and steeple columns; repair roof; paint exterior trim and narthex interior; install storm windows and flood light; purchase office equipment; paint sanctuary walls and ceiling; install audio system, emergency lights and smoke detectors; repair organ; install security door; remodel small office behind Unity Hall. Purchase computer, printer and computer furniture; improve heating system; paint roof; carpet stairway; repair down spouts; refurbish office for rental; improve audio system; paint steeple, pillars, front façade and doors; paint pews in sanctuary; clean and point gutters; repair roof; refinish Unity Hall floor; paint exterior wood surfaces of church; install vents in front pillars; install security intercom system; repair basement wall; purchase safety equipment.

Total:

205,155

GRAND TOTAL CAPITAL & MAJOR EXPENDITURES 1983-2015

**\$ 1,416,028** 

# **BUILDING RESERVE FUND, 1990-2015**

Year	Explanation		proved lditions		pproved openses		alance at ear End
1990-1997	Annual Budget Reserve Painting 1994/Painting BR 1995 Painting Steeple 1996 Replace Front Pillar Bases 1997	\$	34,125	\$ \$ \$	2,902 10,365 2,678	\$	18,180
1998	Annual Budget Reserve Donor Gifts	\$ \$	15,000 600			\$	33,780
1999	Annual Budget Reserve Parking Lot Engineering	\$	23,360	\$	1,900	\$	55,240
2000	Annual Budget Reserve Parking Lot Engineering Work on New Roof	\$	20,000	\$ \$	1,572 9,285	\$	64,383
2001	Annual Budget Reserve Completion of Roof	\$	10,000	\$	28,435	\$	45,948
2002	Annual Budget Reserve Rebuild Retaining Wall	\$	0	\$	4,834	\$	41,114
2003	Annual Budget Reserve Refrigerator Replacement	\$	1,000	\$	3,576	\$	38,538
2004	Annual Budget Reserve Entrance Ramp Unity Hall Dining Room Piping Under Floor Pipe Leak	\$	0	\$	13,170 36,938	(\$	11,570)
2005-2006	Annual Budget Reserve	\$	0	\$	0	(\$	11,570)
2007	Annual Budget Reserve Donor Gift Transfer from Capital Fund	\$ \$ \$	2,000 1,000 6,490			(\$	2,080)
2008	Annual Budget Reserve	\$	0	\$	0	(\$	2,080)
2009	Annual Budget Reserve	\$	1,900	\$	0	(\$	180)
2010	Annual Budget Reserve	\$	1,900	\$	0	\$	1,720
2011	Annual Budget Reserve	\$	1,900	\$	0	\$	3,620
2012	Annual Budget Reserve	\$	10,835	\$	0	\$	14,455
2013	Annual Budget Reserve Richard Prouty Gift Parking lot work	\$ \$	7,535 100,000	\$	68,412	\$	53,578
2014	Annual Budget Reserve Getting Ready Donations Getting Ready Expenses	\$ \$	26,444 93,169	\$	135,456	\$	37,735
2015	Annual Budget Reserve H & I Spear Bequest Getting Ready Donations Getting Ready Expenses On-site Insight deposit	\$ \$ \$	27,000 54,708 1,275	\$	1,390 2,500	\$	116,828

	(40.24				
	HERITAGE	FUND 1990-	2015		
Balance January 1, 1990				\$	26,517
Receipts, 1990	1000 0007	ф <b>71</b> 4	<i>c</i> "		
Donations	1990-2005	\$ 71,40			
	2006	9,92			
	2007 2008	1,3'	73 20		
	2009	2,5			
	2010	4,0			
	2010		10		
	2012		01		
	2012	4,63			
	2014	2,03			
	2015		<u>50</u> .		
Total Dancin	L 1000 2015			φ	07.260
Expenditures:	ts, 1990-2015			\$	97,368
	ty Hall and Dining Room, 1990		\$ 13,460		
	of handicap lavatory, 1990		2,750		
	d printer, 1990		1,980		
-	ftware and furniture, 1991		940		
	und system, 1991		4,749		
=	lpit chairs and lectern, 1993		1,245		
	d software, 1993		2,389		
Church offic	e enhancement, 1993		358		
Hymnals, 19	94		220		
Church signa	ige, 1995-6		6,958		
Sanctuary ran	mps, 1995-6		9,889		
Contribution	to piano fund, 1996-7		4,995		
	e wall shelving, 1999		3,230		
Choir robes,	2000		528		
	inister's office, 2000		773		
Bulletin boar	·		150		
Zero Spendir	=		0		
	glassware, menorah, banners, 2002	2	1,977		
	garden benches, 2003		2,196		
Loveseat red			1,200		
	k on church originally charged to P	hoenix, 2004			
_	day/Lectern for Sanctuary, 2005		3,112		
	es, Mirick sign, 2006		2,886		•
	deposit, 2007	1 11 1	2,066		
	ue, Minister's portrait, name racks;	bike racks,	5 200		
	cks, 2008		5,288		
Zero Spendir	<del>-</del>		0		
	urch supplies, welcoming plaque, s	uppnes	1 106		
	overing chairs 2010	2011	1,126		
	laques, hymnals, stove, microwave	∠V11	2,815	-	
Zero Spendir	ng 2012 om Furniture repair & reupholster;	Sound Favior	0 ment		
Red Chairs 2		Some Edubi	10,824		
	1 aggistance are chine 2014		10,024		

 Total Expenditures
 \$ 107,341

 Balance December 31, 2015
 \$ 16,544

AED medical assistance machine 2014

T. Schade Portrait deposit 2015

2,013

\$\_\_\_\_2,500

# **ENCORE FUND 2013 – 2015**

<u>Year</u>	Explanation		proved ditions		proved penses	ance at ar End
2013	Marie Shamgochian Music Fund Gordon Gurney Fund Matching Grant 2011 - 2012 Donations 2013 Organ work Special Concert	\$ \$ \$	845 565 6271 8,011	\$ \$	500 3,209	\$ 11,983
2014	Donations 2014 Organ Bench deposit Special Music Sunday Transfer to Operating	\$	8,176	\$ \$ \$	809 3,750 3,669	\$ 11,931
2015	Donations 2015 Synthesizer sale Organ Bench Piano work deposit Amp Special Music Concert Concert	\$	10,167 1,300	\$ \$ \$ \$	4,316 6,000 271 4,525 1,000	\$ 7,286

IN SERVICE OF ALL

In 2015 our Parish contributed to charities, relief and religious institutions outside of our walls.

Pastoral Counseling	\$	750
UUA – Annual Dues		8,000
CBD Dues	•	1,500
* Center for Non-Violent Solutions 50/50 Jan. & Dec.		891
Jericho Road donation		500
Worcester Interfaith		500
* It's My Heart New England 50/50		234
* Regional Environmental Council Mar. & Oct.		956
* Christmas Eve Offering Interfaith Hospitality Network (IHN)		4,270
* Christmas Eve Offering for Jhamtse Gatsal		400
* Installation collection given to Living Tradition		1,390
Service of All Fund (Neighborhood Housing)		300
* Abby's House 50/50		768
* Worcester Tree Initiative 50/50		406
* Dismas House 50/50		382
* Boys and Girls Club 50/50		540
* Service Project 50/50		<u>451</u>
TOTAL	\$	22,238

<sup>\*</sup> Worship Service collection.

	Voted Budget 2015	Actual 2015	Proposed Budget 2016	Projected Budget 2017
Institutional Budget	~~~			
ncome				
Endowment Fund Budget Support	247,035	247,035	245,607	231,662
Income Minister's Mortgage	1,500	1,500	1,500	1,500
Building Use Donation	45,000	36,917	45,000 47,072	45,000 0
Surplus/Deficit to/from other Budget Year	9,282	9,282	17,972	U
Total Income	302,817	294,734	310,079	278,162
Expenses				
Staff Salary & Benefits	64,735	66,397	64,735	64,735
Buildings and Grounds	135,093	135,254	129,255	134,005
Office/General Expense	26,190	16,973	36,708	36,708
Contingencies	7,500	0	7,500	7,500 0
Prior Year Surplus/Deficit Staff Investments/Transitions	0	17,972 0	0 1,308	1,308
Stair investments/ transitions	· · · · · · · · · · · · · · · · · · ·		1,500	1,000
Total Expenses	233,518	236,596	239,506	244,256
Excess Income Over Expense	69,299	58,138	70,573	33,906
Program Budget	70 P.			OK 10 1000 10 1000 10 1000
income .				
Pledge payment received	264,000	261,031	270,000	280,000
Trans. from Endowment MSC 2014/Installation 2015	5,000	4,671	0	(
Service of All Fund	560	560	560	570
GWCF First Unitarian Church Fund	4,900	5,098	5,050 4,570	5,100
GWCF Morgan Fund GWCF Lund Fund for The First Unitarian Church	1,550 2,121	1,601 2,188	1,570 2,142	1,600 2,200
Sunday Offering	10,000	8,822	11,000	11,000
Other Income	6,000	12,364	8,000	8,00
Special Event - Fund Raisers	15,000	20,365	11,000	11,000
Wiogora Summer Progam	0	28,546	28,875	29,000
Late Payments Pledges	4,000	3,111	4,000	4,000
Community Donations	11,000	10,689	11,000	11,000
Deficit/Surplus to future budget	0	0	0	(
Total Income	324,131	359,046	353,197	363,470
Expenses				
Minister's Sal., Bnfts., & Exp.	100,784	102,111	101,388	101,38
Ministerial Intern	0	0	0	E0.04
Staff Salary & Benefits	58,744	59,979 70,401	59,044 75,539	59,04 75,53
Music Program	75,538 98,214	79,401 121,013	75,538 120,616	75,53 120,61
Faith Development Program Office/General Expense	98,214 4,300	4,198	4,336	4,33
Office/General Expense Other Programs/Outreach	19,400	18,622	19,227	19,22
Denominations/Community	22,250	21,939	24,750	24,75
Contingencies	7,500	0	7,500	7,50
Staff Investments/Transitions	1,700	5,250	8,071	10,00
Installation 2015/Sabatical Reserve 2016	5,000	4,671	3,300	3,30
Prior Year Deficit Expense	0	0	0	
Total Expenses	393,430	417,184	423,770	425,69
Excess Income Over Expense	(69,299)	(58,138)	(70,573)	(62,22
Income/Expense Institutional Budget	69,299	58,138	70,573	33,90
Income/Expense Program Budget	(69,299)	(58,138)	(70,573)	(62,22

1 of 4 of Budget

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		Voted Budget 2015	Actual 2015	Proposed Budget 2016	Projected Budget 2017
	Institutional Expenses Detail:	2010	2010	2010	2017
	•				
	Staff Salary and Benefits				
	Administrative Staff Salaries*	53,297	55,336	53,297	53,297
	Social Security	4,077	3,870	4,077	4,077
	Pensions	5,330	5,326	5,330	5,330
	Insurance - Health	1,500	1,500	1,500	1,500
	Insurance - Disability	531	365	531	531
	madranes - Disability	551	500	331	551
	Total	64,735	66,397	64,735	64,735
	Total	04,730	00,597	04,730	04,730
	Duilding and Cusseds				
	Building and Grounds	00.400	05.740	00.400	00.400
	Sexton's Salary	23,400	25,746	23,400	23,400
	Sexton's Social Security	1,790	1,970	1,790	1,790
	Sexton's Pension	0	0	0	0
	Oil/Gas Heating	14,210	12,609	13,352	13,352
	Utilities	11,120	15,264	11,231	11,231
	Insurance and Fees	24,240	20,815	24,482	24,482
	Maintenance and Repairs	28,583	26,371	23,000	25,000
	Landscaping	1,000	. 0	1,000	1,000
	Cleaning Service	800	479	800	800
	Supplies/Building & Maintenance	1,500	3,580	2,000	2,000
	Equipment and Fixtures	950	1,420	950	950
ļ	Building Reserves	27,000	27,000	27,250	30,000
!	Sexton Assistant	500	. 0	0	0.000
)	Oction Assistant	300	. 0	U	U
٠.					
	Total	135,093	135,254	129,255	134,005
}	TOTAL .	130,093	130,234	129,233	154,005
	Office Constal Evenes				
•	Office/General Expense	2.400	0.040	0.000	2.000
5	Telephone	3,190	2,818	3,000	3,000
)	Office Machine Contracts and Repair	13,000	13,235	13,708	13,708
	Professional Fees (Audit,etc.)	10,000	920	20,000	20,000
١.					
) '		00.455	45.0==		22-22
	Total	26,190	16,973	36,708	36,708
l	0.4				
	Other				
3	Contingencies	7,500	0	7,500	7,500
ŀ	Deficit /Surplus Expense	0	17,972	. 0	0
i	Staff Investments/Transitions	0	0	1,308	1,308
ì					
			*		
3	Total	7,500	17,972	8,808	8,808
)		,	•	,	•
) '					
	Total-Institutional Expenses	233,518	236,596	239,506	244,256
		,	,		, u

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22   Program Expense Detail:			Voted Budget 2015	Actual 2015	Proposed Budget 2016	Projected Budget 2017
Salary and Housing	124	Program Expense Detail:	2010		2010	
228 Salary and Housing 80,000 80,000 80,000 80,000 80,000 129 30 Subtotal 80,000 80,000 80,000 80,000 80,000 13 31 Subtotal 80,000 80,000 80,000 80,000 13 32 Minister's Benefits and Expenses 38,000 8,000 80,000 13 33 In Lieu of FICA 6,120 6	125	-				
28 Salary and Housing 80,000 80,000 80,000 80,000 80,000 173 30 Subtotal 80,000 80,000 80,000 80,000 80,000 173 31 Subtotal 80,000 80,000 80,000 80,000 80,000 173 32 Fension 8,000 8,000 8,000 8,000 8,000 8,000 173 33 Insurance - Life/Disability 800 1,270 1,404 1,404 1,304 1,305 1,3	126	Minister's Salary				
29   30   30   30   30   30   30   30   3	127		70.000	00.000	00.000	00,000, 4
30   30   30   30   30   30   30   30		Salary and Housing	80,000	80,000	80,000	
Statistical	129					
132   333   Minister's Benefits and Expenses   3   3   4		Cuhtatal	80 000	80.000	80 000	
133 Minister's Bonefits and Expenses   1		Subjuid	80,000	00,000	00,000	
34   Pension   8,000   8,000   8,000   8,000   135     10   Lieu of FICA   6,120   6,120   6,120   6,120     36   Insurance - LiferDisability   800   1,270   1,404   1,404     37   Insurance - LiferDisability   806   1,270   1,404   1,404     38   Expenses   5,000   5,857   5,000   5,000     39   Moving Expenses   0   0   0   0   0     40		Minister's Renefits and Eynenses	•			
1			8.000	8.000	8.000	
Insurance - Life/Olsability   800   1,270   1,404   1,404   13,04   13,03   18   Insurance - Health   864   864   864   864   864   338   Expenses   5,000   5,857   5,000   5,000   13,000   13,000   14,000   14,000   14,000   14,000   14,000   14,000   14,000   14,000   14,000   14,000   14,000   14,000   14,000   14,000   17,465   14,000   14,000   14,000   17,465   14,000   14,000   14,000   17,465   14,000   14,000   14,000   14,000   14,000   14,000   14,000   14,000   14,000   14,000   14,000			6.120			
Insurance - Health   864   864   864   864   864   864   865   8						
Separate						
Moving Expenses   0   0   0   0   12			5,000	5,857	5,000	
140	139					
Music Director's Salary   Music Director's Salary   Music Director's Solaid Security   Music Director's Solaid Security   Music Director's Pension   Music Director's Disability   Music	140	· · · · · · · · · · · · · · · · · · ·				
142   Subtotal   20,784   22,111   21,388   21,388   21,388   144   145   Total Salary, Benefits, Expenses   100,784   102,111   101,388   101,388   144   145   Total Salary, Benefits, Expenses   100,784   102,111   101,388   101,388   146   147   148   148   149   Ministerial cost   100,784   102,111   101,388   101,388   148   149   Ministerial Intern   0   0   0   0   0   140   141	141					
1445	142	Subtotal	20,784	22,111	21,388	
Total Salary, Benefits, Expenses	143					
146	144					
Total Ministerial cost	145	Total Salary, Benefits, Expenses	100,784	102,111	101,388	
148	146					
Ministerial Intern	147	Total Ministerial cost	100,784	102,111	101,388	
Staff Salary and Benefits   Staff Salaries   Staff Salaries   Staff Salary and Benefits   Staff Salaries	148					
Staff Salary and Benefits   15	149	Ministerial Intern	0	0	0	
Administrative Staff Salaries*   40,914   42,723   40,914   40,914   153   Social Security   3,130   3,128   3,130   4,000   1,000	150					
Social Security   3,130   3,128   3,130   3,130   1,155   Pensions   4,091   4,091   4,091   4,091   4,091   1,555   Insurance - Health   10,200   9,759   10,500   10,500   1,500   1,556   Insurance - Disability   409   278   409   409   409   1,556						
Pensions   4,091   4,091   4,091   4,091   4,091   1,0500   1,05				42,723		
Insurance - Health   10,200   9,759   10,500   10,500   15   10,500   10,500   15   10,500   10,500   15   10,500   10				3,128		
Insurance - Disability				4,091		
157	155					
158   159   Total   158   159   Total   159   159,044   159,044   159,044   159   160		Insurance - Disability	409	278	409	
Total   58,744   59,979   59,044   59						
160   Music   161   Music   162   Music Director's Salary   42,840   42,840   42,840   42,840   42,840   163   Music Director's Pension   4,284   4,			50 744	E0 070	50.044	
Music   Music   Music Director's Salary   42,840   42,840   42,840   42,840   42,840   163   Music Director's Social Security   3,277   3,281   3,277   3,277   164   Music Director's Pension   4,284   4,2		l otal	58,744	59,979	59,044	
Music Director's Salary						
Music Director's Social Security   3,277   3,281   3,277   3,277   3,277   164   Music Director's Pension   4,284   4,284   4,284   4,284   4,284   165   Music Director's Health Insurance   10,723   11,249   10,723   10,723   166   Music Director's Disability   414   282   414   414   167   167   168   169			40.040	0 kg 0 k	42 040	
Music Director's Pension		Music Directors Salary		4Z,04U 2.204		
Music Director's Health Insurance   10,723   11,249   10,723   10,723   166   Music Director's Disability   414   282   414   414   167   168   169						
Music Director's Disability			4,284	4,204 44.940	4,£04 10 722	
167				11,249		
168		Music Directors Disability	414	202	414	
169 Subtotal 61,538 61,936 61,538 61,538 16 170 17 171 Choir, Music, etc. 14,000 17,465 14,000 14,000 17 172 Transfer from Encore Fund 0 0 0 0 0 17 173						
170 171 Choir, Music, etc. 14,000 17,465 14,000 14,000 17 172 Transfer from Encore Fund 0 0 0 0 17 173 174		Subtotal	61 520	61 036	£1 539	61.539
171 Choir, Music, etc. 14,000 17,465 14,000 14,000 17,465		อแมเบเสเ	ψ1,υ00	0 دورا ن	U 1,730	
172     Transfer from Encore Fund     0     0     0     1       173     1     1       174     1     1       175     Subtotal     14,000     17,465     14,000     14,000     1       176     1     1     1     1     1     1     1		Chair Music etc	4 <i>A</i> 000	17 /AR	14 000	
173 174 175 Subtotal 14,000 17,465 <b>14,000</b> 14,000 176						
174 175 Subtotal 14,000 17,465 <b>14,000</b> 14,000 176		Harbier Hulli Ellovie Fullu	U	J	U	
175 Subtotal 14,000 17,465 <b>14,000</b> 14,000 17,465 14,000 17,465 14,000 17,465 14,000 17,465 1			· · · · · · · · · · · · · · · · · · ·			
176		Subtotal	14 000	17 465	14.000	
		CODICION	17,000	11,100	1-1,000	
	177	Total	75,538	79,401	75,538	

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		Voted Budget 2015	Actual 2015	Proposed Budget 2016	Projected Budget 2017	
178	E-35 Development					178
179 180	Faith Development F.D. Director's Salary	E0 000	EU 000	50,000	E0 000	179
181	F.D. Director's Social Security	50,000 3,825	50,000 3,360	50,000 3,825	50,000	180 181
182	F.D. Director's Pension	5,000	5,000	5,025 5,000	3,825 5,000	182
183	F.D. Director's Health Insurance	9,654	10,096	9,908	9,908	183
184	F.D. Director's Disability	480	326	480	480	184
185	F.D. Director's Expenses	2,500	1,847	2,500	2,500	185
186	· · - · - · - · - · · - · · - · · · · ·	_1000	1,511	2,000	2,000	186
187						187
188	Subtotal	71,459	70,629	71,713	71,713	188
189				,	ŕ	189
190						190
191	F.D. Assistant	7,829	8,377	7,829	7,829	191
192	Social Security, Assistant	599	638	599	599	192
193	Youth Coordinator w/social security	8,427	9,325	8,427	8,427	193
194	Faith Development Supplies and Programs	3,300	3,248	3,400	3,400	194
195 196	Childcare (sitters) Youth Group - YRU2	4,000	1,362	3,000	3,000	195
197	Youth Group - TKO2 Youth Group - BYKOTA	800 800	993 410	824 824	824	196
198	Adult Faith Development Supplies & Programs	500 500	410	500	824 500	197 198
199	Children's Choir	500	0 /	500	500	199
200	Wiogora Súmmer Progam	0	26,031	23,000	23,000	200
201	Thogora outhing trogam	•	20,001	20,000	20,000	201
202						202
203	Subtotal	26,755	50,384	48,903	48,903	203
204		,	,	,		204
205						205
206	Total	98,214	121,013	120,616	120,616	206
207						207
208	Office/General Expense					208
209	Postage	1,800	1,585	1,836	1,836	209
210	Supplies/Printing	2,500	2,613	2,500	2,500	210
211						211
212	Tatal	1.000	4.400	4.000		212
213 214	Total	4,300	4,198	4,336	4,336	213
215	Other Programs/Outreach					214
216	Church Programs/Supplies	11,000	12,393	11,332	14 222	215
217	Stewardship Team	1,650	1,235	1,250	11,332 1,250	216 217
218	Advertising/Pamphlets	1,300	880	1,100	1,100	218
219	Speakers	1,550	944	1,000	1,000	219
220	Flowers	500	235	515	515	220
221	Conferences/Staff Training & Expenses	1,000	1,257	1,030	1,030	221
222	Lay Leadership Program Council	2,000	953	2,000	2,000	
223	Caring Community	250	100	250	250	223
224	Outreach & Marketing	150	625	750	750	224
225	_		-			225
226		•	•			226
227	Total	19,400	18,622	19,227	19,227	227
228	D ( 7 1 10 17					228
229	Denominational and Community	* * * * *			_	229
230	U. U. A. Dues (Budgeted number not Fair Share)	8,000	8,000	10,000	10,000	230
231	Pastoral Counseling	750	750	750	750	231
232 233	Clara Barton District (Budget number not Fair Share)	1,500	1,500	2,000	2,000	232
234	Jericho Road Worcester Interfaith	500 500	500	500 500	500	233
235	Community Project /Christmas Eve Offering Dist.	11,000	500 10,689	500 11 000	500 11,000	234
236	Community i Toject/Critistrias Eve Oriening Dist.	11,000	10,009	11,000	11,000	235
237						- 236 - 237
238	Total	22,250	21,939	24,750	24,750	238
239		22,200	21,000	A-7,1 00	44,100	239
240	Other					240
241	Contingencies	7,500	0	7,500	7,500	241
242	Staff Investments/Transitions	1,700	5,250	8,071	10,000	242
243	Minist. Search Exp. 14/ Install. 15/Sabatical Res. 16	5,000	4,671	3,300	3,300	243
244	Prior Year Deficit Expense	0	0	0	0,000	244
245				-	·	245
246	West Control of the C	•				246
247	Total	14,200	9,921	18,871	20,800	247
248	T ( IB	222				248
249	Total Program Expenses	393,430	417,184	423,770	425,699	249

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#### **ELECTION BALLOT**

for

#### OFFICERS and PRUDENTIAL COMMITTEES

January 25. 2016

All terms are for one (1) year, unless otherwise indicated, in which case, the year of term expiration to which elected, prior to or at this Annual Meeting, is indicated. Underlined persons are Nominating Committee candidates for election or reelection.

**OFFICERS** (elected or re-elected annually)

**Moderator:** 

Wendy Innis

Vice Moderator:

Jesse Anderson

Treasurer:

Karen Reilly

Asst. Treasurer:

Michelle Przekop

Clerk:

Jay Lavelle

**STEWARDSHIP** 

(Term exp. 2017)

Ellen Foley, head

(Term exp. 2018)

Laurie Ross

(Term exp. 2019)

TBA

TRUSTEES OF PARISH FUNDS

(Term exp. 2017)

TBA, head

(Term exp. 2018)

Mary Frandsen

(Term exp. 2019)

Gary Riggs

If all the candidates listed are elected, the **Prudential Committee** will be as follows, and each member will have voting power.

Wendy Innis, Moderator

Jesse Anderson, Vice Moderator and Personnel

Committee Chair

Karen Reilly, Treasurer

Michelle Przekop, Asst. Treasurer

Jay Lavelle, Clerk

Ellen Foley, Head Stewardship

TBA, Head Trustee of Parish Funds

To Be Announced - Lay Leadership Council Chair (Once elected, the Council members will

elect their chairperson who will sit on the

Prudential Committee)

\*John Mirick, Finance Committee Chair

\*Scott Hayman, Building & Grounds Chair

(\* Appointed by the Prudential Committee)

Meetings are open to any member of the Parish unless the Prudential Committee, for good cause, shall vote to go into executive session.

## Submitted by the Nominating Committee:

Liz Gustavson, Chair Scott Hayman Carrie West Jen Reidy

Note: Underlined names are 2016 nominees

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Ballot Page 2 of 2

# ELECTION BALLOT for LAY LEADERSHIP COUNCIL and NOMINATION COMMITTEE January 31, 2016

L	AY LEADERSHIP PR	OGRAM COUNCIL			1 11 1 14 2 14
	CURRENT M. Ken Mandile Kattia Yauckoes Ken Mandile Lee Reid Susan Shaw NOMINEES – VOT Christina Wertz Becky Spanagel  Floor Nomination, if a	(Term exp. 2017) (Term exp. 2017) (Term exp. 2017) (Term exp. 2018) (Term exp. 2018) (Term exp. 2019) (Term exp. 2019)			
	CARING CIRCLE	COMMITTEE		:	
	NOMIN	IEES			
Eileen M	Inerney, Chair IcMahon, Vice-Chair Ioor Nomination, if any (T	(Term	exp. 2017) exp. 2017)		
	NOMINATING (	COMMITTEE		1	·
	COMMITTEE CH	AIR NOMINEE			
	Scott Hayman	(Term exp. 2017)			
	Floor Nomination, if a	ny (Term exp. 2017)			
	CURRENT M	MEMBERS			
	Kenya Prince Jen Reidy	(Term exp. 2018) (Term exp. 2018)			
	NOMINEE – VOT	E FOR TWO (2)			
	PruCom to name	(Term exp. 2019)			
	PruCom to name	(Term exp. 2019)			
	Floor Nomination, if a	ny (Term exp. 2019)			

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