

ANNUAL REPORT

Church Year 2018-2019



Photo by Linda Harding

First Religious Society, Unitarian Universalist, in Newburyport

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WARRANT AND MATERIALS TO SUPPORT THE ANNUAL MEETING

WARRANT

The Proprietors of the Pleasant Street Church and the members of the First Religious Society, Unitarian Universalist in Newburyport, MA are hereby notified to convene for their Annual Meeting in the Sanctuary on Sunday, June 9, 2019, at 11:30 a.m., it being in the bylaws as amended, there and then, to act upon the following articles.

Article 1: To act upon the reports of the officers and committees.

Article 2: To act upon the 2019-2020 budget recommended by the Parish Board.

Article 3: To act upon the recommendation of the Governance Committee to suspend certain assignments of responsibility to the Finance Committee, by the Bylaws, Article IX, Section 7.

Article 4: To act upon the recommendation of the Governance Committee for the election of officers and chairpersons.

Article 5: To act upon the recommendation of the Justice Action Ministry to become a Level 2 Sanctuary Congregation.

Article 6: To act upon the recommendation of the Parish Board to engage consultants for Mission and Vision planning purposes.

Article 7: To act upon any other business that may legally come before the Parish.

We the undersigned hereby certify that we have notified the Pleasant Street Church and the members of the First Religious Society, Unitarian Universalist in Newburyport, MA to meet at the time and place, and for the purpose set forth in the Warrant by posting the same in the church 60 days at least before the day of the meeting.

Maureen Adams	Rebecca Brodish	Rich Johnson
Micah Donohue	Tim Fountain	Ann Power
Ann Haaser	Art Henshaw	Forrest Speck
Lynn Kattleson	Sophia Lyons	Karen Young

A copy of the Warrant attest

Ann Haaser
Clerk of the Parish

ADDITIONAL INFORMATION ON THE ARTICLES

Article 1: To act upon the reports of the officers and committees.

Motion (Art Henshaw):

"I move that all reports of officers, ministers, lay leaders, staff, committees, teams and other groups as printed in the Annual Report 2019-2020 be accepted."

Explanation:

To accept all reports into the records of First Religious Society.

Article 2: To act upon the 2019-2020 budget recommended by the Parish Board.

Motion (Tim Fountain):

"I move that the 2019-2020 expenditure budget of \$696,485 as presented in the Annual Report be approved."

Explanation:

To be presented at the meeting

Article 3: To act upon the recommendation of the Governance Committee to suspend certain assignments of responsibility to the Finance Committee, by the Bylaws, Article IX, Section 7.

Motion (Art Henshaw):

"I move that the Bylaws, Article IX, Section 7, be suspended for one year until June 30, 2020."

Explanation:

On recommendation of the Governance Committee, this motion suspends the Finance bylaw Section 7 for one year and allows the Parish Board to create a Stewardship Team to pilot a stewardship model for the future. Since the Parish Board expects the pilot to last for two years, a second one-year suspension request may be expected next year.

The Parish Board wants to create a Stewardship Team to develop new ways of seeing, organizing, and practicing "stewardship" (broadly defined) at FRS, separate from the Finance Committee. This approach is supported by the Finance Committee, Governance Committee, past Campaign Chairs, and Rev. Rebecca.

In addition to its broad view of stewardship, the Parish Board will reassign certain fund-raising responsibilities from the Finance Committee to the Stewardship Team: organization of the annual campaign, planned giving, and capital campaigns.

Details of responsibilities will be developed by the Parish Board, working with Lark Madden as Stewardship Team Leader/Co-leader, and Kim Kenley as Finance Chair.

Article 4: To act upon the recommendation of the Governance Committee for the election of officers and chairpersons.

Motion (Frances McLaughlin):

"I move that the slate of officers and chairpersons as presented in the Annual Report be elected.

Explanation:

See slate of officers below

Article 5: To act upon the recommendation of the Justice Action Ministry to become a Level 2 Sanctuary Congregation.

Motion (Annie Maurer):

"I move that the Resolution of this congregation to become a Level 2 Sanctuary Congregation be approved as printed in the 2018-2019 Annual Report booklet."

Resolution:

Because we are called upon as Unitarian Universalists to affirm the inherent worth and dignity of every person; to promote justice, equity, and compassion in human relations; and to live our principles through action, be it resolved that we, the congregants of the First Religious Society, do declare ourselves a Level Two Sanctuary Church and pledge our support and assistance to churches that house an undocumented person in sanctuary.

Explanation:

The decision by the Amesbury Main Street Congregational Church to become a Level One Sanctuary Church and prepare space to house an undocumented person has offered an opportunity for our congregation to become involved in the important work of living our UU principles through action. The Unitarian Universalist Association has supported the Sanctuary Church movement since the 1980's and continues to strongly support it. A Level Two Sanctuary Church, which is what we would resolve to be, does not house an undocumented person but, rather, offers support and assistance to a Level One Sanctuary Church. This assistance will include providing coverage when a person is in residence, helping to shop for groceries, do laundry, or provide transportation. It may also include finding ways to support the Level One Church financially through donations or drives. An important tenet of Unitarian Universalism is to act in the world to make it a more just, equitable, and compassionate place. Service to our principles calls on us to reach out beyond our walls to do this. We, the Justice Action Ministry, see this resolution as an important step to help us engage in the greater world.

Article 6: To act upon the recommendation of the Parish Board to engage consultants for Mission and Vision planning purposes.

Motion (Art Henshaw):

"I move that the Parish Board lead the congregation in a Mission and Vision Planning process, and that a budget of \$_____ be approved for that process,

funded by transfer of \$_____ from the Offering received at the Installation Service of Rev. Rebecca Bryan, and transfer of \$_____ from the Futures Fund allocation of Special Campaign gifts.

Explanation:

Our bylaws and Parish Board Policies call First Religious Society, its ministries and its governance, to be led by its Purpose, its Mission and Vision. These are important statements. Periodically we are to revisit and revise these guiding Mission and Vision statements. The revised statements are to be approved by the congregation. (Bylaws Article II, Section 1 and Parish Board Policy, Section 2.1)

The existing Mission and Vision statements can be found on the FRS website. Approved in 2005 and 2007, they have not been reviewed or revised for several years.

Early in a new ministry, as soon as Minister and congregation are ready, is a good time to review, revise, and renew these guiding statements to lead the new ministry. Rev. Rebecca has recommended, and the Parish Board supported, that we do this work in the second year of this new collaborative ministry.

The Parish Board highly recommends the congregation approve, embrace and participate in this work next year. Deeply held and widely shared mission and vision statements matter, as statements of who we are, and where we intend to go, together. They *will* influence our future.

A Mission and Vision Process Selection Team, with guidance from the Parish Board and the Executive Committee, has developed an RFP for this process next year, solicited and evaluated five consulting proposals, selected two finalists, and reviewed those finalists with the Parish Board. The process will call for a high level of involvement from members of the congregation.

At this writing, the Parish Board is scheduled to meet on Monday June 3rd, to interview and choose which consultant we expect to be most successful for FRS. More information will be available at the annual meeting.

Article 7: To act upon any other business that may legally come before the Parish.

Motion (Sophia Lyon):

"I move that Helen Murgida be formally recognized as an Affiliate Minister at First Religious Society, and that an agreement be drafted for approval by the Parish Board."

Explanation:

To be presented at the meeting

PROPOSED 2019-20 BUDGET

First Religious Society Proposed FY20 Budget

	FY19 budget approved	FY20 budget proposed	% change	Comments
Ordinary Income/Expense				
Income				
Total 4100 · Contributions	437,750	483,590	10%	Increase in pledges
Total 4135 · Steeple Rentals	91,849	95,713	4%	Cell leases, includes increase due to AT&T installation of new equipment
Total 4200 · Fees for Services	19,000	20,500	8%	
Total 4300 · Fundraising Income	29,350	41,800	42%	Increased fundraising (10K) and return of rummage sales
Total 4400 · Income from Committees	3,500	1,000	-71%	Reflects actual income in recent years
Total 4500 · Miscellaneous Income	1,000	1,000	0%	Updated based on examination of past income in these areas
Total Income	582,449	643,603	10%	
Expense				
7200 · Salaries & related expenses				
Total 7220 · Salaries & wages - other	357,938	407,873	14%	includes 1.9% cost of living increases, new RE position, add'l hours, other
Total 7240 · Employee benefits	87,463	87,106	0%	
7280 · Other Salary Related Expenses				
Total 7200 · Salaries & related expenses	445,401	499,532	12%	contrib. toward sabbatical fund
Total 7500 · Outside Services	16,200	16,621	3%	
Total 8100 · Supplies, Comm & Equipment	31,104	31,104	0%	
Total 8200 · Facilities Expenses	61,335	59,520	-3%	
Total 8300 · Travel & meetings expenses	2,000	0		was Youth Justice Trip contribution
8500 · Misc expenses				
8505 · Dues and Subscriptions	30,731	28,731	-7%	Proposed 2K decrease in UUA funding
8510 · Interest expense - general		2,116		
8581 · Volunteer Training & Support	1,200	1,200	0%	
8582 · Food & Refreshment	600	1,200	100%	
8585 · - Bank Service Charges	1,200	1,200	0%	
8590 · Other expenses	39,169	41,660	6%	17,500 to outside orgs (half of loose plate), 11,920 for FRS interest areas, 12,240 for raffle and organ expenses
Total 8500 · Misc expenses	72,900	76,107	4%	
Total Expense	628,940	682,884	9%	
Net Ordinary Income	-46,491	-39,281	-16%	
Endowment Asset Distributions				
	53,232	52,996	0%	
Total Income + Distributions	635,681	696,599	10%	
Mortgage Debt Reduction				
	6,600	6,600	0	
Capital Maintenance Reserve				
	0	7,000		
Total Expense + Debt Reduction + Reserve Contributions	635,540	696,484	10%	
Net Income	141	115		balanced budget for FY20

GOVERNANCE COMMITTEE – NOMINATIONS

Slate of Parish Board Members and Officers for the 2019-2020 Church Year

Position	Term Length (Years)	Name	Nominee or Incumbent	Entering What Year in Office
Parish Board member	3	Micah Donahue	I	2*
Parish Board member	3	Vern Ellis	N	1
Parish Board member	3	Judy Fayre	N	1
Parish Board member	2**	Jason McLin	N	1
Parish Board member	1***	Juliana Beauvais	N	1
Parish Clerk and Parish Board Member	1	Ann Haaser	I	3
Treasurer and Parish Board Member	1	Rich Johnson	I	3
Finance Chair and Parish Board Member	1	Kim Kenley	N	1
Governance Chair and Parish Board Member	1	Maureen Adams	N	1
Moderator	1	Lea Pearson	I	2
Auditor	1	Joe Brouillet	N	1
Trustee	3	Walter Power	I	4
Trustee	2**	Jim Supple	N	1
Trustee	1***	Susan Ricker	N	1
Delegate 1		Deborah Kelsey		
Delegate 2		Sophia Lyons		
Delegate 3		Jason McLin		
Delegate 4		Sandra Thaxter		
Delegate 5				
Delegate 6				
Delegate 7				

*Micah Donahue served a 1-year term on the Parish Board and is being nominated for his first 3-year term, and, therefore, if he is elected, he would enter his second year in office.

**Nominee will fill years 2-3 of a 3-year term.

***Nominee will fill year 3 of a 3-year term.

Bios of Nominees

Juliana Beauvais Nominee for PB member (2019-2020)

Juliana Beauvais joined FRS in 2016. She was a campaign steward in 2018 and has assisted with the visitors' table, coffee hour, and annual book sale. Raised in Northern Virginia, Juliana grew up attending religious education and AYS (precursor to OWL) at Accotink Unitarian Universalist Church (Burke, VA) and became a member as a young adult. She moved up North eight years ago, eventually settling in the lovely Newburyport with her two cats. Juliana enjoys skiing, hiking, going to the beach and traveling to new places. Professionally, Juliana recently started her own market research firm, Pursue Research, focused on growing energy, environment and technology companies. Juliana is excited about the renewed liveliness at FRS, the impact it can have on individuals and the community, and making new friends with a common spiritual bond.

Vernon Ellis, Nominee for PB member (2019-2022)

Vernon Ellis is a life-long UU and joined FRS in 2016 with his wife Susan Stone. He has been on the Communications Committee since 2016, most notably spearheading the new FRS website and assisting in updating the FRS logo. Vern is also currently a Chalice Circle co-facilitator. Before moving to Newburyport, he raised his family in Newton, MA, and was very active at the First Unitarian Universalist Society in Newton. There he served on a Ministerial Search Committee, was a Trustee, chaired the Communications Committee for 10 years and taught in the RE program. Originally from Bedford, MA, he grew up in a vibrant community and UU church surrounded by the arts and nature. Vern is currently the Creative Director at a marketing firm in Somerville, before that he had his own design firm for 20 years. Susan and Vern love spending time with their families, walks on the beach, learning, traveling and cooking. Vern looks forward to helping FRS reach new heights with our recently installed minister, Rev. Rebecca.

Judy Fayre Nominee for PB member (2019-2022)

Judy Fayre joined FRS in 2016 after having moved to the area from Concord NH UU church, where she sang in the choir, participated in refugee resettlement work, traveled with the youth group to Nicaragua, and served on the church board as vice chair. Originally from Barre MA, she spent most of her adult life in NH until moving to Newbury in 2012 when both she and her wife Gail began working at Anna Jaques Hospital. Professionally, Judy is a Labor & Delivery nurse, specializing in lactation. She also has a private practice where she is called to homes of mothers

with newborns in the early weeks of life to help untangle the secrets of keeping a newborn happy and well fed. She serves on the boards of MLCA and MBC, working to ensure that all women who wish to breastfeed have the opportunity to meet their goals. Judy and her wife, Gail are avid sailors, gardeners, and foster parents in the MA DCF system. They have four grown birth children, one exchange student turned daughter, and have fostered six children so far.

Jason McLin, Nominee for PB member (2019-2021)

Jason started attending FRS with his family in 2014 in the hopes of finding a spiritual home. While facilitating a Chalice Circle, that home was found. Currently, Jason is thrilled to be joining the Worship Associates in the coming church year. Originally from the Mid-West, with many stops in between, Chicago, L.A., and Portland, Oregon to name a few, Jason now lives with his family, Sophia, Olive, and Poppy in Amesbury. Professionally, Jason is in the midst of a slow career change. As a part-time seminary student, Jason in the coming years hopes to transition out of performing and into ministry in some capacity as an ordained UU minister. Jason attends services with the whole family, and is thrilled to see, and be a part of, the powerful impact of church.

Kim Kenly, Nominee for Finance Committee Chair (2019-2020)

Kim Kenly joined FRS in 2016, after moving to Newburyport with his wife, Lorna, after 30 years in Topsfield and Boxford. He was elected as an FRS Trustee of the Endowment in 2017. Originally from Manchester, MA, Kim lived in Hartford and Chicago, working for investment management companies, before moving back to Massachusetts in 1982. Kim retired from a 40-year career in the investment management business, most recently with GMO, and currently serves on several boards for investment companies in Boston (Geode Capital), Lexington (Lexington Wealth Management) and Philadelphia (Rosemont Capital). Kim is also a Trustee of Cardigan Mountain School in Canaan, NH where he also served as Chairman of the Board for 10 years. In addition to board work and a love for the investment business, Kim also enjoys skiing, hiking, backgammon, boating and time with his four grandchildren. Kim enjoys all aspects of the FRS experience especially the opportunity to connect with people for the greater good of the community and the world.

Maureen Adams, Nominee for Governance Chair (2019-2020)

Maureen Adams has been coming to the FRS since 2003, and, after attending services and participating in numerous fundraising events, and became a member shortly thereafter. She served as a member of the Parish Board and the Governance

Committee for the 2018-19 church year. Maureen was born and raised in rural Richboro, Pennsylvania, spending the first half of her life there. She then moved north up the east coast living in Ocean City, NJ, Willimantic, CT and finally settling in Newburyport, MA in 2003. Maureen lives on Plum Island with her partner Lee McLaughlin and their animal companions. Maureen and Lee both enjoy traveling, kayaking and photography. Maureen presently works at the Anna Jaques Hospital as a Polysomnographer (Sleep Technician). She received her bachelor's degree in computer science from Gwynedd Mercy University and previously worked as a Software developer for 20 years in the high-tech industry. She chaired the Welcoming Committee for a number of years, volunteered for the annual auctions and May breakfasts, facilitated the Welcoming Renewal Initiative and most recently both Maureen and Lee gave a presentation of their trip to Cuba in 2016 for the Women's Alliance. Maureen is devoted to the FRS and has developed close relationships with many of its members. She loves how the FRS creates spirituality and community beyond physical boundaries, working for justice and love in our own lives and the world.

Joe Brouillet, Nominee for Auditor (2019-2020)

Joseph H. Brouillet joined FRS in 2005. He currently serves on the Finance Committee, participates in Meditation, Chalice Circles and Men's Group. Previously, he served on the Community Human Service Committee overseeing the Swasey Fund. Born in Concord, N.H., Joe has lived with his wife Barbara Garnis in Ogunquit, ME, Boston and currently in Newburyport. Joe enjoys reading mystery novels, playing bridge and cribbage, golfing, and traveling. He especially enjoys spending time with his family. Professionally, Joe served as the Director of Finance then CEO of Wilcom Products, a manufacturer of telecommunications test equipment. Prior to his retirement in 2011, Joe served as President of Russound Products, a designer and manufacturer of residential audio/video systems. Belonging to the beloved community at FRS is an important part of Joe's life.

Jim Supple, Nominee for Trustee of the Endowment (2019-2021)

Jim Supple is the founder and the principal Executive Coach at Great Marsh Consulting, LLC. Jim brings more than 35 years of successful business leadership and team building experience to his coaching practice. Before forming Great Marsh, Jim had a long career in the financial services sector. The last 25 years with Fidelity Investments, where he served as Executive Vice President of Financial Advisor Solutions from 2009 until his retirement in 2015. In this role, he managed a large, multi-site team, directed the transformation of key client facing units, built innovative and successful investment solutions all during a time of turbulent financial markets. His teams consistently had high levels of clients and associate engagement

as well as financial results. Jim is a Trustee and Vice Chair of the Boston Arts Academy, a public high school in the City of Boston dedicated to the education of artists, scholars, and citizens. He is a former member of the CEB Global Leadership Council, the Investment Company Institute (ICI) Sales and Marketing Council, and the Parents' Council at Macalester College in St. Paul, Minnesota. Jim, and his wife Mary McDonald are the parents of four adult children, grandparents of two and live in Newburyport, Massachusetts. He is a graduate of Boston College.

Susan Ricker, Nominee for Trustee of the Endowment (2019-2020)

Susan Ricker joined FRS in 1994, the same year she and her husband, Bill Zarakas, moved to Byfield. The next year, she embarked on her first canvass as co-chair and has since chaired a handful of canvasses, served several years as Finance Committee chairperson and several terms as a Trustee. In her twenty-five years at FRS, Susan also taught young church, served on several search committees, led a chalice circle, and served on the Committee on the Ministry. She also volunteers as a Parish Friend and was a frequent cook and server at the Salvation Army. Susan grew up in Western Maine in the tradition of the Congregational Church (although born in Rochester, NY). Susan began her professional life in New York City as an economist and management consultant, where she met Bill. She was first introduced to Unitarian Universalism by her maid-of-honor when she and Bill married. With the arrival of daughter Claire, and later son Peter, Susan turned her energies to family and community life. The family shares a love of the outdoors, and travel, hiking, cross-country skiing and kayaking are favorite activities. Their camp in Brooklin, Maine, is their special retreat.

Updates on other Parish Board and Officer Positions

On June 30, 2019, Ann Power and Lynn Kettleson will complete their respective 3-year terms on the Parish Board. Effective July 1, 2019, Sophia Lyons resigns from her role on the Parish Board. For the 2019-20 Church Year, the following individuals will continue their service on the Parish Board Rebecca Brodish, Art Henshaw, Forrest Speck, and Karen Young. These four Parish Board members, together with the nine nominees to the Parish Board listed above make up the 13 voting members of the Parish Board, as specified in the FRS Bylaws in Articles VI and VII.

Effective July 1, 2019, Steve Lichty and Kim Kenley resign from their respective roles as Trustees of the Endowment. While FRS typically elects one Trustee each year, because of these resignations, this year's slate includes nominees for all three Trustee positions.

The Governance Committee extends our gratitude for the exceptional commitment and good work of those FRS lay leaders who are departing and those continuing their work, and we look forward to welcoming and orienting new lay leaders.

MINUTES OF THE FRS ANNUAL MEETING OF JUNE 10, 2018

The Annual Meeting of the First Religious Society Membership took place on June 10, 2018 in the Sanctuary. It was declared by John Mercer that a quorum was present. In the absence of Moderator K.C. Swallow, Frances McLaughlin moved to elect Anne Katsas as Acting Moderator for this meeting. The motion was unanimously approved.

The Acting Moderator told the Membership that the first order of business was to approve the minutes of last year's annual meeting on May 21, 2017. A motion to do so was given and seconded. The motion passed unanimously.

The second order of business was to approve the minutes of the Special Congregational Member Meeting held on April 22, 2018. A motion to do so was given and seconded. The motion passed unanimously with revision stated by Frances McLaughlin to strike extraneous verbiage beginning with the word "Warrant" through the end of document.

The third order of business was to approve the minutes of the Special Meeting of the Membership held on May 6, 2018. A motion to do so was given and seconded. The motion passed unanimously.

Each Article on the warrant was then presented and voted on in turn. Following is a summary of the action on each.

Article 1: To act upon the reports of the officers and committees.

Acting Moderator Anne Katsas opened discussion on Article 1.

Susan Milnor, Interim Minister, made comments of thanks as to the work of officers and committees, with special appreciation for the Parish Board and Executive Committee, as well as staff and members of the congregation. Susan also read the names of members and friends who died during this church year, as has been customary for many years.

Barbara Garnis moved as follows: "I move to accept the reports of the officers and committees." The motion was seconded.

The motion was approved unanimously.

Article 2: To act upon the 2018-19 budget recommended by the Parish Board.

Acting Moderator Anne Katsas opened discussion on Article 2.

Lark Madden, representing the Finance Committee, moved as follows: "I move approval of the 2018-19 proposed budget." The motion was seconded.

Lark Madden commented on the generosity of the congregation in the Special Campaign which, combined with action on the weathervane, will essentially eliminate the steeple debt. Lark also noted that the 2017-18 operating budget was short of its goal. Elimination of existing debt will improve the financial condition of the parish, but we need to strive for a balanced budget: "Money is not a spiritual thing but it is how we make FRS work". Lark especially thanked Kristen Fehlhaber for her work on the budget.

Anne Katsas called for questions before further comments by members.

John Mercer had a question on the reduction in employee benefits, which Kristen Fehlhaber addressed. Another member had a question relating to the need to have a balanced budget: do we need to raise money for something not currently in the budget? Lark answered that it depends on the type of expense. Frances McLaughlin asked about, and Lark explained, the change in the amount of FRS dues to the UUA.

Anne Katsas called for comments on the proposed budget, and there were none.

The motion was approved unanimously.

Article 3: To act upon the recommendations of the Governance Committee for the election of officers and chairpersons.

Frances McLaughlin, representing the Governance Committee, first recognized Lark Madden and KC Swallow who are moving out of their roles.

Frances McLaughlin then moved as follows: "I move to accept the recommended slate of officers and chairpersons as listed in the annual report." The motion was seconded.

There was no discussion of the motion.

The motion was approved unanimously.

Article 4: To act upon any other business that may legally come before the Parish.

1. To act upon the recommendation of the Parish Board regarding the Weathervane

Barbara Garnis, representing the Parish Board, moved as follows: “I move that the terms of the proposal for the Weathervane dated May 11, 2018 be approved, and that the Parish Board be authorized to develop and execute an agreement with the Museum of Old Newbury that accurately reflects the terms outlined in the proposal dated May 11, 2018.” The motion was seconded.

Kristen Fehlhaber and Art Henshaw presented the proposal as stated on the last page of the Annual Report Addendum. Art presented the reasons that the Parish Board recommends the proposal be accepted.

Anne Katsas called for questions before further comments by members.

Questions:

- What are the annual interest savings? An estimate was given.
- Which museum will hold the weathervane? Museum of Old Newbury.
- What is the estimated value of the weathervane? Kristen: the value was assessed at \$350K in 2014, \$300K in 2017
- What is the source of the \$1,500 annual payment by FRS to the museum? Kristen: this amount is in the operating budget
- Will FRS lose title to the weathervane? Yes.
- If annual meeting doesn’t approve the proposal, what will happen? Kristen: the weathervane will remain in a vault at the Newburyport Five Cents Savings Bank, which is not museum-quality storage
- Will the weathervane travel? Susan Edwards from the museum answered that, if they are approached by a qualified museum, it may be loaned for a short exhibition (6-8 months or less)
- If annual meeting doesn’t approve the proposal, will FRS use money from the endowment to pay down debt? Art Henshaw: the endowment is security for the loan. Payments on debt would come from the operating budget.
- Does title return to FRS if terms are violated? Yes.
- What does the \$1,500 annual payment amount cover? Kristen: there is no quid pro quo; we wanted to partner with the museum in caring for the weathervane
- Where in the museum would the weathervane be displayed and were other museums considered? This museum was selected as the best placement. The display will be inside the museum in a room with other church artifacts from Newburyport
- Is FRS currently covering costs of insurance? Yes, at \$2,500/year
- Does FRS have to transfer title? Yes, per anonymous donor

- Is there a chance that the weathervane will be sold in the future?
No

Comments:

- A member spoke in favor of the proposal, especially with the standards of historical preservation and our obligation to preserve history
- Another member stated that this is an example of the type of partnerships with community that Reverend Rebecca wants to encourage
- A member commented about being pleased with the answer to the “traveling” question
- One member expressed her disappointment with the idea of selling an historical asset to pay off a debt
- A member said he was against the sale because the weathervane should be passed from generation to generation, this sets a bad precedent
- Other comments included “spectacular idea” and a “gift to the community”; this is a way to preserve our history and at the same time preserve our church; this gives a nice fresh start for our new settled minister; we are fortunate to have this opportunity
- A member proposed updating the FRS website to show the historical artifacts the church has shared with the community

Anne Katsas restated the motion previously made by Barbara Garnis.

The motion passed with one objection and one abstention.

2. To act upon the recommendation of the Parish Board to adopt a resolution to support efforts to propose an amendment to the Constitution of the United States.

Annie Mauer moved as follows: “I move that the members of the First Religious Society of Newburyport join other Unitarian Universalist Churches in support of efforts to propose an amendment to the United States Constitution that would:

---Assert artificial entities, such as corporations, do not possess all of the same Constitutional rights as people

---Eliminate the undue influence of concentrated money on elections and government policy by asserting that campaign contributions and spending do not constitute protected speech and may be regulated and limited.”

The motion was seconded.

Anne Katsas called for questions before further comments by members. A member asked if there is any cost involved in participating in the initiative. Annie answered that there is no cost involved.

Comments: None.

The motion passed with two abstentions.

Before adjourning the meeting, Barbara Garnis thanked Jay Iannini for all of his hard work on the raffle fundraiser.

Acting upon an approved motion to adjourn, the Acting Moderator adjourned the meeting.

Minutes submitted by Ann Haaser, Parish Clerk

MINUTES OF FRS SPECIAL MEMBER MEETING, MARCH 31, 2019

A Special Meeting of the First Religious Society Membership took place on March 31, 2019 in the Sanctuary. It was declared that a quorum was present. Lea Pearson, Moderator, called meeting to order at 11:45 a.m.

Two Articles on the warrant were presented:

1. To have the congregation vote to suspend Article IV, Section 1 of the by-laws in order to have the Annual Meeting in June
2. To act upon any other business.

Article 1: To have the congregation vote to suspend Article IV, Section 1 of the by-laws in order to have the Annual Meeting in June.

Art Henshaw moved as follows:

“I move that bylaws Article IV, Section 1, requiring that the Annual Meeting be held in May, be temporarily suspended from now until the end of June, 2019.”

The motion was seconded by Lark Madden.

Moderator Lea Pearson opened discussion on Article 1.

Meryl Maleska Wilbur asked if there was a date. Art Henshaw provided a date of June 9.

The motion was approved unanimously.

Article 2: To act upon any other business.

Susan Ricker updated those present on state of annual campaign and thanked everyone for their pledges.

Goals:

1. 300 pledging households - we are at 209
2. \$500K in pledges - we are at \$374,000
3. End by April 7

Acting upon an approved motion to adjourn, the Moderator adjourned the meeting.

Minutes submitted by Karen Young

MINUTES OF FRS SPECIAL MEMBER MEETING, APRIL 28, 2019

A Special Meeting of the First Religious Society Membership took place on April 28, 2019 in the Sanctuary. It was declared that a quorum was present. KC Swallow, Acting Moderator, called the meeting to order at 11:45 a.m.

Two Articles on the warrant were presented:

1. To have the Congregation vote to authorize expenditure of up to \$15,000 to replace and upgrade the current sound and recording system.
2. To authorize use of the Bailey Fund for this purpose.
3. To act upon any other business that may legally come before the Parish.

Article 1: To have the Congregation vote to authorize expenditure of up to \$15,000 to replace and upgrade the current sound and recording system.

The following motion was made by Art Henshaw and seconded:

“I move that the Congregation spend up to \$15,000 to replace and upgrade the current sound and recording system.”

Acting Moderator KC Swallow opened discussion on Article 1.

After discussion, the motion was approved unanimously.

Article 2: To authorize use of the Bailey Fund for this purpose.

The following motion was made by Karen Young and seconded:

“I move that the \$15,000 for the sound system replacement and upgrade be taken from the Bailey Fund.”

Acting Moderator KC Swallow opened discussion on Article 2.

After discussion, the motion was approved unanimously.

Article 2: To act upon any other business that may legally come before the Parish.

No other business was brought before the Congregation to act upon.

Acting upon an approved motion to adjourn, the Acting Moderator adjourned the meeting at 12:00 PM.

Minutes submitted by Ann Haaser

REPORTS FROM THE PARISH BOARD, STANDING COMMITTEES, AND TRUSTEES OF THE ENDOWMENT

PARISH BOARD

The Parish Board is charged with “maintaining the well-being of the FRS church community, its buildings and grounds, and its resources. Its purpose is to lead the Church towards fulfillment of the congregation’s stated mission.” (Constitution & Bylaws)

Well-being of the FRS Church Community

The Board’s highest aspiration this year was for a healthy beginning of a new ministry, and to help cultivate its potential. On retreat in September with Rev. Rebecca, Kristen Fehlhaber and a UU peer facilitator, Board members shared hopes, aspirations, and concerns for this first year, feeling the importance of a positive beginning for the realization of our future. Our lists were long (over 50), inspiring and refreshingly open. One hope, offered by Rev. Rebecca, embraced them all: “People will love coming to church.”

To appreciate the full breadth and beauty of this faith community and the people who bring it to life each week, I hope you were present for the “Moving in to Root” sermon on May 12, or can find it on the FRS website. Julie Parker-Amery, Nicole Salemi and Rev. Bryan gave a sweeping tribute to all that is rooted here, and the people responsible for its creation, participation, and appreciation: ministers, congregation, staff, volunteers and officers, task forces, groups, committees, leaders and individuals, more than can be named here. We have much to celebrate and be grateful for, together.

From the Board’s perspective, the pace of this first year has been lively. The energy has been high, the attendance at worship and membership has grown, new ideas and events were abundant, people connected all over the place, worship services inspired, and unexpected challenges were met. The Board’s hopes for the future are optimistic, and we hope yours are, too.

Well-being of FRS Staff and Leadership

Our governance structure has two distinct roles for the minister to fulfill, one as spiritual leader and Minister, and one as executive leader and chief of staff. Rev. Rebecca has successfully stepped into both roles with great energy and effectiveness. The Board is also pleased to be building towards a model of collaborative partnership for leadership and ministry with our minister. This year the Board reflected monthly with Rev. Rebecca on “Lay Leadership as a Spiritual Practice.”

For our staff, there have been multiple departures, arrivals and transitions this year. Two more are expected early next year. This is not trivial. Every departure, arrival and transition needs

individual and team effort and adjustment for success, much of it beyond the normal job descriptions.

Our staff is positioned at the center of congregational life, and has shown remarkable adaptability and generosity this year, supporting us regardless of other things going on. Rev. Rebecca, Julie, Nicole, Diane, Mike, Kristen, Kristen, Becky, and Sharon, we thank you for your time, talent, dedication and the care you bestow on our church community! We are grateful for your presence here.

Buildings and Grounds

The great fire of Notre Dame in Paris, and Rev. Rebecca's sermon of May 26 on our steeple, both serve to illustrate why we humans create buildings dedicated to worship in the first place, and why their care is important to us.

At FRS the Special Campaign for our Meetinghouse and Steeple Renovation, lower meetinghouse mortgage repayment, and Futures Fund, is nearing its goals, although not yet complete. We have executed a Preservation Agreement with the city as authorized by the membership as condition of Community Preservation funds. The inspired weathervane transaction is complete, and the weathervane transferred to the Historical Society for public display.

Looking to the future, the annual budget will provide \$7,000 to fund our Capital Reserve (Bailey) Fund. This new annual process of annual contributions from the operating budget to the Capital Reserve (the Bailey Fund), is designed to pay for capital maintenance work in the future, avoiding capital fund drives for maintenance work.

Church Leadership and Parish Board Goals 2018-2019

Our current Mission, the guiding light for our congregation and Parish Board alongside the Affirmation of Faith, was approved in 2007 and may be found on the FRS website. It was developed carefully and continues to guide us. In the interim there have been many changes in the world and in our congregation. It is time to review, renew.

Welcoming our new minister, the Parish Board has supported Rev. Rebecca's leadership vision for our first three years together. Paraphrasing, the first year is getting to know one another and building trust, the second year is revisiting mission and vision, and the third year is starting to implement.

In support of this vision the Parish Board set five goals this year:

1. Develop understandings of **strategic issues** facing the church
2. Develop a framework for FRS **Mission and Vision** work in year 2
3. Reframe the FRS **annual budget process** to affirm our aspirations
4. Address findings of the **Next Generation FRS** study group
5. Initiate targeted next steps for FRS **stewardship**

We have explored some of the **strategic issues** facing the church, to develop our understandings of them. We have, for example, questions around church growth and size, declining Religious Education attendance, aging demographics, staffing, stewardship, facilities, balancing faith as worship with faith as action, etc. We believe the exploration of strategic issues will be helpful to our next planning efforts, which will unfold after the direction-setting work on **Mission and Vision**.

The framework of a process of renewing **Mission and Vision** next year is nearing completion. The Parish Board is in its final stage of selecting an independent consultant to help us with this work in the coming year. Funding of this process will be addressed at the annual meeting.

This year's **annual budget process** defined what resources are needed to support our growing congregation and affirm all ministries now in place. Then we asked for the corresponding financial support. We called it an "affirmative" budget. Sadly, even with a well-conducted and successful annual campaign, we were unable to budget the necessary funds, thus underfunding the active ministries for our current membership and staff. Hopefully next year will be different.

This year's **Stewardship next steps** goals were not initiated as planned. Instead, our volunteer capacity was fully committed to the near term. For the longer term, we are forming a Stewardship Team dedicated to stewardship, both financial and non-financial. This heightened attention is intended to shift our focus and improve our chances for more progress next year.

Acting on recommendations from the **Next Generation FRS** study team last fall, staff efforts turned to implementation of selected study recommendations. For the future, Rev. Rebecca and staff have proposed a new model and staffing for Lifespan Faith Formation. This will impact children, youth, and adults of all ages.

In closing, I want to thank the congregation for embracing and supporting Rev. Rebecca this year, and for your willingness to adapt and thrive with the many changes we have experienced together, in the belief that "It is all good." May we all have a wonderful summer, and may we come together once again in the fall with renewed purpose and energy.

On behalf of the Parish Board,
Art Henshaw, Parish Board Chair

TREASURER'S REPORT

The primary function continues to be the review of expenditures and disbursements and thus to sign checks prepared by the Director of Finance and Administration. The supporting records continue to be in good order. The treasurer is on the Finance Committee which reviews and presents the budget to the Parish Board (of which the treasurer is a member). As part of the Endowment Trustee meetings, we meet quarterly with our investment advisor Pathstone to discuss recent quarterly investment performance and our investment strategy along with the expectations and forecast of trends. The source funds of all endowment investments are separated to identify those from which income is available for our annual operating budget. The treasurer signs formula-defined quarterly disbursements from the endowment for

operations and for outreach. The treasurer also discusses balance sheet questions with the Finance Committee and the Director of Finance and Administration.

Respectfully submitted,

Rich Johnson

FINANCE COMMITTEE

Continuing the practice that was begun last for the annual report, the Finance Committee will report on past results and estimated results for the year ending June 30, 2019. Generally speaking, we are in a solid and manageable financial position, assisted by a healthy finish at the end of last year.

The church's fiscal year runs from July 1st through June 30th. Fiscal year 2018 ended June 30th 2018, the current fiscal year 2019 will end this coming June 30th. At the Annual Meeting the membership will consider the budget for fiscal year 2020 which ends June 30th 2020.

FY 2018 and Prior Year Operating Deficits

As noted in last year's annual report, the Finance Committee identified a troubling trend of operating deficits for FY 2014 through FY 2017. While expenses were generally kept in control, a shortfall in revenue led to a combined loss of (\$44,966) over the four years.

Due to hard work on fundraising a watchful eye on expenses, this trend was reversed for FY 2018 and the church ended with a surplus of \$16,679. Per our recommend practice, this surplus was not carried forward into FY 2019 budgeting, rather it was applied toward working capital, essentially moving the needle positively against the (\$44,966) deficits and increasing our cushion against cash needs throughout the church year.

Estimated FY 2019 Results

At last year's Annual Meeting the congregation approved the fiscal 2019 budget which called for total operating revenues of \$635,681 and total operating expenses of \$635,540 yielding a small surplus of \$141; a balanced budget.

Through the end of May 2019 we are running an operating surplus of \$5,204. While it's good to be in the black, there is still risk of finishing in deficit if pledges are not fulfilled and the Spring Fund Raiser falls short of its ambitious \$25,000 goal. Having such a large fundraiser at the very end of our fiscal year continues to be a concern.

There was a large increase in loose plate donations, more than \$14,000 over what we had budgeted. Obviously this helped our own finances, but more importantly allowed us to give more back to the community through our one-half "sharing the plate" practice.

We expect a healthy finish to FY 2019, but it is still too soon to give an accurate estimate of the final position.

Fiscal year 2020 Budget

Thus far we have received pledges of \$436,000 for the upcoming year, already significantly more than the \$411,000 pledged for FY 2019. Two-thirds of our operating budget comes from the generosity of our members and friends, so this puts us on a strong footing for FY 2020. We expect a few more pledges from current members, and past experience shows we should expect approximately \$7,000 from new members joining throughout the upcoming year.

We have increased the expected revenue for the Spring Fund Raiser back to its previous \$35,000. And we expect revenue from the revived book and rummage sales to contribute as well.

Regarding expenses, the church is vibrant and growing which increases the demands on our staff. As such we have budgeted additional hours for some positions and are excited to establish the new position of Director of Faith Formation and Spiritual Exploration.

The Parish Board continues to support fair compensation for our staff according to UUA guidance. The budget calls for a 1.9% cost of living increase for all staff and a modest salary increase for the minister. Also, the Director of Finance and Administration role now falls in a new, well-deserved, salary range according to the UUA. We are glad to embark on a two-year plan to move that position to the midpoint of the UUA fair compensation guidelines.

The 2020 budget also incorporates monies set aside for future expenditures including our first contribution of \$7,000 to a capital reserve fund. The capital reserve is intended for major projects that may arise, like replacing a furnace or a new roof. While a small start, we recommend this becomes common practice for the church in future years.

Special Capital Campaign

After careful consideration by the congregation at the 2018 annual meeting, our historic weathervane was transferred to the Museum of Old Newbury. This major gift was made possible by an anonymous donor and contributed \$300,000 to the Special Campaign.

Donations toward the campaign have already been used to pay off portions of our steeple project obligations, resulting in much lower interest payments.

We thank all our donors for their contributions and remind those who haven't yet to fulfill their pledge for this year.

Future Structure

Traditionally the Finance Committee has been responsible for both fundraising as well as general financial oversight. To provide better focus and match interests with volunteers, we recommend establishing a stewardship team separate from the Finance Committee. Such a structure follows the recommendation of UUA stewardship consultant Mark Ewert whom we have worked with in the past. The stewardship team's sole focus will be fundraising while the committee will retain financial operation oversight. We believe this will allow both functions to grow and adapt as the congregation grows.

Thanks

The finance committee's work would be impossible without the tireless work of Kristen Fehlhaber, our staff Director of Finance and Administration. She has guided us with clear reporting and insightful analysis.

The members of the Finance Committee also deserve thanks for their faithful commitment to the financial well-being of the church: Joe Brouillet, Rich Johnson, Kim Kenly, Megan Lichty, Lark Madden, and Kem Widmer. Special thanks to Art Henshaw for his leadership as chair of the Parish Board and active Finance Committee participation.

This year's Annual Campaign was led again with great success by Susan Ricker. Her passion on increasing the number of pledges generated an 18% increase up to 284 households. There aren't enough thanks to match the amount of work Susan did.

In addition, we are so grateful for the work done by stewards, who reached out members and friend for a talk, a walk, or a coffee. Stewards included:

Jeff Bard	Lynn Kettleon
Rebecca Brodish	Robin Lawson
Joe Brouillet	Annie Madden
Rob Burnham	Lark Madden
Nancy Crochiere	John Mercer
Jennifer Day	Walter Power
Bruce Deveau	Susan Ricker
Tim Fountain	Pat Skibbee
Paula Francese	Mary Sortal
John Gibson	Forrest Speck
Andrea Healy	Tom Stites
Cecilia Healy	KC Swallow
Paul Healy	Linda Tulley
Art Henshaw	Anne Verret-Speck
Jay Iannini	Merryl Maleska Wilbur
Lisa Johnson	Ray Wilson
Kim Kenly	Rachel Yee

Anne Verret-Speck and Annie Madden brought back Fellowship dinners this year. Counting the hosts, 169 people participated and great connections were made. Thank you to those who opened their homes for the dinners –

Julie Parker Amery and Steve Amery	Linda Harding and Hugh Martinez
Bart Bracken and Rev. Rebecca Bryan	Megan and Steve Lichty
Rebecca Brodish and Jay Iannini	Annie and Lark Madden
Marc Cendron and Jennifer Day	Julie Menin
Bruce Deveau and James Funston	Florence and John Mercer
Dorothy and Howard Fairweather	Lea Pearson
Michael Fosburg and Pat Skibbee	Ann and Walter Power
Tina and John Gibson	Cyd & Manfred Raschke

Susan Ricker and Bill Zarakas
Forrest Speck and Anne Verret-Speck
Natalie and Tom Treat

Bettina Turner
Karen and Chris Young

Thanks to Jay Iannini and Sarah Spalding for once again leading the “Dinner for Two Anywhere in the World” raffle. We look forward to seeing the results of another successful year.

Our gratitude also goes to Reverend Rebecca Bryan. She brought new energy and insight, and never let us forget that *all* church work is spiritual and comes from a place of love. Even the number crunching.

Finally, we thank the members and friends of the congregation for their enormous generosity. Not only for the money, but also for their generosity of time and commitment. Absent either component the church could not operate. We are growing both as a community and financially and are on a solid foundation for the coming years. THANK YOU!

Respectfully submitted for the Finance Committee,

Tim Fountain, Chair

GOVERNANCE COMMITTEE

The Governance Committee (GC) is responsible for ongoing review and recommendations to enhance excellence in governance and congregational leadership. It does this by overseeing the nominations process for the Parish Board and Officers, acting as a resource to the Parish Board on Parish Board effectiveness and leadership development, and supporting the Parish Board to implement Policy-based Governance through the development of Board policies.

The GC met monthly over the course of the 2018-19 church year, starting in October 2018. The GC consists of the following members: Maureen Adams (PB member), Micah Donahue (PB member), Annie Madden, Frances McLaughlin, and Walter Power.

Frances McLaughlin resigned as the Governance Committee Chair, effective July 1, 2018, and so the Governance Committee operated without a Chair who served on the Parish Board and as a member of the Executive Committee. For the 2019-20 church year, the nominations slate includes a nominee for Governance Committee Chair, Maureen Adams. This development and the continued service of Micah Donahue, Parish Board member, on the Governance Committee, will ensure strong communication and coordination between the Parish Board and the Governance Committee.

One of the major responsibilities of the GC is to manage the nominations process through which the congregation elects nominees (FRS members) to serve in lay leadership roles on the Parish Board, its standing committees, and as Moderator, Auditor and Trustees of the Endowment according to FRS' Bylaws. The GC, in partnership with FRS staff and the Parish Board, has made progress in increasing the degree to which FRS's lay leadership reflects the gender, sexual identity and generational diversity of FRS, and there is more work to do!

Over the course of the nominations process, the GC continually discussed how FRS lay leadership can better reflect and benefit from the diversity that exists within the congregation. The GC specifically discussed ways to further engage youth in the leadership of FRS. The GC notes that FRS has a youth serves on the Worship Associate team and there is a youth representative on the Director of Church Music search committee. The GC read with interest the Next Gen report that recommended that FRS consider ways youth might serve in leadership roles, such as on the Parish Board, as happens in other UU congregations.

In the coming Church Year, the GC will identify ways through the nominations process and other means to ensure that *all members* of FRS are aware of leadership opportunities at FRS and have the opportunity to consider how their talents and perspectives might contribute to FRS's lay leadership. The GC plans to engage the Parish Board, specific groups like Up and Coming UUs and the Youth Group, FRS staff members including Julie Parker Amery and Beck Dill, who leads the Youth Group, and the congregation in an on-going conversation about the importance of diverse, inclusive lay leadership at FRS that welcomes contributions from all members, including youth and young adults, and identifies ways to prepare and support all lay leaders to be successful. The GC invites FRS members to share their ideas with the GC and welcomes volunteers to support the GC's efforts.

In our sixth year of operating as a standing committee the GC accomplished the following:

- Oriented two new Governance Committee members to Policy-based Governance.
- Advised the Parish Board Chair and Minister on the purpose of the Executive Committee (referred to in policy 1.3.1) and how it fulfills its responsibilities.
- Advised the Parish Board Chair and Minister on how to think about the purpose and function of the different structures of teams, standing committees, and committees in order to carry out FRS's ministries in ways that are compatible with Policy-based Governance.
- Advised the Parish Board on the development of an Environmental Policy, currently in draft form.
- Advised the Finance Committee and the Parish Board on how to restructure the responsibilities of the Finance Committee Chair role and create a dedicated Stewardship leadership role and identified a nominee for the Finance Committee Chair and Stewardship leadership roles.
- Consulted with the Finance Committee on how best to explore and pilot new stewardship structures and volunteer capacity, resulting in the formation of a Stewardship Study Group.
- In partnership with FRS staff members and the Parish Board, expanded outreach to make the congregation aware of opportunities to serve in leadership roles resulting in a slate of nominees for church officer positions to be voted by the membership at the Annual Meeting.

- Advised current Vice Chair on process to identify future Vice Chair and on Policy-based Governance generally.
- Preparing for an orientation program for new board members to be held after the Annual Meeting.

Respectfully submitted,
FRS Governance Committee

HUMAN RESOURCES SUBCOMMITTEE

Membership

The 2018-2019 HRS members include: Ann Power and Rebecca Brodish, as current Parish Board Members; Hugh Martinez, Julie Forney Menin and Leslie Lawrence as former Parish Board members. Ann Power and Leslie Lawrence are co-chairs of the committee. Rev. Rebecca Bryan and Kristen Fehlhaber serve as *ex officio* members. HRS meetings were held in October, November, December, February, and May mainly on the third Wednesday of the month.

Subcommittee's Role and Structure:

The HR Subcommittee is appointed by the Parish Board annually. It acts in an advisory capacity to Parish Board and FRS staff on issues related to FRS personnel and employee benefits. In this role, committee members annually review the salary and benefit packages for staff positions to ensure that these meet the UUA's fair compensation guidelines. The HRS presents its recommendations on staff compensation for the next church year to the Parish Board in December to inform the development of the Canvas budget. From time to time, the Parish Board charges the HRS with additional projects. In previous years, the board has requested that the HRS work with staff to review and revise the Employee Manual, draft language for the Governance policies related to the care of staff, review and recommend possible changes to employee benefit package and develop detailed job descriptions for FRS staff positions.

Work of the HRS for the 2018-19 church year included the following:

Staff Compensation

The HRS developed and submitted for Parish Board consideration, detailed recommendations regarding staff compensation for the 2019-2020 FRS fiscal year. HRS recommendations are based on a number of considerations including: 1) The congregation's commitment to follow the UUA Fair Compensation Guidelines for all staff, with the goal that salaries are at the mid-point or greater of the UUA's salary range based on a congregation of our size in our geographic area.(Mid-Size Church in Geo area 4). 2) The commitment to maintain fair compensation standards by increasing salaries annually to reflect the rate of inflation over the previous 12 months.

The HRS recommended that all staff receive a 1.9% cost of living adjustment in 2019-2020 church year, to address increases in the Consumer Price Index over the 12 months ending November 2018. (The Bureau of Labor Statistics' CPI for the 12 months ending November 2018).

The HRS recommended additional salary increases for the three positions: the Youth Choir Director, the Director of Church Music and the Director of Finance and Administration. These were based on the follow considerations:

- Youth Choir Director –The HRS recommended an 8% increase in the salary for this position to raise the salary to the UUA mid-point for a "Choir Director" for a church of our size in our geographic area. The current Youth Choir Director is a crucial part of the FRS team and has been in her position for 7 years. She has been instrumental in the success of our vibrant youth choirs which attract many participants and new members.
- Director of Church Music. The posting for the new Director of Church Music had a salary range of \$30,000 to \$33,000 for the 0.5 FTE position. The HRS recommended that the Parish Board set the salary for this position at the top of the posted salary range \$33,000 (slightly above the midpoint for this position of \$32,300).
- Director of Finance and Administration - The salary for the DFA has been pegged at the mid-point of the Business Administrator's position based on 80% FTE. For the 2019-20 church year, the UUA created a new job category (Director of Finance and Operations) and a new salary range for someone filling this position in larger churches (midsized church III and up). This reflects the differences in the demands and skills needed in larger churches. Given the fiscal challenge in meeting the new fair compensation guideline in a single year, the HRS recommended that we make a commitment to meet this new salary over a two year period; raising the DFA's salary by 6% in the 2019-20 church year and increasing the salary to the mid-point the following church year (2020-21).

Development of Policies on the Hiring of Church Members and Relatives to Fill Key Staff Positions.

During this church year, the Board charged the HR subcommittee to explore the pros and cons of the hiring of FRS members to fill staff positions and make a recommendation to the Board regarding changes (if any) to FRS Parish Board policies related to hiring practices. The HRS discussed the question of whether to prohibit FRS members from being hired for staff positions. While in the past the church has benefited from the expertise, knowledge and commitment that FRS members bring to staff positions, these relationships have also had their challenges both for the staff member and the church. After a lengthy discussion, the HRS that the Parish Board adopt the following:

EMPLOYMENT OF CONGREGATION MEMBERS AND RELATIVES OF STAFF

It is the intention to engage the most qualified candidate for the position in all employee recruiting. When hiring to fill open positions, FRS shall seek qualified and appropriate candidates from outside the congregation. Members of the congregation shall not be eligible for employment in staff positions. Former members of the congregation may be considered for church positions if they have not been a member of the church for the past

year or more. A request for an exception to this policy can be approved by the Parish Board.

Other members of an employee's family may be considered for employment; however, relatives may not supervise one another. "Relative" means a spouse, domestic partner, parent, step parent, legal guardian, sibling, child, step child, grandparent, or grandchild.

HRS Members' Participation On Search/Hiring Committees.

Over the course of the 2018-2019 church year, members of the HRS participated on the search committees/task forces charged with hiring two key staff positions: the Director of Community Engagement and the Director of Church Music.

Next Year

HRS will focus on the annual tasks outlined in the HRS calendar but may add additional tasks requested by the Parish Board.

Respectfully submitted,

Leslie Lawrence and Ann Power, Co-Chairs

TRUSTEES OF THE ENDOWMENT

The Trustees continue to meet on a quarterly basis our Investment Advisor, Pathstone Federal Street in order to review the performance of the Endowment portfolio, discuss Economic outlook, and related topics as well as any questions as they arise. The Trustees remain very satisfied with Pathstone's responsiveness, flexibility, and overall level of service.

2018 proved to be a good year from an economic perspective . However, that did not translate into strong returns for investors. In this scenario, US equities fared better than International equities on a twelve month basis in part due to robust earnings growth and US dollar strength. The S&P 500 index (US Large Cap Equities), finished the year with a loss of -4.4%, while the MSCI EAFE index (Developed Int'l Equities dropped -13.8%. The Barclay's Aggregate Index (Fixed Income) closed the year flat.

The Endowment Portfolio finished 2018 with \$1.54 million in Total Assets (excluding any Liabilities). The decrease was caused by a decrease in net cash flows as well as investment losses. It is worth mentioning that more than 75% of the Portfolio is invested with Managers that actively incorporate Environmental, Social, and Governance, (ESG) criteria or screening into their Investment process.

The 2019 first quarter results were impressive due to supportive Central Bank policy and improved investor sentiment. US Equities advanced the most led by the relative strength of the US economy. The first quarter ending value stood at \$1,644, 000 vs.\$1,537,000 for the full year 2018. With regard to the balance of the year, Pathstone anticipates the pace of economic

growth to moderate, as the fiscal stimulus fades and global economies remain sluggish. Volatility will continue with the US/China trade negotiations at the forefront.

Respectfully submitted,

Walter Power, Co-Chair

REPORTS FROM THE MINISTER, AFFILIATED MINISTER, AND STAFF

MINISTER'S REPORT

Dear members and friends,

June marks the conclusion of our first church year together. I am honored to have been called as your 16th settled, and first female, minister. So much has happened over the last months, rather than list things in a chronology, I will group them by **themes**. I hope they capture the essence of how we have spent our time and how we have grown, and will continue to grow, together.

We started using monthly ministry themes this year. The first one was *Story*. The others were Intention, Balance, Creativity, Spirituality, Service, Covenant, Openness, Rootedness, and Play.

This was a year of getting to know one another. **Connection** and relationship building take time, and we are off to a good start. We made our connections and built of relationships through chalice circles, Journeys of Faith, and other such activities. Sharing deeply, respecting and celebrating differences, and honoring **tradition** while being open to **the new** are just some of what we care about.

Love has been bedrock in this beloved community for hundreds of years, and it continues to guide us. We reaffirm this **covenant** each Sunday as we say our unison affirmation beginning with the phrase "Love is the doctrine of this church..." With love as our north star, we are **growing** together in depth and number. This year 34 people made the decision to become members of the First Religious Society.

The epitome of congregational covenant-making was the **installation** service on March 3rd. What a beautiful celebration that was! It was characterized by both joy and solemnity. How joyful it was to have both of our Emeritus Ministers, Reverend Bert Steeves and Reverend Harold Babcock, join us. It highlighted how **worship** and **shared ministry** are at the glowing center of our life together. We have been blessed with the integration of lay **Worship Associates** into our Sunday services each week. Attendance on Sunday mornings has been consistently high, up 40 % from last year.

Our commitment to shared ministry resonates throughout all that we do. We are now working in **teams** as demonstrated in the installation team, various search teams, pastoral care

associates, worship associates, the mission-vision process team, and the teams working on membership and communications including our new-member team and the database team.

All of this demonstrates the deep **engagement** within and beyond our congregation. We have been strengthening partnerships in the wider community this year by gathering our largest team in recent history for the Jeanne Geiger Annual Walk Against Domestic Violence, hosting a community vigil against gun violence in early December, and having a monthly team at the Habitat for Humanity work site for homes in Salisbury. We are committed to sustaining and deepening our relationship as a member congregation of the Unitarian Universalist Association, as emphasized by regional and national staff members taking part in the installation.

We celebrated our 93rd Candlelight Service and honored the lives of members Stan Cecil, Marise Fraser, Walter Mott, Nikki Rosen and Deb Shapiro with memorial services.

The staff team has been busy this year and has evolved significantly. We wished Diane Young a happy retirement in November, congratulated Nicole Salemi on her promotion to Director of Community Engagement, and welcomed Mike Baker as our new Sexton and Diane Carroll as our new Office Administrator. We had a joyful, collaborative spring of music as we conducted a search for our new Director of Church Music and look forward to formally welcoming Justin Murphy-Mancini into that role in August.

My heartfelt thanks to everyone—the Parish Board, members, friends, staff and community members—for helping to make this year such a success. I look forward with anticipation and confidence to the important discernment that we will do next year in our mission and vision work.

Have a beautiful summer.

Respectfully submitted, with love and gratitude,

Reverend Rebecca

COMMUNITY MINISTER AFFILIATED

It has again been my privilege to be an Affiliate Minister of FRSUU this year, and especially so during Rev. Rebecca's first year as our Minister.

During the first half of this year, prior to my retirement on December 22, 2018, I continued to be a Clinical Hospice Chaplain for Care Dimensions. As in previous years, I visited patients in nursing homes in an area between Lynn on the south and Rockport and Amesbury (including several facilities in Newburyport) on the north. I also supported their families. Chaplain care was coordinated with the work of nurses, hospice aides, social workers, managers, doctors and nurse practitioners, and massage and music therapists. I continued to be on call from time to time.

Over the course of 2018, I had responsibility for the spiritual care of about 250 patients/families at one time or another, usually between 50 and 60 (sometimes nearly 70) at a time. My patients and families were of various faith backgrounds and affiliations, including a few UU's and many who were "spiritual but not religious." Some wouldn't call themselves "spiritual," but appreciated my support. There were agnostics and atheists who were happy for visits once they knew I had nothing to "sell" but wished to offer my humanity.

At FRSUU this year, I led worship on October 21st, with the service centering on a sermon entitled "Choosing the Beautiful: An Islamic Vision of Life Well Lived." At Rev. Rebecca's Installation on March 3rd, I presided at the Laying On of hands: a real privilege, I might add. From October through April, I was a member of the Search Committee for our new Director of Church Music; what a pleasure it was to work with such a dedicated and capable group!

Respectfully submitted,

Stanton H. Barrett III

DIRECTOR OF COMMUNITY ENGAGEMENT

Membership

New Members

We have welcomed 34 new members this church year (since July 1, 2018 through May 11, 2019), with three more memberships likely to come in before the end of this church year. The new membership represents a range of people within our congregation: a youth, many friends who have been attended for at least a couple years, very new (5 services or less) newcomers, and several from out of state. The expansion of our membership to out-of-state residents will call for an evolution in our outreach programming (see Communications and Engagement section below).

Newcomers

We are currently engaging 70 newcomers to the church. They are at various stages of engagement, from a first-time visit to attending church programs. All newcomers are invited to connect with us on all the church's digital platforms, as well as to new member workshops and new member Sundays. Though I do not have hard data on how many newcomers were being engaged prior to December, when I started in this position, the number of people identifying themselves to the church is on the increase. There are at least 3 identified newcomers each week. They identify themselves either through filling out visitor cards, using the "connect with us" web form or emailing me directly. Many are noting that family and friends are the reason they are connecting with the church.

Newcomer-New Member Team

With the increased numbers of new members and newcomers, I initiated the Newcomer-New Member Team. The directive of this newly formed group is to assist

in welcoming all new members and newcomers. This may range from engaging an individual newcomer for coffee, planning a larger event for all newcomers or new members to get to know one another, and investigating new ways the church may want to engage these two groups. The group will begin its orientation meetings this church year, with the goal of becoming officially active for the church year starting September 2019. My thanks go out to the current volunteers on this team: Rebecca Brodish, Maureen Adams, Susan Ricker, Sue Fasoli, and Michelle Kimball.

A Thank You for Extending a Welcome

While many in the congregation work dedicatedly to support the activities and tasks of community engagement for which I am very grateful, I wanted to say a very personal thank you to Linda Harding, who has loyally staffed the Visitors' Table for nearly every Sunday since December 1, 2018. She has provided me tremendous insight and steady support as I transitioned into the position of Director of Community Engagement. There are also many who made time for a coffee with a newcomer, extended a personal welcome into a group, or volunteers their time to help make the community engagement operations run. I thank you all for your support!

Communications and Engagement

Many of the existing communication tools were continued being used throughout this year with new ones added as well. Below is a listing of all the ways the church uses communication to engage members, friends and the broader community.

Steeple newsletter. The church's email newsletter continues to be one of the main sources of information and news for members and friends. The scope of the newsletter has broadened from predominantly calendar listings to include coverage and pictures of FRS programs as a way to illustrate the many opportunities available for engagement at the church. Many of the articles in the Steeple are linked back to the web site linking these two information sources closely together. The newsletter continues to show an open rate of 55-65% on a list of nearly 630 email addresses. The Steeple continues to be the first main point of contact for all newcomers to FRS.

FRS Web site. The FRS web site successfully launched September of this year and has quickly become a resource for many members and friends as well as the larger community. This Sunday's sermons, the Steeple, Sermons, Journeys of Faith, News and Events are the predominantly dynamic pages on the site. There is still a large demand from other committees and programs for enhanced and added on functionality of the web site. These requests are being documented and will need to be addressed in the future with the web site development team.

FRS Facebook Public and Group Pages. On the FRS public Facebook page the church posts staffing news, sermon questions, spiritual sustenance, events, Sunday sermons and recordings, and invitation to programs. The average post actively engages (likes, comments or shares) 100-150 people, with the outlier for this year being the post on Rev. Rebecca's installation which actively engaged 377 people. (Note the numbers "reached" on Facebook run significantly higher than active engagements - upwards of 300-nearly 900 with the installation. However, it is hard

to tell if these “reaches” just showed in a person feed or if the post was actually read.)

The FRS UU Members and Friends group has grown from 259 members in September to 318 members this May. There are more members of this group posting and connecting with others in the group. All of the public posts are also posted in the group as well as additional invites and news specific to friends and members of FRS, such as the recent notice to attend the congregational vote on the sound system.

FRS &U Podcast. Rev. Rebecca’s sermons are recorded every Sunday. These are then edited and produced into a podcast with an introduction, the full sermon and follow on questions to ponder, think about and discuss for the week. The podcasts are currently posted on the corresponding sermon page on the web site, however as we continue to investigate and define the church’s “digital engagement”, we will want to investigate making these available on 3rd party podcast hosting platforms.

FRS YouTube. In December, Rev. Rebecca and I launched FRS’ inaugural video on a new FRS channel on YouTube. The meditative video generated 235 views, with a follow-on video as we entered the new year on what we choose matters generating 412 views. This is a platform with much possibility and opportunity to support Rev. Rebecca’s message and engage a broader audience. We will continue to develop videos as we move into the future.

Pathways to Ministries Booklet. The former “Getting Involved” print out has been redesigned and relaunched into the Pathways to Ministries booklet. The is to demonstrate in a more visual way all of the programs undertaken by FRS members and friends as well as their logical groupings. This booklet is designed to help a seasoned member as well as a first-time visitor find new ways to engage and participate in our beloved community.

Willing to Connect. A new way of connecting was offered to friends and members alike this spring. A short survey was posted for people who were interested in meeting another friend or member of the congregation. Rev. Rebecca supplied the matches, contact information was shared and off the partners went. This program was very well received, with several new lasting connections being made. We will plan to repeat this program or a version of it in the future.

FRS Connect Database Team. As the outreach and engagement has grown exponentially this year, so has the inquiries and data that come with it. I have formed a new FRS Connect Database Team, consisting of Renee Wolf-Foster, Tom Himmel and myself, to keep up with the weekly data input that is required to keep pathways up to date and newcomers entered. In addition, this group will be looking at whether the pathways continue to match how people enter and engage with the church, as well as make recommendations and changes or additions as needed.

Looking Toward the Future - Digital Engagement. As interest in programs, worship and connecting with FRS includes a broader reach that extends beyond the regional area, a more strategic and intentional vision of digital engagement will need to be explored. In addition to the central invitation to come to FRS and connect,

reaching people where they are, when they need it will be an important concept to include in any future outreach and engagement strategies. There is a welcome reception to these additional avenues of engagement, as we have seen with the YouTube videos as well as the one-time worship by conference call that Rev. Rebecca ran during a snowstorm. There have been many requests for these types of services since that time.

A Wrap to the Year. As we come to the close of this church year, I would like to again extend my heartfelt gratitude to all members and friends who have supported my transition into the Director of Community Engagement position. I have been met with such infectious enthusiasm it has made these early days of learning, assessment and strategizing a real joy. There are too many people using their amazing talents to name specifically but know that I hold all of you in the deepest gratitude!

Respectfully submitted,
Nicole Salemi

DIRECTOR OF FINANCE AND ADMINISTRATION

This year saw turnover in the Office Administrator and the Sexton positions. Diane Carroll (starting in January) and Mike Baker (starting in December) have each been terrific new members of the FRS staff team. Diane is a calm and friendly presence and often the first person that someone meets as they walk into the church building. She has impressed us all by very quickly learning the many systems and programs that make up the Office Administrator position – we are so grateful she is here! Mike Baker came to us from Maryland and right away, he learned the ropes at FRS - quite literally. No sooner did he arrive than did the bell rope break. Replacing the manila rope was an introduction to the joys and challenges of working with these buildings. His attention to detail and willingness to help are greatly appreciated by all.

I have worked closely with the Finance Committee in the development of the 2019-20 budget. More about those items can be found in the Finance Committee report. The outcome of the current year's budget (see following pages) will depend heavily on pledge fulfillment and raffle ticket sales. With the raffle drawing on June 16, there is still time for members to sell tickets and help make this year's raffle (and budget) a success. See Diane Carroll or me for tickets.

Some highlights of the year were

- Setting up Section 125 plan for pre-tax payment of employee health plan, creating significant savings for staff
- Working with a small and nimble team to put the legal framework in place behind the sale and transfer of the weathervane to the Museum of Old Newbury. Thank you to Art Henshaw, Forrest Speck, and Karen Young.

- Renovation of the Robing Room. Thanks to members Patty King, Rudy King and Mary Jo Verde (of mjb design studio) for seeing the beauty of this neglected space and turning it into an extension of the sanctuary for everyone to enjoy. Additional thanks to Kim Tenenbaum of Urban Design, Newburyport for donation of the four armchairs. If you haven't sat in the room yet, please find a time to do so – it's beautiful and open to all.
- Engraving of Rev. Rebecca's name on marble plaque by Methuen Memorials
- Renovation of the Wayside pulpit by member Marc Simon
- Sound system upgrade. In the fall, I learned that our assistive hearing devices were not working. I worked with member Jeff Litcofsky to understand the limitations of our current equipment. Later, we were joined by Bob Close, a friend of FRS who offered his sound design services. Soon, a "team" was organized. Valuable input was given by Erin Hutchinson Himmel, Kate Day, Bettina Turner, John Harwood, Lark Madden, Art Henshaw, Karen Young, Mike Baker, Jeff Litcofsky and Bob Close. Bob put together a proposal for a new system and members of FRS voted to use up to \$15,000 from the Bailey Fund to fund it. Installation of the new system will begin over the summer.

Thank you to everyone, mentioned and unmentioned. I appreciate the many interactions and conversations I have with you as we all continue the work of First Religious Society and Unitarian Universalism.

Respectfully submitted,
Kristen Fehlhaber

Next page: Year to Date Budget vs. Actuals

**First Religious Society
Income and Expense Statement**

	July 2019 through May 2019						Notes
	Jul '18 - May 19	Budget	% of Budget	Budget	% of Budget		
Ordinary Income/Expense							
Income							
4100 · Contributions							
4101 · Pledged	366,174	375,100	98%	411,000	89%		Please complete pledges as soon as possible
4102 · Prior Year Pledges	665	3,500	19%	3,500	19%		
4106 · Non Pledge	7,952	8,100	98%	9,000	88%		
4107 · Loose Plate	37,075	22,500	165%	25,000	148%		A great year for the Sunday collections for a cause
4109 · Reserve for Unpaid Pledges	0	-11,475	0%	-12,750	0%		
4125 · Steeple Lighting	1,405	1,800	78%	2,000	70%		
Total 4100 · Contributions	413,271	399,525	103%	437,750	94%		
4135 · Steeple Rentals							
4145 · Verizon	30,418	33,462	91%	36,504	83%		
4155 · A T & T	45,040	50,733	89%	55,345	81%		
Total 4135 · Steeple Rentals	75,458	84,195	90%	91,849	82%		
4200 · Fees for Services							
4205 · Child Dedication	50	900	6%	1,000	5%		
4206 · Weddings	550	2,700	20%	3,000	18%		
4207 · Memorial Services	425	900	47%	1,000	43%		
4208 · Building Rental	12,154	12,800	95%	14,000	87%		
Total 4200 · Fees for Services	13,179	17,300	76%	19,000	69%		
4300 · Fundraising Income							
4305 · May Breakfast	0	600	0%	600	0%		
4306 · Book Sale	1,021	250	408%	250	408%		We need as many tickets sold as possible
4307 · Major Fund Raising - Raffle	9,240	12,500	74%	25,000	37%		
4308 · Candlelight Service	2,304	2,300	100%	2,300	100%		
4309 · Rummage Sale	1,717	0	100%	0	100%		
4311 · Yankee Homecoming Fundraising	1,000	1,200	83%	1,200	83%		
4300 · Fundraising Income - Other	0	0	0%	0	0%		
Total 4300 · Fundraising Income	15,282	16,850	91%	29,350	52%		
4400 · Income from Committees							
4402 · Hospitality	1,791	3,150	57%	3,500	51%		
Total 4400 · Income from Committees	1,791	3,150	57%	3,500	51%		
4500 · Miscellaneous Income	-4,299	910	-472%	1,000	-430%		
Total Income	514,682	521,930	99%	582,449	88%		
Gross Profit	514,682	521,930	99%	582,449	88%		
Expense							
7200 · Salaries & related expenses							
7220 · Salaries & wages - other							
7250 · Payroll taxes	20,656	23,283	89%	25,436	81%		
7265 · Housing Allowance	52,497	53,734	98%	58,619	90%		
7220 · Salaries & wages - other - Other	234,992	250,616	94%	273,883	86%		low due months with some positions vacant
Total 7220 · Salaries & wages - other	308,145	327,633	94%	357,938	86%		
7240 · Employee benefits							
7230 · Pension plan contributions	31,086	32,300	96%	37,906	82%		
7240.01 · Health Insurance	10,665	26,117	41%	28,539	37%		
7240.02 · Life Insurance	2,075	2,466	84%	2,694	77%		
7240.03 · Dental Insurance	874	938	93%	1,024	85%		
7240.05 · Workers Comp	3,106	2,357	132%	2,575	121%		
7260 · Professional Development	11,609	13,520	86%	14,725	79%		
7270 · Auto Allowance	0	0	0%	0	0%		
7240 · Employee benefits - Other	0	0	0%	0	0%		
Total 7240 · Employee benefits	59,415	77,698	76%	87,463	68%		
7280 · Salary & Related Exp Savings	0	0	0%	0	0%		
Total 7200 · Salaries & related expenses	367,560	405,331	91%	445,401	83%		
7500 · Outside Services							
7510 · Fundraising fees	0	0	0%	0	0%		
7520 · Accounting fees	933	1,080	86%	1,200	78%		
7530 · Legal fees	4,900	4,767	103%	5,200	94%		
7540 · Professional fees - other	10,381	4,275	243%	4,750	219%		both high due to vacant positions being supported through these funds
7550 · Temporary help - contract	11,624	5,050	230%	5,050	230%		
Total 7500 · Outside Services	27,838	15,172	183%	16,200	172%		
8100 · Supplies, Comm & Equipment							

**First Religious Society
Income and Expense Statement**

July 2018 through May 2019					
	Jul '18 - May 19	Budget	% of Budget	Budget	% of Budget
8110 · Supplies & Materials	10,755	10,265	105%	11,000	98%
8130 · Telephone & telecommunications	4,580	5,500	83%	6,000	78%
8140 · Postage, shipping, delivery	1,851	1,835	101%	2,000	93%
8160 · Equip rental & maintenance	8,240	7,425	111%	8,000	103%
8165 · Computer Expense	6,278	3,754	167%	4,104	153%
8170 · Outside Printing & Copying	3,813	0	100%	0	100%
8180 · Books, Curricula & Subscriptions	879	0	100%	0	100%
8100 · Supplies, Comm & Equipment - Other	33	0	100%	0	100%
Total 8100 · Supplies, Comm & Equipment	36,229	28,779	126%	31,104	116%
8200 · Facilities Expenses					
8210 · Rent, parking, other occupancy	3,860	3,700	104%	3,700	104%
8217 · Repairs and Maintenance					
8217.02 · Furnace	1,600	2,750	58%	3,000	53%
8217.03 · Fire Detection	2,661	1,833	145%	2,000	133%
8217.05 · Landscape Renewal	762	1,200	64%	1,400	54%
8217.08 · Lift Maintenance	712	2,810	25%	3,060	23%
8217 · Repairs and Maintenance - Other	5,588	5,271	106%	5,750	97%
Total 8217 · Repairs and Maintenance	11,323	13,864	82%	15,210	74%
8220 · Utilities					
8216 · Fuel Oil/Natural Gas	12,338	9,900	125%	10,100	122%
8220.01 · Electricity	11,403	7,500	152%	8,000	143%
8220.02 · Water & Sewer	2,034	2,850	71%	2,850	71%
Total 8220 · Utilities	25,775	20,250	127%	20,950	123%
8250 · Mortgage interest	6,717	8,448	80%	9,216	73%
8520 · Building & Liability Insurance	11,053	12,259	90%	12,259	90%
8200 · Facilities Expenses - Other	219	0	100%	0	100%
Total 8200 · Facilities Expenses	58,947	58,521	101%	61,335	96%
8300 · Travel & meetings expenses					
8310 · Travel	530	0	100%	0	100%
8320 · Conference, Meeting & Retreat	1,400	2,000	70%	2,000	70%
Total 8300 · Travel & meetings expenses	1,930	2,000	97%	2,000	97%
8500 · Misc expenses					
8505 · Dues and Subscriptions	27,222	23,048	118%	30,731	89%
8510 · Interest expense - general	0	0	0%	2,241	0%
8530 · Membership dues - organization	0	0	0%	0	0%
8560 · Outside computer services	644	0	100%	0	100%
8570 · Advertising expenses	2,458	178	1,381%	178	1,381%
8580 · Contingency provisions	0	3,600	0%	4,000	0%
8581 · Volunteer Training & Support	0	1,080	0%	1,200	0%
8582 · Food & Refreshment	1,784	540	330%	600	297%
8585 · - Bank Service Charges	2,189	1,100	199%	1,200	182%
8590 · Other expenses	28,202	30,185	97%	32,750	89%
8500 · Misc expenses - Other	63	0	100%	0	100%
Total 8500 · Misc expenses	63,582	59,741	106%	72,900	87%
Total Expense	556,066	569,544	98%	628,940	88%
Net Ordinary Income	-41,384	-47,614	87%	-46,491	89%
Net Income	-41,384	-47,614	87%	-46,491	89%
Endowment Asset Distributions	53,232	53,232	100%	53,232	100%
Total Income + Distributions	567,914	575,162	99%	635,681	89%
Mortgage Debt Reduction	6,644	6,050	110%	6,800	101%
Capital Maintenance Reserve	0	0	0%	0	
Total Expense + Debt Reduction + Reserve Contributions	562,710	575,594	98%	635,540	89%
Net Income	5,204	-432		141	

Notes

three staff computers replaced this year

high electric heat usage

DIRECTOR OF RELIGIOUS EDUCATION

This year in Young Church has been a balance of tradition and experimentation, which seems appropriate for year one of a brand new settled ministry.

On the experimentation side, we worked with a new model of faith development for our elementary-aged children on Sunday mornings. Because the number of children in this age group has declined in recent years, it's been no longer feasible to break up into grade-specific groups (and the current trend in children's faith development is to move away from the "classroom" experience). We've moved to an all-ages model, having children in kindergarten through sixth grade worship together for the morning, engaging with the same theme as the "upstairs" service. This has proved to be a mixed bag. On the plus side, families were able to engage together with a singular theme after church. There is also the positive experience of allowing older children to mentor their younger peers. However, one of the major challenges was presenting material appropriate for a wide age-span. One way we tried to address this was by introducing a Young Church "worship associates" program, in which self-selected 5th and 6th graders met separately—with adult advisors Sharon Broll and Marty Daignault—to plan a part of an upcoming worship service or activity that they would lead. Some of the monthly themes were also somewhat limiting and/or hard to work with, so as we move forward, we'll strive to link our Young Church worship to the adult service twice a month or so, adding other themes throughout the year.

Thank you to the Young Church guides, who supported this Sunday morning model: Lisa Dowell, Marianne Snow, Georgia Nourse, Carey Creps, Patrice Litwin, Rachel Yee, Kristen Donahue, Linda Seese, Joanna Fernandes, Alex Moerlein, Dorothy Morlein, Byron Seese, Susan MacPhee, Michelle Kimball, and Laura Litcofsky.

Also new this year was the consolidation of our nursery and preschool. Because each of these groups typically had one or two children each week, it didn't seem the best use of resources to keep them going separately, as each group requires two adult/teen leaders. The combined group is now meeting in the nursery. Katherine Sheehy, who has been our nursery care coordinator for three years, has offered a loving presence to our littlest ones each week and we're sorry to see her go at the end of this church year (but offer her blessings and congratulations as she moves onto her next adventure). Steve and Lily Amery served as leaders to the preschool group in the fall, before the consolidation, and several others rotated through as the nursery assistant: Kathleen Brittan, Cecilia Healy, Catherine Barkley, Bella Costello, Katie Mead, Livvy Billington, and Zoe Seese. Thank you to all!

The middle grades and high school youth continue to have the vibrant offerings of past years: OWL for 7th and 8th graders and youth group as well as the learning trip program for high schoolers. Fourteen 7th and 8th graders participated in the OWL (Our Whole Lives sexuality education) program, now in its twentieth year at the FRS. This continues to be one of our most important ministries and we offer much gratitude to facilitators Bev Heinz-Lacey, Frances McLaughlin and Bruce Menin for their time not only in the classroom, but countless hours in training and in class prep. This is truly a great ministry they provide.

Paid youth group coordinator Becky Dill and volunteer advisors Steve Costello, Eileen Costello, and Ken Okaya met with our high school youth each Sunday during church to provide a safe space for talk, reflection, and action. They participated in the planning of a successful “Climate Café”, working with other area high school youth to engage the community in conversations on climate change and storm preparedness. They are currently planning a worship service to be held in church on June 9.

This year’s PRAY (Pine Ridge Alliance of Youth) group consists of 19 youth who have spent the year in preparation for a justice learning and service trip to the Pine Ridge Reservation in South Dakota in June. Preparations have included community building, learning about justice issues and issues affecting Native peoples, and fundraising. The fundraising goal for the year is \$14,800—this fundraising assures that the trip is accessible to all who wish to participate. Becky Dill, Steve Costello, Eileen Costello, and Mike Dorsey have been working with me as the adult leaders of the group. We held a discussion on the book, “Neither Wolf Nor Dog” in April to engage FRS parishioners in our preparations and had a good turnout.

Per the parish board’s request, I put together a “GenFRS” task force, charged with coming up with a few programs that will both serve as outreach to families in the community and provide opportunities for making intergenerational connections. Julie Menin, Susan Stone, Angela Lawler, Byron Seese, Alex Moerlein, and Barbara Garnis have served in this capacity and we’re currently working on a few ideas such as several “meet up” events over the summer and an all-church retreat. We’re also looking into the possibility of offering the OWL program for grades 4-6 as a means to not only serve our families but to bring in families from the community.

Finally, I’m happy to share that a wonderful group of folks have stepped up to help lead our weekly Moment for All Ages. This is another great ministry that helps connect our children to other adults in the church and that helps us all connect with meaningful stories. They are Bruce Deveau, Judy Fayre, Jon Hazilla, Art Henshaw, Jennifer Rabold, and Rachel Yee.

It continues to be an honor and a blessing to serve the children, youth, and families of this beloved community.

Respectfully submitted,

Julie Parker Amery

REPORTS FROM FRS GROUPS

ALLIANCE

The purpose of the Alliance is to provide opportunities for friendship and to contribute to the life of the church. We declared September as the 5th Annual Alliance Awareness Month, with Alliance members volunteering in multiple roles each Sunday.

This year we welcomed the Organization's first male President, John Mercer.

We meet on the second Wednesday of the month, September through June, except for January and February. A short business meeting is followed by an hour-long presentation on varying topics.

All are welcome to our meetings and average attendance at the meetings was 60. The presentations were as follows:

September 2018: Albanian Experiences by Bettina Turner.

October 2018 The Current Rules for Immigration to the United States by Michael Sandberg.

November 2018: A Trip to Guizhou by Ellen Golden

December 2018: Holiday Luncheon at the Bradford Tavern with our Yankee Swap

March 2019: Religion in the Soviet Union by Mukhayo Portmann

April 2019: Sonnets "With This Key" by John Mercer

May 2019: no meeting, offsite trip cancelled

June 2019: Annual Board Meeting.

Contributions for September 2018/ June 2019 season were as follows:

- \$4000 Annual pledge to the church
- \$75 Steeple lighting
- \$100 Wilson Music Series
- \$300 FRS Youth trip to Pine Ridge

Alliance Officers

John Mercer – President

Patty King- Vice President

Carol Kilty – Treasurer

Maureen Condon - Recording Secretary

Wendy Ford – Corresponding Secretary

Florence Mercer – Speakers and Hospitality

Nancy Colby – Scheduler

Respectfully submitted,

Cecilia Healy

CHALICE CIRCLES STEERING COMMITTEE

Chalice Circles (CC) is a form of small group ministry, where FRS members and friends can consider religious and spiritual topics, including FRS Monthly Ministry Themes, through reflection, deep listening and conversation. This year's CC Steering Committee members were Howard Mandeville, Beth Munro, Alex Mezey, Ted Stedman, Linda Tulley and Bettina Turner. We are in the process of possibly adding new committee members.

The Steering Committee oversees the Chalice Circle program and meets monthly. It

- provides enrollment opportunities for church members and friends each fall at the September coffee hours, and through its FRS Chalice Circle website page.
- handles publicity to promote the program in the Steeple, Order of Service, a brochure and the FRS website.
- recruits and trains Chalice Circle Leaders each year. It also meets monthly with Leaders to provide support and ongoing leadership development.
- updates and produces CC Leader, Participant, and Administrative manuals.
- develops Chalice Circle session materials and maintains a library on a range of session topics.
- works with the FRS Director of Community Engagement who organizes registration and makes referrals for newcomers and others to the ongoing Circles during the church year.

Now completing its fourth year, Chalice Circles had an enrollment of 60 FRS members and friends. The Circles meet twice a month October through mid-June. New Circles form the following October. This year, a weekly CC was piloted mid-October through mid-December as an alternative to the twice-monthly groups. Service Projects continue to be a part of the Chalice Circle experience. This year's CC activities included further reorganization of the FRS library, participating in a Habitat for Humanity build, service at FRS Coffee Hour, the initiation of an FRS creativity discussion group, and assisting at Pettengill House.

Our annual evaluation of the program by CC Leaders and Participants will soon be underway. Their feedback is invaluable to the Steering Committee which meets over the summer to improve the program materials, complete the adoption of technological upgrades for information sharing, and plan for the upcoming year.

Chalice Circle Leaders this year were Bart Bracken, Sue Comeau, Paula Francese and Jim Lacey. Co-Leaders were Shawn Flaherty and Steve Mills, and Vern Ellis and Susan Stone. Helen Murgida served as a Substitute Leader. The Pilot CC was led by Kate Derrick. The Leaders and CC Steer Com wish to acknowledge the work of Bruce Deveau who developed a more comprehensive Chalice Circle Leader Training program for this year.

As the church year and its Chalice Circles are ending, the Chalice Circle Steering Committee will host its annual June Potluck for the Leaders and Participants—to help us bring Chalice Circles full circle and celebrate all that we have done together.

Respectfully Submitted,
Beth Munro, on behalf of CC Steering Committee

CLIMATE ACTION PROJECT (CAP)

Mission & Goals:

An informed citizenry insistent on urgent government action to slow climate change! In response to this need the FRS Climate Action Project plans to:

- Think globally, work locally, act personally
- Raise awareness within FRS and the local community on the urgent need for climate action by organizing a series of events, discussions, and communications on key climate change topics.
- Grow the reach and effectiveness of our small group by attracting more FRS members and friends to join with us in this cause, and by collaborating with other like-minded local organizations and agencies of government.
- Publicize concrete actions by which concerned citizens can combat climate change in their personal lives, through government channels, and/or by participating with advocacy groups.

Members:

Anne Madden, Art Henshaw, Bill Clary, Carol Bousquet, David Chatfield, Doug Latham, Gay Pearson, Jenny Ross, Joanna Fernandez, Joe Vecchione, Julie Menin, Karen Kuhlthau, Linda Piergeorge, Sue Purcell, Marc Simon, Pat Skibbee, Pete Morbeck, Sally Benjamin, Sam Kimball, Sandra Thaxter, Susan Thorne, Wendy Anderson, Yvonne McQuilkin, Mark Hodgson

Projects Undertaken:

The Climate Action Project (CAP) team worked on the following:

1. Recommendations to improve church facility with energy efficiency in mind to Kristen Fehlhaber, 7/25/18 – The recommendations were based on an energy audit performed at the church.
2. Pot Luck event, 1/25/19 with Amber Hewitt, National Wildlife Federation, with presentation regarding off-shore wind development for renewable electricity supply.
3. Letter to Editor of the Daily News was published 9 February 2019 as part of the series put together by ACES to highlight the actions of local climate change groups.
4. 3/24/19 Climate Café with Shari Melto, FRS Youth Group and Newburyport and Ipswich high school students.
5. Greater Newburyport Green Expo, 4/11/19 – CAP helped coordinate and its members contributed on working teams.
6. Earth Day Service, 4/28/19 – Doug Latham and his team from CAP did an outstanding job with the service. Thank you all for your help and service.
7. Environmental Policy for FRS, drafted by CAP members, second reading by Parish Board at meeting on 5/8/19. Needs further review with other stakeholders in the congregation before further action is taken by the Board.
8. Legislative initiatives and support

- a. Consider participating with the local chapter of Citizens Climate Lobby (<https://citizensclimatelobby.org/energy-innovation-and-carbon-dividend-act/>) to get good information. We may want to discuss how we can or should interact with this non-partisan group and their legislative focus.
 - b. Federal legislation – it is emerging, but in most cases blocked by the Senate and President.
 - i. We are watch the bipartisan “Energy Innovation and Carbon Dividend Act” in Congress. <https://energyinnovationact.org/>
 - c. State legislation – two issues are on our radar.
 - i. Carbon pricing – most likely to succeed is a bill from Representative Benson, in last session H.1726. Senator Barrett S.1747 also has a bill in the Senate for consideration.
 - ii. 12 State Transportation Initiative (<https://www.transportationandclimate.org/content/about-us>) - this seems to have the backing of the Baker Administration and would impact emissions from transportation is a significant way, using some of the principals developed in RGGI program for power plants.
 - iii. Real estate transfer tax to fund state resiliency planning and investment
9. New Items for planning or consideration
- a. Rev. Fred Small workshop on Spirituality and Climate Activism
 - b. Potluck event at the church – maybe 10/18/19
 - c. FRS project of creating kits of reusable tools for parishioners, as this story suggests: https://www.nytimes.com/2019/04/16/smarter-living/wirecutter/stop-using-single-use-plastics.html?em_pos=small&emc=edit_my_20190422&nl=your-money&nl_art=6&nlid=1668293emc%3Dedit_my_20190422&ref=headline&te=1

Respectfully submitted,
Bill Clary

COMMUNITY HUMAN SERVICES

Community Human Services directed and managed a wide range of programs for local people who are struggling and in need of assistance. The Community Human Services Group is comprised of Ann Haaser, Annie Maurer, Jeff Bard, Ginger Bard, Ann Power, Barbara Garnis, Jan King, Linda Buddenhagen, Patrice O’Brien and Nancy Crochiere. Thanks to all FRS members who have supported our initiatives. Your donations and volunteer efforts made the below programs possible. We look forward to your continued support and participation next year.

Here is a recap of our community outreach:

- After gathering suggestions from the congregation, we selected the following for our monthly **2018-2019 Collection for a Cause:**
 - September: Jeanne Geiger Center - \$1,759

- October: Greater Newbury Elder Pet Fund - \$1,304
 - November: Amesbury Holiday Program- \$1,654
 - December: Salvation Army Fuel Assistance - \$2,118
 - January: Emmaus House - \$1,322
 - February: Black Lives UU - \$5,000
 - March: First Parish Newbury Food Pantry - \$1,252
 - April: Pennies for Poverty - \$2,013
 - May: Merrimack Valley Habitat for Humanity - TBD
 - June: Community Service of Newburyport - TBD
- FRS walkers raised \$3,700 (combining Collection for a Cause and walker donations) for the **Jeannie Geiger Center** through participation in their annual Walk Against Violence.
 - There were no **Swasey Orphan Fund** distributions this year.
 - FRS Christmas shoppers put smiles on 48 little faces by delivering toys and distributing 10 gift cards to the **Kelleher Gardens Toy Drive**.
 - In addition, 34 Kelleher Garden kids selected and wrapped over 80 gifts for their parents from the “presents” collected from FRS members and friends as part of our **The Joy of Giving** program.
 - The **Community Services of Newburyport** food drive supplied a car load of food and \$660.00 to deserving members of our community.
 - The **Emmaus House Diaper/Baby Care** drive collected 30 packs of diapers and 10 packs of feminine hygiene products to assist struggling moms and their babies.

Special thanks to Carol Kilty and Elaine Fitzgerald for their many contributions over the years to our group and FRS.

We will rotate the chairperson role on a meeting-by-meeting basis during 2019-2020 and Jeff Bard will serve as secretary. Anyone interested in learning more about our group can contact Jeff Bard through the church office.

Respectfully submitted,

Jeff Bard
Secretary

HOSPITALITY COMMITTEE

The Hospitality Committee provided numerous opportunities for socialization and community building among the congregation this year. We celebrated the new church year with a Welcome Back Picnic on September 9th. In addition to organizing volunteers for coffee hour almost all Sundays, we also hosted five Soup Sundays after church. Tim Fountain and Sarah Spalding graciously offered their home to host the Midwinter Party on February 2nd. On May 4th we hosted the annual May Breakfast, a Newburyport community event. We will finish up the year with the end of the year picnic on June 16th. The Hospitality Committee plays a very important part in our beloved community by providing opportunities for members to gather and chat.

A special thank you this year to all the people that made Soup Sunday possible. Thank you to Mary Sortal for organizing this year! Each Soup Sunday, 40-50 people ate together and over \$1,350 was raised for the church. These volunteer cooks and bottle washers made this happen – please join in next year as a diner or a helper!

Ticket Sellers

Peggy Mays
Ellyann Klein
Carole Cowie

Judy Zambroski
Maureen Condon
Patricia Reeser
Allyson Lawless
Linda Piergeorge

Soup Chefs

Louise Mold - our chili queen!
Jennifer Rabold
Dawn Pelletier
Judy Zambroski
Nancy Peace
Linda Piergeorge

Set-up, Servers, and Clean-up

Julie Menin
Florence Mercer
Susan Stone
Vern Ellis
Diane Stowe-Cohn
Carole Cowie
Nancy Peace
Maureen Condon
Ann McCrea
Jen Badger
Linda Piergeorge
Sue Kaplan
Aster Shepherd
Mike Baker

Cornbread, Vegetable/Fruit, and Dessert

Catie and Carey Creps - made their chocolate chip gluten free bars for every event!
Julie Menin
Diane Stowe-Cohn
Carole Cowie
Ann McCrea
Nancy Peace

Respectfully submitted,

Julie Menin

JUSTICE ACTION MINISTRIES (JAM)

Justice Action Ministry 2018-2019 Annual Report During the 2018-2019 church year, the Justice Action Ministry continued in its mission to bring information about pressing social issues to the congregation, to provide information on actions the congregation can take part in, and to encourage greater involvement with the UUA.

JAM, working with Pennies for Poverty, presented programs on the first Wednesdays of the month on a variety of topics. In the fall we held a forum on the ballot initiatives and invited speakers from the Merrimack Valley Project to come and describe their grassroots work in our area. We also had speakers from the Pelican Project, a local group focused on helping those impacted by the opioid crisis. In the winter, Habitat for Humanity came and recruited members of our community to work on the build they have started in Salisbury. This spring we have had a program on shared housing and an information session on becoming a level two Sanctuary Church.

In the fall, JAM initiated and sponsored The Passion Action Fair, an opportunity for the various teams in our community to introduce themselves to the congregation during coffee hour. Members of JAM lead initiatives and advocacy campaigns to carry out our UU Social Justice mission on gun violence prevention, immigration justice, justice reform, housing, and ending Citizens United. This year we worked with Habitat for Humanity and Pennies for Poverty to assemble an FRS building team for the Salisbury project. Members attended meetings at the Amesbury Main Street Congregational Church on becoming part of the Sanctuary Church movement and investigated other ways to become involved in immigration justice work. They also requested that the congregation vote on becoming a level 2 Sanctuary Church at the annual meeting. In the fall JAM organized a candlelight vigil as part of the national #EndGunViolence that honored and remembered victims of gun violence in Massachusetts. Members of the group are exploring the feasibility of a shared housing program in our area. JAM also continues to support efforts to overturn the Citizens United Supreme Court decision.

JAM also works to keep the congregation connected to the greater world of the UUA. It has worked hard this fall to recruit delegates to General

Assembly this year and to look at and bring into the congregation the work the UUA does and the issues that it has identified as areas of study and action. –

Respectfully submitted,
Annie Maurer

MEMORIAL SERVICES TEAM

This new team provides the important ministry of accompanying families as they plan and hold memorial services at our church. They work closely with Reverend Rebecca and Diane Carroll. Rev. Rebecca works with the family to plan the worship service while Diane oversees the building and other rental fees. Members of the Memorial Services Team commit to having two members of their team serve as liaisons to the families with each service. They may in this capacity do things such as help families identify caterers, consider uses of the Parish Hall and Lower Meeting House space and identify and serve as ushers. Most importantly, they are a friendly and caring connection to the church throughout the process.

Members include: Linda Buddenhagen, Sherry Evans, Joanna Fernandes, Barbara Garnis, Monique Greilich, Kim Kenly, Florence Mercer, Helen Murgida, Bettina Turner

Respectfully submitted,
Reverend Rebecca

PARISH FRIENDS

During this church year, Parish Friends delivered 28 meals, made 9 visits to shut-ins, gave 2 rides to a doctor's office, gave 20 rides to church, made 3 calls, and sent cards to 7 parishioners. This work benefits the people who give help as much as those who receive it, and we are grateful to have this opportunity to do meaningful work.

Our online groups include Calls, Cards, Childcare, Drivers, Errands, Meals, Mowers, Pets, Plants, Snow Shoveling, and Visitors. We have 49 members.

Thanks to everyone who participated in the program.

Respectfully submitted,
Florence Mercer, Coordinator

PROGRAM COUNCIL

Over the course of the 2018-2019 church year, the Program Council worked to further clarify its role in the church and to develop tools to provide support to, and facilitate communication among, the various groups working in the church. Meeting bi-monthly, the Program Council, comprised of representatives from various programs within the church, shared information on work being done within and without the church and served as a place for staff to keep groups informed of their work.

Staff topics presented at Program Council meetings this year included navigating the new website, calendaring events and drives, reserving rooms, budgeting, how to publicize events and use the FRS logo on promotional materials. Reverend Rebecca shared changes she hopes to bring to the structure of groups working in the church, as well as new ministry programs.

Meetings were designed to offer a chance to more fully present an event or program ("Spotlight"). This year the Spotlight segment included: Habitat for Humanity's FRS Build, FRS participation in the Walk Against Violence and the Sandy Hook national vigil, as well as in-house Spotlights that included the installation service, Passion Action fair, the Annual Campaign, and the Music Director search.

A successful goal of the Program Council this year was to establish "New Initiatives" as a standard agenda item. In the past, a group might form without the knowledge of existing groups. The New Initiatives segment provides the opportunity to determine if there is a duplication of an established program or whether a new idea might fit within an existing group. New Initiatives shared this year included: Lay Worship Associates and Memorial Service Team, Wizards and Sages, Faith Formation, Habitat for Humanity Program, Men's Group, Journaling Group, and the Sanctuary Church initiative.

Another important part of each meeting was an update by each group on its activities and plans, serving both to let other groups know about scheduled events and to celebrate vibrant program activities. This also allowed groups to reach out for support and also serves to avoid overlapping activities.

In the coming year, the Program Council hopes to strengthen its role as supporter and facilitator for the groups working within the church. This includes planning in late spring for the upcoming year to promote group collaboration and to avoid scheduling conflicts. Although attendance was good, not all groups were represented, and the Program Council encourages greater participation next year. The Program Council hopes to continue to clarify and strengthen its role in the FRS community as the touchpoint for the various programs of the church.

We would like to thank all groups that participated in the Program Council meetings and a special thank you to Rev. Rebecca for her ongoing support of our work.

Respectfully submitted,
Karen Young and Barbara Garnis
Co-Chairs, Program Council

Annie Maurer
Clerk

WELCOME TEAM

This team convened at the request of the Parish Board and supported Reverend Rebecca during the first several months of her transition here. They offered connections to members of the congregation and to the larger community. Always ready with ideas and encouragement, they helped to make the logistical parts of Rev. Rebecca's entrance as our minister much easier.

Members: Eileen Costello, Kristen Fehlhaber, Joanna Fernandes, Art Henshaw, Lisa Johnson, Julie Menin, Sarah Spalding

Respectfully submitted,
Reverend Rebecca

WORSHIP ASSOCIATES

This new program was one of the changes brought with Reverend Rebecca's ministry. We now have a Worship Associate co-leading Sunday worship with Rev. Rebecca each week. There are nine Worship Associates, each of who serves a three year term. The group meets on a monthly basis to discuss worship, and issues related to tradition and new ideas. Worship Associates are intended to represent a broad representation of the congregation. We are committee to having a youth associate. This approach is consistent with many UU congregations and furthers our shared ministry. We thank the congregation for their encouragement and support. In particular, we thank the Worship Committee for sharing their knowledge and supporting this change, and to Carol Kilty, who made our beautiful Worship Associate stoles.

Worship Associates this year.

Jeff Bard
Kathy Desilets
Sophia Lyons
Yvonne McQuilkin
Stella Okaya
Lea Pearson
Tom Stites

Jane Tuohy
Merryl Maleska Wilbur, Worship Committee liaison

Respectfully submitted,
Reverend Rebecca

WORSHIP COMMITTEE

Members:

Dorothy Fairweather, Michael Fosburg, Jay McCarthy, John Mercer, Co-Chair, Alex Mezey, Jane Tuohy, Merryl Maleska Wilbur, Co-Chair
Rev. Rebecca Bryan, ex officio

The end of this church year will effectively mark the end of the Worship Committee. The Committee's traditional duties will be picked up primarily by the new Worship Associates, who will work closely with FRS staff, including Rev. Rebecca and the sexton. These responsibilities are:

1. To select and schedule guest ministers, lay speakers, and congregation members to conduct services when the minister is away from the pulpit (typically eight to nine Open Pulpits annually) and during combined/special services
2. To help plan these services as needed and requested by the speaker and to assist in the pulpit, helping to facilitate all service elements during the services
3. To solicit and evaluate suggestions and concerns regarding the Worship Service. To work with the minister, as requested and as appropriate, to implement changes that will enhance the service experience for the congregation
4. To open each service with a Welcome
5. To schedule members for Chalice Lighting each Sunday and to follow up with reminders and guidelines on a weekly basis
6. To prepare the sanctuary for worship, on Sunday mornings
7. To assist in special set-up necessary for church events such as the In Gathering/Flower Arch service and the Candlelight Service

The one traditional responsibility that will likely continue to be handled by a subcommittee of the Worship Committee, in a new capacity as a special team, is the Journey of Faith program. The primary goals of that program follow:

- To schedule a Journey of Faith for presentation during the Worship Service, approximately once a month; to assist the speaker in the editing and general preparation of the piece; to follow up with its publication in the *Steeple Biweekly*; to publish an annual (or bi-annual) booklet comprising the JOFs presented in a given year(s)

Open Pulpit, other speakers, and special services facilitated by the WC 2018-2019:

- Annual Animal Blessing service
- Joyce Haydock, Buddhist meditation group leader/congregant

- Rev. Stan Barrett, Community Minister Affiliated
- Julie Parker-Amery, RE Director
- Zach Field Gong Meditation service
- Sophia Lyons, congregant/divinity school student (in conjunction with the Worship Associates)
- Rev. Anastassia Zinke, Minister, All Souls Unitarian Church, Indianapolis
- Jazz Service (led by Tom Stites, with Lark Madden and band)

Goals achieved and other tasks accomplished 2018-2019:

- Continued the Journey of Faith program. During this church year, seven congregants presented Journeys of Faith.
- Worked with individuals and committees to organize and help lead the special services detailed above.
- Welcomed Rev. Rebecca Bryan to our meetings and worked diligently with her to achieve a smooth start-up of the Worship Associates program and a smooth transition of traditional Worship Committee tasks.
- Especially in Fall 2018, before start of the Worship Associates program, helped Rev. Rebecca in setting up the Sunday worship schedule for the church year.
- In Fall 2018, opened the church and prepared the sanctuary for Sunday worship; then worked with new sexton, Mike Baker, and Director of Finance and Administration, Kristen Fehlhaber, to establish fluid transition of those tasks.
- Attended the four Program Council meetings.

Respectfully submitted,
John Mercer, Co-Chair
Merryl Maleska Wilbur, Co-Chair

ADDENDA & CORRECTIONS

Corrections:

p. 26 – the number participating in Fellowship dinners was 169 persons

P 50 – the Memorial Services Team also includes Barbara Garnis

Addenda:

Annual Campaign Update

Special Campaign Update

Relating to Article 3 – Bylaws

Relating to Article 6 – Mission and Vision Planning

Relating to Article 7 – Bio of Rev. Helen Murgida

Annual Campaign Update

Thank you to the following for your generous support of FRS in the 2019-20 Annual Campaign. If your name has been omitted in error or you'd still like to make a pledge, please contact Kristen Fehlhaber at 978-465-0602 x404.

Richard Abbott & Joan Atkinson
Jeffrey Adams
Maureen Adams & Lee McLaughlin
Alliance
Steve Amery & Julie Parker Amery
Rick Anderson
George Araneo
Rev. Harold & Sabrina Babcock
Jeffrey & Virginia Bard
Ann Bardeen
Catherine & Nicholas Barkley
Leslie Lawrence & Stan Barrett
Patricia Bashford
Neil Beasley & Nancy Betts
Juliana Beauvais
Nan Becker
Amy & Mark Belanger
Tina Benik
Sally Benjamin
John & Stacey Billington
Amy Badger & Stephen Bowditch
Mimi Brile
The Brittan Family
Sharon & David Broll
Barbara E. Garnis & Joseph Brouillet
Rev. Bryan & Bart Bracken
Will & Linda Buddenhagen
Barbara & Ed Budelmann
John & Linda Lu Burciaga
Barb Burleigh
Rob Burnham
Mary Frances Callahan
Charles & Joan Carroll
Margo Casey
Holly Cashman & Heather Nestor

Lindsay Cavanagh
Yvonne Chabrier
Mardi Chalmers
David & Gillian Chatfield
Peter Chatman
Ellen Chulak
Bill and Beth Clary
Nancy Colby
Dan Colwell & Mary Jo Verde
Susan & Richard Comeau
Maureen Condon
Susan Cooper
Stephen & Eileen Costello
Carole Cowie
Sue Creed
Carey & David Creps
Nancy & Paul Crochiere
Lowell Croll & Sallie W. Butler
Julie Cueto
Rosalie Cuticchia
Marty Daignault & Anne Katsas
Laurie Evans-Daly & Richard Daly
Deanna D'Angelo
Lorene Daniels
Marc Cendron & Jennifer Day
Kate & Marc deKanter
Kathleen Desilets
Steve & Amy Dewey
Terry DiMento
John M. Dodge
Kristen & Micah Donahue
Anne Donaldson
Jim Dooling & Sally Milliken
Mike Dorsey & Janet Sutherland
Lisa Dowell

Mary Doyle
Gemma Doyle
Gwen & Steve Dudley
James & Vicki Dyer
Erik & Beth Eames
Kasey Edwards
Marion & Paul Eldridge
Vernon Ellis & Susan Stone
Peter & Candace Erickson
Howard & Dorothy Fairweather
Sue Fasoli
Jo Fay
Judy & Gail Fayre
Kristen Fehlhaber & Sophie Godley
Les Ferlazzo
Joanna Fernandes
Michael & Vanessa Ferreira
Tracy Fischer
Minnie Flanagan
Wendy Ford
Diane Forman
Tracey Fortier
Michael Fosburg & Pat Skibbee
Tim Fountain & Sarah Spalding
Paula & Peter Francese
Donna Fulton
James Funston & Bruce Deveau
Ginger Furey
Kirby & Kim Gallagher
Mark & Lucienne Gallagher
Anne & Bill Ganzenmuller
Greg & Catherine Garnache
Richard George & Laurie Christiansen
Bill & Marsha Gette
Tina & John Gibson
Monique Greilich
Ann Haaser
Boyd Hancock
Linda Harding & Hugh Martinez
John Harwood

Mary Haslinger
Joyce Haydock
Betsy Hazen
Jon Hazilla
Cecilia & Paul Healy
Andrea Healy
Nancy Herbison-Evans
Carol Herzog
Sally Higginbotham
Bob Higgins
Tom Himmel
Eugene Hirtle
Mark Hodgson
Robert Hooker
Karen Hudner
Philip & Pat Hurzeler
Erin Hutchinson-Himmel & Chris Himmel
Jay Iannini & Rebecca Brodish
Lisa Johnson
Richard & Sandra Johnson
Annalee Johnson
Parker Jones
Jacob Judd
Janet Kalashian
Barbara & Kevin Kane
Susan Kaplan
Terry Ann Karnan
Deborah Kelsey
Kim & Lorna Kenly
Chuck Kennedy & Anne-Laurence Dodge
Lynn Kettleson & Robin Lawson
Don Ketzler
James & Nancy Kidd
Carol & Stanley Kilty
Michelle & Sam Kimball
Jo An Kincaid
Janice King
Ken Kretsch
Steven & Janice Krusemark
Karen Kuhlthau

Jim Lacey & Beverly Heinze-Lacey
John & Jean Lambert
Richard & Laura Langworthy
Betsy & Douglas Latham
Chris & Joanne Laut
Angie & Mark Lawler
Allyson Lawless
Megan & Steven Lichty
Bill & Vicki Lincoln
Leslie Lipkind
Marcus Lisle
Jeffrey & Laura Litcofsky
Kathy Lord
Philip Loring
Deb Maas
Leslie MacDonald
Susan MacPhee
Annie & Lark Madden
Maryann Malarkey
Sandy & Bud Manley
Jonathan March & Jeanne Anderson
Mike Marden
Robert Martin & Stephen Snyder
Annie Maurer
Nancy & Jay McCarthy
Thomas & Karen McCarty
Ned McClung & Anne Comeau
Ann McCrea
Frances McLaughlin
Berenice McLaughlin
Jason McLin & Sophia Lyons
Kelly & Peter McNamee
Yvonne McQuilkin & Art Henshaw
Lisa Mead & Christine Doherty
Russell Meade
Ed Meagher
Julie Menin
John & Florence Mercer
Laura Meyer & John Kiszka
Kristen Miller

Melissa & Stephen Mills
Brent Mitchell & Jessica Brown
Dorothy & Alex Moerlein
Kathleen Moore
Peter & Virginia Morbeck
Anne Mulvey
Beth Munro
Helen Murgida
Peg & Ray Nicol
Peter Litwin & Patrice O'Brien
Becky Dill & Ken Okaya
Brenda Oldak
David Owen
Barbara Owen
Tom Pagel
Nancy Peace
Lea Pearson
Christine Pelham
Gerald & Marjorie Peterson
Jack & Andrea Petras
Thayer & Gina Phipps
Linda Piergeorge
Margy Powell
Walter & Ann Power
Charles & Jane Purinton
Jennifer & Dan Rabold
Manfred & Cynthia Raschke
Patricia Reeser
Susan Ricker & Bill Zarakas
Janis Ridgley
Beth Riley
Lori Rittman Clark & Thomas Clark
Will & Sherry Rogers
Donnie Rogers
Ann & Dean Rose
Sherry Evans & Andy Rosen
Jenny Ross
Meredith and Max Russell
Julie & Steve Ryan
Nicole & Tom Salemi

Michael & Maryla Sandberg
Anne Chisholm Sandt & Mark Sandt
Carrie Schmidt
Linda & Byron Seese
Martin & Donna Seim
Judy Shivik
Steven & Melissa Sills
Elizabeth Silveira
Marc Simon
Bob Skinner
Marianne Snow
Mary Sortal
Forrest Speck & Anne Verret-Speck
Anne Spraker
Ben Staples & Deborah Blagg
Jeff & Kathy Stark
Linda Marshall & Ted Stedman
Debbie Steeves
Rev. & Mrs. Bert Steeves
David Stickney & Carol Barron
Tom Stites & Alexandra Mezey
Diane Stowe-Cohn
Kathy & Bob Straubel
Fran Sullivan
James Supple & Mary McDonald
Drs. Stephen & K. C. Swallow
Elizabeth Swanson

Amy Tauchert
Sandra Thaxter
Susan Thorne
Patricia Torkildson & Howard Mandeville
Natalie & Tom Treat
Linda Tulley
Jane Tuohy
Charles Tuomi
David & Bettina Turner
Jan & Bob Tyler-Nelson
Katie Vazeos
Joseph Vecchione
James & Nancy Warner
Erin Postl & Ken Wauchope
Kathy Weinstock
Alec & Anne White
Kem Widmer and Betsy Garrett
Nathan & Meryll Maleska Wilbur
Susan Wilner
Ray Wilson
Renee Wolf Foster & Stephen-Wolf Foster
Cynthia Wootan
Dorothy R. DiChiara & Anita Wright
Shamim Wright
Rachel Yee
Karen & Chris Young
Judy & Richard Zambroski

Special Campaign Update

The goals of the Special Campaign were to raise \$1,100,000; \$825,000 for the steeple debt, \$175,000 for the mortgage on the Lower Meetinghouse renovation, and \$100,000 for the “futures fund.”

To date, campaign pledges are \$761,250. Adding the weathervane proceeds, this totals \$1,061,250. We are close to making our goal! If you are new to FRS and want to make a pledge to the Special Campaign, please contact Kristen Fehlhaber, campaign@frsuu.org.

Special campaign pledge payments received at this time total \$508,109.12. If you haven't made a first payment toward your three-year Special Campaign pledge, please do so before June 30, 2019.

This shows the current balance of the steeple debt and the great progress that has been made in its reduction.

Total Steeple-related debt	\$825,000 (2/1/2018)
Payments made:	-\$125,000 (repayment of unsecured loan)
	-\$250,000 (repayment of LOC from pledges)
	<u>-\$300,000</u> (repayment of LOC from sale of weathervane)
	\$150,000 remaining in line of credit (6/6/19)

In addition, \$24,000 has been paid toward the Lower Meetinghouse mortgage.

Last year, on the recommendation of the Finance Committee, the Parish Board agreed to hold back 10% of Special Campaign pledges and designate them for the portion of the campaign that was for the “futures fund”. That amount is being held aside and will grow as the campaign nears its goal.

Relating to Article 3 –Bylaws

ARTICLE IX

Standing Committees

Finance Committee

Section 7. The Finance Committee shall be responsible for raising all the funds necessary for the maintenance of the Church and the conduct of its affairs; for conducting the annual canvass; for oversight of a planned giving program, and for assisting the staff in the preparation of the annual budget for approval by the Parish Board before its presentation at the annual meeting.

Section 8. The Finance Committee shall be responsible for lay oversight of the budget planning and performance and will advise the Parish Board as it deems advisable.

Section 9. The Finance committee shall be led by the Finance Committee Chair, who will serve as a member of the Parish Board.

...

ARTICLE XIV

Suspension

Specified parts of the Society's Constitution and By-laws may be suspended for a specified limited period, not to exceed one year, by a two-thirds (2/3) vote of those present at a duly called meeting of the Parish. The quorum necessary for suspension of the Constitution and By-laws shall be twenty percent (20%) of the voting membership or 60 members, whichever is greater.

Relating to Article 6 – Mission and Vision Planning

CURRENT FRS VISION

We, the First Religious Society, Unitarian Universalist, aspire to be a welcoming and inclusive community that encourages spiritual growth as we strive for truth and meaning and serve the social and spiritual needs of our larger community.

Approved by a vote of the membership on November 6, 2005.

CURRENT FRS MISSION

Our open doors represent the open minds, open hearts and hopeful religious community that welcome you no matter who you are, where you come from, or what you believe. We provide opportunities for spiritual growth, inspiration through the arts, liberal discourse, and mutual understanding.

Our meetinghouse, a sanctuary to generations, is a symbol of our aspirations. We come together in friendship and sharing, as people of all ages manifesting conscience, character and compassion in our engagement with each other through life's joys and sorrows. We are a community that empowers our youth and integrates them within all aspects of congregational life. The open spirit we share, guided by our Unitarian Universalist Principles, is reflected in our worship, our educational programs, and all our other activities and endeavors. As stewards of our buildings and grounds we guide their development to accommodate the evolving needs of the congregation and community.

Our steeple serves as a beacon to those seeking free expression and spiritual growth through self-determination. As citizens of the world, we raise a strong voice in the quest for reason, compassion and justice, and courageously participate in and foster social service and political action. As stewards of the earth and all living things, we commit to greater environmental engagement.

Our community is sustained by commitment of our time, talent and resources.

Approved by a vote of the membership on January 21, 2007

To guide our future, it is time to revisit and renew our Mission and Vision.

- The Parish Board wants to engage a consultant help the congregation with this work.
- A Mission and Vision Team created by the Parish Board recommended two finalists to the Board for the Board's final selection.
- On Monday, June 3, the Board interviewed both finalists and unanimously chose Laura Park of Unity Consulting.
- Using the "Nested Bowls" process, our work with Laura will begin in September.

Among the Board's reasons for selecting Unity Consulting were her:

- well-defined participative process of hearing from the congregation,
- process for discernment of core values and mission,
- experience in this work with the UUA, and with UU congregations,
- professionalism and references, and
- the Board's confidence for the process to be inclusive and successful.

Following her selection, Laura Park offered has offered these words for all of us:

- "This is a process of covenanting together about our future, and it matters that we hear all voices in the congregation. We really hope you'll take the time to participate."
- "This will be an uplifting and spiritually deepening exercise. You'll reflect on our congregation at its best and what we can build on our strengths for the future."
- "You'll connect with people you haven't met before, with very different church connections, and discover what brings us together in community."
- "This is just the right moment for this work. Now that the community and Rev. Rebecca have taken time to get to know one another, it's time to articulate a vision for our shared ministry together."

The Nested Bowls The Promise and Practice of Good Governance  Laura Park	The Nested Bowls At the foundation of a fruitful, covenantal governance practice is the articulation of the nested bowls of: • Values: What transcendent, timeless qualities of our religious community will we embody in all we do? • Mission: What's our transcendent purpose? What overarching difference are we here to make and for whom? • Ends: What specific, measurable difference will we make and for whom? http://www.unityconsulting.org/
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Relating to Article 7 – Bio of Rev. Helen Murgida

Rev. Helen M. Sampson Murgida, Ed.D.

Born and raised in Somerville MA, attended 12 years of parochial school including Matignon HS in Cambridge. Received B.S.Ed. and M.Ed. From Northeastern University

Began teaching at the Cotting School when it was called “The Industrial School for Crippled Children” then located on St. Botolph St. Boston.

Married Frank Murgida in 1968; Opened Pentucket Workshop Preschool in Georgetown after son Matthew and the son Lucas were born. Co-directed the preschool for over 20 years.

Received 2nd Master’s in Special Education from Salem State College and worked as Director of Special Education in Somerville Charter School and then at Pathways Academy at McLean Hospital. While at McLean, completed doctorate from Nova Southeastern University, Fischler Graduate School of Education and Human Services (2006)

Graduate of and Ordained by the Chaplaincy Institute of Maine (2008) as an Interfaith Minister. Continue to officiate at Memorial Services, Weddings and, Naming Ceremonies. Serve as a volunteer at Constellation Hospice in Newburyport. For the past 2 years have served as head of the Interfaith Ministers of New England.

Have attended and participated in many groups at First Religious Society, Unitarian Universalist for over 20 years as Frank was actively involved In the Choir. Frank and I officially became members 5 years ago. I have served on Chalice Circles and will be serving as a Pastoral Care Associate.

Currently work as a Consultant for the Massachusetts Department of Elementary and Secondary Education, Office of Approved Special Education Schools.

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