



FIRST
RELIGIOUS
SOCIETY,
UNITARIAN
UNIVERSALIST

Newburyport,
Massachusetts

ANNUAL REPORT

Church Year 2022-2023

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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 a meeting in person and via Zoom on Sunday, June 11, 2023, at 12pm, it being in the Bylaws as amended, there and then, to act upon the following articles.

Article 1: To act upon the minutes of the 2022 Annual Meeting.

Article 2: To act upon the reports of the officers and committees.

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

Article 4: To approve naming The Reverend Jane Tuohy as an Affiliate Minister of the First Religious Society, Unitarian Universalist.

Article 5: To act upon the recommendation by the Anti-Racism Initiative Team to continue exploring how the 8th Principle may deepen our pursuit of the Values, Mission and Ends in preparation for a future congregational vote.

Article 6: To approve a disbursement from the Bailey Fund of \$11,700 for extraordinary facilities-related repairs already made during this past year to the steeple, roofs, Parish Hall heating system, and Meetinghouse vestibule.

Article 7: To approve the disbursement from the Bailey Fund of up to \$10,000 for extraordinary facilities repairs and upgrades anticipated during the coming fiscal year 2024, with the oversight of the Facilities Team and approval by the Parish Board.

Article 8: To approve lifting the restriction on the use of the remainder of the Edith Stern bequest.

Article 9: To act upon the Fiscal Year 2023-24 budget recommended by the Parish Board.

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 eight (8) days (including two Sundays) before the day of the meeting.

Tina Benik
Holly Cashman
Kathy Desilets
Marissa Dewey

Vern Ellis
Laurie Evans-Daly
Minnie Flanagan
Bob Higgins

Tom Himmel
Michelle Kimball
Annie Maurer
Jim Supple

Renee Wolf Foster

A copy of the Warrant attest



Kathleen Desilets, Parish Clerk

Motions & Additional Information on the Articles

Article 1: To act upon the minutes of the 2022 Annual Meeting.

Motion: *I move that the minutes of the 2022 Annual Meeting be accepted.*

Article 2: To act upon the reports of the officers and committees.

Motion: *I move that reports of officers, ministers, lay leaders, staff, committees, teams, and other groups as printed in the Annual Report 2022-2023 be received and entered into the record.*

Explanation (Articles 1 & 2):

The minutes of the previous full meeting of the congregation and the reports of the officers and committees are included in the Annual Report. These documents offer important context indicating where we are as we begin discussion at this meeting.

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

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

Explanation:

An annotated slate of nominees is included in supplementary materials to the warrant provided to members in advance of this meeting.

Article 4: To approve naming The Reverend Jane Tuohy as an Affiliate Minister of the First Religious Society, Unitarian Universalist.

Motion: *I move the naming of The Reverend Jane Tuohy as an Affiliate Minister of the First Religious Society, Unitarian Universalist.*

Explanation:

Reverend Jane became a member of FRS 10 years ago in May of 2013. She chaired Reverend Rebecca's Installation Planning Team. She was also chair of the inaugural Worship Associates team, and the inaugural Pastoral Care team. She is currently a member of the 8th Principle Team and serves as a Worship Associate in addition to supporting Rev. Rebecca with pastoral care, adult faith formation, and preaching. She is also coordinating guests for July worship services this year.

Rev. Jane audited courses in chaplaincy at Harvard Divinity School in academic year 2018-2019 and enrolled in One Spirit Learning Alliance, an interfaith seminary in New York City in 2020. She was ordained as an Interfaith minister on June 11, 2022 (one year to the day of our annual meeting!).

She currently works part time as a hospice chaplain. In her role as Affiliate Minister Rev. Jane will continue her support and involvement in worship, pastoral care, and adult faith formation.

Article 5: To act upon the recommendation by the Anti-Racism Initiative Team to continue exploring how the 8th Principle may deepen our pursuit of the Values, Mission and Ends in preparation for a future congregational vote.

Motion: *I move that the congregation endorses the recommendation by the Anti-Racism Initiative Team to continue exploration of the 8th Principle in preparation for a future congregational vote.*

Explanation:

The Anti-Racism Initiative’s vision was that the congregation would consider a vote at this year’s Annual Meeting to become an Anti-Racist Congregation. During the past year, we realized that that our journey to promote racial justice would benefit from learning more about the UUA’s 8th Principle Project. The 8th Principle, which has been adopted by more than 200 UUA congregations in the United States, aims to complement our seven well-known Principles by explicitly addressing racism and other oppressions experienced by individuals, communities, and society as a whole. The 8th Principle states:

“We, the member congregations of the Unitarian Universalist Association, covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.”

We would like to engage the congregation in continued exploration and discussion about ways in which adoption of the 8th Principle could impact FRS. Our aim is to develop a shared understanding of what it means to be accountable and committed to dismantling racism and other oppressions. We believe that this work closely aligns with our Values, Mission and Ends by helping us to better articulate our individual and congregational UU identity; to welcome people in all their diversity and create belonging for one another; and to work in partnership, as individuals and as a congregation, to advance justice as we work to build a more diverse, Beloved Community.

We are hopeful that the activities we’ve begun planning for the coming year will prepare us for a vote to adopt the 8th Principle at a future Annual Meeting. We recognize that exploring how the 8th Principle may impact our congregation is really just the *beginning* of action, rather than the ultimate goal. Please join us in making our *actions* match our *values*.

Article 6: To approve a disbursement from the Bailey Fund of \$11,700 for extraordinary facilities-related repairs already made during this past year to the steeple, roofs, Parish Hall heating system, and Meetinghouse vestibule.

Motion: *I move the approval of an allocation from the Bailey Fund of \$11,700 for facilities repairs already made during this fiscal year 2023.*

Explanation:

PROPOSED FY 2022-23 BAILEY FUND REQUEST - \$11,700

This Bailey Fund request already is shown in the current FY 22-23 P&L financial report.

Details: The following extraordinary facilities-related repairs were made in FY 2023.

Amount	Purpose	Vendor	Date	P&L Account #
\$2,900	Steeple bolts, etc.	American Steeple	12/14	8217 Repairs & Maintenance
1,511	Steeple finial wobbling	American Steeple	12/14	8217
350	Initial inspection above	American Steeple	12/14	8217
1,150	Steeple leak repairs	Ayer Roofing	2/6	8217
2,400	Parish Hall roof leak	Ayer Roofing	2/12	8217
750	PH entrance roof leak	Ayer Roofing	1/10	8217
541	PH furnace pipe leak	Uptack/Stark & Cronk	10/31	8217
303	PH furnace valve leak	Uptack/Stark & Cronk	11/11	8217
314	PH TBBD repair	Uptack/Stark & Cronk	12/13	8217
296	PH steam pipe leak	Uptack/Stark & Cronk	2/1	8217
500	Fire detection repair	Central Signal	10/5	8217
400	Fire detection repair	Central Signal	2/1	8217
2,357	Vestibule repair/refurb	VR Painting/Misc	8/15	8217 (net after \$2K donation)
\$13,761	TOTAL EXTRAORDINARY REPAIRS			

Article 7: To approve the disbursement from the Bailey Fund of up to \$10,000 for extraordinary facilities repairs and upgrades anticipated during the coming fiscal year 2024, with the oversight of the Facilities Team and approval by the Parish Board.

Motion: *I move the approval of a disbursement from the Bailey Fund of up to \$10,000 for facilities repairs and upgrades anticipated during the coming fiscal year 2024 as overseen by the Facilities Team and with approval of the Parish Board.*

Explanation:

PROPOSED FY 2023-24 BAILEY FUND REQUEST - \$10,000

This Bailey Fund amount already is included in the proposed FY 23-24 budget, for additional extraordinary facilities-related repairs/upgrades beyond the proposed Repairs & Maintenance budget of \$19,550. Funds will ONLY be disbursed as needed, with oversight by the Facilities Team and approval of the Parish Board. The following are examples of possible “extraordinary” expenses currently being discussed.

\$3K-5K	Steeple light fixtures needing replacement in FY 23 or FY 24 (based on current estimates).
?	Buttressing the roof trusses prior to reshingling and possible solar panels.
\$50,450	Estimate for church roof re-ashingling, based on one estimate so far.
?	Possible solar panels. Green Team obtaining information.
?	Possible energy efficiency upgrades to HVAC system. Green Team obtaining information.
?	Possible energy efficiency upgrades to church office lighting. Green Team obtaining information. Sanctuary lighting already upgraded with energy-efficient dimmable LED bulbs.
?	Various additional church accessibility improvements recommended by AIM Team.

Article 8: To approve lifting the restriction on the use of the remainder of the Edith Stern bequest.

Motion: *I move the adoption of the Parish Board recommendation that the congregation lift the restriction on the use of the remainder of the Edith Stern bequest.*

Explanation:

The original bequest in 2011 was an unrestricted gift from Edith Maria Stern to further our mission. At that time, the congregation targeted a portion for the renovation of the Parish Hall kitchen; any such restrictions placed on the funds by the congregation can be removed by them. It is not expected that further renovation of the kitchen will happen until there is a full renovation of Parish Hall. This money is a cash set-aside which has been dormant for six years.

We are in a deficit position, partially because of many unexpected building costs which we are working to address. Releasing these funds would clear the current year deficit and help build a badly needed operating cash cushion; releasing the congregation’s restriction on the money puts us on firmer financial footing.

Article 9: To act upon the Fiscal Year 2024 budget recommended by the Parish Board.

Motion: *I move that the Fiscal Year 2024 expenditure budget as presented in the Annual Report be approved.*

Explanation:

The budget documents are included in the Annual Report and were sent to members in advance of the meeting.

Nominations for the Parish Board, Officers, and Trustees of the Endowment

Nominees for the Parish Board, Officers, and Trustees of the Endowment for the 2023-2024 church year are highlighted in gray below. Parish Board members are typically elected to three-year terms. Officers, which include the Finance Chair, Governance Chair, Stewardship Chair, Endowment Treasurer, Finance Treasurer, Parish Clerk, Moderator, and Auditor are elected to one-year terms. Trustees of the Endowment are typically elected to three-year terms. Delegates are elected to represent the congregation at the UUA General Assembly.

Position	Name	Nominee or Incumbent (1)	Term Length (Years)	Entering What Year of Term?
Parish Board	Tina Benik	I	3	3
Parish Board	Jim Supple	I	3	2
Parish Board	Annie Maurer	I	3	2
Parish Board	Lori Clark	N	3	1
Parish Board	Minnie Flanagan	I	3	3
Parish Board	Laurie Evans-Daly	I	3	2
Parish Board	Caitlin Carey (2)	N	3	1
Parish Board	Liss Larsen	N	3	1
Trustee	Bill Clary (3)	I	3	3
Trustee	Tim Fountain	I	3	2
Trustee	TBD	N	3	
Position	Name	Nominee or Incumbent	Term Length (Years) (4)	Entering What Year of Term?
Parish Clerk	Kathy Desilets	I	1	3
Governance Chair	Tom Himmel	I	1	2
Stewardship Chair	Vern Ellis	I	1	2
Finance Chair	Renee Wolf Foster	I	1	2
Finance Treasurer	Bob Higgins (5)	I	1	1
Endowment Treasurer	Kim Kenly	I	1	3
Moderator	Lea Pearson	I	1	6
Auditor	Joe Brouillet	I	1	2
Delegates to UUA Annual meeting				
Delegate 1	Julie Parker Amery			
Delegate 2	Chuck Kennedy			
Delegate 3	TBD			
Delegate 4	TBD			
Delegate 5	TBD			
Delegate 6	TBD			
(1) Incumbents served on the board the previous consecutive year, even if in a different elected role. Nominees are new to the Parish Board this year but may have served previous terms.				
(2) Caitlin Carey is nominated to serve a one-year term, beginning in July 2023.				
(3) Bill Clary served a three-year term and is being nominated to serve one more year.				
(4) Candidates are elected to one-year terms in elected roles but may serve up to limits set by policy.				
(5) Bob Higgins was elected to fill a board position vacated by during Church Year 2023. His service as Finance Treasurer is a new role for which he is in his first term.				

Nominee Profiles

Caitlin Carey [Parish Board]

Lori Clark [Parish Board]

Lori has served on the FRS Governance Committee since 2021. She and her husband, Tom, relocated to Newburyport from Connecticut about ten years ago, and they started attending FRSUU in November 2016. Being new in town and not having any connections here, they were looking for a community they could feel a part of. They have found it at FRS. Lori is a lawyer who for 25 years has focused her practice on representing businesses in employment matters. Around the time they moved to Newburyport, Lori gave up law firm life and now works for herself. She has never been happier or more satisfied in her career path. Lori is a runner and on any given day you may see her getting her miles in on the rail trail. Together, Lori and Tom enjoy traveling, the arts, eating good food, and doting on their Golden, Charlie.

Bob Higgins [Finance Treasurer]

Bob had not attended church since childhood when he decided to attend an FRS service in 2018 and was immediately drawn into this beloved community. He has been active on the Communications, Stewardship, and Governance Committees, and has also participated in the Men's Group, Afghan tutoring, Chalice Circles, Seeing White, and more. He is currently serving out the term of a previous Parish Board member. Bob grew up on the South Shore, lived on the North Shore for 15 years, and then in Seattle for 20 years. He and his wife, Judy, returned to Massachusetts in 2015 for family reasons, settling in Newburyport's South End. Bob worked in newspapers most of his career, first as an editor in Gloucester and Beverly before he moved to the technical side of the industry. He currently works as a data specialist in the Newmarket, New Hampshire School District. Bob and Judy (who works in curriculum development after a career as an elementary school teacher) have two children: Abby, a journalist in Washington, D.C.; and Chris, a lawyer who lives in Dover. They also have an amazing 2-year-old grandson named Charlie, who is expecting, perhaps somewhat reluctantly, a new baby brother very soon. In his spare time Bob enjoys reading, listening to podcasts, travel, playing the guitar, and struggling to stay fit.

Elisabeth "Liss" Larsen [Parish Board]

Liss grew up in Ridgewood, New Jersey and spent blessed summers on Shelter Island, New York. She moved to Newburyport in 1997, then to Newbury and Topsfield, and finally to Shelter Island in 2014. She was baptized Presbyterian, raised Episcopalian, attended Catholic college, then found FRS and UU-ism. She is currently a seminarian at the Chaplaincy Institute of Berkeley, California, aiming for certification and ordination as an Interfaith Chaplain by 2025. She hopes to do hospital or hospice chaplaincy. She's a Trustee of Union Chapel in the Grove, an Interdenominational Christian summer chapel. In her previous FRS years (early 2000s) Liss was a Young Church teacher, nursery volunteer, co-founder of the Thirtysomethings group, and head of the Social Action Committee. She participated in a Chalice Circle this year and is currently part of the Interior Landscapes group. She co-founded SEED, a grassroots environmental organization in Newburyport, in 2006. Professionally Liss has worked as a graphic designer for several schools and nonprofits. Since 2014, she has worked at Ross School, a nursery–grade 12 private school, in varying capacities in the Admissions and Communications offices. Her strengths are in design and relationship management. Long walks and yoga keep her level. When she travels, she always seeks out churches to photograph. She spends as much time as possible at the beach or boating, where she recharges her batteries. Her two adult sons, Ollie and Ben, are the joy of her life. Liss is so happy to be re-engaged with the FRS community!

TBD[Trustee]

Forthcoming

Minutes of FRS Annual Congregational Meeting, June 12, 2022

Hybrid Meeting – In Person and Zoom

Present: Lea Pearson, Meeting Moderator; Justin Murphy-Mancini, Host, Chat Panel and Virtual Hand-raise monitor; Rev. Rebecca Bryan, Minister, Spiritual Leader; Robert Authier, Director of Church Operations; Peter Senopoulos, Parliamentarian.

Call to Order

The meeting was called to order at 12:20pm. Lea Pearson welcomed all, noting that a quorum was present in person, and called the meeting to order. She then turned the meeting over to Reverend Rebecca who lit the chalice and offered a poem for reflection by FRS member Anne Mulvey.

Reverend Rebecca's Report

- Thanked the staff and board for their work over the past year, with special mention of Juliana Beauvais, who served tirelessly as Chair of the Governance Committee, and who is leaving the congregation due to a home/job move. She also thanked all of those who were present for this meeting.
- Recognized parishioners who died this church year, by reading aloud their names and dates of death. These individuals are:
 - Charles "Chuck" Carroll (6/12/2021)
 - Peter Chatman (8/6/2021)
 - Blake Hughes (8/14/2021)
 - Benjamin Labaree (8/30/2021)
 - Patricia Bashford (11/22/2021)
 - Elizabeth "Betty" Swanson (12/21/2021)
 - Stephen Dudley (12/23/2021)
 - Anne Sandt (12/30/2021)
 - Charles "Charlie" Carroll (1/15/2022)
 - Nancy Herbison-Evans (1/18/2022)
 - Stanley Kilty (2/9/2022)
 - Russell Meade (2/13/2002)
- Reported on the Afghan Family living in Parish Hall. The family is happy with us and has made great progress with children settled in school, the father having secured employment and learning to drive, and all members increasing their skills in English. The city has extended the zoning variance to allow the family to remain through December. Forty Afghans now live in our community and feel safe and supported. The next challenge for the family residing with us and others will be housing. A community partnership including Central Congregational Church, St. Paul's Episcopal Church, Habitat for Humanity, Roof Over Our Head, YWCA, and others are working to deal with the housing issues. The family living with us has 11 members, which makes it hard to find appropriate housing. Many options are being considered.
- Reminded the congregation that we are getting ready for the 300th Anniversary of our church in 2025. There will be many events and celebrations and everyone's skills and interests will be welcomed as we begin this work.

Moderator Instructions

Lea opened the discussion and voting on warrant items with an explanation of the process and a review of the agenda for the remainder of the meeting. She said that we will closely adhere to Robert's Rules of Order and reminded the group that all comments must go through the moderator. We have engaged a Parliamentarian to help us in this process. Only those present in person can vote on the first agenda item. Once that motion is passed, the meeting will be hybrid including both online and in-person participants. We will take the items on the warrant in the order they are listed. We will take a brief stretch break halfway

through. Everyone needs at least a copy of the warrant and explanation of the items to inform their participation. Lea also explained COVID precautions. Ushers are on hand to assist anyone in need.

Lea described the Robert's Rules process for managing each item and the procedures for recognizing online participants. The moderator will introduce each warrant item and call for a motion for action. Once the motion is seconded, an identified person will offer a brief explanation of the purpose of the motion. There will then be an opportunity for questions for clarification only (no opinions). Speakers in the room will come to the microphone and those online will indicate their wish to speak by using the raise hand function in Zoom. Justin will identify people as they raise their hands, call their names, and allow them to unmute and ask their questions. When questions are complete, discussion begins. All discussion items must be either pro or con for the motion on the floor. People in the room will form two lines – one for pro comments and the other for con comments. Online participants will be recognized, and Justin will assure that they are put in line as they are recognized. The meeting will use voice vote. If there is uncertainty about the outcome, then a show of hands will be used to count all in-person or online votes. Items that do not involve bylaw changes are decided by majority vote. Articles involving bylaw changes are decided by two-thirds of those present and voting.

Lea invited questions and then moved to the warrant items, reading each item and accepting a motion to adopt it.

Note: For most motions, more than one voice was raised to second. For this reason, these notes simply indicate that the motions were seconded.

Article 1: To act upon the recommendation of the Governance Committee to amend the Bylaws to allow for remote electronic forms of meeting participation, thereby permitting virtual attendance at today's meeting and any future meeting.

Tom Himmel made the following motion, which was seconded:

I move that a new section 6 of Article IV be added to the Bylaws to give Society authority to conduct meetings by means of remote technology.

Lori Clark reviewed the explanation that was provided in the Annual Report.

No questions were asked and there was no debate. The **motion passed without objection.**

Article 2: To act upon the minutes of the 2021 Annual Meeting.

Juliana Beauvais made the following motion, which was seconded:

I move that the minutes of the 2021 Annual Meeting be accepted.

Lori Clark explained that the minutes of the prior meeting of the full congregation are on page 14 of the Annual Report and offer important context including where we are as we begin discussion at this meeting.

No questions were asked and there was no debate. The **motion passed without objection.**

Article 3: To act upon the reports of the officers and committees.

Michelle Kimball made the following motion, which was seconded:

I move that reports of officers, ministers, lay leaders, staff, committees, teams, and other groups as printed in the Annual Report 2021-2022 be received and entered into the record.

Maureen Adams explained that the reports of the officers and committees are included starting on page 20 of the Annual Report. These documents offer important context indicating where we are as we begin discussion at this meeting.

No questions were asked and there was no debate. The **motion passed without objection.**

Article 4: To act upon the recommendation of the Governance Committee and Parish Board to update the Bylaws Article IV, Section 1, to allow flexibility in the Annual Meeting date.

Renee Wolf Foster made the following motion, which was seconded:

I move that in the Bylaws, Section 1 of Article IV be amended to read "The Annual Meeting of the Society shall be held in May or June."

Renee Wolf Foster reviewed the explanation of this provided in the Annual Report.

There were no questions and the **motion passed without objection.**

Article 5: To act upon the recommendation of the Governance Committee, Finance Committee, and Parish Board that the Society update its Bylaws to create a formal Stewardship Committee and Chair, who will be an elected officer to the Parish Board.

Tina Benik made the following motion, which was seconded:

*I move that the Society creates a Stewardship Committee and an elected Chair of the Stewardship who serves on the Parish Board by amending the Bylaws **Article VI, Section 2; Article VII, Section 3; Article IX, Section 7; and creating Article IX, Sections 10 and 11.***

Tim Fountain reviewed the explanation provided in the Annual Report.

Questions were raised about the division between Stewardship and the Finance Committee. The Finance Committee has a responsibility to assist the staff in budget development and management and for management of additional business activities such as steeple rentals which might yield income. There were questions about the responsibilities of the new position and about the role of the Finance Committee. Also, in response to a point of order, the Moderator, on the advice of the Parliamentarian, confirmed that in the current Bylaws the terms Church and Society are interchangeable.

Juliana Beauvais proposed the following amendment to the motion, which was seconded:

Article IX, Section 7 of the Bylaws should be revised to read, "The Finance Committee shall be responsible for assisting the staff in the financial management of the Society's business operations and in the preparation of the annual Budget for approval by the Parish Board before its presentation at the annual meeting."

The motion to amend was **passed without objection.**

Following discussion, the original motion, with the addition of the amendment, **passed without objection.**

Article 6: To act upon the recommendation of the Governance Committee and Parish Board to amend the Bylaws Article VI, Section 3, to account for varying numbers of open Parish Board seats each year.

Holly Cashman made the following motion, which was seconded:

*I move that the Society elect the necessary number of members to fill all vacant Parish Board seats in given year by amending the Bylaws **Article VI, Section 3.***

Juliana Beauvais reviewed the explanation as provided in the Annual Report.

Questions were raised about the staggering of members and whether the overall number of members should change. Juliana explained that due to changes in circumstances of board members, resignations, etc. in practical terms, the number of new members proposed each year varies, but there is still reasonable staggering over time. At this point, it is sometimes challenging to fill all positions, so it does not seem like a good time to change the number of members.

The motion **passed with a 2/3 majority and without objection.**

Article 7: To act upon the recommendation of the Governance Committee for the election of officers and chairpersons.

Lori Clark made the following motion, which was seconded:

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

Maureen Adams called attention to the slate on page 11 in the Annual Report. As noted, Bill Clary and Holly Cashman are not being nominated but will continue the three-year terms they were originally elected to, and Melissa Dewey is the youth member, and as such is serving only one year.

No questions were raised, and the motion **passed without objection.**

Article 8: To act upon the recommendation of the Governance Committee to clearly specify authorized document signers in the Bylaws Article VIII, Section 3.

Micah Donahue made the following motion, which was seconded:

I move that the Bylaws Article VIII, Section 3 be amended to clarify authorized document signers on behalf of the Trustees of the Endowment.

Juliana Beauvais explained the need for this change as noted on page 8 of the Annual Report.

No questions arose and the motion **passed with a 2/3 majority and without objection.**

Lea Pearson, the moderator, called a brief break during which she led singing and stretching activities. After the break, the group reconvened and took up the next warrant article.

Article 9: To act upon the recommendation of the Governance Committee and Parish Board to amend the Bylaws to replace references to he/she, him/her, and his/hers with gender inclusive language using they, them, and their/theirs.

Jim Supple made the following motion, which was seconded:

I move that the proposed Bylaw amendments to Article IV, Section 4; Article V, Section 1, Section 2, Section 3b, and Section 3e; and Article XII, Section 4 be made to replace the pronouns "his or her" with the pronoun "their" and replace "he or she" with "they."

Renee Wolf Foster explained the content and history of this motion as noted in the Annual Report, adding that significant time had been invested over the past year to improve communication on this issue. Listening sessions, conversations, and workshops on gender issues were all held and open to all.

When the floor was opened to discussion, Jean Lambert (an online participant) made a motion that no action should be taken until an indefinite time when there was full congregational agreement. The motion was seconded.

Jean also made a statement of her reasons for wishing to postpone action.

Another speaker, Stan Barrett, was recognized to speak in favor.

KC Swallow raised a Parliamentary Inquiry stating the motion for an indefinite postponement with no action at this time needed to be voted on. The Moderator indicated that the motion would be put to the body after the next speaker.

Steve Swallow spoke against the original motion and supported the proposal to postpone voting on this item until a solution could be found that includes all points of view and is acceptable to all.

Juliana Beauvais rose with a motion to move the question.

Lisa Mead asked as a Point of Order for an end to debate on the subsidiary motion to postpone this issue indefinitely because it was inappropriate.

The Moderator called a vote on the motion to postpone the vote on article 9 indefinitely. There was a significant majority opposed. The motion was defeated.

The Moderator returned recognizing speakers in debate of the original motion. Juliana Beauvais and Erin Hutchinson-Himmel spoke in favor.

A vote was taken on the original motion and with more than two-thirds of members voting in favor, it **passed with a two-thirds majority**.

Article 10: To approve an allocation from the Bailey Fund of \$27,000 toward the cost of replacing bricks in the front area of the church.

Vern Ellis made the following motion, which was seconded:

I move the approval of an allocation from the Baily Fund of \$27,000 toward the cost of replacing bricks in the front area of the church.

Tim Fountain explained the motion following the explanation on page 10 of the Annual Report. He stressed that the funds available from the Bailey Fund are not adequate to meet the current estimate for the brickwork and will not be taken until a plan is made to either cut costs or find other support for the project. The new "Facilities Team" is working on how to achieve desired improvements.

Questions were raised regarding whether the proposal was for bricks only or the other things outlined in the explanation, and about whether there would be a city contribution. Tim replied that full congregational approval is required to spend over \$7,000 so to move forward, a special meeting of the congregation would need to be called to approve the expenditure.

The motion **passed without objection**.

Article 11: To act upon the Fiscal Year 2023 budget recommended by the Parish Board.

Kathy Desilets made the following motion, which was seconded:

I move that the Fiscal Year 2023 expenditure budget as presented in the Annual Report be approved.

Tim Fountain directed the group to the pages following page 75 in the Annual Report and indicated that he would answer questions as needed.

In discussion, members praised Tina and Greg Benik for the achievement of \$515,000 pledged in the Annual Giving Campaign and noted that the auction raised approximately \$18,000. A major challenge with the budget was the loss of a cell tower lease, and there are ongoing negotiations to replace it. It also appears that we may have a surplus at the end of this fiscal year which can be rolled forward.

The motion **passed without objection.**

Closing

Lea Pearson thanked all the people who have made this meeting possible:

- Reverend Rebecca, who's guided us spiritually with love and always with her vision of who we are and who we can become.
- Diane Carroll, who thinks of everything that the rest of us forgot.
- Rob Authier, who recorded and nailed down every possible detail.
- Justin Murphy-Mancini, who managed all the sound and online participation issues with incredible grace.
- The Parish Board and especially the Governance Committee, who wrestled difficult bylaw concepts and language into submission.
- Peter Senopoulos, who educated us and guided us through the proper application of Robert's Rules of Order.

And most especially to Juliana Beauvais, who took on the time-consuming job of Governance Chair. She moved out of town several months ago but kept her commitment as Chair to get us through this difficult year. Unfortunately, she will be leaving our church at the end of this year. Lea asked the meeting to give a hand to Juliana and all the others and to all for participating in the hard work of creating THIS beloved community.

Reverend Rebecca echoed these thanks, offered a blessing, and extinguished the chalice.

Ned McClung made a motion to adjourn which was enthusiastically seconded and passed without objection.

Notes taken and respectfully submitted Kathleen Desilets, Clerk

Minutes of FRS Special Congregational Meeting, December 4, 2022

Present: Lea Pearson, Meeting Moderator; Rob Authier, Parliamentary Procedure Advisor, Reverend Rebecca Bryan, Minister of the Congregation, Justin Murphy-Mancini, Technical Staff, members of the congregation.

Note: This was a hybrid meeting in which those attending online could observe the process of the meeting and could speak to the business of the meeting via an audio and visual arrangement.

Call to Order: Lea called the meeting to order at 12pm and explained that the meeting would deal with the one article on the Warrant which was distributed in advance of the meeting. After checking the count in the room and the count of online participants she announced that we had a quorum (10% of the congregation) as required for the business at hand.

Tina Benik, Parish Board Chair, lit the chalice and then she and Rev. Rebecca led the group in the traditional chalice lighting words. Rev. Rebecca then asked Tina to share a story. Tina had left a meeting which had been held to update the congregation on the business to this meeting about extending housing for the

Afghan family currently living in the FRS parish hall. As Tina approached her car, which had been parked beyond the limit for free parking, a parking attendant, with a ticket already written approached her. When he saw where Tina was coming from, he asked if she had been at a meeting, and she said that she had. He asked Tina if it was about the Afghan family, and she again said yes. The parking attendant said that was a good thing and tore up the ticket.

Lea then reviewed the process that would be used in the meeting. Each piece of business would be introduced via a motion from the floor which would require a second. Once that occurred, a brief presentation on the reason for the motion would be offered, then questions on the motion would be entertained, followed by discussion in which comments for and/or against the motion would be heard, followed by a vote of the congregation. In all cases, online and in-person comments and votes would be invited and heard as they arose. Lea also announced that the meeting needed to end by 1pm.

Lea also noted that she had invited Rob Authier to serve as her parliamentary advisor during the meeting due to his long experience with Robert's Rules of Order. She acknowledged that Rob has been substantially involved in administrative aspects of the Afghan refugee work of the church and invited anyone who objected to his role as parliamentary advisor to speak. Rob said that if there were any objections, he would withdraw. There were none.

Justin Murphy-Mancini then explained how online members could be recognized for comments or votes, and how votes would be counted and announced.

Finally, Lea called Kathy Desilets to make a procedural motion. This motion is not debatable and requires a two-thirds vote of those present to be adopted.

Action: Kathy moved that "Individual comments and debate would be limited to two minutes per speaker." She explained that this was to allow sufficient time for everyone who wants to speak to the article. Barbara Garnis seconded. Lea reminded the group that only members of FRS can vote. The motion was carried with more than two-thirds of those present voting "Aye."

Lea read Article 1 of the Warrant and asked for a motion.

Action: Annie Maurer moved that the congregation approve the extended use of the FRSUU Parish Hall as temporary housing for the Afghan refugee family currently in residence, such usage to continue, if needed, until June 30, 2024. The motion was seconded, and an explanation was offered. As there were no questions and no debate, the question was voted on and passed without objection.

Rev. Rebecca expressed gratitude to the congregation for their commitment and Lea thanked all those who helped plan the meeting.

Ray Wilson moved for adjournment which was enthusiastically seconded, and the meeting was adjourned at 1pm.

Notes taken and respectfully submitted by Kathleen Desilets, Clerk

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

Parish Board

Mission or purpose statement:

The Parish Board is the governing board of the First Religious Society. It is charged with maintaining the wellbeing 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 (from the Parish Board Manual).

Names of people involved:

Rob Authier (ex officio), Tina Benik (Chair), Rev. Rebecca Bryan (ex officio), Holly Cashman, Kathy Desilets (Parish Clerk), Marissa Dewey, Vern Ellis (Stewardship Chair), Laurie Evans-Daly (Finance Treasurer), Minnie Flanagan, Bob Higgins (replaced Tom Stites), Tom Himmel (Governance Chair), Michelle Kimball, Annie Maurer, Jim Supple (Vice Chair), Renee Wolf Foster (Finance Chair).

Tell us how your program connected to and supported our Value, Mission and Ends:

The Parish Board (PB) supported and enhanced FRS values this year by how it conducted its business (courageous action, authentic connection) and how it set its main areas of focus for the year (authentic connection, courageous action, love, spirituality, wonder). The PB supported FRS's mission by inviting and accepting all feedback and input both from PB members and from the congregation (Come as you are, Journey together in love) and by planning for big things that "could be" in the future (Act with courage, Transform our world).

Accomplishments (or Ends) in the 2022-2023 church year:

- Welcomed four new Board members and met monthly (in person with remote option).
- Held two strategic planning sessions during the summer of 2022 to identify and choose the primary areas of strategic focus for the upcoming year which are in addition to the day-to-day fiduciary duties of the PB. These included the 300th Anniversary Celebration, Parish Board/Congregational Relations, Anti-Racism Initiative, and Shared Ministry. These teams are comprised of both PB members and other members/friends/supporters of FRS. The 300th Anniversary Team was then further charged as a committee to create a plan for celebration.
- With the lead of the Finance Chair and Finance Committee, approved the actions to correct multi-year prior account misclassifications in the operating budget.
- Created and charged Facilities Team to assess and prioritize capital projects related to buildings and grounds of FRS.
- Held Special Congregational Meeting in December 2022 to approve extending the use of Parish Hall for our Afghan Family to June 2024.
- Introduced monthly PB update letters to the congregation.

What is your vision, goals, and objectives for the 2023-2024 church year?

- Continue to move the work of the focus teams forward.
- Stay true to our Values and Mission.
- Increase involvement of a broader group of members and supporters in the work of the church.
- Appropriately honor and recognize the work and contributions of our minister and church staff, including working to address fair compensation levels.
- Advance Planned and Legacy Giving as a program at FRS.
- Advance facilities list of priorities and in so doing, explore and attain alternative funding.

- Develop and advance a clear plan and timeline for FRS's 300th Anniversary.
- Engage the congregation in developing a vision for Parish Hall.

What is needed to be successful in the 2023-2024 church year?

- Increased engagement of the congregation in terms of time, talent, and treasure.
- Active participation and deep engagement of Board members.
- Continued focus on programs, teams, and goals already identified without adding additional goals.
- Successful Annual Giving Campaign to fund the FRS budget.
- Continued attention to, and improvement of, communication between Board and congregation, between Board and staff, among committees and teams, and among the congregation itself.

Respectfully submitted,

Tina Benik, Parish Board Chair, tiben1989@gmail.com

Annual Giving Campaign

Mission or purpose statement:

The Annual Giving Campaign is our church's primary means of funding its operations. Through an effort to engage the entire church community in a conversation regarding what we value most about our mission, the campaign team solicited pledges to contribute money for the year ahead. This year's theme of *"Growing the Gardens of Peace...Together"* focused on the many aspects of our church's efforts to live into its Values, Mission and Ends. The financial aspect of our goal was to raise \$550,000.

Names of People Involved:

Captains: Tina Benik, Holly Cashman, John Mercer, Lark Madden, Forrest Speck, Jim Supple, and Ray Wilson.

Stewards: Nancy Crochiere, Kathy Desilets, Minnie Flanagan, Ann Haaser, Cecilia Healy, Tom Himmel, Art Henshaw, John Gibson, Leslie Lawrence, Hugh Martinez, Mary McDonald, Julie Menin, Susan Ricker, Mary Sortal, Susan Stone, Eileen Vargas-Costello.

Steering Committee: Rob Authier, Tina Benik, Bart Bracken, Rev. Rebecca, Diane Carroll, Vern Ellis, Joanna Fernandes, Mary McDonald, John Mercer, Susan Ricker, Jim Supple, Cynthia Walsh.

Tell us how your program connected to and supported our Values, Mission and Ends:

Authentic Connection, Courageous Action, Love, Spirituality, Wonder, Come as you are, Journey together in love, Act with courage, Transform our world.

Accomplishments in the 2022-2023 church year:

Throughout the month of March, we celebrated the many ways the First Religious Society lives into its mission through the preaching of Reverend Rebecca, the testimonials of our members, and the music of our choir and guest musicians. The team of Stewards and Captains also connected with nearly every member of our community to solicit support for the mission of our church.

As of May 24, 2023, the Annual Giving Campaign achieved its goal of \$550,000 in pledged support of the year ahead. The Annual Giving Campaign team would like to thank all our members and supporters who participated by making a pledge to sustain the work of our church. A special thank you to a group of donors who funded a "Match Pool" in the month of April to help encourage others to pledge or increase their pledge. We are deeply grateful for all your generosity. With the tireless work of Bart Bracken and Diane Carroll we were able to improve the management of information throughout the campaign. The team, and our entire community, owe you both an enormous debt of gratitude.

What is your vision, goals, and objectives for the 2023-2024 church year?

In the year ahead we hope to help continue to streamline the information management process that is necessary to run a campaign as large as the one necessary to support our mission. We also hope to maintain the visibility of personal stewardship throughout the year ahead.

What is needed to be successful in the 2023-2024 church year?

The next Annual Giving Campaign will be for the 2024-2025 fiscal year. We hope to engage more of our church community's members to play an active role in the campaign that will lead up to the dawning of our church's fourth century!

Respectfully submitted,

Jim Supple & Mary McDonald, Campaign Co-Chairs, jim@greatmarsh.com

Finance Committee**Mission or purpose statement:**

The Finance Committee is responsible for the fiscal management of the Society's business operations and assisting the staff in the preparation of the annual budget for approval by the Parish Board before its presentation at the Annual Meeting.

Names of People Involved:

Rob Authier (ex officio), Rev. Rebecca Bryan (ex officio), Joe Brouillet, Vern Ellis, Laurie Evans-Daly, Art Henshaw, Tom Himmel, Kim Kenly, Betsy Latham, Lark Madden, Susan Ricker, Renee Wolf Foster (Chair).

Tell us how your program connected to and supported our Values, Mission and Ends:

The Finance Committee has had to tackle several complex financial issues this year, requiring acting with courage in grappling with difficult matters, while working to maintain strong connections between members of the committee.

Accomplishments (or Ends) in the 2022-2023 church year:

- Thanks to Art Henshaw and especially Betsy Latham, FRS's FY 2021-2022 financial reports were methodically analyzed to ensure that revenue, expenses, assets, and liabilities were properly recorded. This was the first such effort in several years. Old errors were identified and corrected, and previously uncategorized expenses were allocated appropriately. The resulting financial statements (Profit/Loss and Balance Sheet) met Generally Accepted Accounting Principles (GAAP) and were approved by the Parish Board.
- Fiscal Year 2021-2022 was originally believed to have ended with a positive net income. After the corrections were made, it was found that the year ended with a deficit. This in turn affected the 2022-2023 FRS budget, which was based on the original FY 2021-22 financial statements. At the request of the Finance Committee and Parish Board, Rob Authier created a FY 2022-2023 "management budget" with updated income and expense line items. This allowed us to gauge our financial performance more accurately, which is essential to managing our fiscal well-being.
- Unfortunately, the changes in income and expense had a negative impact on our bottom line – as did some unexpected repairs to the steeple and Parish Hall. As a result, the Finance Committee and Parish Board are currently exploring ways to address this projected deficit.
- On May 10th the committee agreed to recommend to the Board and congregation an approach to "manage" the deficit in a manner to maintain a positive cash balance, and a budget for FY 2023-2024 that is realistic.

What is your vision, goals, and objectives for the 2023-2024 church year?

- Close out Fiscal Year 2022-ren2023 by end of September.
- Continue the effective monitoring of the P&L statement and Balance Sheet on a monthly basis.
- Keep the congregation up to date on the FRS financial status, in terms of both income as well as expenses.
- In conjunction with the Parish Board, begin to develop a longer-term financial plan/strategy, e.g., 2-5 years, considering the ongoing needs for maintenance of the FRS physical facilities as well as to support the expected needs of FRS programs and staff.
- Increase the diversity of the Finance Committee representation in terms of age and gender.

What is needed to be successful in the 2023-2024 church year?

Define and agree upon a workable and repeatable process for considering difficult issues and making decisions, with the buy-in of the full committee.

Respectfully submitted,

Renee Wolf Foster, Chair, rwolfoster@gmail.com

Finance Treasurer

Mission or purpose statement:

The primary function of the Finance Treasurer continues to be the review of expenditures and disbursements and the signing of checks prepared by the bookkeeper.

Tell us how your program connected to and supported our Values, Mission and Ends:

Courageous Action, Spirituality, Journey together in love

Accomplishments (or Ends) in the 2022-2023 church year:

- Attended Parish Board and Finance Committee meetings.
- Reviewed expenses and signed checks weekly, including disbursements to the Swasey Children’s Fund and for the comfort/benefit of our Afghan Refugee guests.
- Working with the Auditor and DCO, after extensive research, we have located and listed the church silver, chiefly stored in a vault at Newburyport Bank and accessible by our Minister, DCO, and Treasurer. Our Balance Sheet values these historical objects and antiques at more than \$166,000.
- DCO expanded use of autopay on pre-approved bills when possible.

What is your vision, goals, and objectives for the 2023-2024 church year?

- Continue to support financial transparency.
- Facilitate check signing. When one of the two check signers wasn’t available, checks requiring two signatures could be challenging to finalize for mailing. We helped solve this in 2022 by adding the Parish Board Chair to the list of authorized signers. We continue to suggest enhancing the list by establishing an ongoing Treasurer Emeritus position to provide an additional backup signer.
- Consider creating the Treasurer Emeritus position.

What is needed to be successful in the 2023-2024 church year?

- Coordination with the new Treasurer to “change the guard” on signing authority.
- Timely review and signing of FRSUU checks.

Respectfully submitted,

Laurie Evans-Daly, Finance Treasurer, dicklaurie@gmail.com

Auditor

Mission or purpose statement:

To conduct a review of the financial records and internal financial controls to ensure compliance with the Parish Board policies and best accounting practices.

Accomplishments (or Ends) in the 2022-2023 church year:

I conducted several reviews of the accounting practices and financial controls over the fiscal year. The reviews were to ensure they were in accordance with Parish Board financial policies and best accounting practices. Specifically, I reviewed the handling of cash, approval and payment of invoices, payroll, benefits, insurance coverage, endowment payments, and payment of taxes. I found no discrepancies in these areas of review.

What is your vision, goals, and objectives for the 2023-2024 church year?

Continue to perform the duties outlined in the Parish Board Manual.

This audit would not have been possible without the assistance of Rob Authier, Diane Carroll, Michele Doucette, Bill Clary, and Kim Kenly. I appreciate their ongoing cooperation.

Respectfully submitted,

Joseph Brouillet, Auditor, josephbrouillet@comcast.net

Governance Committee

Mission or purpose statement:

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.

Names of people involved:

Tom Himmel, Maureen Adams, Lori Clark, Kathy Desilets, Bob Higgins, Tom Stites (part of year).

Tell us how your program connected to and supported our Values, Mission and Ends:

Built Authentic Connection between members, identified opportunities for Courageous Action, taken in Love.

Accomplishments (or Ends) in the 2022-2023 church year:

- Updated bylaws to reflect results of Annual Meeting.
- Updated Parish Board Manual and conducted Parish Board new member orientation.
- Continued updating/working a running list of governance issues raised during the course of operating the church, holding some for future consideration.
- Identified and recruited nominees for open elected Board and officer positions.

What is your vision, goals, and objectives for the 2023-2024 church year?

- Engage the congregation in an ongoing 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.

- Help convey the importance of lay leadership and help generate enthusiasm for more members to be involved in the governance process in varying ways.
- Identify an effective way to identify/encourage people to act as delegates to GA.

What is needed to be successful in the 2023-2024 church year?

Continued support from FRS leadership to assist to identify good candidates for Board and officer positions.

Respectfully submitted,

Tom Himmel, Chair, thimmel43@mac.com

Human Resources Subcommittee

Mission or purpose statement:

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, subcommittee 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/January to inform the development of the canvass budget. From time to time, the Parish Board charges the HRS with additional projects such as recommendations regarding employee benefits, updating the Employee Manual, and drafting language for the Governance policies related to the care of staff.

Names of people involved:

Leslie Lawrence, Hugh Martinez, Julie Forney Menin, Jim Supple, and Kathy Desilets.

Tell us how your program connected to and supported our Values, Mission and Ends:

Authentic Connection, Courageous Action, Love, Spirituality, Wonder, Come as you are, Journey together in love, Act with courage, Transform our world.

Accomplishments (or Ends) in the 2022-2023 church year:

- Conducted annual salary review in light of current inflation data from the Bureau of Labor Statistics and UUA’s new fair compensation guidance.
- Based on this analysis, presented recommendations to the Parish Board on staff salaries for the next church year.
- Supported staff with the hiring of the new Audio-Visual Technician.
- In its role supporting lay leaders and staff in their daily efforts carrying out FRS’s work, the HRS assists the church in implementing its VME.

What is your vision, goals, and objectives for the 2023-2024 church year?

- Continue to act in an advisory capacity to Parish Board and FRS staff on issues related to FRS personnel and employee benefits.
- Assist FRS staff and the Parish Board with updating its Diversity, Equity and Inclusion policy.

What is needed to be successful in the 2023-2024 church year?

- Input from the Parish Board, Reverend Rebecca, key staff, and lay leaders regarding challenges they face in meeting their goals and the ways in which the HRS can assist and support them.

Respectfully submitted,

Leslie Lawrence, leslie.lawrence55@gmail.com

Stewardship Committee

Mission or purpose statement:

The primary mission of the Stewardship Committee is to invite and inspire members of the congregation to join in fellowship to generously invest gifts of time, talents, and treasure within our congregation and the UU faith.

Names of People Involved:

I will not be able to list everyone who has been involved. Some of the key people are Michelle Kimball, Renee Wolf Foster, Stephen-Wolf Foster, Paula Renda, Betsy Latham, Doug Latham, Bob Higgins, John Mercer, Lark Madden, Forrest Speck, Tina Benik, Barbara Garnis, Joe Brouillet, Joanna Fernandes, as well as many event volunteers and everyone on the staff.

Tell us how your program connected to and supported our Values, Mission and Ends:

Stewardship tangentially touches on all the Values and our Mission through the creation of fellowship.

Accomplishments (or Ends) in the 2022-2023 church year:

This year Stewardship has been involved in:

- The Fall Festival in conjunction with Cynthia Walsh.
- Producing and selling the Daily Muse, a calendar with a quote for each day.
- The Cookie Walk during one of the downtown invitation nights to raise funds for Ukraine and the church.
- The Annual Giving Campaign, which was co-chaired by Mary McDonald and Jim Supple, was very successful and met the established financial goals.
- The very successful HEARTS & HANDS Auction held at the Newburyport Community Center.
- Continuing work with the FES ad-hoc group representing Finance, (trustees of the) Endowment, and Stewardship to help institute policy and better communications between all the committees.

What is your vision, goals, and objectives for the 2023-2024 church year?

- We will continue to develop new ideas for creating fellowship and revenue streams (large and small) for the church.
- We are still working on creating the gift acceptance policy, to present to the board to establish as policy, and have put together a team to plan and roll out FRS Planned Giving next church year.
- We will be creating a team for FRS long-term revenue development. We will be looking at a capital campaign centered around our 300th anniversary, applying for grants from the National Fund for Sacred Places, and the possibility of creating a 501c3 foundation for the meetinghouse and other options.

What is needed to be successful in the 2023-2024 church year?

The success of creating fellowship and stewardship generates excitement in our community. With the 300th anniversary rapidly approaching we expect to have a busy year. We need to develop more diverse fundraising/fellowship events to draw in more involvement of the members and friends of the congregation. We need to continue creating policy for fellowship needs, such as an alcohol consumption policy, for either FRS or building rental events.

Respectfully submitted,

Vernon Ellis, Stewardship Committee Chair, vellis@ellisdesign.net

Trustees of the Endowment

Mission or purpose statement:

The Trustees of the Endowment are called by the congregation to be the fiduciary manager of all permanent funds now held or hereafter acquired by the Society, and such other funds as may be turned over to them by a vote of the Parish Board or Society. In this role the trustees will act to secure the financial well-being of the Society both in the present and the future. They will report directly to the Society; however, they will be available as needed to the Parish Board for strategic guidance in assisting the Board in their charge of the conduct of the Society's business affairs. As fiduciary managers they shall make decisions that are consistent with the requirements of the statutes and case law of the Commonwealth of Massachusetts that govern trusts.

The trustees shall have the duty to manage all funds and securities coming into their hands as such Trustees, with power to invest, re-invest and do all things necessary to the proper management of said funds, including, without limiting the generality of the foregoing, the power to make assignments and transfers without specific vote of the Society.

Names of people involved:

William Clary and Tina Benik, Co-Chairs; Kim Kenly, Treasurer; Susan Ricker; Tim Fountain.

Tell us how your program connected to and supported our Values, Mission and Ends:

Values: Authentic Connection

Parts of Our Mission: Come as you are. Journey together in love. Act with courage.

Accomplishments (or Ends) in the 2022-2023 church year:

- Submitted draft Gift Acceptance Policy to the Parish Board.
- Submitted recommendation to implement the changes to the Endowment funds that were documented and accepted, but not implemented, around 2017 by the Parish Board.
- Disbursed funds to the general operating account, community accounts, and capital/maintenance accounts in accordance with policy.
- Drafted Trustee policies with a goal to update the 2012 Trustees Manual.
- Held monthly meetings and reported minutes to Parish Board.
- Held quarterly meetings with financial advisor Pathstone Financial.
- Released quarterly endowment one-page reports (missing Q4 2022) to the Parish Board and Steeple newsletter publication.

What is your vision, goals, and objectives for the 2023-2024 church year:

- Reduce contributions from 4.25% to 4.00% of the 13-quarter average of the endowment.
- Work with Stewardship and Finance Committees to add funds to the endowment to provide more income for the operating budget and capital funds.
- Continue quarterly performance reporting to the congregation of the endowment.
- Complete policies that were started.
- Move files gathered for historical record to church OneDrive account for the Trustees as a permanent record.

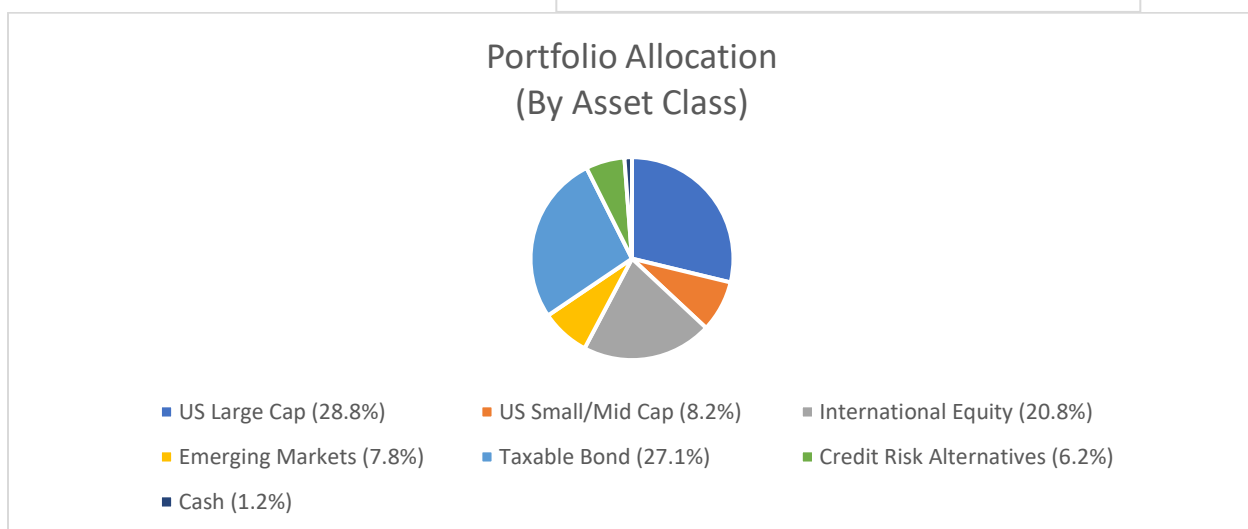
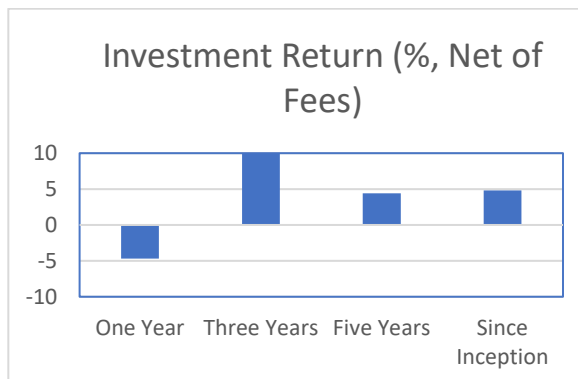
What is needed to be successful in the 2023-2024 church year?

- Assistance from the Governance Committee and the Parish Board to complete policies.
- Develop a process with the Parish Board and Stewardship to add funds for:
 - Church operations
 - Capital and maintenance projects

First Religious Society of Newburyport Performance Report - As of March 31, 2023

The First Religious Society Unitarian Universalist of Newburyport maintains an endowment for the immediate needs and long-term health of the church. Below please find a summary of the endowment’s overall performance for the first quarter of 2023. Please forward any questions to Bill Clary, the Chair of the Trustees, at 978-270-0755 or williamclary860@gmail.com

Endowment	Value
Beginning Balance (01/01/23)	\$1,634,259
Net Growth	\$78,610
Distributions	-\$16,374
Ending Balance (03/31/23)	\$1,696,496



Distributions	2022-2023 Fiscal Year
Operating Budget	Funds distributed from the endowment totaling \$38,632 underwrite approximately 6.5% of our annual operating budget.
Community Support	Funds distributed from the endowment for community support totaled \$18,044.
Capital Support	Funds distributed from the endowment for capital expenses totaled \$8,820.
Distributions	2023-2024 Fiscal Year Projections
Operating Budget	Funds distributed from the endowment totaling \$36,650 toward the annual operating budget.
Community Support	Funds distributed from the endowment totaling \$17,116 toward community support.
Capital Support	Funds distributed from the endowment totaling \$8,367 toward capital expenses.

Respectfully submitted,

William Clary, williamclary860@gmail.com

REPORTS FROM THE MINISTER AND AFFILIATED MINISTERS

Minister's Report

Dear Members of the FRS,

I write to you with delight and deep gratitude for our shared ministry this year and each of the past five years. What we have been through together in such a short time is astounding. We weathered a pandemic as well as the anticipated changes that come with the advance of time. Our understanding of who we are together as a congregation and minister continues to develop as we use the present time to bridge the past and future. We reimagine church as we near the start of our fourth century as a beacon of liberal religion in Newburyport and beyond.

Our doors were open every month this year for the first time since March of 2020. While we continued with safety precautions as we gathered, the pandemic never necessitated us to move entirely online. We continue to offer worship and many programs simultaneously in person and online. This is part of our new reality and one of the gifts of COVID.

Several longtime members and pillars of the congregation **died** this year. We celebrate the lives and mourn the passing of the following members:

Gillian Chatfield (4/4/2023)
Howard Fairweather (1/6/2023)
Michael Fosburg (3/17/2023)
John Fox (11/27/2022)
William LaPorte-Bryan (5/15/2023)
Berenice McLaughlin (10/19/2022)
Mary Rizzo (3/22/2023)
Barbara "Barby" Spalding (5/20/2023)
Frances "Fran" Sullivan (5/13/2023)
Merryl Maleska Wilbur (2/19/2023)

Twenty-three new members joined the congregation during the same time. We welcomed these new members this year:

Amy Cameron
Audrey Cass
Janet DelMare
Joanna Fernandes
Susan Gately
Heidi Gowen
Christian Hansen
Sarina Khan Reddy
Elisabeth Larsen
Andy Lobb
Rebecca Lobb
Brian Mardirosian
Bruce McEldowney
Michael Mulligan
Julia O'Leary

Amy O'Rourke
Johnathon Pape
Holly Sardella
Joy Sawyer-Mulligan
Alan Seale
Megan Turchetti
Melissa Williamson
Liz Wisniewski

Our annual ministry theme this year was *peace*. This resonated with many of us as we recommitted to the need for peaceful sanctuary on Sunday mornings. We gather to worship and find rest, rejuvenation, and inspiration for the days ahead. Members and friends submitted photos of peace each week for the Steeple with a special fondness for nature. We started holding very successful monthly Justice Sundays in order to highlight and engage people in the important work we do in social justice. These post-service gatherings began with lunch and fellowship and then focused on a different issue of social justice each month.

Teams and committees in the congregation abounded and were busy with work in their respective areas of congregational life. The Climate Action Project renamed themselves the Green Team, while those in the Anti-Racism Team turned their efforts to the proposed eighth principle of Unitarian Universalism. The Welcoming Committee and Gender Sexuality Alliance together were an essential part of our Welcoming Congregation status renewal with the UUA. Young Church has a strong and enthusiastic cohort of children and youth, and the variety of adult programs lend important opportunities to deepen our faith and relationships within the congregation. The Choir, Worship Associates, Pastoral Care Associates, and Friends were all active and joyful in their ministries.

The Parish Board focused on specific goals that increased transparency and communication with the congregation and laid the groundwork for our 300th Anniversary in 2025. The Stewardship Team, Annual Campaign Advisory Group, and stewards were exceptional, meeting their financial goals while providing opportunities for fun. The Auction was a highlight for many of us! The staff team was stable and engaged with no changes, also for the first time in five years. The team works well together with respect for our different skills and interests.

The Parish Hall continues to provide housing for our Afghan guests. The refugee family of eleven flourishes and is supported by many in the congregation. The congregation voted unanimously in December to extend their stay in the Parish Hall through June 2024, if necessary, while permanent housing is secured, hopefully in the city.

This was the liminal year that brought us out of COVID allowing church life to resume. We are not done making sense of all that happened. We will continue to grow and deepen our understandings and connections with our faith journey, ourselves, and each other. This congregation is a shining example of what devotion, love, and commitment can do when we are together. I look forward to all that lies ahead and who we are becoming.

In faith and love,

Reverend Rebecca, RevRebecca.Bryan@frsuu.org

City of Newburyport DEI

Reverend Rebecca continued to serve as a member of the City of Newburyport Diversity Equity and Inclusion Alliance. She represents FRS and our commitment to DEI by participating in meetings, writing and

signing media messages, contributing funds to the Community Iftar and PRIDE weekend, and showing up with other DEI members at public events such as Juneteenth and Indigenous Peoples Day.

Sea Coast Interfaith Clergy Association

Rev. Rebecca will continue her tenure as the Chair of the SICA interfaith clergy association in June 2023. She will continue to be a member of the group moving forward and will engage our Affiliate Ministers.

Community Minister Affiliated

Tell us how your program connected to and supported our Values, Mission and Ends:

Authentic Connection, Love, Spirituality, Wonder, Come as you are, Journey together in love, Act with courage, Transform our world.

Accomplishments (or Ends) in the 2022-2023 church year:

- Led worship on February 19, 2023, focusing on our deepest grief.
- Provided pastoral coverage for one week during Rev. Rebecca's vacation.
- Provided pastoral care for church members.
- Participated in a series on comparative spiritual experience, including presenting on spiritual experience within Islamic practice.
- Provided support for a church member using the Qur'an in tutoring a member of the Afghan refugee family in the English language.

What is your vision, goals, and objectives for the 2023-2024 church year?

- Continue to support the ministry of FRS within the congregation and in the larger community.
- Provide support in other worship services and in pastoral care as requested by Rev. Rebecca.
- Provide support, as requested, for activities which can benefit from my knowledge and experience of the Qur'an and Islamic spirituality more broadly.

Respectfully submitted,

Stanton H. Barrett III, stan.barrett1@verizon.net

Community Minister Affiliated

It is an honor to serve as Community Minister Affiliated at the First Religious Society, Unitarian Universalist under the leadership of Rev. Rebecca Bryan. I was ordained as an Interfaith Minister through the Chaplaincy Institute of Maine (ChIME) in 2008. I continue to work as a consultant for the Massachusetts Department of Elementary and Secondary Education in the Office of Approved Special Education Schools. This work is the culmination of my lifelong work as teacher and administrator in programs that serve students with significant disabilities including physical impairment, sensory impairment, cognitive impairment, intellectual impairment, mental illness, and various types of chronic disease. I remain on the governing board of the Interfaith Ministers of New England and serve as chaplain for grieving families who memorialize their deceased loved ones at funeral homes and at graveside services. In this capacity, I also officiate at weddings and baby dedication services.

The Accessibility and Inclusion Ministry (AIM) continues to work with FRS staff, Board members, and committees to improve accessibility for all. Sidewalk curbs and uneven bricks are an ongoing task involving the city of Newburyport. A small ramp at the fire hydrant in front of the church is used to improve access to the vestibule side handicapped accessible door. There is now a designated AIM table in the vestibule. My February 2023 sermon focused on Non-Apparent Disabilities. This was followed by a powerful Justice

Sunday group presentation during which AIM members shared their stories about having specific non-apparent disabilities.

In its broadest definition, accessibility is the practice of making information, activities, and/or environments sensible, meaningful, and usable for as many people as possible. Inclusion moves us beyond access – inclusion is a deeper shift to welcoming and valuing people exactly as they are, so that everyone, regardless of their mental or physical abilities, is understood, appreciated, and able to participate meaningfully.

AIM continues to meet once monthly via Zoom. This summer we will be developing more ADA-approved signage and materials about our work – always welcoming suggestions and volunteers with special talents!

I will be available at FRS while Rev. Rebecca takes time for vacation, study, and respite from June 11 through August 15, 2023. I can be contacted by phone and email at any time and will be using her office two days a week.

Respectfully submitted,

Rev. Helen M. Murgida, Ed.D., helen.murgida@frsuu.org

Community Minister Affiliated-In Formation

Mission or purpose statement:

My mission is to support Rev. Rebecca as she tends to the spiritual needs of the congregation and to support the lay ministry of FRS through participation in Worship Associates and the 8th Principle team. As Affiliate Minister and Interfaith Minister, I also reach out to leaders of other faith traditions and invite them to participate in interfaith classes.

Names of People Involved:

- Interfaith Exploration class involved 18 members of the congregation and involved Rev. Stan Barrett, Alex Matthews, the Rev. Jenny Peace Howe and Joyce Haydock. This effort was supported by Julie Parker Amery.
- Serenity in the Sanctuary was a program offered the five days before Christmas and involved Rev. Rebecca, Julie Parker Amery, and other guests in offering meditation, contemplation, and reflections.

Tell us how your program connected to and supported our Values, Mission and Ends:

My interfaith exploration supported spiritual development through education about core beliefs and spiritual practices of other traditions. Serenity in the Sanctuary was also offered in support of spirituality and authentic connection. The 8th Principle team is working to understand what a commitment of FRS to become an anti-racist congregation would actually mean in implementation.

Accomplishments (or Ends) in the 2022-2023 church year:

Able to step up when Rev. Rebecca was out with COVID. Our collective anti-racist work is building credibility for FRS as an anti-racist leader in the community.

What is your vision, goals, and objectives for the 2023-2024 church year?

I would like to see the 8th Principle adopted by FRS in June of 2024. I would like to see our anti-racist work achieve focus on a few (not more than three) actionable strategies and involve us in partnerships with others working to realize the vision of a diverse, multicultural Beloved Community. I would personally like to be involved in creating and offering more embodied worship in the 2023-2024 church year.

What is needed to be successful in the 2023-2024 church year?

The continued support of Rev. Rebecca and continued leadership of the 8th Principle team which helps us achieve focus. Church year 2022-2023 has already provided me with many opportunities to continue to explore different faith traditions and build relationships with others outside of FRS who can enrich our congregation through partnerships.

Respectfully submitted,

Rev. Jane Tuohy, Affiliate Minister-In Formation, jt@cambridgehill.com

REPORTS FROM STAFF

Audio-Visual Technology

Mission or purpose statement:

To support the work of the church through the use of technology.

Names of People Involved:

Brad Rideout, Audio-Visual Technician; Justin Murphy-Mancini, Director of Church Music

Tell us how your program connected to and supported our Values, Mission and Ends:

To the extent that technology is involved in the work of the church, it supports all of the values and the mission of FRS.

Accomplishments (or Ends) in the 2022-2023 church year:

A large TV monitor was purchased for use in the Sanctuary. This monitor allowed for a fuller hybrid experience for congregational meetings. A virtual testimonial was offered during the Annual Giving Campaign. A virtual guest sermon was delivered to the congregation over Zoom during a Sunday service.

What is your vision, goals, and objectives for the 2023-2024 church year?

We will continue to refine our A/V system and implement additional technological improvements.

What is needed to be successful in the 2023-2024 church year?

Continued financial support of A/V equipment will allow us to make in-person and virtual church experiences more dynamic and enjoyable for all.

Respectfully submitted,

Justin Murphy-Mancini, Director of Church Music, justin.murphy-mancini@frsuo.org

Director of Children's Ministry

Mission or purpose statement:

Each week, grades K-8 gather to participate in engaging curriculum that draws on worships themes, UU Principles and rituals, the FRS Values, Mission and Ends, and is grounded in UU religious education goals: *"UU religious education is goal-oriented in one way: We seek an outcome of respectful, responsible, life-loving kids who know they are valued for all of who they are and are ready to show others the same deep acceptance."* - UUA

FRS Young Church builds joyful and meaningful connection with all ages, our faith, and our community. Our children's programming fosters respect for ourselves and others, a deepening awareness of our interconnectedness, and social justice engagement as an expression of our spirituality and love.

Accomplishments (or Ends) in the 2022-2023 church year:

- **Young Church Sunday Program:** We registered 40 children in Pre-K to 8th grade and ran programming that connected to and supported all our VME.
- **OWL:** We ran and hosted a consecutive year of OWL for youth from FRS, Haverhill, and Exeter UU
- **Little Free Diverse Library:** Families and congregants donated books for our LFDL, supporting our mission to circulate books in our community that amplify and empower diverse voices and are written about/by black, Indigenous, people of color, immigrants, and LGBTQ+ authors.
- **Special Guests/Community Partnerships and Engagement:**
 - Patricia D. Rocker, Council Chairwoman of the Chappaquiddick Tribe of the Wampanoag Nation, Whale Clan. She shared about her heritage and led a corn husk doll craft.
 - Megan Chiango, Visual Artist and Activist. She led us in an art project which was displayed publicly as part of “Forever Green Newburyport” and “Windows for Change,” a community-wide program focused on sustainability.
 - Nicole McClain, Program Director at the smART Center and President/Founder of the North Shore Juneteenth Association, Inc.
- **Congregational Collaborations:**
 - FRS Green Team – Young Church worked with Green Team leadership and members to offer an all-ages Trash Fashion Workshop and a Trashion Show and Potluck for the Planet.
 - Welcoming Committee – Young Church collaborated to participate in Newburyport’s first Pride Parade.
- **Multigenerational Worship:** Young Church organized and led multigenerational worship services (the Christmas Pageant and Young Church Sunday), as well as several Time for All Ages throughout the church year.
- **Young Church Singers:** Children rehearsed and performed songs in several services, bringing children’s voices back into the sanctuary post-COVID.

What is your vision, goals, and objectives for the 2023-2024 church year?

Young Church programming will continue to build joyful and meaningful connections with all ages, our faith, and our community.

Goals and Objectives:

1. Renovate and open a nursery for babies and toddlers, making our programming more accessible for young families.
2. Offer Crossing Paths program for grades 6-9.
3. Form an RE team of parents/guardians and congregants to support Young Church programming.
4. Work with Director of Congregational and Community Engagement and families to improve communication and education about membership, Annual Giving Campaign, etc.

What is needed to be successful in the 2023-2024 church year?

Continued communication and collaboration with staff and congregants.

Respectfully submitted,

Mara Flynn, Director of Children’s Ministry, mara.flynn@frsuo.org

Director of Church Music

Mission or purpose statement:

The music ministry at FRS enlivens worship through instrumental and choral music. It provides opportunities to hear FRS members and friends, as well as musicians from the wider community both in services and in performances.

Names of People Involved:

The FRS music ministry includes Director of Church Music Justin Murphy-Mancini, the Adult Choir, the Candlelight Chorale, Jazz Vespers, and the Wilson Music Series.

Tell us how your program connected to and supported our Values, Mission and Ends:

Music at FRS strives to connect with all five of the church's values. It connects with the mission by welcoming all music-makers, regardless of experience or style, to create music together. The repertoire and ensembles presented over the course of the year recognize the need to lift up musical talents from traditionally marginalized groups.

Accomplishments (or Ends) in the 2022-2023 church year:

The Adult Choir sang regularly throughout the church year, broadening its repertoire while bringing back old favorites. The Candlelight Chorale continued to transition back to a "normal" Candlelight Service. The Wilson Music Series was very successful in welcoming new musicians to the church; this year, Wesley Hall, the Carr-Petrova Duo, and the Arpeggione Ensemble performed. We also hosted several other performances, including an appearance by singer-songwriter Kimayo, presented in collaboration with the Welcoming Committee.

What is your vision, goals, and objectives for the 2023-2024 church year?

Jazz Vespers was on hiatus in 2022-23; we are looking forward to restarting this celebrated tradition. The 2023 Candlelight Service will bring us back to the best of what this service provides both to FRS and to the wider community. We hope to invite just as many guest musicians to worship and concert stage in the coming year.

What is needed to be successful in the 2023-2024 church year?

Musically-minded people in our congregation should get in touch with Justin to become involved in whatever way is best for them! All ideas are welcome.

Respectfully submitted,

Justin Murphy-Mancini, Director of Church Music, justin.murphy-mancini@frsuu.org

Director of Church Operations

Mission or purpose statement:

To oversee all church operations, church office administration, and administrative activities supporting all church programs.

Tell us how your program connected to and supported our Values, Mission and Ends:

Authentic Connection: Along with supporting our historic structural/facility needs, we connect with a wide variety of programmatic activities.

Courageous Action/Transform Our World: The Operations team supports our Afghan refugee family and other mission-oriented actions such as climate action, accessibility, church safety, etc.

Accomplishments (or Ends) in the 2022-2023 church year:

- Continued all operational details to support housing our family of 11 Afghan refugees, including primary interface with trade professionals, city departments, retail providers, FRS volunteers, and the family itself.
- Troubleshooting a wide variety of maintenance and repair needs of our "beautiful church within an historic museum."

- Launched new Facilities Team, balancing various facilities-related proposals with limited financial, staffing, and volunteer resources.
- Managed a broad variety of ongoing staffing activities while supporting such groups as Facilities Team, Finance Committee, Parish Board, Annual Giving Campaign, Stewardship/Auction, steeple leasing team, etc.
- After managing migration to new payroll system last year, successfully migrated to new staff retirement platform this year.
- Improving FRSUU “institutional memory.” Continuing to develop/document various operation system checklists and converting historic paper documents to online files.
- Continuing to adjust building usage and operations around COVID challenges.

What is your vision, goals, and objectives for the 2023-2024 church year?

- “Ops Squad”: Recruit a special team of volunteers to assist with a variety of operations/admin related needs. The group will have “Front Desk” credentials, under direct supervision of the Director of Church Operations and Office Administrator.
- Steeple Lease: Secure second lease of the church steeple to supplement church income (and capital reserve).
- Capital Needs: Through the Facilities Team, support various major facilities repairs and improvements such as roof, HVAC system, lighting, etc., including working with the Green Team to improve energy efficiency and minimize climate impact.
- Legacy Giving: Support Stewardship Committee in developing/refining FRSUU memorial, bequest, and legacy gift opportunities including a formal “gift acceptance policy.”
- 300th Anniversary: Provide building/operations staff support for 300th Anniversary plans.
- Migrate FRSUU financial reporting and budgeting from line-item to program-based format.

What is needed to be successful in the 2023-2024 church year?

We appreciate the continuing commitment of church leadership and members to be mindful of limited staff and resource needs in proposing, evaluating, and approving programs. FRSUU has extensive, costly, and sometimes unexpected building/operations/administrative needs, which are supported by a relatively small and chiefly part-time church staff and limited financial resources. This requires strong volunteer assistance as well as cost-effective leadership decisions. Adding various volunteer “teams” above will be helpful to VME goals.

Respectfully submitted,

Robert N. Authier, Director of Church Operations, robert.authier@frsuu.org

Donald J. Rogers, Jr., Sexton, donny.rogers@frsuu.org

Director of Congregational Engagement & Community Outreach

Mission or purpose statement:

To support parishioners in their journey of engagement at the FRS, support overall growth in membership and fellowship, and build community-wide partnerships within the Merrimack Valley area that supports the church’s Values, Mission and Ends.

Accomplishments (or Ends) in the 2022-2023 church year:

- Created and published weekly Steeple communications throughout the church year. The Steeple has a high industry open rate between 55-63%.
- Supported timely communication asks.

- Grew and engaged membership at the FRS. In the church year, we welcomed 22 new members.
- Worked with the local newspaper to publish information on events at the FRS.
- Hosted Sunday Fellowship socials following worship services.
- Supported the organization and agenda development for Program Council.
- Launched the 300th Anniversary Planning with Committee Chairs.
- Ensured that Latest News on website is up-to-date and reflective of ongoing ministries at the FRS.
- Launched town/city wide petition drive to change the Massachusetts State Seal and Flag. This initiative was led by David Detmold, friend of FRS from western Massachusetts and lead advocate who organizes communities across the state. Parishioners Linda Lu Burciaga, Betsy Hazen, Eliza Goodell, Lance Hidy, Pat Skibbee, and friends of the FRS worked on this in collaboration.
- Led organizing for the FRS-hosted Newburyport rally against abortion bans in the U.S. This rally was hosted on June 25th and more than 200 people participated. Rev. Rebecca and I led an act of civil disobedience (shutting down High Street between State Street and Green Street). Built alliances with local Indivisible Rise Group working on advocacy focused on reproductive rights.
- Supported the Annual Giving Campaign by aligning communications via the Steeple and developed individual email outreach and communications. Provided support to recognize volunteers working on the campaign. Hosted the Annual Giving Campaign launch with “Pledge Trivia and Ice Cream Social.” Worked with parishioner Amy Tauchert in organizing and creating a community art project that represented the campaign theme. This project resulted in the “Garden Peace Poles” installation that was on display in the vestibule throughout the campaign.
- Led the vestibule restoration project that involved coordinating a Vestibule Project Working Group, painting, and re-imagining of the space to increase accessibility, inclusion, and create a welcoming environment.
- Hosted the Church Picnic on Opening Sunday and the Passion Action Fair with 150-175 attendees.
- Hosted the FRS Fall Festival with 50 attendees.
- Provided support for 2nd Annual Indigenous Peoples Day event held in Newburyport with 150-200 attendees throughout the day.
- Participated in and supported ongoing Stewardship initiatives including the Holiday Cookies for Peace and launched historical church tours with the Director of Music, Justin Murphy-Mancini.
- Hosted the Holiday Tea.
- Supported space setup for FRS events, rentals, catering, memorial services, and other church functions.
- Organized Soup and Salad lunch for monthly Justice Sunday programming.
- Organized March Justice Sunday focused on reproductive rights.
- Supported the Spring Art Auction and carried out all responsibilities connected to food and beverages. Created a fun and inviting space for kitchen volunteers!
- Supported the FRS Trashion Show.
- Worked in collaboration with the Museum of Old Newbury on the annual Frederick Douglass reading.
- Supported the FRS Annual Meeting and luncheon.

What is your vision, goals, and objectives for the 2023-2024 church year?

To continue to support parishioners’ journeys of engagement and grow membership. Support fellowship and fundraising and organize membership data.

What is needed to be successful in the 2023-2024 church year?

To continue with our work focused on working in alignment and with advance planning when possible. To work strategically in partnership across the parish and with staff colleagues.

Respectfully submitted,

Cynthia Walsh, Director of Congregational and Community Outreach, cynthia.walsh@frsuu.org

Director of Faith Formation & Spiritual Exploration**Mission or purpose statement:**

To provide a rich and varied ministry of faith formation, growth, and learning for adults and teenagers in the church community.

Tell us how your program connected to and supported our Values, Mission and Ends:

All adult and youth faith formation offerings relate to at least one of our FRS values and advance at least one aspect of our mission, as programs are planned with the VME as a guide. Many programs encompass more than one.

Accomplishments (or Ends) in the 2022-2023 church year:

- First youth trip since the pandemic—five youth and five adults have participated in a year-long program that will culminate in a justice learning and service trip to the Pine Ridge Reservation (South Dakota) in June.
- The introduction of the UU Wellspring program, a nationally recognized program on UU spirituality. This is ideally the start of a long tradition of utilizing various Wellspring curricula and beginning a spiritual companionship program among FRS parishioners.
- The interspiritual program “Who, Why, Where?,” conceived and overseen by affiliate minister Rev. Jane Tuohy, brought guests from other faiths to engage FRS parishioners in an exploration of how major world religions address some of life’s big questions.
- Continuing to support the work and programs of the Anti-Racism Initiative, Welcoming Committee, Green Team, Exploring Elderhood Together, and Chalice Circles Steering Committee.
- The launch of the FRS Writers’ Group.
- Hybrid meeting options for several programs to balance the needs of both those who long for in-person gatherings and those who cannot meet in person. Some meet strictly on Zoom and others in person. We are striving to strike a good balance.

What is your vision, goals, and objectives for the 2023-2024 church year?

DFSE vision, goals, and objectives will be discerned in collaboration with Reverend Rebecca.

What is needed to be successful in the 2023-2024 church year?

- Good communication from the congregation so that we can offer programs and ministries that meet the community’s needs and longings.
- More parishioners stepping into leadership roles in faith formation programs.

It continues to be an honor and a privilege to serve you and I am ever grateful for your love and support.

Respectfully submitted,

Julie Parker Amery, Director of Faith Formation and Spiritual Exploration, julie.amery@frsuu.org

Office Administrator

Mission or purpose statement:

To be a point-of-contact for congregants and the greater Newburyport community; support church operations, programming, and VME; support congregants and staff; maintain front office.

Tell us how your program connected to and supported our Values, Mission and Ends:

My role as Office Administrator connects to and supports all of FRS's values and all parts of our mission.

Accomplishments (or Ends) in the 2022-2023 church year:

300th Anniversary (ongoing):

- Sermon project: review/standardize formatting of all of Rev. Rebecca's sermons to date.
- Support committee in locating historical documents and materials.

Annual Campaign:

- Reviewed/suggested edits for campaign brochure.
- Supported Bart Bracken in development and use of new method for tracking campaign data.
- Updated and maintained Online Pledge Form.
- Processed all pledge and pledge increase forms from congregants.
- Met weekly with Annual Campaign Steering Committee.

Annual Report/Annual Meeting:

- Compiled/reviewed Annual Report submissions from staff and congregants.
- Produced Annual Report and related documents.
- Managed member check-in at Annual Meeting.

Auction:

- Printed auction materials, processed bids and collected payments at the auction, handled post-auction accounting of income and expenses.

Bookkeeping:

- Processed pledge payments/donations, prepared weekly bank deposits, posted to QuickBooks.
- Supported congregants setting up recurring online pledge payments.
- Maintained Online Giving Form and updated the list of donation funds.
- Generated pledge statements and calendar year giving statements.
- Managed Sunday Shared Collection analysis and distributions.
- Assisted with vendor payments and reimbursement requests.

Communications:

- Reviewed/edited weekly Steeple newsletter and other communications.
- Produced Between Us emails, Sunday Service reminders, and other communications as needed.
- Produced weekly notice for *The Daily News* Friday religion page.
- Produced Wayside Pulpit posters.

Memorial Services:

- Produced Orders of Service
- Coordinated service-related tasks such as flowers, seating, reserved parking
- Produced invoices for memorial service fees.
- Created Zoom meetings for services.

Music Ministry: produced Candlelight program.

Office Administration:

- Added/updated contact information in FRS Connect/Realm and Constant Contact.
- Maintained main FRS Zoom account.
- Maintained FRS email distribution lists as administrator of Microsoft 365 account.
- Coordinated distribution of Market Basket gift cards to area residents in need.
- Managed front office and supply room.

Rentals/Room Reservations/Church Calendar:

- Processed reservations/meeting requests.
- Updated rental contract template.
- Updated online Room Reservation Form.
- Prepared rental contracts for external renters.

Website:

- Updated Parish Board webpage with meeting minutes for 2022-2023.
- Posted sermon transcriptions and links to printable sermons, Orders of Service, and hymns.
- Updated/edited other website content as needed.

Worship:

- Produced weekly Orders of Service and other printed/online materials.
- Coordinated Sunday flower arrangements and steeple lighting sponsorships.
- Produced printable sermons.

What is your vision, goals, and objectives for the 2023-2024 church year:

Complete the sermons project, continue documenting office administrator and general office procedures, collaborate with Rob Authier to establish "Ops Squad" of volunteers to support office operations, begin exploring new platforms for our congregational/pledge/campaign database.

What is needed to be successful in the 2023-2024 church year?

Volunteer "Ops Squad" and continued congregational support of church operations and events.

Respectfully submitted,

Diane Carroll, Office Administrator, diane.carroll@frsuu.org

CARE MINISTRY

Addictions Ministry

Mission or purpose statement:

The Addictions Ministry team is made up of parishioners who have personal experience with a variety of addictions and approaches to recovery. Formed in the fall of 2018, we offer support to parishioners and their loved ones who are struggling with addiction by connecting them with community resources and sharing personal experiences. We are a confidential group who cares deeply, have struggled ourselves, and have found recovery!

Tell us how your program connected to and supported our Values, Mission and Ends:

This program connected to Courageous Action, Love, and Spirituality and supported Come as you are, Journey together in love, and Act with courage.

Accomplishments (or Ends) in the 2022-2023 church year:

Responded to outreach calls from parishioners and supported them in finding help and the path forward. Addictions were on the rise during COVID as people struggled with isolation, anxiety, and depression. We were happy to be there for those who reached out.

Goals for the 2023-2024 church year:

- Create a welcoming community for all.
- Care for one another.

Objectives for the 2023-2024 church year:

- Attract new members to our team who are committed to addiction recovery and want to help others.
- Create and lead a worship service focused on addiction and recovery.
- Increase our visibility in the congregation and community.

Respectfully submitted,

Reverend Rebecca, RevRebecca.Bryan@frsuu.org

Memorial Services Team**Mission or purpose statement:**

To support grieving families and provide a friendly and caring connection to the church as they plan and hold memorial services for loved ones. Different team members help with service and reception planning, serve as liaisons to the families, provide office and technical support, serve as ushers at services, and participate in services.

Names of people involved:

Rev. Rebecca, Linda Buddenhagen, Diane Carroll, Rob Close, Sherry Evans, Barbara Garnis, Monique Greulich, Florence Mercer, John Mercer, Justin Murphy-Mancini, Helen Murgida, Bettina Turner, Cynthia Walsh.

Tell us how your program connected to and supported our Values, Mission and Ends:

In supporting grieving families, the team connected to and supported Authentic Connection, Love, Spirituality, and Journey together in love.

Accomplishments (or Ends) in the 2022-2023 church year:

- Five memorial services for FRS members and two services for area residents were held in the Sanctuary. A graveside-only service for a member was also held.
- Receptions without COVID restrictions have resumed in the Lower Meetinghouse.

What is your vision, goals, and objectives for the 2023-2024 church year?

- Continue to provide support in planning memorial services for members and friends.
- Collaborate with fundraising efforts for memorial bricks by helping to reach out to those who have lost loved ones.

What is needed to be successful in the 2023-2024 church year?

Continued involvement and availability of congregants to provide this important ministry for church families and area residents.

Respectfully submitted,

Diane Carroll, Office Administrator, diane.carroll@frsuu.org

Parish Friends

Mission or purpose statement:

The Parish Friends network supports our church community members and friends in times of challenge, crises, transition, and special needs. We traditionally deliver meals, provide rides to church functions and medical appointments, write cards to parishioners, perform local errands, provide emergency childcare, and assist with light chores, including occasional pet care.

Names of People Involved:

The roster of over 70 Parish Friends is kept current on FRS Connect (Realm).

Tell us how your program connected to and supported our Values, Mission and Ends:

Our activities supported FRS values of Authentic Connection, Love, and Wonder, and certainly supported much of the FRS mission, most notably to “Come as you are” and “Journey together in love.”

Accomplishments (or Ends) in the 2022-2023 church year:

Parish Friends remained very active throughout the church year. Many heartfelt thanks to all who have remained ready to connect and serve. Over this past year, our connections included:

- Picking up prescriptions.
- Assisting with grocery shopping and other errands.
- Providing meals following a medical event or family loss.
- Light gardening.
- Shoveling.
- Rides to church functions and medical appointments.
- Fill-in dog walking for a household facing medical challenges.
- Card writing throughout the year.

The Parish Friends actively supported church-wide initiatives, including:

- Delivering care packages to stewards for the annual campaign.
- Participating in the Passion Action Fair.
- Delivering baked goods during their Holiday Pie Project.

To request support for yourself or others, contact Parish Friends through a call to the church office or an email to parishfriends@frsuu.org. You can also reach out directly to Susan Ricker at smricker@aol.com.

What is your vision, goals, and objectives for the 2023-2024 church year?

- Meet more often, especially for each of the functional service areas.
- Expand offered services, including more emergency gardening and snow removal.
- Create and strengthen connections with Young Church families.
- Improve communication with the church community.
- Continue to recruit more members.

Thank you to those who were open to the support offered by Parish Friends, including those who do not typically find themselves relying on “help.” This is a partnership that exists between parishioners, and both parts of that partnership are strengthened.

What is needed to be successful in the 2023-2024 church year?

Our success in 2023-24 will be helped by a kickoff organizational meeting when we return to church in the fall. Additional volunteers are welcome.

Respectfully submitted,

Susan Ricker, for Parish Friends, parishfriends@frsuu.org

Pastoral Care Associates

Mission or purpose statement:

To provide a caring and listening presence to members and friends of our beloved community by supporting those going through transition or crisis; visits to homes, hospitals, nursing homes, or assisted living facilities; maintaining contact with those unable to attend church; and supporting family caregivers.

Names of People Involved:

Julie Parker Amery, Holly Cashman, Stephen-Wolf Foster, Betsy Hazen, Tom Himmel, Nancy Kidd, Helen Murgida, Susan Ricker, Bettina Turner.

Tell us how your program connected to and supported our Values, Mission and Ends:

Authentic connection, between ourselves as a PCA team and with those members and friends whom we serve, all in Love. Reading that we do for each of our meetings has helped to build a stronger sense of spirituality.

Accomplishments (or Ends) in the 2022-2023 church year:

- Provided pastoral care to approximately 40 members of our FRS community.
- Conducted an orientation session for two new PC Associates.
- Provided a Summer Support Group during the summer.
- Each month read and discussed entries from *The Caregiver's Tao Te Ching*.
- Introduced an Animal Loss Support Group.
- Assisted in planning and participating in a February service with the theme of "Grief;" there will be a follow-up Grief Group.
- Lit candles for "Joys and Sorrows" at Sunday worship services (to help in part with PCA visibility).
- Provided pastoral care coverage during the Minister's summer vacation.

What is your vision, goals, and objectives for the 2023-2024 church year?

- Better establish the belief that it is okay to ask for help.
- Consider the addition of another PC Associate.
- Additional goals and objectives will be established at the retreat to take place in September.

What is needed to be successful in the 2023-2024 church year?

To increase the number of congregants receiving services, we should develop strategies at the retreat that create an environment where members feel comfortable contacting a Pastoral Care Associate and asking for help.

Respectfully submitted,

Tom Himmel, Chair, thimmel43@mac.com

CHURCH COMMUNICATIONS & OPERATIONS SUPPORT MINISTRY

300th Celebration Subcommittee

Mission or purpose statement:

To plan and prepare for the church-wide celebration of our congregation's 300th anniversary.

Names of People Involved:

Laurie Evans-Daly, Cynthia Walsh, Annie Maurer.

Tell us how your program connected to and supported our Values, Mission and Ends:

We want to build authentic connections within our congregation as we celebrate our spiritual community and invite people to bring their individual talents and interests to be part of it. We plan to act courageously by examining our past and reconciling our history with marginalized communities. We want to trace the evolution of our faith and look at how our past can inform our vision of the future.

Accomplishments (or Ends) in the 2022-2023 church year:

We are in the beginning stages of our mission. We have met with members of the congregation and worked with staff to identify three areas of work: looking at our history and sharing it with the congregation and the wider community, providing social opportunities to celebrate and connect with each other, and taking this as a time to think about where we want to be in the future. We have started reaching out to the congregation to find people to help plan and organize.

What is your vision, goals, and objectives for the 2023-2024 church year?

We want to engage as many as we can in the work of fulfilling the mission we have laid out for ourselves and, by the end of the church year next year, have all the pieces in place to do so.

What is needed to be successful in the 2023-2024 church year?

We need to build enthusiasm in the congregation and draw as many people in as we can to make it happen. We need to work closely with the staff to make sure their ideas and desires are an integral part of this project.

Respectfully submitted,

Annie Maurer, Co-chair 300th Celebration Subcommittee, anniemaurer174@gmail.com

Facilities Team**Mission or purpose statement:**

The Facilities Team was established over the summer of 2022 to assist with managing maintenance of the physical facilities of the parish. We work with the Director of Church Operations (DCO), the Finance Committee, the Parish Board, and members of the congregation. We advise groups that make proposals for enhancements, we advise the Finance Committee and the Parish Board on the feasibility of proposals, we assist the DCO with decisions and approvals of routine repair and maintenance projects, and we monitor and develop cost estimates and budgets for all repair and maintenance of the facilities.

Names of People Involved:

Doug Latham, Annie Madden, Julie Menin, Susan Thorne, Bill Zarakas, Forrest Speck.

Tell us how your program connected to and supported our Values, Mission and Ends:

Because our work is so physical in nature, we are supporters of all the church programs, particularly in managing budgeting for the facilities. Further, we work to be prudent advisors to ensure the physical and financial continuance of the parish. The costs associated with this element of the church budget and the extraordinary inflation of recent years make our work important to all aspects of the church programs and life.

Accomplishments (or Ends) in the 2022-2023 church year:

- We established policy documents to describe how we can assist proposers of projects, the DCO, and church governance boards.
- We worked with the Green Team to assist their project to bring the church to net zero carbon footprint.

- We established safety standards for access to the steeple in light of the radio frequency presence from the cell antennae.
- We developed a budgeting program for all repair and maintenance of building systems decades into the future.
- We worked with the DCO and the AIM group to enhance access to the building.
- We made multiple presentations of our budgeting projections to governance boards and to the congregation.
- We met with potential contractors for work on building systems.

What is your vision, goals, and objectives for the 2023-2024 church year?

- We will work toward authorizing an engineering study of the meetinghouse which is showing some signs of needing attention.
- We will work with the Green Team and the Parish Board to finalize a net zero policy and develop a slate of potential projects for the congregation to consider as solutions to weaning our church operations from fossil fuels.
- We will work with stewardship groups to plan sufficient budget resources.

What is needed to be successful in the 2023-2024 church year?

The continued excellent work of the members of the Facilities Team.

Respectfully submitted,

Forrest Speck, Chair, forrest.speck@gmail.com

Program Council

Mission or purpose statement:

The role of the Program Council is to provide a venue for all church groups and committees to share activities, projects, and opportunities within our church community, as well as provide detailed updates on initiatives impacting the entire church community, such as the Annual Giving Campaign. A representative from each committee is encouraged to attend Program Council meetings to provide updates and to identify opportunities. Meetings are generally held on a Wednesday, every other month.

The Program Council met via Zoom four times, in September and November 2022, as well as February and May 2023.

The format of the meetings is as follows:

- Chalice lighting, reading, and parish update by Reverend Rebecca.
- Spotlight, focusing in depth on one topic.
- Other committee updates, to increase awareness as well as identify opportunities to coordinate with and request support from other groups.
- Questions and suggestions for future topics.

Names of People Involved:

The Program Council consists of representatives from each of the church committees. Committees and ministries represented at the meetings included:

- Accessibility and Inclusion Ministry (AIM)
- Addictions Ministry
- Afghan Resettlement Team
- Alternatives to Violence (AVP)
- Animal Bereavement

- Annual Campaign Chairs
- Anti-Racism Initiative
- Board Chair
- Caregivers Support Group
- Chalice Circles
- Community Outreach Group
- End Gun Violence
- Endowment Report
- Exploring Elderhood Together
- Facilities Team
- Friday Book Group
- FRS Green Team
- FRS Habitat for Humanity
- FRS Intergenerational GSA (Gender Sexuality Alliance)
- Jeanne Geiger Annual Walk Against Domestic Violence
- Meet & Greet
- Memorial Services
- Monday Night Meditation
- Mother's Day Walk for Peace
- Music Program
- Parish Friends
- Pastoral Care Associates
- Religious Education
- Reopening Team
- Retired Old Men Eating Out (ROMEEO)
- Short Story Group
- Spiritual Gatherings
- Stewardship
- Usher Team
- Welcoming Committee
- Worship Associates
- Young Church

Tell us how your program connected to and supported our Values, Mission and Ends:

The Program Council connected to Authentic Connection, Courageous Action, and Love and supported Come as you are, Journey together in love, Act with courage, and Transform our world.

In each of our meetings we received updates regarding the resettlement of the Afghan family. A spotlighted issue was the Anti-Racism Initiative for the congregation to adopt the UUA's 8th Principle. Regular updates were given for planning the church's 300th Anniversary Celebration.

The ministry theme for this church year was Peace. Program Council discussed "How can we integrate Peace into our committee work?" Photos that depicted visual representations of peace were submitted by members and published in the Steeple newsletter each week.

New initiatives and projects include:

- Justice Sundays: Monthly Justice Sundays were added to better address and promote the needs/issues of the eight social justice groups.
- The Facilities Team: This is a new church program which manages the costs, both short and long-term, needed to maintain facilities. It represents groups who present projects to the board and

finance committee, creates systems that will monitor when needs for repairs and replacement of church property come due, and works on legacy giving and grants.

- Cookies for Peace: This was a new initiative by Stewardship to hold a cookie sale from which half of the funds raised went to the UUSC emergency fund for families fleeing war in Ukraine.
- The Climate Action Group changed their name to the FRS Green team.

Respectfully submitted,

Jeff Bard, jeffbard@hotmail.com and Susan Stone, susanstone3@mac.com

FAITH AND SPIRITUAL SUPPORT MINISTRY

Chalice Circles Steering Committee

Mission or purpose statement:

Chalice Circles Steering Committee (CCSC) coordinates Chalice Circles (CC) as a way to help people think about their lives spiritually and build community through the process of sharing their thoughts and experiences with others. CC also provides a foundation of practice in using a covenant (including confidentiality) and deep listening in the context of small group ministry.

Names of people involved:

Ted Stedman, Linda Tulley, Howard Mandeville, Beth Munro, Julie Parker Amery (liaison).

Tell us how your program connected to and supported our Values, Mission and Ends:

Chalice Circles offer a small group ministry opportunity to explore a deeper connection to the values espoused above. Session topics based on Reverend Rebecca's monthly sermon themes elicit deeply personal reflections on people's values and life experiences. Circles delve into spiritual beliefs, experiences, and values resulting in profound awareness about who and what we are as individuals and in a greater whole. Participants tend to develop close relationships with each other, finding a caring and supportive community within our larger congregation. Based on deep listening, an initial climate of respect becomes a journey of loving kindness and truly authentic connections. Sharing one's deepest thoughts and feelings is an act of courage, and the level of trust that develops is transformative.

Accomplishments (or Ends) in the 2022-2023 church year:

- Offered Leader Training both in person and via Zoom.
- Ran three in-person Chalice Circles and one Zoom Chalice Circle, serving 35 members and friends.
- Began a test case process to enhance the accessibility of Chalice Circle materials (Universal Design).

What is your vision, goals, and objectives for the 2023-2024 church year?

Offer in-person Chalice Circles and one Zoom Chalice Circle, continue emphasis on encouraging newcomers to participate, continue to determine options for the Gift of Service activity that are inclusive and flexible.

What is needed to be successful in the 2023-2024 church year?

\$100, continuing PR support from staff, Julie continuing as liaison, room reservations, Zoom links.

Respectfully submitted,

Beth Munro, defineyoursuccess@gmail.com

Monday Night Meditation

Mission or purpose statement:

To support anyone interested in finding a group to support their efforts to meditate.

Names of People Involved:

Many different people, usually 12 people between in-person and Zoom.

Tell us how your program connected to and supported our Values, Mission and Ends:

The program supported Authentic Connection, Love, Spirituality, Come as you are, Journey together in love, Act with courage, and Transform our world.

Accomplishments (or Ends) in the 2022-2023 church year:

A big accomplishment has been developing a relationship with individuals who live at Link House.

What is your vision, goals, and objectives for the 2023-2024 church year?

Continue increasing/maintaining a vibrant group who support each other and begin advertising in *The Daily News* to reach out to more individuals/youth who are still lonely and isolated from the COVID lockdown. After 12-13 years (I started the group in late 2010), I would love to find someone who is ready, able, and willing to lead if I am sick or on vacation.

What is needed to be successful in the 2023-2024 church year?

Being able to use the Lower Meetinghouse Main Room has been a gift that is so needed and appreciated!!

Respectfully submitted,

Joyce Haydock, joycehaydock@outlook.com

Spiritual Gatherings

Mission or purpose statement:

To provide a safe space for participants to explore their spiritual journeys.

Names of people involved:

Susan Cooper, Diane Forman.

Tell us how your program connected to and supported our Values, Mission and Ends:

Authentic Connection, Love, Spirituality, Wonder, Come as you are, Journey together in love, Act with courage, Transform our world.

Accomplishments (or Ends) in the 2022-2023 church year:

The group developed authentic connections, supported each other, and explored our spiritual journeys.

What is your vision, goals, and objectives for the 2023-2024 church year?

Our vision is to continue offering this sacred space and bring in new people.

What is needed to be successful in the 2023-2024 church year?

To maintain our passion.

Respectfully submitted,

Susan Cooper, susanc0805@gmail.com, Diane Forman, diane.bforman@gmail.com

Wednesday Guided Meditation

Mission or purpose statement:

A weekly 30-minute session to assist participants in learning relaxation techniques, centering, and how to anchor oneself.

Names of people involved:

Susan Cooper.

Tell us how your program connected to and supported our Values, Mission and Ends:

Authentic Connection, Wonder, Journey together in love.

Accomplishments (or Ends) in the 2022-2023 church year:

Increase in participants. Feedback is that people are using the techniques learned in their everyday life.

What is your vision, goals, and objectives for the 2023-2024 church year?

To continue offering support and guidance for people to feel more connected with themselves.

What is needed to be successful in the 2023-2024 church year?

Passion.

Respectfully submitted,

Susan Cooper, LICSW, susanc0805@gmail.com

Worship Associates

Mission or purpose statement:

Our aim is to provide meaningful leadership and support in Sunday worship services alongside Rev. Rebecca and guest speakers.

Names of people involved:

Jessica Brown, Steve Costello, Joanna Fernandes, Stephen-Wolf Foster, Dawn Pelletier, Alan Seale, Jane Tuohy, Eileen Vargas-Costello, Ray Wilson.

Tell us how your program connected to and supported our Values, Mission and Ends:

By creating worship experiences each week that express and support our values, mission, and ends.

Accomplishments (or Ends) in the 2022-2023 church year:

We have focused this year on bringing more of a sense of spirituality and worship to our services—to create an atmosphere where people find love, support, care, nurture, and encouragement for their daily walks in the world.

What is your vision, goals, and objectives for the 2023-2024 church year?

While we haven't specifically outlined this, my sense is that we continue on this path. The response has been positive.

What is needed to be successful in the 2023-2024 church year?

I cannot speak for the Worship Associates as a whole since we have not asked this question together.

However, for me, it is that more and more people find a spiritual home in FRS, whatever that means for them—that they find a place on Sunday morning filled with love, support, care, nurture, and encouragement for their daily walk in the world, and find community as well as opportunities through the

week for expression of who they are and what they are called to bring to the world through some of the programs and groups at FRS. In short, a place that feels so good to be a part of and to contribute to its mission and vision that they are drawn back week after week.

Respectfully submitted,

Alan Seale, Chair, alanseale@alanseale.com

FELLOWSHIP MINISTRY

Exploring Elderhood Together

Mission or purpose statement:

Exploring Elderhood Together provides FRSers, age 60 and older, with an opportunity to explore what it means to age in the 2020s. Our mission is to reflect on and discuss topics of interest and, through sharing our own lived experience, to build a greater sense of belonging within our community.

Names of People Involved:

Steering Committee: Howard Mandeville, Alexandra Mezey, Jean Noonan, Julie Parker Amery (staff).

FRS Member Presenters: Diane Forman, Kathleen Moore, Mark Hodgson, and Julie Parker Amery. Carol Kilty and Rev. Jane Tuohy led our first small group discussion.

Program Participants: Programs drew about 15-20 FRS members and friends to most programs in person or via Zoom.

Tell us how your program connected to and supported our Values, Mission and Ends:

Exploring Elderhood Together embodies all the Values: we connect authentically, welcome all, share ideas as we're on a journey together exploring what aging means in the 2020s, present programs that include spirituality and wonder, and hope to act with courage and transform the world's awareness of ageist beliefs and practices.

Accomplishments (or Ends) in the 2022-2023 church year:

- We created and presented five programs, one online and the rest in person with FRS members/staff presenting. Topics included "Ageism Unmasked," "Learning About Longevity from Centenarians Living in the World's Blue Zones," "Aging and Spirituality," "Paint Your Memories: A Two-part Program on Writing an Autobiography," and "Awe."
- We initiated a small group discussion on Richard Rohr's *Falling Upwards: A Spirituality for the Two Halves of Life*.

What is your vision, goals, and objectives for the 2023-2024 church year?

Our main goal is to determine the best way forward, as current leaders move off the steering committee. What format of EET is both meaningful for the community and sustainable for its leadership? We'll be surveying the community in the fall and seeking new leaders.

What is needed to be successful in the 2023-2024 church year?

Participation of many in the survey will help us discern the best structure and content of future EET gatherings. We also need several people to step into leadership of it.

Respectfully submitted,

Alex Mezey, Steering Committee, alexandromezey@gmail.com

Friday Book Group

Mission or purpose statement:

Friday Book Group is a welcoming and valuable FRSUU resource in providing opportunity for both personal growth and relationship building. We turn to fiction and nonfiction to stretch our intellect, promote interaction, challenge our belief systems, and increase our compassion for differing perspectives.

Names of people involved:

Open to all, no set membership.

Tell us how your program connected to and supported our Values, Mission and Ends:

All interested are welcome to “come as they are”: through our reading and discussion, we forge Connection and Journey together in love. Not infrequently our reading sheds light on current events and society and can thus move us to Act with courage - and Transform ourselves if not our world.

Accomplishments (or Ends) in the 2022-2023 church year:

- Met weekly in hybrid mode (in-person and via Zoom); some have attended who were out of the area.
- Read multiple works of both nonfiction and fiction that led to highly engaged group discussion.
- Continued democratic (group decides!) process for choosing each new work.

What is your vision, goals, and objectives for the 2023-2024 church year?

- Continue to do hybrid meetings in a manner that works for those who must or prefer to connect online.
- Continue to choose a mix of works that provides varied reading/discussion opportunities.
- Be open to different points of view whether in terms of literary matters or social issues.

What is needed to be successful in the 2023-2024 church year?

- Continue to spread the word about the group and encourage interest.
- Maintain successful hybrid meeting technology and process.

Respectfully submitted,

Tom Himmel, thimmel43@mac.com

Retired Old Men Eating Out (ROMEIO)

Retired Old Men Eating Out (ROMEIO) is not a club. There are no dues, no membership requirements, and no officers. Les Ferlazzo is the acting clerk. The group meets at noon on the second Tuesday of each month, twelve months of the year. A volunteer chooses a restaurant and makes a reservation every month. There are no restrictions on location. The check is divided equally among those present.

Email invitations are sent to those who have asked for them about two weeks in advance of meetings. We average about a dozen in attendance.

Respectfully submitted,

Les Ferlazzo, sealore@live.com

Short Story Group

Mission or purpose statement:

The Short Story Group is a group that meets twice per month for the purpose of reading and discussing short stories.

Names of people involved:

No set members – all are welcome.

Tell us how your program connected to and supported our Values, Mission and Ends:

We have a very regular group of attendees (who Come as they are) at every meeting; this has enabled the building of relationships (Connection), with loving conversation on various matters, some personal, as well as themes in the reading.

Accomplishments (or Ends) in the 2022-2023 church year:

- Connect those with a love of reading and discussing; group continued to meet regularly (in person) all throughout the year.
- Welcome diversity: mix of people with backgrounds in literature and those who simply like to read.
- Share what given reading means to each of us and learn from each other.

What is your vision, goals, and objectives for the 2023-2024 church year?

- Select as a group a new source of readings, as we finish the current anthology, that meets the interests of the group going forward.
- Encourage broader participation by continuing to communicate about the group and its being open to all who are interested.

What is needed to be successful in the 2023-2024 church year?

At this time, there has been no specific need or interest in doing hybrid meetings; may need to consider this periodically.

Respectfully submitted,

Tom Himmel, thimmel43@mac.com

INCLUSION MINISTRY

Accessibility and Inclusion Ministry (AIM)

Mission or purpose statement:

AIM supports our FRS **Values** in that we establish **Authentic Connection** through deep listening and trust building with people with disabilities who offer advice to our community to improve accessibility and inclusion. This requires **Courageous Action** for them to share very private parts of their identity to encourage our community to affirm disability as a positive identity.

Names of people involved:

Helen Murgida, Lea Pearson.

Tell us how your program connected to and supported our Values, Mission and Ends:

Our AIM mission embodies every aspect of the FRS mission statement: Come as you are. Journey together in love. Act with courage. Transform our world.

Accomplishments (or Ends) in the 2022-2023 church year:

- Monthly Zoom meetings on the 3rd Wednesday of the month; email mailing list of 35 people.
- Improved signage and accessibility to vestibule side entrance and directions to use the lift.
- AIM table established in vestibule.
- Drop-off accessibility enhanced at the front of the church with a portable ramp near the hydrant.
- Exploration of adding more curb cuts and damaged brick replacement with the city of Newburyport. This is a long-term project.
- AIM Justice Sunday: AIM members shared their stories with us about the complexity of needs of people with invisible disabilities, what accommodations work for them, and how we can assist.
- This year, we especially give thanks to the tremendous support that we have received from Rev. Rebecca Bryan, Rob Authier, Justin Murphy-Mancini, Diane Carroll, Lance Hidy, Forrest Speck, Jo An Kincaid, Doug and Betsy Latham, and especially Lea Pearson. Lea has spearheaded so much activity and is responsible for the impetus that makes change happen!

What is your vision, goals, and objectives for the 2023-2024 church year?

- Continue movement toward acquiring an automatic door opener for the front side accessible entrance to the vestibule.
- Create an infographic laminated "Fact Sheet" for church pews indicating existing accessibility enhancements and where and how to find them.
- Second AIM Justice Sunday to be October 15, 2023 - topic TBD.
- Continue to identify, illuminate, legitimize, and provide guidance to justice issues to improve action and inclusion for all.
- Lea Pearson and Linda Tulley are investigating our church's historic preservation agreement as it applies to improving accessibility to the three front doors of our historic church. This is a complicated, long-term project.

What is needed to be successful in the 2023-2024 church year?

AIM will continue to respond to the physical and non-apparent needs of our beloved community by adjusting accommodations that are already in place and identifying accommodations to be implemented through surveys, questionnaires, and suggestions from our FRS community.

Respectfully submitted with deep gratitude!

Rev. Helen Murgida, AIM Coordinator, helenmurgida@gmail.com

FRS Intergenerational GSA (Gender Sexuality Alliance)**Mission or purpose statement:**

To create an intergenerational safe space and build a community around support, education, and advocacy regarding LGBTQ+ issues.

Names of people involved:

August Mead, Phi Himmel, Julie Parker Amery, GSA members.

Tell us how your program connected to and supported our Values, Mission and Ends:

The GSA fosters Authentic Connection, Courageous Action, Love, and Wonder. The group upholds all parts of our mission, inviting members to Come as they are, Journey together in love, Act with courage, and Transform our world.

Accomplishments (or Ends) in the 2022-2023 church year:

- Maintained an intergenerational community of curious, engaged, and educated people.

- Covered a variety of LGBTQ+ curriculum.

What is your vision, goals, and objectives for the 2023-2024 church year?

The FRS Intergenerational GSA is currently on hiatus due to the personal needs of our young leaders.

Respectfully submitted,

August Mead, co-leader of the FRS Intergenerational GSA, augustdoherty@gmail.com

Welcoming Committee

Mission or purpose statement:

The Welcoming Committee assists the parish in upholding its pledge to be a part of the UUA Welcoming Congregation program, an effort where congregations seek to understand current issues, needs, and areas of concern for the LGBTQ+ community so they feel full welcomed, centered, and embraced in UU congregations. The Welcoming Committee offers opportunities for learning, growth, and inclusion while fulfilling the UUA’s Five Practices of Welcome, required to maintain a Welcoming Congregation designation.

Names of people involved:

Maureen Adams, Holly Cashman, Susan (Woman) Cooper, Nany Crochiere, Christine Doherty, Erin Hutchinson-Himmel, Paula Renda, Julie Parker Amery.

Tell us how your program connected to and supported our Values, Mission and Ends:

The Welcoming Committee supports several of our Values, including Authentic Connection, Courageous Action, Love, Spirituality, Wonder; and our Mission including, Come as you are, Journey together in love, Act with courage, and Transform our world.

Accomplishments (or Ends) in the 2022-2023 church year:

The Welcoming Committee successfully completed a year of renewal work to uphold the Welcoming Congregation designation for FRS. The committee:

- Coordinated two worship services uplifting LGBTQ+ lives.
- Attended ongoing training and information sessions from the UUA and Side With Love.
- Increased community awareness of LGBTQ+ Days of Observance and calls to action.
- Collaborated with the Director of Church Music to support “My Queer Faith,” a musical offering featuring local singer-songwriter Kimayo.
- Hosted a Justice Sunday program featuring information on How to Be An Ally to the LGBTQ+ Community.
- Collaborated with the newly formed Newburyport Pride Board to feature our June Welcoming Worship Service and Justice Sunday speaker in the first annual Newburyport Pride programming.
- Coordinated a group of FRS walkers to take part in the Newburyport Pride parade.

What is your vision, goals, and objectives for the 2023-2024 church year?

- Integrate the mission and spirit of the Welcoming Congregations Program to congregational life at FRS, creating a welcoming community for current and prospective members.
- Create opportunities for learning and action in order to undo prejudice against LGBTQ+ people in our congregation and in our community.
- Create more opportunities for socializing and engagement.

What is needed to be successful in the 2023-2024 church year?

Create ways to have congregation members become more involved; offer variety of programming.

Respectfully submitted,

Christine Doherty, Chair, christine.doherty@comcast.net

SOCIAL JUSTICE MINISTRY

Afghan Resettlement Team

Mission or purpose statement:

To continue to support the Mirzayee family as they adjust to life in their new country. To help them master the language and skills they need to succeed, to access permanent housing for them, and to support them as they move through the process of gaining permanent residency.

Names of people involved:

Rev. Rebecca Bryan, Sarina Kahn Reddy, Annie Maurer, Yvonne McQuilkin, Peg Nicol, Mary Sortal, Kathy Straubel, Bettina Turner, plus many volunteers from the congregation.

Tell us how your program connected to and supported our Values, Mission and Ends:

We feel that we are helping to Transform our world by supporting a family that has fled a dangerous situation in their home country, we have sought Authentic Connection with them and others in our congregation through our work, and we have strengthened our Love and connection for both them and the members of our congregation who have worked with us. Our VME workshops identified a desire for action that made a difference in the world. This project has provided that for many in our community and given us the opportunity to live out our principles.

Accomplishments (or Ends) in the 2022-2023 church year:

Over the course of this year, the father has become established in a job and the children have enjoyed being part of city sports programs and are completing a successful year in school. Shabir is headed to Whittier Tech next year. The twins (age 4) attended the Montessori School next to the Parish Hall. The mother, Zarifa, has worked with other Afghan women in the area and taken part in successful craft fairs. She has also begun her own business doing tailoring. The family is on track to get their Green Cards and become permanent residents.

What is your vision, goals, and objectives for the 2023-2024 church year?

Our greatest challenge for the coming year is securing housing for a family of eleven. We also will continue to help the family master the language and the daily living skills, such as banking and navigating the health system, that they will need when they are living independently.

What is needed to be successful in the 2023 church year?

We will need the continued support of the church community to help this family transition fully to living independently. Most urgently, we need to find them housing during the next year.

Respectfully submitted,

Annie Maurer, Volunteer, Afghan Resettlement Team, anniemaurer174@gmail.com

Anti-Racism Initiative

Mission or purpose statement:

Our mission is to explore how the UUA's 8th Principle (stated below) may deepen our pursuit of the FRS Values, Mission and Ends in preparation for a future congregational vote.

8th Principle: *We, the member congregations of the Unitarian Universalist Association, covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.*

Names of people involved:

Tina Benik, Vern Ellis, Susan Fasoli, Ann Haaser, Julie Menin, Lea Pearson, Julie Parker Amery, Susan Stone, Jim Supple, Sandra Thaxter, Rev. Jane Tuohy, Eileen Vargas-Costello.

Tell us how your program connected to and supported our Values, Mission and Ends:

Authentic Connection, Courageous Action and Journeying together in love as we work to Transform our world. The three "Ends" that we identified as most relevant to our Anti-Racism team efforts are to:

- Articulate our individual and congregational Unitarian Universalist identity.
- Welcome people in all their diversity and create belonging for one another.
- Work in partnership as individuals and as a congregation to advance justice and put courageous love in service to our community and our world.

Accomplishments (or Ends) in the 2022-2023 church year:

The Antiracism Initiative team held a "retreat" in October 2022 to discuss how best to address our long-range mission to "eliminate individual, congregational, and community racism." We realized that our vision to have the congregation consider a vote at the 2023 FRS Annual Meeting to become an Anti-Racist Congregation was not achievable and that a revision of our mission and vision was necessary for us to effectively continue our anti-racism work. Members of the Anti-Racism Initiative team voted unanimously to amend our mission, as stated above, to explore how the UUA's 8th Principle may inform the work of our congregation. Our accomplishments this year include:

- Information gathering and exploration of the UUA's 8th Principle, how it has been adopted and implemented by other congregations (> 200 to date), and steps we may take to work with the Board, other FRS social action groups, and members of our congregation to understand its contribution to our Values, Mission and Ends.
- Two team members (Eileen Vargas-Costello and Susan Fasoli) attended the New Day Rising workshop, sponsored by the UUA's Central East Region, to learn from neighboring congregations about what path they've taken with their 8th Principle and other anti-racism work.
- Planned, organized, and implemented our Anti-Racism Sunday service (1/22/2023) and Justice Sunday (1/29/2023) in conjunction with Rev. Rebecca's MLK service and Dr. Sandra Petrulionis' service about Thomas Wentworth Higginson, an abolitionist FRS minister in the mid-1800s.
- Developed and implemented an Anti-Racism Activities Survey to identify topics and types of anti-racism activities of most interest to the congregation, in light of limited enrollment in our Living the Pledge program planned for this spring.
- Supported the initiative led by Ann Haaser and others to participate in the Louis D. Brown Institute's 27th Annual Mother's Day Walk in 2023.

What is your vision, goals, and objectives for the 2023-2024 church year:

Goals for the 2023-2024 Church Year:

- To continue our exploration and understanding of what it means for FRS to work toward building a diverse, multicultural Beloved Community.
- To engage with other predominantly white UU congregations about what changes they have made or are contemplating making to realize the commitment to dismantle racism and other oppressions in ourselves and our congregation.
- To engage members of FRS in discussion with the aim of developing a shared understanding of what it means to hold ourselves accountable and to whom.
- To increase participation and education about anti-racism and anti-oppression initiatives through anti-racism events at FRS and in neighboring communities and by building community partnerships.
- To have the congregation consider and approve adoption of the UUA's 8th Principle.

Objectives for the 2023-2024 Church Year:

- To use data collected from our Anti-Racism Activities Survey to plan and implement a variety of learning opportunities to engage individuals within and beyond our congregation in anti-racism and anti-oppression activities.

What is needed to be successful in the 2023-2024 church year?

- Continued support and commitment from the Parish Board and Rev. Rebecca.
- Support for this work to be integrated over time into the budget.
- Interest and commitment from the congregation.
- Connections with community partners engaged in antiracism and anti-oppression initiatives.

Respectfully submitted,

Susan Fasoli, Chair, sfasoli@gmail.com

Community Outreach Group

Mission or purpose statement:

The Community Outreach Group is dedicated to providing a wide range of programs to local individuals and families who are struggling and in need of assistance.

Names of People Involved:

Jeff Bard, Linda Buddenhagen, Nancy Crochiere, Barbara Garnis, Monique Greulich, Ann Haaser, Annie Maurer, Ann Power, and Janice Ronco.

Accomplishments (or Ends) in the 2022-2023 church year:

- **2022-2023 Sunday Shared Collection:** After soliciting suggestions from the congregation, the following organizations were selected by Community Outreach:
 - September: Jeanne Geiger Center
 - October: Greater Newbury Elder Pet Fund
 - November: Essex County Habitat for Humanity
 - December: Fuel Assistance
 - January: Community Service Camperships
 - February: MA Coalition to Prevent Gun Violence
 - March: United Teen Equality Center (UTEC)
 - April: Merrimack Valley Black and Brown Voices
 - May: Emmaus Inc.
 - June: LGBT Asylum Task Force
 - July/August: Community Action

- In September, 12 FRS walkers participated in the Jeannie Geiger Center annual Walk Against Violence. The FRS walkers raised \$2,000.
- There were six applications for the Swasey Children's Fund approved year-to-date. The total distribution was \$14,607.
- In November we sponsored a Personal Care and Food Drive supporting Community Services of Newburyport. We collected two carloads of donations and \$340.
- In December we held our annual Joy of Giving at Kelleher Gardens. Forty children from Kelleher Gardens were able to select and wrap presents for their parents and caretakers. Children ages 3-18 look forward to this event each year. This program is possible because of the many new/used gifts donated by FRS members.
- In February we sponsored a Food Drive for the Newbury Food Pantry. A carload of donations was collected.
- In May we sponsored a diaper drive for Emmaus Family Shelter.
- A new program this year for Community Outreach is **Among Friends** sponsored by St. Paul's Episcopal Church. This is a meal program serving more than 85 guests. Our group committed to cook and serve meals quarterly.

What is your vision, goals, and objectives for the 2023-2024 church year?

At the June meeting we will establish our goals and objectives for FY23-24 and select the monthly Sunday Shared Collection giving partners.

We want to thank the members of the FRS congregation for your generosity throughout the year. Because of your support, the Community Outreach Group is able to provide the above programming to those in our communities in need of assistance. We rotate the chairperson on a meeting-to-meeting basis and Jeff Bard serves as the secretary. If you are interested in learning more about the group or joining the Community Outreach Group, please contact Jeff Bard at jeffbard@hotmail.com or Barbara Garnis at barbaragarnis@comcast.net.

Respectfully submitted,

Barbara E. Garnis, barbaragarnis@comcast.net

FRS Green Team

Mission or purpose statement:

Statement to be developed at retreat in summer 2023. In general, at our 2022 retreat, we agreed to approach the challenges of climate change and climate injustice with a positive stance, doing what we can to make needed change, with the recognition that with many smaller efforts on behalf of all, can come substantive global progress. We work to minimize the climate impact of our church buildings and practices, as well as to increase awareness and motivate individual and civic action among the congregation.

Names of People Involved:

David Chatfield, **Bill Clary**, Kathy Desilets, Vernon Ellis, Susan Fasoli, Stephen-Wolf Foster, John Harwood, **Art Henshaw**, **Lance Hidy**, Mark Hodgson, Sam Kimball, Karen Kuhlthau, **Douglas Latham**, Susan MacPhee, **Annie Madden (Chair)**, Yvonne McQuilkin, **Ed Meagher**, **Julie Parker Amery**, **Patricia Skibbee**, **Sandra Thaxter**, Joe Vecchione, Cynthia Walsh.

Tell us how your program connected to and supported our Values, Mission and Ends:

Our Green Team met monthly, and many were active throughout each month on initiatives to make important progress on reducing FRS's greenhouse gas emissions which threaten the very stability of the

climate (Connection, Action, Journeying together). We offered an online series to contemplate the existential threat with which we live; through listening, conversation and sharing of our experiences related to selected climate scientists' work, to being in nature, to taking action (Love, Spirituality, Wonder, Journey). We planned and led a powerful Earth Day Worship Service featuring youth voices, with the intention of honoring the particular challenge that youth experience given the seriousness of climate to their very future (Love, Action, Spirituality, Journey, Transformation).

Accomplishments (or Ends) in the 2022-2023 church year:

- Launched FRS composting.
- Introduced brighter and more efficient LED lights for the Sanctuary.
- Wrote and recommended a draft Net Zero Policy to the Parish Board.
- Investigated alternative energy systems for the Meetinghouse including solar and low-no carbon HVAC systems.
- Hosted a weekly climate conversation series based on the work of a number of leading climate scientists, most of whom were women and several of whom were indigenous.
- Led a moving Earth Day Service featuring youth voices, and a Climate Justice Sunday program.
- Participated in the Forever Green Newburyport program on Earth Day with an advocacy table for writing letters to legislators and other government leaders.
- Co-sponsored with Young Church the All Ages Trashion Show and Potluck for the Planet.

What is your vision, goals, and objectives for the 2023-2024 church year?

These will be developed during a summer Green Team retreat, but we hope to:

- Further our investigation of and advocacy for supporting energy-wise systems for FRS to decrease our carbon emissions.
- To work on a more robust communications program to share information about climate change and individual, family, and community solutions to our church community and beyond.
- We hope to expand our concern and actions in the area of rapid biodiversity loss but not only to climate change but also to overuse of pesticides, herbicides, night lighting, and chemicals.
- We want to become more aware of the living network of plants and animals on the FRS property, including native plants and insects.

What is needed to be successful in the 2023-2024 church year?

- We will try to spread feelings of hope and enthusiasm for facing climate challenges.
- We will try to learn more about the network of life around us and find better ways to help it flourish.
- We welcome more active members to our core group of regular participants in the Team's activities, including the monthly Zoom meetings.
- We will continue to expand our visibility and communications within the congregation to raise their engagement with climate actions.
- We will continue to look for opportunities to support and collaborate with climate allies outside the FRS community.

We look forward to working with courageous leadership of the church, given the challenges that face us all.

Respectfully submitted,

Annie Madden, Green Team Chair, madden.anne.b@gmail.com

FRS Habitat for Humanity

Mission or purpose statement:

To create safe and affordable housing and inclusive communities.

Names of people involved:

Rick Anderson, Bart Bracken, Vern Ellis, Lee Fasoli, Susan Fasoli, Mark Hodgson, Howard Mandeville (Liaison), Thayer Phipps, Forrest Speck.

Tell us how your program connected to and supported our Values, Mission and Ends:

FRS Habitat volunteers offer hands-on help to Habitat home buyers. Volunteers have the opportunity to work with Habitat home buyers who help build their homes by investing their own “sweat equity.” FRS Habitat volunteers connect with Habitat applicants and other Habitat volunteers and staff, forging Authentic Connection and engaging in Courageous Action, experiencing Wonder, and enhancing their Love and Spirituality.

FRS volunteers offer their time and hard work one day a month, usually the third Saturday of each month, rain, snow, or shine. Howard contacts the volunteers and confirms their participation. Each third Saturday, there are usually four to six FRS Habitat volunteers at the building site building homes. Our work site is Habitat’s building site in Salisbury where volunteers and Habitat home buyers are building seven homes. VME and FRS staff help in publicizing FRS Habitat through after-service information sessions and frequent and effective posts in the Steeple.

Accomplishments (or Ends) in the 2022-2023 church year:

FRS Habitat volunteers will have joined with other volunteers and to celebrate the Habitat home buyers to complete construction and close on seven homes in Salisbury. FRS volunteers will transition to a new building site, most likely a 10-unit project in Hamilton.

What is your vision, goals, and objectives for the 2023-2024 church year?

In the next church year we will see an increase in volunteer participation and a strengthening of allegiance by FRS members to contribute to the stability, safety, and connection to foster citizenship and neighborly friendship.

What is needed to be successful in the 2023-2024 church year?

Inclusion of Habitat families and leaders in social justice and affordable housing initiatives undertaken by FRS.

Respectfully submitted,

Howard Mandeville, FRS-Habitat Liaison, howard.mandeville@gmail.com

Indigenous Peoples Day Initiative

Mission or purpose statement:

In collaboration with community partners and local Indigenous leaders, FRS co-sponsored and organized a community-wide Indigenous Peoples Day Observance on October 8th at the Waterfront Park in downtown Newburyport. We also worked to help educate the public about and support local legislation regarding the effort to change the Massachusetts state flag and seal.

Names of people involved:

Rev. Rebecca Bryan; Mara Flynn, Director of Children's Ministry; Cynthia Walsh, Director of Congregational Engagement and Community Outreach; Julie Parker Amery, Director of Faith Formation and Spiritual Exploration; Betsy Hazen; Linda Lu Burciaga; Lance Hidy.

Tell us how your program connected to and supported our Values, Mission and Ends:

This work encompassed all our VME, particularly Authentic Connection and Courageous Action.

Accomplishments (or Ends) in the 2022-2023 church year:

Our event was followed by deep reflection and conversations with Indigenous partners. A decision was made that any future events should center Indigenous leadership.

What is your vision, goals, and objectives for the 2023-2024 church year:

We have committed to focus on deepening our relationships/partnerships with local Indigenous leaders. We look forward to continued collaboration with Patricia D. Rucker, Council Chairwoman of Chappaquiddick Tribe of the Wampanoag Nation, Whale Clan and an Advisory Council Member of the Massachusetts Center for Native American Awareness, and Paul and Denise Pouliot, Head Speakers of the Cowasuck Band of the Pennacook Abenaki.

Respectfully submitted,

Mara Flynn, Director of Children's Ministry, mara.flynn@frsuu.org

FRS Walk Team - Louis D. Brown Peace Institute Mother's Day Walk for Peace**Mission or purpose statement:**

To support the work of the Peace Institute to bring healing to individuals and a community deeply affected by gun violence.

Names of people involved:

Annie Madden and Ann Haaser organized, 27 people in total walked, many more donated.

Tell us how your program connected to and supported our Values, Mission and Ends:

We traveled to a historically underserved community and walked shoulder-to-shoulder with people who don't look like us, beginning a relationship of Authentic Connection. Some on our team had not done this before, therefore it was an example of Courageous Action for them. Love, one of the Peace Institute's seven principles of peace, is reflected in our own values and brings our two communities together.

Accomplishments (or Ends) in the 2022-2023 church year:

Raised \$6,902 in direct donations (as of this writing) and offertory donations totaled \$1,305 for the Peace Institute's ever-expanding work.

What is your vision, goals, and objectives for the 2023-2024 church year?

To increase our commitment to this Walk, to deepen our relationship with the Peace Institute and the community it serves, to bring more awareness to the FRS community of the enduring effects of trauma on an individual and a community and how healing is a violence-prevention initiative.

What is needed to be successful in the 2023-2024 church year?

A combined effort of multiple groups within the congregation; greater focus on this within a church service (this is already in the works).

Respectfully submitted,

Annie Madden, madden.anne.b@gmail.com

FY24 BUDGET WORKSHEET

	YTD Actual		Projected/Adjusted	Original	Proposed	NOTES
	Jul '22 - 5/24/23	22-23 Budget				
Ordinary Income/Expense						
Income						
4100 - Contributions						
4101 - Pledged	417,409	510,352		515,000	550,231	
4102 - Prior Year Pledges	8,146	9,000		10,000	10,000	prior year pledge income until July 15
4103 - Processing Fees Donated	1,419	1,800		1,800	1,800	
4106 - Non Pledge	16,860	15,000		15,000	15,000	
4107 - Sunday Collection	33,566	27,000		25,000	27,000	
4109 - Reserve for Unpaid Pledges	-	(10,207)		(10,300)	-16,507	3% of Pledge amount #4101
4111 - Pledge Matching	2,500				3,000	
4125 - Steeple Lighting	2,025			2,500	3,000	
Total 4100 - Contributions	481,924	555,945		559,000	590,524	
4135 - Steeple Rentals	57,959	70,800		63,900	96,357	Additional steeple lease expected in 23-24
4200 - Fees for Services	7,090	8,500		12,500	9,250	Memorial services and building rental
4300 - Fundraising Income	33,545	29,418		35,500	40,300	Includes Auction/Raffle income
4400 - Income from Committees	198	200		-	1,000	
4500 - Miscellaneous Income	3,650	3,500		23,387	3500	Original 22-23 budget included \$9800 PPP and 13,581 prior year surplus
4550 - Income from Endowment						
4501 - Endowment Parish Fund Income	38,632	-				
4502 - Building Fund Income	5,796	-				
4503 - Fowler Fund Income	692	-				
4504 - Stover Fund Income	1,749	-				
4508 - Bailey Fund	-	11,700			10,000	See proposed motion and explanation
4509 - Stover Fund	583	-				
4550 - Income from Endowment - Other	-	47,452		47,449	45,017	Diminishing distributions
Total 4550 - Income from Endowment	47,452	59,152		47,449	55,017	
Total Income	631,818	727,515		741,736	795,948	
Gross Profit	631,818	727,515		741,736	795,948	
Expense						
6690 - Reconciliation Discrepancies	719	-				Will be reconciled before year-end closeout
7200 - Salaries	382,788	469,661		479,247	484,217	6.4% COLA
7288 - Benefits	78,351	95,829		98,157	105,509	
7500 - Outside Services						
7515 - Consultant	11,574	10,000			1,000	
7520 - Accounting fees	1,538	1,500		1,500	1,500	
7525 - Bookkeeping	9,960	10,000		9,000	9,000	
7530 - Legal fees	5,515	6,000		6,000	6,000	Continuing AT&T lease consulting fee
7540 - Professional fees - other	500	500		4,000	500	
7550 - Temporary help - contract	5,050	5,270		1,000	15,500	independent contractors, some formerly salaried
Total 7500 - Outside Services	34,137	33,270		21,500	33,500	
8100 - Supplies, Comm & Equipment	36,181	32,000		27,700	32,000	

8155 Fundraising Expenses	675				
8200 - Facilities Expense					
8210 · Rent, parking, other occupancy	4,433	4,760	4,760		4,760
8217 · Repairs and Maintenance	24,474	21,050	13,500		19,550
8220 - f Utilities	22,927	19,365	18,760		19,732
8520 · Building & Liability Insurance	9,466	13,500	15,000		14,000
Total 8200 - Facilities Expense	61,299	58,675	52,020		58,042
8300 · Travel & Meetings Expenses	1,807	1,000	500		1,000
8500 - Miscellaneous Expenses					
8505 · Dues and Subscriptions	16,982	20,436	30,000		33,000
8510 · Interest expense - general	25	25			
8517 · Flowers and Altar	933	-			
8530 · Membership dues - organization	185	-			
8570 · Advertising expenses	500	400	1,000		400
8575 · Safe Deposit Box	100	200	200		200
8580 · Contingency provisions	1,500	875	1,500		1,500
8582 · Food & Refreshment	197	600	600		300
8583 · Capital Reserve Provision	-	1,000	1,000		13,800
8585 · Bank Service Charges	3,400	4,500	4,500		4,500
8590 - Other Expenses					
8590.1 · Collection for a Cause don:	11,992	12,500	12,500		13,500
8590.4 · Hospitality	888	-	500		500
8590.6 · Worship	550	1,650	2,000		1,500
8590.66 · Organ and Piano Mainten	2,200	3,500	3,500		2,500
8590.7 · Auction/Raffle Expense	2,870	4,000			4,000
8590.9 · Social Action	120	-			
8591.1 · Candlelight Expense	1,949	1,949			2,000
8590 - Other Expenses - Other	350	-			
Total 8590 - Other Expenses	20,919	23,599	23,200		23,500
Total 8500 - Miscellaneous Expenses	44,740	51,635	62,000		77,200
8591 · COVID Related Expenses	1,361	-			
Total Expense	642,057	742,070	741,124		791,467.81
Net Ordinary Income	(10,239)	(14,555)	612		4,480.19
Other Income/Expense					
Other Income					
4211 · Youth Trip	(3,121)	204			204
6850 · Investment Income/Expense	7	-			204
Total Other Income	(3,114)	204			204
Net Other Income	(3,114)	204			204
Net Income	(13,352)	(14,351)			4,684.19

UUA pledge plus tech subscriptions

Annual Steeplecock maint at Newbury Museum now account #8586

1/2 of NEW Steeple lease income #4135

Realm/Vanco, Eventbrite and other ongoing fees

1/2 of Sunday collection #4107