

2024 Annual Report

First Parish Brewster Unitarian Universalist

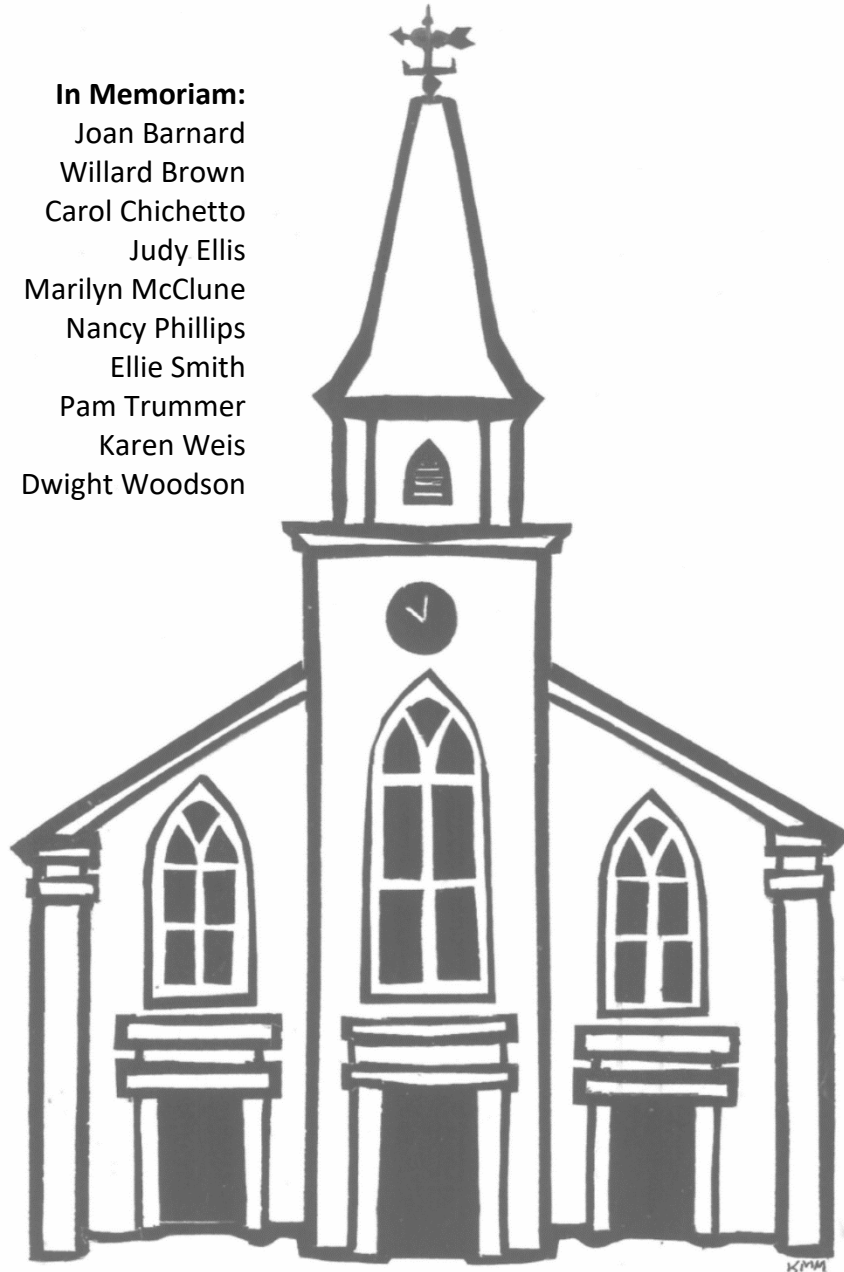


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*Committees of the Board of Trustees

Church Life Passages - July 1, 2023 - June 30, 2024

In Memoriam:
Joan Barnard
Willard Brown
Carol Chichetto
Judy Ellis
Marilyn McClune
Nancy Phillips
Ellie Smith
Pam Trummer
Karen Weis
Dwight Woodson



New Members:

Finn E. Allen, Diane Barry Preston, Janet A. Chappel, Larry R. Chappel, Sheila Cooper, Dan Harkinson, Anna Jordan, George Jordan, Rick Koonce, Lucy Maret, Caroline McCarley, Niki Popow, Steve Reuman, Joshua Skolnick, Sally Sykes, Christopher Tourtellot, Jane Watts, Peter Watts.

A. BOARD OF TRUSTEES

The current year has been one of transition as our Interim Minister, the Rev Kaaren Anderson, has helped us focus on preparation for calling our next settled minister. The Transition Team formed by Rev. Kaaren has helped to begin a focus on our needs and desires and, as we conclude the year, a Minister Search Committee is being established to conduct our ministerial search. At the same time, a Minister Housing Taskforce has been focusing on how to address the crises in availability and cost of housing on Cape Cod. In addition, the Board authorized the formation of a Strategic Planning Committee, to focus on the congregation's major long-term goals (ultimately in connection with our next settled minister). That Committee will soon begin to focus on the development of a three-year revolving plan, to be reviewed at the end of each year and then revised (based on results and changing goals and needs) and extended out for a new 3-year period.

As all of that was going on, the congregation's other activities continued apace. Concerts, speaker programs, art installations, and social justice actions filled the year. Work on our buildings and grounds, which never takes a rest, pressed forward. Sunday Services throughout the year were electrifying and religious education, in its amazingly refurbished quarters, has been developing an even more robust program. Fundraising and our other financial ministries have been hard at work to secure a sound future for First Parish Brewster UU. All of which will continue into the coming year.

Board Members: John Kielb, Jim Lieb (President), Leslie Rennie-Hill, Gail Webb (President Elect), Diane Willcox, Karen Witting (Treasurer) and Carol Yerby (Past President)

Submitted by Jim Lieb, Board of Trustees President

B. ENDOWMENT BOARD

This year the Endowment Board voted a total of \$58,983 to fund the following: \$33,789 for building related projects; \$10,000 toward our UUA dues; \$8,130 for the Sanctuary sound system and streaming equipment; \$2,964 for the Minister's moving expenses; \$2,500 for a CYM OWL retreat and \$1,600 for UU the Vote. The maximum distribution for the next fiscal year based on 5% of the Endowment Fund principal as of December 31, 2023, is \$63,680.

All First Parish Brewster's Endowment funds are managed by Cape Cod Five Trust and Asset Management in consultation with the Endowment Board. The most recent report dated April 30, 2024 showed a Fund balance of \$1,283,948.

This year gifts were received in memory of Joan Barnard, Carol Chichetto, Judy Ellis, John Myers, Nancy Phillips, Ellie Smith. Pam Trummer, Karen Weis and Dwight Woodson. We received our annual gift from the Henry W. & Lucy B. Patterson Fund of the Cape Cod Foundation.

Members: Linda Bailey-Davies, Susan Flaws (Chair), Howard Hayes, Barry Powers (Recording Secretary), and Topper Roth (Financial Secretary). Ex-officio members are the Minister, the President and Treasurer of the Board of Trustees and the Administration and Finance Director.

Endowment Board members are elected by the congregation and serve for a three-year term and may serve two consecutive terms.

Submitted by Susan Flaws, Chair

C. INTERIM MINISTER

Let me start with gratitude. I'm not sure what it is I expected when I came, but the generosity of spirit, the strong leadership, the willingness to look at areas to improve and the love so easily spread at First Parish Brewster UU is a wonder to behold.

I need to start with last August, because, WOW!, what a way to begin my ministry here with a complete re-do of the Children and Youth Membership space in Fellowship Hall! There are many people to thank for

helping to get that all together, but Roger Smith, Kip Keene, Kathy Meyers, Tia Cross, and Liz Cable certainly made Herculean efforts to pull off the enchantment of that space. Twinks's vision and fantastical imagination was met with enthusiasm and care. I spent a good 3 weeks myself down there designing, creating and getting to know so many of you. It's hard to articulate just how fabulous it was to infuse a little bit of magic added to my onboarding. Thank you all immensely for that.

There are a number of committees I've prioritized working with this year. Primarily the Board of Trustees, Transition Team, Membership, Personnel, and Stewardship/Financial Futures.

The Transition Team deserves a true shout out. Their dissection of the meaning and "so what" of the history of this church has helped steer next year's work and given insights to the Search Committee that will undoubtedly prove helpful. I am especially grateful for their contributions and help with the work we did around envisioning a new mission statement. More to come on that soon.

The Membership Committee also deserves at bare minimum a good cheerleading half split jump of enthusiasm! We've completely changed around the path to membership, including: a UU 101, Starting Point Class, UU 201, New Member Reception and Membership Ritual. We welcomed in 18 new members this year and I'm confident with the guidance, hospitality and care of these lay leaders, we'll continue to embrace more people into our fold.

Finally, know that First Parish Brewster UU is poised to attract a dynamic minister. I'm confident of that. The Board has examined and prioritized ministerial housing. The Search Committee was compiled through the congregations votes of confidence in their peers, which undeniably translates into a rousing vote of confidence in their work and search.

Let me end with gratitude as well. I have two years with you. I can't imagine being anywhere else, as you have proven to be a committed, loving and enlivened religious community. I am honored and grateful to be among you.

Submitted by Rev. Kaaren Anderson

D. ADMINISTRATION AND FINANCE MINISTRIES

This year started with open hearts as we said goodbye to Rev. Jessica Clay and baby Nori and welcomed in Rev. Kaaren Anderson and husband Scott. I am grateful to have been a part of crafting these services that celebrated and honored this important transition at First Parish Brewster UU. Staffing changes tend to be a busy time to say the least, and when they involve ministers there is even more to attend to.

I worked with Rev. Kaaren and the Personnel Committee to review the structure of the office/administrative staff positions to determine what works and what needs reimagined. After a time-tracking exercise and reviewing the various job descriptions it became more and more obvious that my position needed to be right-sized. Rev. Kaaren and I, with guidance from the Personnel Committee, proposed replacing the 12hr/wk Sexton Position with a 12hr/wk Property Manager and 8hr/wk Custodian. This transfers Property Oversight from my position to the new Property Manager position, and allows for more hours focused solely on the buildings and grounds of FPBUU. We also clarified the roles and responsibilities of the Office Assistant and renamed the position Communications and Office Administrator. Establishing reasonable and achievable workloads with clear lanes of accountability is at the core of all these Human Resource changes. One benefit of these changes is more time to focus proactively on larger funding sources and further support all the great work that the Financial Futures Team has been doing to ensure a financially sustainable future.

A special thank you to Sue Weber for all her assistance this year, most specifically with transitioning accounting systems and the bookkeeper's position. She was a tremendous help, and we miss her greatly.

Planned and unplanned building expenses were quite high early in this fiscal year. It was important that the Board of Trustees, the Endowment Board and Finance Committee worked together to figure out the best

way to pay these bills. We will continue to look at our processes to determine what's working and what is not. The interim time is a good time to do this work.

An important project this year that has been challenging is submitting the 501c3 application. Many thanks to Mary Jo Jollett for completing the majority of the application! The final piece that the Treasurer and I plan to complete in July is the financial section. This part of the application was initially challenging to determine how to complete and required additional consultation with another UU administrator who had gone through the process. This project was also delayed by time constraints due to staffing changes and overall increased requests on the church office.

Submitted by Karena Stroh, Administration and Finance Director

E. LIFESPAN RELIGIOUS EDUCATION MINISTRIES

It has been a wonderful, busy, creative year in Lifespan Religious Education Ministries. Globally, religious education across all faiths is in a period of change, and much like the UUA moving to update the By-laws to align with the times we live in, RE is in a period of transition, examining how we meet the needs of today's congregations.

This year we have been "throwing spaghetti at the walls" in Children and Youth Ministries to see what sticks, figuring out how to be in our new space and what our program will look like moving forward. It's been a fun and exciting adventure! And very well received by our children. Starting each week in the children's chapel, we light our chalice, check in, and share joys and concerns. The children then guess what is in our mystery box and hear a story about the monthly Soul Matters theme. This year we explored the Gifts of Our Faith through art, story, and self-guided exploration. Our year ended on a great note with our float in the Brewster in Bloom parade, and an all-church brunch after the closing service.

The High School Youth group has been very active, with the highlights being our history/heritage retreat to Boston and hosting the first regional Youth Con at FPB since pre-covid times. The youth also led an amazing worship in March. It's been wonderful to have Marie, Irie and Margaret as youth advisors this year.

In Adult Education, I have been exploring what sorts of RE folks are looking for. In response to a general ask for more opportunities for elders, I created "Playdates with the Crone" and hope to expand this curriculum in the future. I also offered many opportunities for folks to gather and explore the new changes in the UUA By-laws as well as working monthly with the Board on this topic.

Our all-church events this year included the Halloween Party, Easter Egg Hunt, Pageant, Maypole, and Movie Night.

In the wider UU world, I serve as the events coordinator for the New England Liberal Religious Educators Association board and trained to become a mentor in the Credentialing Program that I went through in 2021-2023. I took training on how to navigate the Interim Ministry and was also asked to present at a webinar for the Continental UUA to share all about our SNO@UU program and how successful it's been.

On the theme of SNO@UU, our program filled almost to capacity just a few hours after opening registration for this summer. What a testament to this fabulous program, and all of you who make it happen!

As we step into our search for a new minister, I look forward to continuing to throw spaghetti at the wall with all of you, seeing what sticks and moving us forward, together.

Submitted by Twinks Hastings, Director of Lifespan Religious Education

F. MUSIC MINISTRY

The many talented musicians of First Parish Brewster have continued to enthusiastically offer their skills, time, and high spirits to contribute toward enriching and varied music during worship. Rikki Bates

continues to support our worship nicely with audio improvements impending. At the beginning of the year we were joined by a wonderful accompanist Dan Anthony, who in addition to playing piano, also has graced services with trombone, trumpet and singing, not to mention the occasional small percussion instrument – he is a real gift! The increase in church service attendance has necessitated that the Choir sit on the chancel rather than in the pews. Following that, as choir participation has also increased, we have been challenged to figure out how to have the back row be seen and also heard better. We recently premiered our fabulous new risers, built by Rog Smith (generous carpenter and problem-solver extraordinaire) at Music Sunday in a service entitled “Many Expressions of Music Resounding.” The diverse range of music was received with joy and deep gratitude. Performers included Choir, instrumentalists, guest musicians, talented youth, and a – dare-I-say unforgettable – rendition of “Rainbow Connection” on rainbow-colored Boomwhackers. Perhaps a new seed has been planted for the future, even while the previously planted handpan seed from last year’s Music Sunday has sprouted into a small and promising handpan ensemble that meets weekly at the church and shared our first piece at worship this spring. What a huge privilege to facilitate and lead music that opens hearts!

Choir musicians: Amy Batts, Marilee Crocker, Tia Cross, Laurie Davis, Mary Gamerman, Mary Anne Germain, Laura Gill, Marie Hartley, Jane Higgins, Anna Jordan, Kip Keene, John Kielb, Marcia Kielb, Rob MacIver, Ben McKelway, Maureen Osborne, Jane Perkins, Pamela Phipps, Dan Rabold, Jennifer Rabold, Chuck Ross, Topper Roth, Deb Selkow, Rosanne Shapiro, Bill Sheehan, Sarah Sheehan, Josh Skolnick, Pat Stover, Lindsey Straus, Barbara Sykes, Sally Sykes, Bruce Taub, Sue Trask and Gail Webb

Instrumental Ensemble: Beverly DiPaolo, Dale-Ann Cotter, Judy Jollett, Mary Jo Jollett, Chris Morin and Dan Rabold

Handpan Ensemble: Judy Jollett, Joan Kapp and Linda Shelburne

Other musicians: Rikki Bates, Kayli Cullen, Pam McLane and David Sutherland

Choir Librarian: Deb Selkow

Submitted by Kaeza Fearn, Music Director

G. THRIFT STORE MINISTRY

We are delighted to present the annual report for our beloved Thrift Store, highlighting the accomplishments throughout the year. The dedication and perseverance of our team, as well as the support of our community, have allowed us to achieve continued and remarkable growth.

One of the achievements has been another year of increased revenue. Thanks to the hard work of our volunteers and the generosity of our customers, our Thrift Store experienced a boost in sales that continues our upward trajectory. This increased revenue has enabled us to expand our initiatives and support even more individuals and families in need within our community.

Volunteer participation has also seen a rise, with more individuals dedicating their time and effort to make a difference. Their unwavering commitment to our little store has been instrumental in our success. We sincerely thank each and every volunteer for their invaluable contribution toward the betterment of our Thrift Store.

In terms of facility improvements, we are thrilled to announce the installation of a new countertop. This upgrade has enhanced the overall shopping experience for our patrons, providing them with a more efficient and visually appealing environment.

Recognizing the growing demand, we took a bold step by extending our store hours. We are now open on Mondays and have extended our closing time by an hour each day. This strategic decision aims to cater to the convenience of our customers, allowing them more opportunities

to shop, donate, and support our cause. We anticipate that this expansion of hours will lead to increased revenue and are eagerly awaiting the results of this experiment.

Furthermore, we are excited to introduce our new 5-hour per week assistant, Lisa Asci. This invaluable addition will help streamline operations and improve customer service. Their presence will ensure that our Thrift Store continues to evolve and flourish, constantly striving to exceed expectations.

As we reflect on the achievements of the past year, we express our sincerest gratitude to our dedicated team, volunteers, donors, and customers. With your continued support, we eagerly look forward to another successful year filled with growth, innovation, and community engagement.

Submitted by: Celine Crook, Thrift Store Manager

Thrift Store Volunteers: Pat Amos, Mary Gamerman, Al Glasstetter, Lindsay Harvey, Marcia Klieb, Paula Lieb, Ben McKelway, Rosemary Moeller, Elenita Muñiz, Maureen Osborne, Niki Popow, Elizabeth Sjogren, Janet Treanor, and Carol Yerby.

H. BUILDING A BIGGER TABLE

The Building A Bigger Table Committee had a busy and rewarding year. We began in September by hosting the film, “Join or Die” at Cape Cinema in Dennis as a fund-raiser. Many FPBUU members as well as members of the community attended.

We learned that there were newly arrived migrants at Joint Base Cape Cod and the Harborside Suites Hotel in Yarmouth. We immediately contacted other groups on Cape Cod to assess what was most needed and identified warm clothing, boots, and shoes for adults and children. We organized a clothing drive, received an abundance of apparel, which we then organized and gave out.

Another pressing need was delivering English classes. At that point BBTC members decided we could best be helpers by delivering time and attention to one group and began working closely with the residents in Yarmouth. Over the course of the next few months this decision led to the establishment of ESL classes several times a week, social activities such as knitting groups for men and women, and establishing a safe place for children’s activities three times a week.

In conjunction with Family Table Collaborative we hosted a Thanksgiving dinner for the Harborside families. 30 families attended with FPB and BBT members providing transportation.

BBT organized Harborside Community meetings with interpreters in order to better understand and assist migrant needs and concerns. Other initiatives included tutoring, delivering holiday bags, story hours, rides to appointments, driving lessons, and a delightful outing to a nature preserve.

To conclude, from early October until the end of April when the residents at Harborside were relocated to four different locations, bonds and friendships were established. BBTC members, and other FPB members became an integral part of a community effort to be helpful and welcoming. A hesitant group of strangers arrived and left with tears, hugs, and knowing they were truly loved. The challenge was finding ways to meet their needs and the success is evident.

We have also maintained contact with the families we helped previously. Truly “Opening hearts, growing souls and turning love into justice.”

BBTC members: Sue Bowser, Barbara Draper, Rick Draper, Janet Emack (Co-chairs), Julia Enroth(Co-chair), Katharine Farnham, Susan Fleming, Pat Gubbins, Sue Gubbins, Chris Jenkins,

Jim Lieb, Kevin Lowey, Ben McKelway, Becky Mendible, Marietta Nilson, Cate O'Neill, Janet Treanor (Co-chair), Pat Tun, Carlos Tun, and Anne Walsh.

Submitted by Janet Treanor (Co-chair)

I. BUILDING MAINTENANCE COMMITTEE

Our original goals for the '23-'24 fiscal year: Paint Parish Hall (PH); replace PH north gutters; finish Meeting House (MH) family area; paint MH exterior; repair Barn exterior rot; replace Winslow House (WH) handicap ramp (est. \$30,000); electrical updates; replace all thermostats; replace Barn exterior door; repairs to Dawes Hall (DH) front entrance masonry.

What we actually did: PH gutter (\$680), MH family area, electrical updates (\$2,000), thermostats (\$1,000), new Barn door (\$2,715), DH masonry (\$2,350), plus unexpected work: repair of two rotten sills in the MH (\$800), leak in WH shower (\$3,290), cost of new PH door (\$4,129), Barn elevator repair (\$4,995). Barn rot repair is underway as of mid-May (estimated cost \$9,900).

Why? Mostly because of unexpected increase in costs and unexpected needed repairs. The MH family area ended up costing an extra \$2,000 due to floor/carpet issues. Updated estimates to paint PH and MH came in at \$17,700 and \$18,000 respectively (moved to FY24-25). Then we discovered leaks in every window in the MH. Each 69-pane window needs to be completely reglazed and painted, at a cost of \$27,000 (top priority for FY24-25).

This is how the BMC works: We plan on needed repairs, then reality hits and we re-group, set new priorities, and manage as best we can the funds allocated for the care and maintenance of our five buildings. It's never dull! We welcome, and we NEED, new members on this committee. Please come join us. No experience necessary, and we do NOT do the work ourselves. That's a job for the professionals. We're just folks who love our buildings. Come along!

Members: Judy Fenner (Convenor), Wayne Jenkins, John Kielb, Elenita Muñiz, Roger Smith, and Kris Yerby; Ex-officio: Karena Stroh, Dave Caolo

J. CARING COMMITTEE

Our group had a busy year! We have contacted many members. Sadly, we have had several members die during this year. We have tried to be in touch with the families to offer our condolences and to be of support. We have responded to everything from a bone break to housing needs. Our focus is to help each person with their needs as they see them. This year we have attempted to keep in touch with members, who ask, twice each month. Many have considered this monthly contact helpful. Our cookie visits are always well received. Thanks to all who bake delicious morsels, which are appreciated by all.

A huge thanks to all the members of the Committee who stepped in when "I, stepped out" and into the hospital. Thanks especially to Julia Enroth and Suzanne Sullivan for carrying on the work of leading the Committee. To everyone at First Parish Brewster UU who continues to visit, call, send cards, bake cookies, to keep in touch with members... Thank you.

Remember, the Caring Committee is available to every member. If you need help in any way, please contact us or contact the office, and they will pass the information on to us.

Members: Sue Bowser, Kathy Budreski, Julia Enroth, Liz Gordon, Joanne Hush, Tavia Ossola (Coordinator), Betty Pickering, Dave Rogers, Susan Smith, Suzanne Sullivan, Sue Trask, Janet Treanor and Diane Willcox.

Submitted by Tavia Ossola, Coordinator

K. CHILDREN AND YOUTH MINISTRIES COMMITTEE

As another CYM year draws to a close, we look back on Sundays filled with children and youth interacting with adults who give generously of their time, their knowledge, and their passion for growing the next generation of UUs. It is always our CYM goal to help kids recognize their essential part within the larger congregation. With the creation of the family corner at the front of the Sanctuary where little ones can see and easily participate in the first part of the service, we all witness the growing comfort of children who hop up to light the weekly chalice, don angel costumes and speak pageant lines, flip pancakes with the Minister, speak their truth in a moving Youth-led service, and carry the chalice flame downstairs by lantern to their own meeting space.

And what a space that is!!! Thanks to the creative vision, energy, and hard work of many volunteers, Fellowship Hall has been completely transformed into a garden chapel, a cozy library, a forest glade, and a wide art-maker space. In this space, kids and adults of all ages easily access art materials to explore the newly designated "Shared UU Values", the same values that have wound their way through adult small group ministry discussions and Sunday worship.

It is the work of the CYM Committee to support Twinks as she leads weekly Sunday activities; all of us have assisted her and also recruited the additional 20 volunteers needed to run the program. In addition we organized and hosted several multi-generational activities including Halloween on the green, two versions of the Christmas pageant, cookies and cards for FPB members who needed a visit, Stone Soup, our Maypole, movie nights, all culminating in a potluck brunch in June shared with the congregation. We also support the two-week summer SNO@UU program which serves children from our larger community and is staffed by 56 FPBUU volunteers.

Thank you to the CYM Committee and to everyone who works to grow our next generation of UUs.

Members: Dale Cotter, John Emilian, Laura Gill, John Kielb (Board liaison), Deborah Madansky, Leslie Rennie Hill (Board liaison), Deb Selkow (Chair) and Claudia Williams

Submitted by Deb Selkow, Chair

L. COVE TEAM: Communications, Office Volunteers, Etc.

As COVE volunteers, we are involved in the everyday running of the church office and supporting the Administration and Finance Director. Our responsibilities consist of greeting visitors, answering phones, updating the website for worship services, recording attendance, creating the Angle and the order of service and maintaining the church calendar in Breeze. COVE plays a big part in supporting the split plate initiative by organizing, collaborating, communicating and monitoring the process.

Members: Skip Bell, Bob Flanagan, Susan Flaws, Betty Hayes, Marilyn McDermott, Susan Smith and Bob Spencer.

Submitted by Marilyn McDermott

M. COVENANT GROUPS: A Program of Small Group Ministry

Covenant Groups, a program of shared ministry, meet once a month, and facilitators also meet monthly for consultation, on-going training, and our own spiritual growth. We had seven groups this past year. Through the practice of deep listening and sharing personal reflections on the themes from the UUA Soul Matters program, Covenant Group members build pathways to connection and bonding as we open our hearts together. Participants grow our souls through examining personal and collective values as we embark on journeys which can be truly transformative, both individually and as part of a caring community. Love turns into justice when we share our intimate stories and build better understanding of our diverse perspectives and differences. Loving justice can also be characterized by wholeness-making and transforming relationships. Through the sharing process, we deepen our sense of connection, bonding and belonging.

This year, seven different Covenant groups met in live, zoom, and hybrid formats, making many options possible for participation. Two facilitators per group also met once a month to process our experiences in the group sessions, to plan the following month's group content, and to share with each other our responses to the focus questions planned for our upcoming groups, allowing us to bond with one another as well as to "preview" our next sessions.

Putting our faith into action is an element of Covenant Groups. We try to participate in a service project to help the FPBUU community, or the greater community beyond our walls. This year, each of the covenant groups chose a Sunday service date to provide both flowers and hospitality.

Facilitators: Gloria Bailey-Davies, Linda Bailey-Davies, Marilee Crocker, Liz Gordon, Lindsay Harvey, Jim Hild, Kip Keene, Maureen Osborne (Chair), Tavia Ossola, Margaret Rice Moir, Topper Roth, Roger Smith, and Gail Webb

Submitted by Maureen Osborne, Chair

N. DISABILITY JUSTICE AND INCLUSION COMMITTEE

This year, the DJIC furthered the mission of the church by forming a group to advance disability issues in the congregation, addressing the problems with the Sanctuary hearing assistance system, and laying the groundwork for a congregation-wide assessment of our current access and inclusion strengths and unaddressed needs. One success of the DJIC this year was working with staff to test out and select appropriate options for a new hearing assistance system. A challenge the DJIC is looking forward to taking on is increasing congregational awareness of and competency in anti-ableism. The DJIC's upcoming project is to draft and circulate a congregation-wide access and inclusion survey.

Members: John Kielb, Irie Mullin (Chair), Elenita Muñiz, and Carol Yerby.

Submitted by Irie Mullin, Chair

O. FINANCE COMMITTEE

The Finance Committee provides oversight and advice regarding the major financial policies, goals and budgets that support the mission, values, and strategies of FPBUU. The overarching concern of the Committee is the long-term financial viability of the Congregation. We exist to ensure a financially healthy foundation for the ongoing work of the church.

Each month the Committee reviews FPBUU financial reports generated by the Administration and Finance Director, comparing spending to date against the budget and against spending in the prior year. The purpose of this review is to identify concerning trends or errors as soon as possible. In addition, the committee reviews finance related concerns, adjusting processes, policies, and plans when appropriate. The Committee works closely with the Board of Trustees, Endowment Board, and the Stewardship Committee to understand the broader financial circumstances of the congregation.

This past year has been a busy one, with several significant accomplishments:

- We communicated with each group that oversees a special fund and included details about the Special Funds in the 6-month review.
- Created a Finance webpage linked to the FPBUU website that lays out the church's non-confidential financial information.
- Endorsed and supported the transition from desktop QuickBooks to online QuickBooks.
- Endorsed the shift to increased electronic bill paying.
- Opened discussions with the owners of the solar field contract who have informed us that they are interested in selling the remainder of the contract, whether that be to us or a third party.

- Initiated discussions about the implementation of a daycare program that could be a major source of revenue.
- Continued to review and endorse the application for 501(c)3 status.

Each Spring the Finance Committee prepares the next fiscal year budget, gathering input from the congregation, Staff, Board of Trustees and based on current budget projections. It is always a challenge to build a fair but balanced budget. This year we asked the Board of Trustees to assist us by establishing priorities for this coming year. Those priorities are a) continue to support staff salaries and right-sizing of jobs, b) included some money for building projects c) use \$30,000 from the Sustainability Fund.

Members: Rog Smith, Jeff Talmadge, Gail Webb, Karen Witting (Chair), and Carol Ann Yeaple.

Representing the Endowment Board: Susan Flaws

Ex-officio members: Rev. Kaaren Anderson and Karena Stroh (Administration and Finance Director)

Submitted by Karen Witting, FPBUU Treasurer

P. FINANCIAL FUTURES

Two years ago, encouraged by our financial consultant Barry Finkelstein, the groups who hold the financial well-being of First Parish Brewster gathered for our first Financial Futures Meeting. The Board of Trustees, the Endowment Board, the Finance Committee, the Stewardship Committee, the FUNdraising Committee, the Building Maintenance Committee, and the Financial Futures Tiger Team have met every other month and now quarterly since then. We have taken time to update each other, to share ideas and energy. This information can then be taken back to the members of each group. Under Rev. Kaaren's leadership, other working groups are brainstorming ways to increase revenue and further assure the Financial Future of First Parish Brewster UU.

Submitted by Susan Smith, Chair

Q. FINANCIAL FUTURES TIGER TEAM

SNO@UU 2024: Is going gangbusters! We have only a few spaces for children remaining and nearly all the volunteer mentor and leader slots have been filled. The hope is that with the slight increase in the fees, we will generate a bit more than the \$13,000 in revenue we generated last year for FPBUU. We will provide financial assistance to families in need again and have applied for a grant through Cape Cod Five to assist with that.

Grants: We have submitted and received 3 Cultural Council Grants this year, from the towns of Brewster, Harwich and Orleans, for a total of \$1,200. We are submitting a grant to the UUA Fund for Social Responsibility on behalf of UU the Vote. We hope to encourage a few more people to join the Grants Group with us, so we will have the people power to delve more deeply into larger grants.

Energy Group: We continue to work with a consultant from SteepleCom on the possibility of a project building the next generation of battery technology on our campus. We hope this complicated project can move forward.

Rental Group: This group has been working on enhancing the property mostly on this side of the road and slowly, new tenants have been signing leases. We have created a new wedding flyer, which was set out at the Cape Cod Wedding Expo in Hyannis, has been given to a wedding planner, and is available for pick up at Winslow House and at church. A small group has been working on upgrades to the Barn, specifically Barn Room 4, with furniture swaps and fresh paint. It's really coming together.

Members: Margaret Emmet, Laura Gill, Susan Smith, Jeff Talmadge, Joan Talmadge, Gail Webb and Kris Yerby

Submitted by Susan Smith

R. FUNDRAISING TEAM

This year the Fundraising Committee has been tasked with raising \$21,000 to support the mission of FPBUU. Our Committee tries to offer a variety of events, focused on gathering our community together, quite often including food, and have been pleased with the popularity of our events. We try to look for new and creative activities to peak people's interest and attendance, while repeating those activities that get a good turnout and positive feedback.

- First Parish Brewster UU was, for the first time, the recipient of funds raised during the Hydrangea Festival. Our church member, Pamela Phipps designated FPBUU as the nonprofit of her choosing to receive the proceeds from her home on the tour. How thankful we are to start our year so robustly.
- In September we introduced our first "After Sunday Service Brunch". Three member's homes offered a fabulous brunch offering and it was a sell out event with 34 people attending. What a great way to kick off our church year!
- Our Meetinghouse Concert Series showcased Pianist Jacqueline Schwab and the Fabiola Mendez Trio. We had more than 100 people in attendance enjoying fabulous music in our Sanctuary.
- Our yearly Holiday Fair was enthusiastically attended, and we raised more money at this year's event than in past years. We have certainly learned that the most popular auction offerings are the food items and events that draw people together.
- In February we had the return of our "Souper Bowl Sunday". We are always amazed as to the excitement of FPBUU members in choosing their soup selections and picking from the great assortment of breads and other baked items. This event was a SOLD OUT affair!!!
- In May is our largest Fundraiser of the year, the Spring Festival, where we offer not only our online (in house) auction. We also offer a Plant Sale, Bake Sale and Gift Shop.
- We will be closing out the fiscal year the same way we started. In June we will have another "After Sunday Service Brunch". A great way to not only start the year, but a great way to end it!!!

To date, the FUNdraising Committee has raised nearly \$27,000. Without the commitment of our FUNdraising team and the support of our congregation, we would not meet our goals. For that we are grateful. Our success? To bring so many people together, raise money, and have a FUN time while doing it. As my niece and nephew have told me, "if you had fun, you won"!! Our challenge? Scheduling. To find the right time in our busy church schedule to continue to offer our events.

Members: Rand Burkert, Barb Draper, Susan Flaws, Judy Jollett, Vicki Kendziorski, Debbi Klein (Chair), Patsy Roberts, Rog Smith, and Carol Yerby

Submitted by Debbi Klein, Chair

S. LANDSCAPE COMMITTEE

The Landscape Committee continues to monitor and take care of the memorial gardens, the rose beds by the driveway and at the Thrift Store, the wall out front on 6A and the stairway from the Brewster Inn & Chowder House to the side door of the Parish Room. We also tend to the Winslow House property as needed.

We work and make decisions as a team at scheduled meetings. Committee members often work together on designated "workdays" and each member also signs up for individual projects, such as weeding, pruning and raking. Those projects can be worked on at times convenient to the member. Our goal is to keep FPBUU looking beautiful.

The Committee plans and hosts the Memorial Garden Ceremony held in the fall. This year the ceremony is scheduled for Sunday, September 15th following our Sunday service. The ceremony recognizes and celebrates the lives of our members who have died during the last year. Their names are inscribed on the pillars in the Memorial Garden.

If you're interested in working outside and having fun with a group of gardeners, please join our committee.

Members: Julia Enroth, Liz Gordon (Chair), Charles Harris, Susie Hine, Joan Kapp, Kevin Lowey, Mark Preu, Frank Re, Dave Rogers, Janet Soja, Sylvia Stringer, Marilyn Watson-Etsell, Janet Whittemore and Judy Wilkins

Submitted by Liz Gordon, Chair

T. LEADERSHIP NOMINATING COMMITTEE

The Leadership Nominating Committee (LNC) has six (6) members serving on the Committee that are elected by the congregation at the FPBUU Annual meeting. The LNC nominates persons from the FPBUU congregation to fill open positions on the Board of Trustees, Endowment Board and the LNC.

The positions that the LNC are responsible for filling are: Board of Trustees President-Elect who will serve as a President-Elect, President and Past President in successive years; the Treasurer and Clerk who each serve a 2 year term; the Members-at -Large who serve a 3-year term; two positions on the LNC each year, and any open positions on the Endowment Board.

The LNC also serves as a resource for finding and filling a position on both the Board of Trustees and Endowment Board as well as its own committee for those position that become open due to a person leaving that position before the end of their elected term. The LNC reports directly to the FPBUU congregation and is independent of the Board of Trustees and Endowment Board. However, the LNC maintains communications with both the Board of Trustees and Endowment Board at appropriate times during the church year in fulfilling its responsibilities.

Members: Jim Hild (Chair), Deb Klein, Paula Lieb, Margaret Rice Moir, Frank Re and Janet Treanor.

Submitted by Jim Hild, Chair

U. MEETINGHOUSE GALLERY

The mission of the newly designated Meetinghouse Gallery at FPBUU is to provide a space for local and regional artists to display their work. The artwork will be in keeping with our values of embracing inclusion, diversity, and justice in our lives, our community, and the world around us. In particular, we hope to amplify the work of BIPOC and other underrepresented artists and subjects whose work reflects the diverse Cape Cod community and beyond. These pieces will not only enhance our enjoyment of the space, but through Openings and Special Events, serve to share First Parish Brewster UU and its mission with the community at large. From October-June we have hosted monthly art exhibits from the Family Diversity Project "Portraits of Multiracial Families" and "Love Makes a Family: Portraits of LGBTQ People & their Families", Cape Cod Art Association's artist of the year Julia Cumes "Trans(Formation)", Carl Weis' "Catching Inspiration, and 15 FPB artists, who have submitted their paintings, collage, drawings, repurposed objects, pottery pieces, and weaving.

Members: Laura Gill, Susan Smith (Chair), Joan Talmadge, Sue Trask and Mary Wallace

Submitted by Susan Smith, Chair

V. MEETINGHOUSE SPEAKER SERIES: VOICES OF CAPE COD

We have been proud to offer a speaker each month to our community and as outreach to our neighbors. We have brought our iconic Meetinghouse to its former function as a gathering place and forum for social justice. The MSS amplifies the voices of BIPOC (Black, Indigenous, People of Color) and other marginalized folks. The monthly free series ran from September-May. Speakers have been: A walk with Marcus Hendricks Wampanoag/Nipmuc Historian; Leslie Jonas "Land and Water Conservation, an Indigenous Perspective"; Mwalim Peters exploring "Black & First Nations experiences on Cape Cod through a jazzy soul-funk medicine show"; Carl Lopes "Embracing African Design"; Toodie Coombs "We Still Live Here";

Oyate film & panel discussion, which elevated the voices of Indigenous activists, organizers and politicians; “Tying the Knot or Not? The Challenges LGBTQ+ Couples Face” moderated by Dr. Maureen Osborne and Rick Koonce; and Erica Tso Haidas “Solidarity: Asian Americans and the Fight for Racial Justice.” We have written and been awarded four grants this year, three from the Cultural Councils of Brewster, Dennis and Orleans and one from Cape Cod 5. This very popular and impactful series is also being funded by free will donations at each event and generous contributions from the Endowment Board, the Welcoming Congregation, and Social Justice committees.

Members: Dianne Ashley, Tia Cross, Barb Draper, Tom O’Brien, Janet Riggs, Rosanne Shapiro, Susan Smith (Chair), Sue Trask, and Mary Wallace.

Submitted by Susan Smith, Chair

W. MEMBERSHIP COMMITTEE

With Rev. Kaaren’s help, during the 2023-24 year the Membership Committee made significant progress in reinventing our orientation and path to membership. Rather than asking people to sign the Membership Book and hoping that they connect and find a spiritual path, our primary focus is on quickly connecting new folks with others to explore their own theologies and, in the process, determine whether First Parish Brewster UU is the right place for them. This is creating members who want to stay.

We start with UU101, a short monthly post-service session where we meet visitors, listen to their stories/why they came and share the next steps to membership. We invite newcomers to take a three-class “Starting Point” course with Rev. Kaaren. Where participants explore Unitarian Universalism and their beliefs in a small group through the lens of our individual theological journeys; the journey/history of UU; and our journey together. Next, in a UU201 session after a Sunday service, we go over the privileges and responsibilities of membership, including details about pledging. Soon after, those who are ready make a pledge of record and sign the Membership Book in the presence of the Minister.

We assign a mentor from our Committee to each new member to help them connect with efforts/committees that interest them. We introduced all new members to the community at a New Member Celebration on Sunday, May 19, 2024. Since November 2023, we have had three groups complete the Starting Point course to rave reviews from participants! We created a Soul Matters group in February 2024 for the Starting Point participants to support their continued journeying together.

In addition to the new membership process, in the last few months the Membership Committee has: created a database of dates when people signed the Membership Book, fine-tuned the greeter orientation and greeter procedures with an emphasis on making all folks feel welcome and seen, created a brochure for newcomers/visitors for the pews, and regularly shared information on visitors to ensure we get to know them and help them connect with us and with others.

Our goals in the next few months include assisting with website revisions and planning ways to make parents feel like full members and for families to feel welcome and part of our greater First Parish Brewster UU community.

Special thanks to Joan Sullivan and Chris Jenkins who left the Committee this year after years of greatly appreciated service.

Members: Paula Lieb (Chair), Deborah Madansky, Bob Spencer, Joan Talmadge, and Kris Yerby

Submitted by Paula Lieb, Chair

X. PERSONNEL COMMITTEE

First Parish Brewster's Personnel Committee works with the Minister, Board and Staff to help develop policies that provide guidance across a range of employment issues at the church. But we're not a human resources department, and we're not directly involved in annual salary decisions (though we might be asked for guidance for how those decisions should be made).

Here's some of the work we've been involved with in the past year:

- Undertaking a complete review of the existing Personnel Policy Manual
- Outlining processes for hiring.
- Defining how performance improvement plans should be implemented.
- Revising how job descriptions are formatted.
- Defining dispute resolution processes.

We're actively seeking two new members to fill out our roster – we're especially interested if you have previous personnel/human resources experience. For more information, contact Chuck Ross or just tap one of us on the shoulder at the next coffee hour.

Members: Daniel Beltran, Ken Hill, Chuck Ross (Chair), and Gail Webb (Board liaison)

Submitted by Chuck Ross, Chair

Y. POLICY COMMITTEE

The FPBUU Policy Committee acts at the direction of the Board of Trustees (BOT) to develop language to guide the behavior of both individuals and groups within FPBUU in ways that are consistent with the mission. These Board Policies may be found on the FPBUU website, under "Governance."

The Policy Committee meets monthly from September through May. In the current year, the Committee has revised the Animals on FPBUU Property, and the Temporary Signage and the Flying of Flags Policies. Additionally, the Committee has taken on the substantial challenge of developing new policies concerning Special Funds and Retention of FPBUU Records.

Members: Marilee Crocker, Jim Lieb (Board liaison), Topper Roth (Chair), Lindsey Straus and Karen Witting,

Submitted by Topper Roth, Chair

Z. PRAYER SHAWL MINISTRY

This group's service to the world is to shower someone with loving kindness during a time of joy or sorrow. Symbolically we wrap them in a prayer shawl handmade by our compassionate needlecrafters.

On the third Friday of every month, we meet at Winslow House to spend the morning knitting or crocheting shawls and baby clothes. Once an item is complete, off it goes with a blessing, be it for a congregant or community member who may be ill, bereaved or experiencing a milestone of life. Our success is that since the 1990s we have continued this work uninterrupted since RE Director, the late Kathy Cronin introduced this spiritual exercise. We have also succeeded in outreach beyond FPBUU by contributing to the Welcome Blanket Project.

Our challenge is to find more people skilled in the needle arts who have time and heart to share their craftsmanship with others.

To request a prayer shawl, talk to member of the Prayer Shawl Ministry or Reverend Kaaren or Tavia Ossola.

Members: Pat Amos, Mary Gamerman, Diane Heart, Rosemary Dunn Moeller, Marietta Nilson (Chair), Denise Walters, and Carol Ann Yeaple.

Submitted by Marietta Nilson, Chair

AA. REPARATIONS TASK FORCE

The Reparations Task Force was formed by the merger of two groups – Reparations Action and Reparations History - that had convened in 2020. The task force is researching our church's history and developing strategies based on the principle that reparations is a process requiring acknowledgment of past and current wrongs, and reconciliation with and amends to those communities who have been wronged.

The Task Force has been working with Cape Cod Memorials to design a brass plaque to memorialize enslaved people who are known to have attended First Parish Brewster UU in its early history. The plaque will be mounted on a stone which will be installed in front of the church near the concrete steps and is intended to complement the lengthier information regarding these people that is on our webpage. The Task Force has applied to the Endowment Board for funding for this project.

The Task Force has also compiled information and a list of resources regarding the history and current initiatives of the Wampanoag people, which will be posted on the FPBUU website to supplement the Land Acknowledgement statement that the Task Force developed, and the Board approved. The additional information is a minute fraction of the Wampanoag's history and story, but is intended to stimulate further exploration and research, and to underscore that our land acknowledgement statement is only one small step towards understanding our community.

The Task Force is also discussing with members of the Wampanoag tribe the possibility of hosting a day at the church with members of the tribe to celebrate their culture and spirituality.

The worship service the Reparations Task Force presented on March 21, 2021, (<https://www.youtube.com/watch?v=gXA0dOJhh3E&t=7s>) has been recommended by UUA to other churches. Recently we presented our work and findings to a neighboring faith community that is exploring their own journey with reparations. We are stronger together.

Members: Dianne Ashley, Tia Cross, Laura Gill, Jim Lieb, Chris Morin, Maureen Murphy, Susan Smith (Co-chair), David Sutherland (Co-chair), Susan Trask and Abby Walters

Submitted by David Sutherland, Co-chair

BB. SOCIAL JUSTICE COMMITTEE

The Social Justice Committee participated in UU the Vote, providing church members with postcards, letters, stamps and addresses, for writing to underrepresented voters in communities where voter suppression exists, encouraging them to get out and vote.

The Social Justice Committee worked closely with the Reparations Task Force in organizing the Meetinghouse Speakers Series. The majority of those who presented were engaged in the work of social justice. Presenters represented Wampanoag, African American, and Cape Verdean communities and spoke on the subjects of their history, culture, music, environmental concerns, art and language reclamation. The Social Justice Committee organized our annual Wampanoag food drive and the annual NAACP membership drive.

The challenge continues to be the overlap among members on committees devoted to a range of social justice issues. There continues to be a small number of folks willing to take on active and leadership roles.

Members; Dianne Ashley, Katharine Farnham (Co-chair), Tia Cross, Niki Popow, Janet Riggs, Rosanne Shapiro, Susan Trask (Co-chair) and Mary Wallace.

Submitted by Katherine Farnham, Co-chair

CC. STEWARDSHIP COMMITTEE

From keeping the lights and heat on to paying the salaries of our wonderful church staff, your annual pledge to First Parish Brewster UU is one of the key signifiers that you are a committed member of this warm and caring community. Members of First Parish Brewster UU are asked to give of themselves in three different ways over the course of the year, with one of those ways being a financial contribution to the church.

During the 24-25 Pledge Campaign, 30 members of First Parish Brewster UU volunteered to be visiting stewards. In representing our beloved community each steward met with fellow members either in person or by phone to deliver pledge materials but more importantly, to make connections. At the conclusion of the stewardship visits, all involved said they had wonderful conversations, felt a lot of energy from our members and a stronger sense of community.

Initially our pledge drive received commitments of \$458,000. The Finance Committee and Board of Trustees set a fiscal budget of \$485,000. With support from the Sustainability Account of \$30,000 and increased and new pledges of \$30,000, we were able to meet our budget goal.

We are so thankful to our First Parish Brewster UU family for their generous support.

Members: Susan Flaws, Debbi Klein (Co-chair), Tavia Ossola (Co-chair), Susan Smith and Diane Willcox (Board of Trustees liaison).

Submitted by Debbi Klein, Co-chair

DD. TRANSITION TEAM

Since August, the Transition Team has been working alongside and supporting our Interim Minister Rev Kaaren. We started by doing a deep dive and reconstructing a timeline of our congregational history. We did this with an eye towards identifying our strengths and weaknesses in order to understand how we best move forward during this interim period and into the search. Next, in March, April and May we held Mission Creation workshops in hopes of tapping into the congregation and in what ways “opening hearts, growing souls, and turning love Into justice” resonated for each person. We look forward to passing some of our findings onto the Search Committee, supporting them, and continuing to support Rev. Kaaren.

Transition Team: Rev. Kaaren Anderson, Barb Draper, Elenita Muñiz, Chuck Ross, Susan Smith (Chair) and David Sutherland.

Submitted by Susan Smith, Chair

EE. UU CONNECTIONS

UU Connections connects FPBUU to the wider world. This includes other UU congregations, the UUA and its affiliates such as UUSC, UU-UNO and General Assembly. We work locally with Nauset Interfaith Association (NIA) and Cape Cod Council of Churches and support their efforts. One of NIA’s meetings was held at FPBUU this year and UU Connections facilitated that meeting and provided the refreshments.

We stay in touch with our Partner Church in Transylvania through their new minister, the Reverend Esemé Jakob. Her arrival in Jobbagyfalva is an exciting turn of events for our relationship as she writes to us in English and we can now have good communication, which was lacking since the last minister left. We sent 80 Christmas cards (signed by our members) to Romania for Esemé to distribute to the congregation. She wrote us a wonderful note of appreciation.

The Committee runs the strawberry shortcake event each year when we stream the Ware Lecture from General Assembly to FPBUU for our congregants not attending GA itself. This year we will dedicate this event to the memory of Ellie Smith and Nancy Phillips, both of whom were long-time members of this Committee. Our meetings are monthly via Zoom.

Members: Jim Hild, Marietta Nilson, and Carol Ann Yeaple (Chair).

Submitted by Carol Ann Yeaple, Chair

FF. UU VACATION HOMES

Share your blessings! One of the revenue-producing ideas for FPBUU involves renting your home as a summer vacation home and contributing some of the proceeds to the church. Thus, if you currently rent your home, you might rent it for an additional week. Or, if you do not currently rent your home, you might consider doing so while you travel or stay with friends. We will provide free internet listing, support and guidance throughout. It's a win-win for you and First Parish Brewster UU. This is starting as a pilot program this first year, and we hope to expand with more homes in the future.

Members: Susan Smith, Jeff Talmadge, Joan Talmadge and Kris Yerby

Submitted by Susan Smith

GG. LGBTQ WELCOMING CONGREGATION COMMITTEE

We were happy to see the return of our Annual Gayla Ball after a 3-year hiatus due to Covid. This Gayla Ball celebrated the 20th Anniversary of Marriage Equality in Massachusetts. We specially honored and supported our Transgender community. The proceeds of \$6,000 were divided equally between GLAD (Gay & Lesbian Defense Fund) using the funds to support their legal work ensuring transgender equal rights in this country and First Parish Brewster UU.

In April our Committee sponsored one of the Meetinghouse Speakers Series. WCC members Maureen Osbourne and Rick Koonce interviewed four transgender, non-binary and same-sex couples. They discussed the challenges they all face sustaining happy and nurturing long-term relationships. The couples were forthcoming in their responses. They gave us insight into the many ways we celebrate our love for one another. They offered the audience new ways of seeing this beautifully diverse world.

Summer brings the Cape Cod Pride celebration which is held at the Hyannis Village Green. The WCC is one of the sponsors of this event. We set up a First Parish Brewster UU tent and distribute informative literature describing our commitment to welcoming, supporting and nurturing the LGBTQ communities on Cape Cod.

We received an annual grant from the Cochrane Fund of the Cape Cod Foundation for \$3,676, which has supported the work of the Committee throughout the year.

Welcome to new members Laura Gill and Rick Koonce!

Linda Bailey-Davies (Co-Chair), Gloria Bailey-Davies, Rikki Bates, Skip Bell, Nancy Douttiel, Mary Ann Germain, Laura Gill, Joanne Hush (Co-Chair), Rick Koonce, Maureen Osbourne, Rona Robinson, Bob Spencer, and Diane Willcox

Submitted by Joanne Hush, Co-chair

HH. WOMEN'S CIRCLE ALLIANCE

Historically, the WCA has been part of Unitarian Universalism since the late 1800's. In the Bylaws of 2003, it was approved that a merger of two existing FPBUU groups, The Angle Alliance and Women Striving and Thriving would form one group named the Women's Circle Alliance. Originally created to assist various committees and groups of the church, the Women's Circle Alliance has offered timely, engaging and entertaining gatherings throughout the years at First Parish Brewster UU.

We meet usually for scrumptious refreshments at 1pm on the 2nd Wednesday of each month in the FPBUU Parish Room from Sept/Oct – June. We begin and end with a fun picnic, usually at Drummer Boy Park. This year's picnic is scheduled for 12noon on June 12th. More will be forthcoming as June approaches!

We've had a very full and varied program offerings this year thus far. Dr. Kevin Lowey shared his chiropractic knowledge with us, emphasizing wellness, especially for balance. While we're moving right along, Margaret Rice Moir with our wonderful Movement Choir shared the meaning of Wabi Sabi and had us in partnerships creating poetry through movement. Another wonderful art-themed program was gifted to us by our own Kathy Meyers, directing our creations of valentines and bookmarks after a wonderful talk on scherrenschnitte. Dr. Molly Purdue presented a timely and informative program on dementia and Jill Scalise presented us with the housing situation on Cape Cod.

Our own Rev. Kaaren and her husband Scott Taylor rounded out our variety of programs with a laughter-filled getting to know our new Interim Minister, as well as her husband's, creator of Soul Matters, separate presentation about his life meandering through spirituality. We're looking forward to May's program presented by our own Elenita Muñiz about WILPF (Women's International League for Peace and Freedom).

One of our important tasks is our responsibility for the collations after a Memorial Service. We coordinate food, beverages, and servers, along with providing comfort to the grieving attendees.

We definitely would welcome more support from our general congregation. Although our name mentions only one gender, EVERYONE is welcome! Please consider joining us! For more information, please contact Linda Hladek, or any of our other Steering Committee members.

Steering Committee Members: Sue Bowser, Julia Enroth, Linda Hladek (Chair), Suzanne Sullivan, Betsy Wentworth, and Carol Ann Yeaple.

Submitted by Linda Hladek, Chair

II. WORSHIP SUPPORT TEAM

First Parish Brewster UU loves to welcome visitors, meet new people, and socialize with friends at Coffee Hour. Every Sunday individuals and groups offer to provide food and flowers for the day. As our numbers at Coffee Hour have increased, more groups, committees and teams are stepping up to share the responsibility. Sign-ups are on the poster boards in the Parish Room. Volunteers get an email reminder during the week prior.

The Ushers group came back together after a bit of re-organizing, and training, following three years of Covid. We currently have a great team of Ushers, who enjoy getting to know more and more people on a weekly basis. The Ushers welcome people; hand out the Order of Service; help people find seating; take and process the collection; answer many questions from congregants and check on masks and name tags. We thank the Worship Support Team members who have served as Ushers on a very regular basis.

Members: Armando Beltran, Daniel Beltran, Rand Burkert, Barbara Draper, Rick Draper, Julia Enroth, Liz Gordon, Linda Hladek, Tom O'Brien, Tavia Ossola (Coordinator), Adam Pettengill, Frank Re, Dave Rogers, Janet Soja, and Janet Treanor.

Submitted by Tavia Ossola (Usher Coordinator) and Susan Smith (Hospitality Coordinator)