

# First Parish Brewster UU

*opening hearts, growing souls, turning love into justice*

## 2020 Annual Report



Index	Page
<b>Church Life Passages: Dedications, In Memoriam, New Members</b>	<b>3</b>

### **REPORTS**

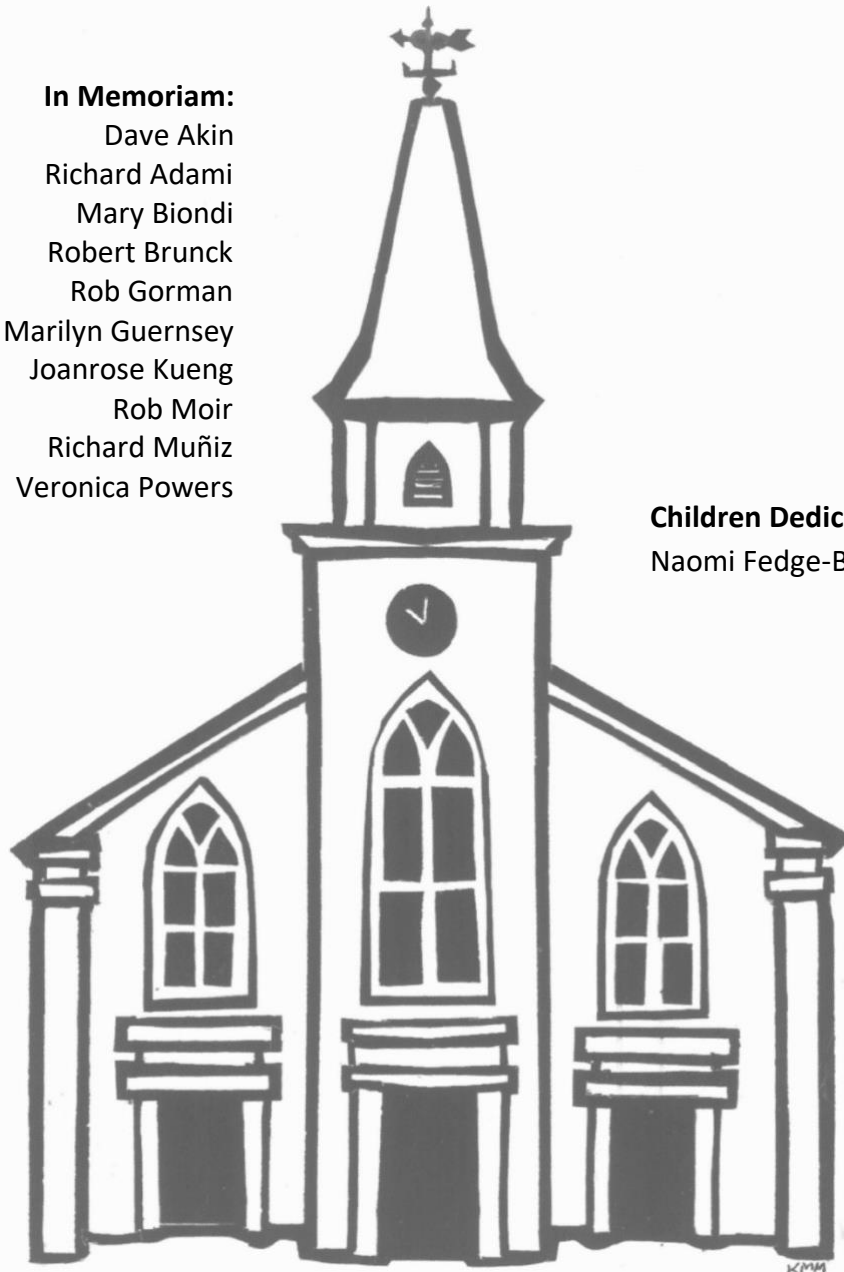
<b>A. Board of Trustees</b>	<b>4</b>
<b>B. Endowment Board</b>	<b>4</b>
<b>C. Minister</b>	<b>5</b>
<b>D. Affiliate Community Minister</b>	<b>5</b>
<b>E. Administration and Finance Ministries</b>	<b>5</b>
<b>F. Lifespan Religious Education Ministries</b>	<b>6</b>
<b>G. Music Ministry</b>	<b>7</b>
<b>H. Building Maintenance Committee</b>	<b>7</b>
<b>I. Children and Youth Ministries Committee</b>	<b>8</b>
<b>J. Committee on Shared Ministry</b>	<b>8</b>
<b>K. Covenant Groups: A Program of Small Group Ministry</b>	<b>8</b>
<b>L. Film and Dinner Series</b>	<b>9</b>
<b>M. Finance Committee*</b>	<b>10</b>
<b>N. Fund Raising Team</b>	<b>10</b>
<b>O. Helping Hands and Pastoral Care</b>	<b>10</b>
<b>P. Landscape Committee</b>	<b>11</b>
<b>Q. Leadership Development Committee</b>	<b>11</b>
<b>R. Membership Committee</b>	<b>11</b>
<b>S. One Earth One People / Racial Justice Committee</b>	<b>12</b>
<b>T. Policy Committee*</b>	<b>12</b>
<b>U. Prayer Shawl Ministry</b>	<b>12</b>
<b>V. Right Relations Team*</b>	<b>13</b>
<b>W. Social Justice Committee</b>	<b>13</b>
<b>X. Stewardship Committee*</b>	<b>14</b>
<b>Y. UU Connections</b>	<b>14</b>
<b>Z. LGBTQ Welcoming Congregation Committee</b>	<b>14</b>
<b>AA. Worship Associates</b>	<b>15</b>
<b>BB. Women's Circle Alliance</b>	<b>15</b>

\*Committees of the Board of Trustees

Church Life Passages - July 1, 2019 - June 30, 2020

**In Memoriam:**  
Dave Akin  
Richard Adami  
Mary Biondi  
Robert Brunck  
Rob Gorman  
Marilyn Guernsey  
Joanrose Kueng  
Rob Moir  
Richard Muñiz  
Veronica Powers

**Children Dedicated**  
Naomi Fedge-Bebar



**New Members:**

Armando Beltran, Daniel Beltran, Kevin Deckel, Jeff DiBona, Sandra DiBona, Laura Fedge, Melissa Fischer, Topher Gabellini, Mary Gamerman, Glenn Greenough, Cari Keith, John Kielb, Marcia Kielb, Jesse Lang, Emily Mack, Bob Mauterstock, Mary Mauterstock, Marcia McClellan, Christine McDowell, Rev G. Jarvis McMillan, Carol Miller, Carol Marie Miller, Susan O'Neill, Fran Raleigh, Mary Romeyn, David Ross, Karen Ross, Sara Sheehan, Maria Silverman, Sharon Stover-Gleason, Judy Wilkins, Carol Yerby, Kris Yerby

## **A. BOARD OF TRUSTEES**

This church year has been a challenge, beyond the normal challenges we face each year. In late March our congregation had to deal with the Covid-19 pandemic. The Rev. Jessica and the Board made the decision to close FPBUU's campus facilities for the foreseeable future in order to protect the members of the congregation and wider community. For the most part, the Board has accomplish its stated goals:

Goal #1 Develop a legacy of effective governance and sustainable leadership.

Objective #1 - Resolve Personnel Committee issues [Completed]

Objective #2 - Revise the FPBUU's organization chart [Completed]

Objective #3 - Support Leadership Development Committee (LDC) [Completed]

Objective #4 - Support the LDC with leadership development training [Completed]

Objective #5 - Convene an "All Committee Meeting" [Completed]

Goal #2 Develop a plan to improve FPBUU'S physical plant/facilities

Objective #1 - Appoint a Facilities Task Force [Completed]

Objective #2 – Make decisions about the possible improvements [Completed]

Objective #3 – Prepare for a future Capital Campaign [Postponed]

Goal #3 Developing both short and long-range plans.

Objective #1 – Develop a 3-year budget plan [Postponed]

Objective #2 – Do 3-year goals for the Board of Trustees each year [Completed]

Objective #3 – Support the adoption of the 8th Principle [Postponed]

Objective #4 - Write a FPBUU congregational covenant [Postponed]

Submitted by Jim Hild

Members: Carol DiAnna (President-elect), Katharine Farnham, Liz Gordon, Jim Hild (President), Diane Pansire (Treasurer), Frank Re, Susan Smith (Clerk), Pat Stover (Past President)

## **B. ENDOWMENT BOARD**

This year the Endowment Board voted to distribute \$24,352 for the following projects: Support for the Beloved Conversations program, a congregational retreat and special event advertising. \$20,000 was put toward the repayment of the Endowment Loan. The maximum distribution for the next fiscal year, based on 5% of principal is \$31,000.

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 financial report dated April 30, 2020 showed an Endowment Fund balance of \$931,071.12. The Building Loan Repayment Fund balance was \$41,882.09 and the remaining balance due on the Building Loan was \$130,117.91.

This year gifts were received in memory of Dick Adami, Dave Akin, Janet Bell, Rob Gorman, Joanrose Kueng, Rob Moir, Dick Muñiz, Veronica Powers, Shirley Re, Rachel Stowe and Dana Wright. We received our annual gift from the Henry W. and Lucy B. Patterson Charitable Fund of the Cape Cod Foundation.

Submitted by Susan Flaws

Members: Linda Bailey-Davies, Bob Flanagan, Susan Flaws (Chair), Dick Guernsey (Recording Secretary), and Howard Hayes (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 for a three-year term and may serve two consecutive terms.*

### **C. MINISTER**

Last year in my annual report I ended with this statement: “I look forward to year three with all of you as we ponder the questions of ‘What is the world asking of us? What is the Cape Cod community asking of us? What is the changing nature of church?’”

Well here we are at the end of year three, and we have had to ask ourselves those questions over and over again. This community continues to rise to the challenge, and what a challenging year it has been. In the fall we as a community moved through how to name when trust has been broken by a previous staff member and made some painful decisions regarding that. This community over and over again has had to wrestle with questions around boundaries, trust, and covenant. The Board and Staff have tried to bring clarity to areas that might seem murky in order to provide clear expectations of staff and members. This is something we are continuing to work on. We are also working on clarifying authority with your elected leadership. We have made great strides in the areas of communication together as a congregation, and we still have room to grow.

Many of you (53!) participated in Beloved Conversations this past fall, I am so proud that so many said yes to this. Out of this we had much momentum towards UU the Vote, and this has not stopped due to the pandemic. Many of you are still writing postcards trying to get out the vote, and as we move towards November this will continue to be important.

When the pandemic hit in March, I thought we would be worshipping together in summer at the latest. Now current projections are looking at next year. I know this is heartbreaking for many. But this congregation is incredibly resilient, and we will make it through this together. It will be hard, and difficult decisions will continue to be made. Know that your Board and I continue to hold the physical health of each of you and the fiscal health of our congregation as our top priorities.

We know Zoom isn’t for everyone, and yet what a blessing it is to see your faces on there each Sunday. We have risen to the occasion once again as we answer the question “What is the world and Cape Cod Community asking of us?” Right now, the world is asking us to stay at home, to care for ourselves and each other. The changing nature of church right now is that small groups matter, now more than ever, and so does helping as many people as possible to worship online. We will get through this together dear ones, take courage and know that I love you very much.

Submitted by Rev. Jessica Clay

### **D. AFFILIATE COMMUNITY MINISTER**

This year my ministry with First Parish Brewster took a different turn. I was privileged to be one of the co-facilitators of the Beloved Conversations series that we undertook together. As a part of the leadership team I bore witness to the opening of hearts in our small group as participants became aware of their own privilege and its effects. We all grew from this experience and our work going forward is a testimony to our justice commitment as a congregation.

This endeavor changed my work with WE CAN as well. I was able to bring a fresh perspective into the work environment and to dialog in meaningful ways with a team there seeking to broaden our connections with women of color. In this way the work of First Parish becomes intertwined with the justice work going on around us in our communities. The love we share reaches inward and outward, weaving our principles into the fabric of our world. It is a blessing to minister in service to such connections.

Submitted by Rev. Tracy Johnson

### **E. ADMINISTRATION AND FINANCE MINISTRIES**

I find myself reflecting on how different life is from July 2019. What hasn’t changed is the dedication and generosity of FPBUU’s members and friends. This community continues to show up and live out its mission

whether in Zoom services and meetings, calling one another, writing postcards for UU the Vote or at Black Lives Matter rallies wearing their masks.

Over the last year FPBUU has used technology to raise money, to support membership and leadership development and most notably to gather together in worship and small groups. With much success, we added online pre-bidding for the Silent Auction for the first time at Potato Fest in the fall. We expanded our use of digital forms to collect and manage data for Membership and Leadership Development Committees. Volunteers stepped up to offer one on one tutorials allowing the majority of the congregation to attend services and meetings via Zoom.

Annually, I work closely with the Finance Committee and Rev. Jessica to create a proposed budget. This year we applied for and received a federal Paycheck Protection Program loan for \$72,300, all of which will be forgiven. Even though the pandemic created more uncertainty than we had experience in prior years, I was deeply heartened by the commitment of the congregational leadership and Rev. Jessica as they led with heart and vulnerability during this incredible time.

With sadness and much appreciation, we said goodbye to Linda Delorey as our long-time manager of the Thrift Store. She retired and moved to be close to family in New York but has continued to join us via zoom now as a member. Thank you to Deb Selkow and Donna Bray for serving on the hiring team with me and helping to find the best possible replacement. Celine Crook, our new manager, has jumped in with flexibility, determination and new ideas.

A wholehearted thank you to the COVE Team. We miss being together in the physical office. Know that we will continue to find creative ways to support this resilient congregation, like our Virtual Open Office Hour that has been held each Thursday over the last month. We don't know what this next year will bring, but we do know that we are in this together which is what community is all about.

Submitted by Karena Stroh, Administration and Finance Director

COVE Team Members: Skip Bell, Bob Flanagan, Susan Flaws, Carol Gorman, Betty Hayes, Marilyn McDermott, Tavia Ossola and Sylvia Stringer.

#### ***F. LIFESPAN RELIGIOUS EDUCATION MINISTRIES***

What a year! If you had told me during our backpack blessing in September that the church year would end with on-line programming during a global pandemic, I wouldn't have believed you. Yet, here we are. I am writing this two day before our *Brewster in Gloom* parade, where we are going to drive around and visit all of our families from our cars. It is this dedication and creativity that drives what we do for our young people at First Parish.

I am blessed to work with an incredible committee of volunteers who are diligent and fearless stewards of the Children and Youth Programming. For highlights from the Children and Youth Program see their report.

This year we ran two sessions of Pathways, our adult education program. This model of Pathways for adult education has run its course, and this summer I will be working on what our adult education is going to look like in the future. I am excited for the possibilities.

This year we created two new programs due to needs in our community: Chalice Children for pre k-1st grade and a young adult group. We held many successful programs for all ages.

As we move into a year of online church, I feel confident that the Lifespan Religious Education programs will continue to be vibrant. In the first three months, we have had almost 100% attendance in each of our 5 programs and have new participants from Maine and Scotland! We will continue to do adult education and multi-gen events throughout the year.

Submitted by Twinks Hastings, Director of Lifespan Religious Education

## **G. MUSIC MINISTRY**

The singing and playing of Choir, Ensemble, and OMG, as well as the singing of hymns by all, most assuredly opened hearts. The words we sing inspire us to turn love into justice. Anthems are carefully chosen to match the tone and the message for each service. Ana Glig provides piano or organ accompaniment for hymns and shares her vast repertoire of solo piano music with us. We have an occasional guest musician, such as a harpist, who for the last two years has provided exquisite music for the tolling of the bells service. Singers and instrumentalists work hard and with joy to prepare for worship each week. On Sunday mornings, when people are emotionally or spiritually moved by our music, we have what I call "Sunday morning magic." This past December we had our second carol sing in the Parish Room. It seems to be a hit.

Music is community and love, even if we are not in person in the sanctuary. Putting together a virtual Music Sunday for May 3rd was an unusual, yet fulfilling experience, and our music, culled mainly from past services, brought joy. We will continue finding new ways to bring music to our online services.

We mourn the passing of Dave Akin in June 2019 and miss him. This spring, we found it hard to say goodbye to Linda Delorey, who moved off Cape.

Submitted by Danica A. Buckley, Music Director

Choir Members: Tina Castellano, Marilee Crocker, Linda Delorey, Mary Gamerman, Kip Keene, John Kielb, Marcia Kielb, Jesse Lang, Pamela Phipps, Suzanne Requa Trautz, Chuck Ross, Topper Roth, Mim Selig, Deb Selkow, Rosanne Shapiro, Bill Sheehan, Sarah Sheehan, Joshua Skolnick, Pat Stover, Lindsey Straus, Sue Trask, Gail Webb

Wind Ensemble Members: Beverly DiPaolo, Vicki Goldsmith, Judy Jollett, Mary Jo Jollett, Chris Morin, David Smith

Organic Music Group Members: Thank you to all in OMG for your beautiful musical gifts.

## **H. BUILDING MAINTENANCE COMMITTEE**

Building Maintenance lost two members this year: Dwight Woodson and Ned Chamberlain, who both moved off-Cape. But we added Ben McElway and Jesse Lang, who have been great additions!

Work done: Painted Winslow House exterior. Bought an area rug for the Meeting House, just inside the Parish Room exit, to prevent heels being caught between old boards. Got stove in Tap Room serviced, new instructions written, and stove pipe painted. Installed motion-sensor light bulbs in all outdoor fixtures. Installed new sump pump in Dawes Hall.

Rog drafted an Emergency Preparation Plan to guide Staff and Building Maintenance Committee. Ben purchased and filled sandbags. Dave arranged with Eversource for installation of extra lighting on the driveway exit by real estate office and the crosswalk in front of Meeting House. Dave and Elenita also worked with the Board's Facilities Task Force to analyze our campus, its possibilities and its liabilities.

We did a lot of PLANNING: for refinishing floors in Winslow House, for several window repairs in Meeting House, for painting of steeple and clock face repairs, new bulkhead for Dawes hall, and for a new "family area" in Meeting House. ALL put on hold until next year...

In this time of COVID-19, we will continue to monitor our buildings and keep them all in the best repair possible.

Submitted by Elenita Muñiz

Members: Judy Fenner (Chair), Jesse Lang, Ben McElway, Elenita Muñiz, Dave Rogers, Rog Smith and Ex-officio member Karena Stroh (Administration and Finance Director)

## ***I. CHILDREN AND YOUTH MINISTRIES COMMITTEE***

It's been quite a year. We began with a new set of measurable goals for each age group, including our newest group for pre-K - 1st grade. We had a year-long plan, many volunteers, and an enthusiastic committee. Each Sunday five programs took place: Nursery (where our youngest are cared for), Chalice Children (an introduction to Unitarian Universalism), Time Travelers (focused on embodying our seven principles), Coming of Age (guiding our middle schoolers to choose how they want to be in the world as they leave childhood), and High School Youth Group (supports our teens in a safe, welcoming space). In March, everything went sideways. We are proud of how our committee adapted and persevered with creativity and joy as we moved online. Volunteers delivered materials to CYM families and we gained new time travelers from Scotland and Maine. Chalice Children shared pictures and songs, and COA created amazing credo statements. TT shipped out on a whaler and made clay pots. HSYG has done deep check ins and supported the teens' emotional needs during this time of separation. It took 50+ volunteers to make this program (and pageants and community days) happen and we are grateful for them all.

Submitted by Elenita Muñiz

Members: Melissa Alves, Laura Gill, Rebecca Harrison, Cari Keith, Kristen Knowles, Liz Libby (Co-chair), Kathy Meyers, Elenita Muñiz (Co-chair), Susan Trask

## ***J. COMMITTEE ON SHARED MINISTRY***

In our capacity as the COSM we allocated our energies between celebrating goals that were focused by our work the previous two years and addressing events that needed attending to. Early in the year we noted with pleasure the robust participation in the "Beloved Conversations" program at First Parish and were impressed by the commitment of the leaders and attendee's in doing this valuable work. As a group we also shared reading "Centering" a collection of essays written by UU ministers of color that were reflections on the challenges of multi-cultural leadership in our religious community. We also were pleased by the process of clearing up the tensions within the governance regarding management of personnel by thoughtful and constructive negotiations between the church leadership. This development should prove to be helpful given the circumstances that we find ourselves in currently in uncharted territory concerning operations and budgets. A challenge to the FPB congregation presented itself with the request of attendance by our former DRE. As feelings ran very deeply on every side of this issue, we needed to find a way for all voices to be heard and respect paid to all interested parties, as there was no clear policy to guide the decision making. These issues had become painful and uncomfortable for many. A process was presented which included participation by the CYM Committee, Reverend Jessica, Right Relations Team, COSM, The Board of Trustees, and the Safe Congregational Committee. Events of sensitive and deeply personal material only underscore the need for a congregational wide covenant and an e-mail policy to foster more clear and healthy communication between all members, staff and governing boards of the church. The final part of our year was the expedited Annual Review for Reverend Jessica with the goal to have her application in place for her full accreditation as a Minister in time for the General Assembly scheduled for Providence this June. We are very pleased that the dedicated work that Reverend Jessica has performed in good faith at First Parish Brewster has been rewarded with Full Fellowship and hope to find a way to fully celebrate our work together in the near future. Blessings.

Submitted by Don Friend

Members: Don Friend (Chair), Marie Hartley, Tavia Ossola, Barry Powers and Annette Winther.

## ***K. COVENANT GROUPS: A Program of Small Group Ministry, A Year of Sharing & Fellowship***

Covenant Groups, each led by two co-facilitators, met monthly for consultation and on-going training. We had five groups this past year. Through deep listening and sharing reflections on the themes from the UUA Soul Matters program, Covenant Group members build 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, Covenant Groups met the challenge of staying safe during the Covid-19 outbreak by holding virtual (Zoom) meetings during March – May, and most members learned the new technology in order to participate. Some groups will continue to meet online throughout the summer as the church buildings will be closed.

Putting our faith into action is an important component. Covenant groups complete a service project to help the FPBUU community, or the greater community beyond our walls. In past years our service projects included: Sunday morning hospitality, "Meals on Wheels" at Our Lady of the Cape Church on Christmas day, Shed Sale during Brewster in Bloom, hosting an all-church potluck dinner focusing on Covenant Groups, and the Dennis Habitat for Humanity build in Dennis. Unfortunately, the coronavirus outbreak curtailed our service projects this year, but significant financial donations were made by Covenant Group members to the Pleasant Bay Nursing Home and the Faith Family Kitchen to aid their efforts at helping patients and families during the pandemic.

This year, we celebrated our twelfth successive year of running covenant groups under the model, initiated by Rev. Judy Smith Valley, Linda Bailey-Davies and others.

Submitted by the Covenant Group Facilitators

Facilitators: Gloria and Linda Bailey-Davies, Skip Bell, Marilee Crocker, Liz Gordon, Linda Hladek, Maureen Osborne, Chair; Tavia Ossola, Suzanne Sullivan (stepping in for Bev Kimball on sick leave), and Janet Treanor.

#### ***L. FILM AND DINNER SERIES***

It is our pleasure to provide documentary films and discussions in the setting of a home cooked meal. Our group aspires to provide education on a broad range of issues, including racism, human rights, immigration, health threats, sexual abuse and environmental threats. The films are intended to provide a deeper understanding of the issues and in many cases provide a call to action. Discussions can be lively and revealing, informative and always fun.

Additionally, these evenings provide parishioners the opportunity to get to know other members of the church and to strengthen relationships and bonds. This is a natural consequence of providing a common interest in an intimate setting. Last year we were able to implement the recommendations for a more supportive alcohol policy and added vegan meal options.

Though our goal is not to raise money, this year's series raised approximately \$1,000 to support First Parish Brewster initiatives. This amount was reduced from previous years due to cancelled programs as a result of the Covid 19 pandemic.

Next year will be a challenge in the setting of our church closure due to the pandemic. Discussions have just begun, but copyright issues may be a formidable challenge, if the series were to have to be conducted online.

Submitted by Judy Jollett

Members: Judy Jollett (Coordinator), Mary Jo Jollett, Julia Enroth, Elenita Muñiz and Judy Fenner, Susan Daly, Kip Keene, Donna Mercaldi, Margaret Rice Moir, Maureen Osborne and Topper Roth, Susan and Roger Smith, Gail Webb, Carol Wall.

### **M. FINANCE COMMITTEE**

*One day people will touch and talk perhaps easily...And people will smile without reason, even in winter, even in the rain. (A.S.J Tessimond)*

Eight months into the year and the Finance Committee was feeling very very good, everything was right on track. With just the slightest of variances here and there, things were going according to plan. And then in mid-March the seriousness of the pandemic took hold. The campus closed down and it became a time of physical distancing. We shifted our financial focus to cutting costs, increasing income, and assessing how to move forward.

Karena Stroh, Administration and Finance Director, successfully applied for the PPP loan and brought \$73,200 additional revenue to the FPBUU, all of which will be forgiven. She was in uncharted territory but moved with a sense of purpose. Her skillful work meant we ended the year with a \$23,000 surplus instead of a \$50,000 deficit, and she deserves our deep gratitude. In addition to making it through the current year, we needed to navigate the uncertain future.

Setting a financial course for the coming times has been skillfully led by Rev. Jessica Clay with guidance from the UUA. She has shared resources to help us look out to the horizon to see how we need to set our sails for financial health in the coming year. Our professional staff led the creation of this year's budget. By taking the lead, staff was able to fluidly and efficiently collaborate with the Endowment Board, Stewardship Committee, and Finance Committee. The FPBUU Board voted to recommend the balanced budget for FY2021 (July 1, 2020 through June 30, 2021), and the congregation will vote on it at the Annual Meeting.

This pandemic will pass. The majority of the recovery may take many months or years; no one really knows. What we can know is that in the years to come, FPBUU will be thriving! Our members will love and care for each other! We will look back and feel proud of ourselves and the ways we acted now. This crisis reveals who we are: a people committed to love, truth, helping others, and one not willing to risk harming a few to make life more comfortable for the rest.

Submitted by Diane Pansire

Members: Diane Pansire (Treasurer), Stan Selkow, Rog Smith, Gail Webb, and Karen Witting; Ex-officio members: Rev. Jessica Clay, Susan Flaws (Endowment Board Chair) and Karena Stroh (Administration and Finance Director). Bob Flanagan, volunteer note taker extraordinaire.

### **N. Fund Raising Team**

The newly formed Fund Raising Team was established with three goals in mind: to build community, to offer the larger community an opportunity to come together for quality entertainment and fun and to financially support FPB. Our focus was to make membership on the Fund Raising Team sustainable and fun.

This year we attempted to establish a calendar of events that could be replicated and to annualize our anchor events (Potato Fest, Holiday Fair and Spring Auction). The first annual Potato Festival was a huge success, grants from the Cultural Council were applied for and awarded, new software for auctions was procured by the administration and a public relations listing was developed by the administration including contacts and dates for newspaper and PSA announcements in an effort to support all fund raising venues.

As we end this year given our "new normal" we are challenged to conceive of new ways to continue to achieve our stated goals in a time of virtual engagement and limited social engagement.

Submitted by Judy Harrison

Members: Susan Flaws, Liz Gordon, Judy Harrison (Team Leader), Debbie Klein, Tavia Ossola, Rog Smith

### **O. HELPING HANDS AND PASTORAL CARE**

Helping hands and pastoral care in the time of COVID-19 have been busy. We have been giving rides, helping with grocery shopping and trips to drugstores. Puzzles and books have been loaned and delivered. All

members have been on a call list and have received weekly calls or calls at their request. Meals have been delivered to those in need. Help with problem-solving when things got complicated. A member in a nursing care facility was visited (through the window) on a regular basis.

As a result of all these endeavors we have develop new relationships and friendships within our church community. People have appreciated the support given during this time. We thank all who volunteered to make calls provide rides, food etc. Without your commitment to the mission of First Parish Brewster members would not have felt as supported during these trying times. Thank you all.

Submitted by Tavia Ossola

#### ***P. LANDSCAPE COMMITTEE***

We are working... Masked and distanced!

The Landscape Committee has sprung into action this spring, revamping and adding to the memorial gardens, severely pruning the roses on the main campus and Thrift Store. Weeding and weeding. The Landscape Committee also coordinates the Memorial Garden ceremony each year. This year we are negotiating to purchase an additional pillar for the garden. We continue to pamper the boxwoods by Winslow House and are forever coming up with new solutions to “what will grow well on the wall”.

We work throughout the three seasons with special focus on spring and summer. Planning meetings are usually held the first Monday of the month at 4 pm. We occasionally dine at the Chowder House after our meetings. New members are encouraged and welcomed.

Submitted by Liz Gordon

Members: Marian Brunck, Carol Chichetto, Julia Enroth, Liz Gordon (Chair), Carol Gorman, Charles Harris, Susie Hine, Joan Kapp, Mark Preu, Frank Re, Dave Rogers, Susan Smith, Roger Smith, Sylvia Stringer, Marilyn Watson-Etsell, Judy Wikins

#### ***Q. LEADERSHIP DEVELOPMENT COMMITTEE***

The charge of Leadership Development Committee (LDC) is to develop a slate of officers for leadership positions on the Board of Trustees, the Endowment Board and the Leadership Development Committee to be voted on at the annual meeting. In order to do this effectively getting to know the congregation and to explore their interest is an important aspect of our work. This year we conducted a survey to assist in that regard and to help members get involved in their stated areas of interest. Additionally, a training was offered through Pathways to help explore the fundamentals of our governance structure and to support members and potential leaders in our congregation. Members of the committee serve for 3 years.

Submitted by Judy Harrison

Members: Ann Berry, Julia Enroth, Judy Harrison (Chair), Patsy Roberts

#### ***R. MEMBERSHIP COMMITTEE***

The Membership Committee fosters the warm welcoming of visitors and new members by orienting them to our congregation and to Unitarian Universalist principles. When services were in the church, the Membership Committee scheduled two greeters for each service to give a warm welcome to all visitors at both church entrances.

Our hearts are opened by the enthusiasm, curiosity and commitment of visitors and new members as they join First Parish and integrate into our beloved community. This has been more of a challenge during this time of Covid19, after the church buildings closed and our procedures changed.

The membership book had been available for new members in the Parish Room at coffee hour the first and third of each month, which has made a real difference in the visibility and importance of new members to our congregation. We welcomed new members with enthusiasm, information, and the ringing of the bell.

Now we welcome visitors and new members through Zoom conversations and phone calls. Visitors are encouraged to identify themselves during Zoom worship and stay for breakout coffee hour sessions. Two new digital Breeze forms are available to easily record visitors and new member data. We will have our first New Member Recognition on Zoom in June.

Our goal has been to increase new member numbers and we have achieved this, as follows 2017 (13), 2018 (20), 2019 (34), and 2020 (23 as of May). It is clear that FPB continues to attract visitors and new members despite our not being physically together.

As our congregation has been leaning into the increased use of technology, members of our committee have provided guidance, encouragement, and one-on-one coaching for the use of Breeze, our on-line database, and Zoom, our video conferencing platform.

Submitted by Susan Smith

Members: Rikki Bates, Nancy Berbrick, Sue Bowser, Debbi Klein, Ed Klein, Gail McAleer, Maureen Osborne, Susan Smith (Chair), and Joan Sullivan.

### ***S. ONE EARTH ONE PEOPLE/RACIAL JUSTICE COMMITTEE***

Our Committee seeks to open our hearts and those of the congregation to the needs and issues faced daily by people of color on Cape Cod and beyond. We maintain connection with the Wampanoag Tribe, the NAACP, and the Cape Verdean community. We share efforts with our Social Justice Committee, the MLK Action group, Nauset Interfaith Council and others. This year we worked with the Beloved Conversations groups. Through joint efforts, the NAACP membership drive registered 50+ people.

We join Wampanoag activities and celebrations, e.g. the Powwow, the Housing Project dedication, and Native Land Conservancy meetings. We allied with them to support their Food Pantry last fall. When they faced crises, seeking support for the House and Senate bills for the Reaffirmation of Mashpee Wampanoag Reservation and after the Dept. of the Interior disestablished the Mashpee Wampanoag Reservation, we networked to send letters, emails and make phone calls to officials.

We worked with Barnstable, Bourne, Dennis, Truro, and Wellfleet to support the State Flag and Seal Bill. Some plans are currently on hold, but through emails, phone calls, texts and letters, we continue to work to open hearts, grow souls, turning love into justice.

Submitted by Sue Trask

Members: Dianne Ashley, Tia Cross, Jane Higgins, Rona Robinson, Stephanie Simpson, Sue Trask (Chair), Mary Wallace and Anne Walsh.

### ***T. POLICY COMMITTEE***

At the direction of the Board of Trustees, we developed, and the congregation approved the following policies: Financial Controls Policy, Donation Acceptance Policy, Fundraising Policy, Active Shooter Policy.

Submitted: Bob Flanagan

Members: Bob Flanagan (Chair), Bill Roberts, Topper Roth and Karen Witting.

### ***U. Prayer Shawl Ministry***

After a hiatus, the Prayer Shawl Ministry is again active. We create beautiful knitted or crocheted shawls which are given to members of our congregation or our greater community who may appreciate the expression of care and comfort. Our group meets together for one hour on the 3rd Thursday of the month at 10:30 AM. When our campus was open, we met in the Minister's Library. Now, we meet on Zoom, light our chalice, have fellowship with each other, and work on our projects from home. Upon completing a shawl, we tie it with ribbon and put a tag on it with a blessing from our group and from First Parish. These are taken to Winslow House and given out at the direction of Rev. Jessica to those in need of comfort.

Submitted by Susan Smith

Members: Pat Amos, Karen Corcoran, Diane Heart, Kip Keene, Liz Libby, Denise Litz-Walters, Rosemary Moeller, Marietta Nilson, Karen Ross, Liz Sjogren, Susan Smith (Chair), Barbara Sykes, Carol Wall, and Carol Ann Yeaple

#### **V. RIGHT RELATIONS TEAM**

The RRT did some restructuring in the past year to minimize 'committee meeting fatigue' that provides a core team and in addition, a group of members that join an 'All RRT' meeting less often than the core, and can be called upon to help with mediations and any other requests.

This year, too, Gisele Gauthier resigned from co-leading the RRT with April Naturale and Chuck Madansky stepped in to fill the rest of Gisele's time through June 2020. April Naturale's tenure also ends in June 2020, thus new leadership will be forthcoming.

The RRT continues to be available to congregants that request help with mediation or support in communications with those in conflict. These activities remain confidential, thus not reported in detail here. There have been a small number of individual asks for assistance in the past year-less than a dozen.

RRT has been called upon to be available for Process Observation and at times, Facilitation, for Board of Trustee meetings. We were also called up for Observation re: responding to a prior staff request for reentering the community and subsequently held a Listening Circle to allow people to be heard after the process and response to this request distressed a moderate sized group of congregants.

Submitted by April Naturale

Core Team Members: Gisele Gauthier (resigned), April Naturale, Cari Keith, Kip Keene, Roger Smith, Rev. Jessica Clay

Mediations Members: Wilderness Sarchild, Jenny Wood, Jeff Schwartz, Paul Berry, Kip Keene, Maureen Osborne, Tom Wolfson, Pat Gubbins, Wilderness Sarchild, Chuck Madansky, Susan Fleming

#### **W. SOCIAL JUSTICE COMMITTEE**

Our hearts are opened as we gather each month to work together towards justice for all and the health of our planet. Our souls grew as we all participated in the anti-racism training, Beloved conversations. We learned that we need to be more attentive to the harm we can cause through micro aggressions. The social Justice Committee was responsible for a church service in September titled *Journey Toward Wholeness*. Through ritual, music and stories we shared FPB's involvement with civil rights, immigration, caring for those in need of food and housing and standing out for injustices.

We turned love into Justice through: serving monthly meals for our food insecure neighbors through Faith Family Kitchen; working with UU the Vote and Vote Forward to get out the vote in November; helping to sign up FPB members to NAACP; attending a hearing at the State House to support the Massachusetts Legislature in setting up a commission to change the Massachusetts flag and seal, which is demeaning to the native tribes of this state. Two events are on hold due to the pandemic; the common read of the book, *The Indigenous Peoples History of the United States* and a fund-raising dinner on behalf of the Wampanoag with native speakers.

Submitted by Katharine Farnham

Committee members; Dianne Ashley, Carol Dianna, Katharine Farnham (Chair), Margaret Rice Moir, Chris Morin, Rosanne Shapiro, Sue Trask, Anne Walsh, Mary Wallace

## **X. STEWARDSHIP COMMITTEE**

The annual Stewardship Campaign began Sunday, March 1st with our “Strengthening Community” parade. Two weeks later FPBUU was closed due to the COVID 19 pandemic and we moved to online services. However, our Stewardship drive continued.

We are grateful to all who responded generously to our campaign. We are close to meeting our budget goal of \$350,000. We will continue contact those members who have not pledged yet.

The Stewardship Committee appreciates the support it has received from Rev. Jessica Clay and Karena Stroh, Administration & Finance Director.

Submitted by Susan Flaws

Members: Susan Flaws and Tavia Ossola (Co-chairs), Barry Powers, Pat Stover and Dave Winther.

## **Y. UU CONNECTIONS**

The UU Connections Committee mission is to further UU values in wider society and promote relationships amongst UU and outside groups on the Cape and in the world.

We maintain strong connections with Nauset Interfaith Association (NIA) with Rev. Tracy Johnson as our liaison, the UU United Nations Office (UU-UNO) with April Naturale as our liaison, the Cape Cod Council of Churches (CCCC) with Diane Scheffler as our liaison for half of this year, UU Service Committee (UUSC) with Mary Wallace and Marilyn McDernott in charge of the Fair Trade Table on Sunday mornings, and our Partner Church in Jobbagyfalva, Romania with Marietta Nilson staying in touch with the minister Szilard Sandor.

Many of the Committee's normal events could not occur this year due to the covid-19 pandemic. Thus we were unable to hold the UU Common Read meeting or the traditional Ware Lecture with strawberry shortcake evening. The committee continues to promote General Assembly, this year virtually meeting and has done publicity to entice delegates and attendees. Much of our preparatory work for GA including tours of the Cape for attendees and rides to Providence could not happen. Our partner church minister had planned to come to GA and we were planning time with him and his wife, but that was canceled.

Submitted by Carol Ann Yeaple

Members: Rikki Bates, Marietta Nilson, Ellie Smith and Carol Ann Yeaple (Chair)

## **Z. LGBTQ WELCOMING CONGREGATION COMMITTEE**

Our Committee's primary focus this year was the 20th Anniversary of our Gayla Ball. Who could have imagined 20 years ago that the glittering gathering of First Parish Brewster congregants celebrating our LGBTQ members would become a Cape-wide event? This year's Ball raised \$6,000 from ticket sales and the generous donations of many. We were happy to contribute \$3,000 to FPB and \$1,000 each to PFLAG CAPE COD, THRIVE, and CAPE COD PRIDE. We believe the GAYLA BALL fulfills our church mission to open hearts, grow souls and turn love into justice. Our committee financially supports and participates in the TRANSGENDER DAY OF REMEMBRANCE in November. This event is an annual reminder that transphobia and violence continue to threaten lives because of gender identity. We contribute financially and participate in YOUTH OUTREACH HOSPITALITY whose work focuses on helping homeless youth attending Nauset, Cape Cod Tech and Monomoy Regional High Schools. YOH is part of The Nauset Interfaith Association Action Team. A high percentage of these students identify as LGBTQ. CAPE COD PRIDE has successfully been reactivated in recent years. This year the annual Pride Celebration was held in downtown Hyannis. Our committee set up a FPB Information Booth distributing pamphlets describing our church and its LGBTQ programs and events. We financially support and participate in CAPE COD PRIDE.

Submitted by Linda Bailey-Davies and Joanne Hush

Members: Rikki Bates, Skip Bell, Gloria Bailey-Davies, Linda Bailey-Davies (Co-chair), Dale Cotter, Nancy Douttiel, Mary Anne Germain, Joanne Hush (Co-chair), Maureen Osborne, Rona Robinson, Diane Wilcox.

**AA. WORSHIP ASSOCIATES**

The Worship Associates program continues to go well, meeting bi-annually to plan out worship services and helping to lead each Sunday. With the transition to online worship the themes and pre-planned services changed a bit, but worship associates will still have a role in upcoming services come summer and fall. This year we lift up worship associates Wilderness Sarchild, Chuck Madansky, Lindsey Straus, and Margaret Rice-Moir who moved off the team due to serving for 3 years. Thank you to all of them for their years of service and support of FPBUU worship.

Submitted by Rev. Jessica Clay

Worship Associates: Dianne Ashley, Ralph Diamond, Tom O'Brien, Joanne Powers, Chuch Ross, Deb Selkow and Pat Stover

**BB. WOMEN'S CIRCLE ALLIANCE**

The Women's Circle Alliance has as its purpose to "serve women of all ages by offering forum discussions on timely topics, fellowship, and service to others". Until the pandemic struck, our year was rich and rewarding. We had an opening picnic at the lake front home of Nancy Berbrick. Our first five forums went on as planned, with themes of travel, art, music, Habitat for Humanity, with excellent presenters in every case. And our December holiday program was delightfully presented by the Nauset Honors Chorus. In February we participated in the World Day of Prayer, a yearly event sponsored by Church Women United of Cape Cod. First Parish Brewster was the host church for our region this year and several of our women participated. As a service to the church and community we continue to provide collations following Celebrations of Life. These have always been deeply appreciated by families of those being celebrated. To serve the wider community we make yearly contributions to the Unitarian Universalist Women's Federation, to Clara Barton Center (sending diabetic girls to summer camp), and to First Parish Brewster.

Submitted by Sue Bowser

Steering Committee Members: Nancy Berbrick, Sue Bowser, Barbara Burger, Julia Enroth, Carol Gorman, Johanna Marcus, Sue Scammell, Diane Scheffler, Pat Skinger, Anne Southworth, Suzanne Sullivan, Betsy Wentworth, and Carol Ann Yeaple.