

First Parish Brewster UU  
2021 Annual Report



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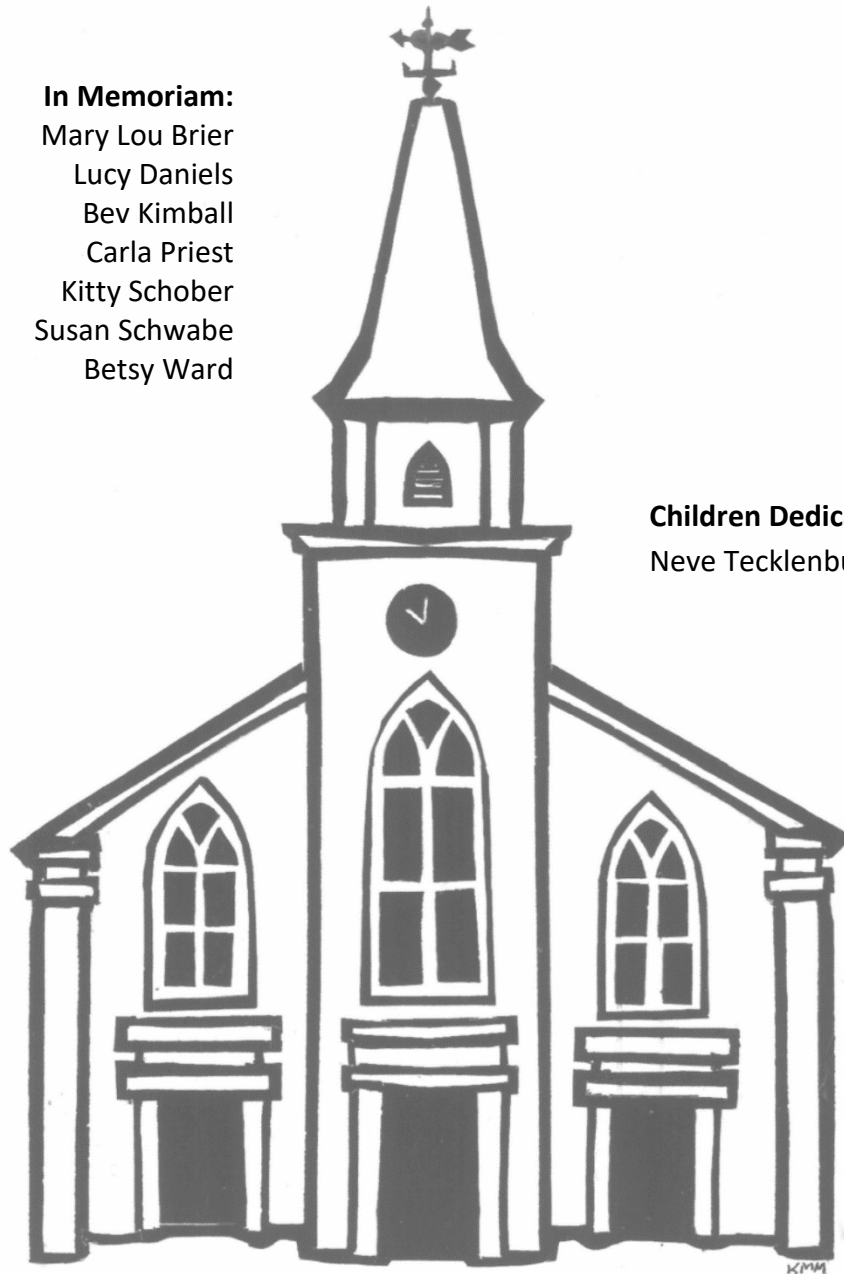
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\*Committees of the Board of Trustees

**Church Life Passages - July 1, 2020 - June 30, 2021**

**In Memoriam:**  
Mary Lou Brier  
Lucy Daniels  
Bev Kimball  
Carla Priest  
Kitty Schober  
Susan Schwabe  
Betsy Ward



**Children Dedicated**  
Neve Tecklenburg

**New Members:**  
Jacob Bebar, Christine Claireaux, Laura Fedge, Catie Fyfe, Christina Johnson,  
Jim Lieb, Paula Lieb, Jane Perkins, David Sutherland, Debra Wood

## **A. BOARD OF TRUSTEES**

This church year has been like no other, with the Covid-19 pandemic causing suffering and fear across our country and on Cape Cod. As of this writing, over 576,000 people have died in the US. Our church buildings have been closed throughout this period. Our worship and all our meetings have been conducted remotely over Zoom.

With the advent of vaccines and many more vaccinated individuals, restrictions are slowly being lifted, and we are cautiously beginning to gather in small groups outside. We do not yet know when we will be back in our Sanctuary. Despite all these challenges, First Parish has continued to thrive with vibrant worship and vespers, effective governance, impressive social justice work, and supportive outreach and ministry to those of all ages inside and outside our congregation.

The three goals set by the Board in August: to educate the congregation on the importance of the 8th Principle, to develop a Congregational Covenant, and to review our Annual Meeting procedures have all been met. In addition, two Reparations Task Forces have done significant and revealing work researching our church and exploring ways to deal with this erased history. A Covid-19 Task Force has guided our phased reopening. With an eye to the future, the Board continues to work for the long-range health of First Parish Brewster UU.

Submitted by Susan Smith and Carol DiAnna, Board of Trustees Presidents

Board Members: Jim Hild, Past President; Diane Pansire, Treasurer; Carol Yerby, Clerk; Katharine Farnham, Tom O'Brien, Frank Re, and Bill Roberts, Members at Large.

## **B. ENDOWMENT BOARD**

Prior to the beginning of this current fiscal year, the Endowment Board had allocated up to \$31,000 for its usual 5% annual distribution. By a vote of the congregation at the 2020 Annual Meeting, the Board was authorized by the congregation to allocate, if needed, up to \$110,000 for operating expenses due to the anticipated possible financial impact of the Covid-19 pandemic. As of month-end May 2021, no funds for operating expenses in FY2020-2021 have been requested or are now anticipated. However, one \$2,000 distribution was made for the Thrift Store's much-needed shelving and display apparatus. The Endowment Board also voted to apply the remaining \$29,000 to the Loan Repayment Fund to further reduce the balance on the loan. The Endowment Board is hopeful that the loan will be repaid in full prior to December 31, 2021, allowing for substantially more program funding. It was originally voted to borrow these funds 20 years ago, in June of 2001.

All First Parish Brewster's Endowment Funds are managed by Cape Cod Five Trust and Asset Management in consultation with the Endowment Board. As of April 30, 2021, the Endowment Board checking account had a balance of \$6,020.84. The most recent Cape Cod Five Asset Management financial report dated April 30, 2021, showed an Endowment Fund balance of \$1,282,570.49. The Building Loan Repayment Fund balance was \$118,148.76, and the remaining balance on the Building Loan was \$53,581.24.

This year gifts were received in memory of Bob Bowser, Lucy Daniels, Marilyn Guernsey, Beverly Heaton Kimball, Howard Schoen and Betsy Ward. We also received our annual gift from the Henry W. and Lucy B Patterson Charitable Fund of the Cape Cod Foundation.

Submitted by Howard Hayes, Chair

Endowment Board members are elected by the congregation for a three-year term and may serve two consecutive terms. Current members are Linda Bailey-Davies (2022), Bruce MacGregor (2023), Howard Hayes (2022 – Chair), Bob Flanagan (2021 - Recording Secretary), and John Kielb (2023- Financial Secretary). Ex-officio members are the Minister, the President and Treasurer of the Board of Trustees, and the Administration and Finance Director.

### **C. MINISTER**

Dear ones, We have made it through a year of the pandemic. A year of online Sunday worship, Wednesday night vespers, and parking lot services. We did a drive-up water ceremony, rock ritual, and flower communion. We had 43 people at a sunrise Easter service! Now that is a miracle. We have adapted to this year, and as you can see by this report, the church is thriving. I know that many of you are anxious to return to our church building, and yet, online worship has meant that our membership has grown beyond our typical geographical bounds. This year everyone has become a worship associate. We have been gifted with reflections from a wide variety of our church members during this time.

Throughout this year, your staff has looked for ways to promote connection within and among us, from pandemic care kits to a holiday postcard, to crafting videos in the services with pictures of all of you. Though we have been apart, we continue to go towards each other in the ways we are able, and this has been a privilege to witness and support.

Last year we had 17 members attend GA, which may be an all-time record! Out of that, our 8th Principle and Reparations Task Forces grew. In the fall, I led the UUA common read discussion around *An Indigenous Peoples' History of the United States*. In the spring, I led an anti-racism book group around *My Grandmother's Hands* and taught a public speaking class for the youth. Karena, Twinks, and I led a successful All Committee Meeting in winter as well.

We sent out a community engagement survey in the fall to check in on all of you. Out of the 118 responses, overwhelmingly, people reported gratitude for the place that FPBUU has in their lives. Therefore, as we reflect on this past year, I want to thank all of you. Thank you to the committee leaders who adapted and are continuing their work online. Thank you to the people who continue to make calls to check on each other. Thank you to our elected leadership, who have served in a year like no other. Thank you to the Committee on Shared Ministry, who all agreed to extend their service one more year due to the pandemic. Thank you to the Landscape and Building Maintenance Committees who care for our buildings and grounds in anticipation of us being there together again. Thank you to our COVE volunteers who have gone above and beyond. Thank you to our Membership Committee, supporting members from as far away as Nevada. Thank you to our CYM committee who has nurtured our children and youth in a year that has been so hard. Thank you to all of you, FPBUU members, who, despite the loneliness of this year, have said yes to this community and to the staff over and over again. What we have done together this year is a story of hope, and when we get together again, we will surely celebrate. Until then, thank you.

Submitted by Rev Jessica Clay

### **D. ADMINISTRATION AND FINANCE MINISTRIES**

A year of intentional teamwork. A year of holding space for all the grief, from the pandemic to the divide that continues to tear through our country as more and more people open their eyes to see the white supremacy that our country is steeped in. Faced with all of this, members adapted to gathering in front of screens. Refusing to let a virus take their commitment to growing spiritually as a community. Creativity and dedication became the cornerstone of how members navigated the new tasks of facilitating meetings via Zoom, recording and sending videos to be shared through email or during worship services. Phone calls were made. Cookies, books, and puzzles were delivered. People felt deep care for one another.

I worked closely with Finance Committee to monitor our financials in order to predict which month we would need to request money from the Endowment Fund. This money that FPBUU has been so carefully managing and growing over the last three decades was our safety net. One, many other congregations did not have at their disposal. Our income was certainly affected with the Thrift Store closed completely or open with greatly restrictive occupancy. Having our buildings closed meant no rental income. Our pledge income, which is about 70% of our operating income, was impacted as some of our members faced hardships due to loss of a job. Still, those whose finances were stable continued to give generously. And the Fundraising Team got

creative with garden tours with staggered walks to keep everyone as safe as possible and an all-online Holiday Fair and Spring Festival. These events bolstered our finances as well as our spirits. We also were fortunate to receive a second PPP loan, which eliminated the need to draw from Endowment Fund to support the operating budget.

It was an honor to lead a worship service and two-part book discussion around Edgar Villenueva's book *Decolonizing Wealth*. I know, due to the tremendous amount of positive feedback I received, that there is an appetite for more discussion on this topic. This year I participated in a variety of trainings to deepen my ability to do this wildly diverse and complex job. Topics ranged from Quickbooks and *Working with Remote Teams*, to a class on feminine mystics called *Holy Troublemakers*, a class about conflict resolution and an amazingly powerful three day anti-racism training called Jubilee Three.

At the start of this fiscal year, we had a plan to make it through the pandemic together. Now, as the fiscal year is coming to a close, we are starting to see the light at the end of the tunnel. What we learned this year is not much different than other times of challenge...the members of First Parish Brewster are resilient and adaptable.

Submitted by Karena Stroh, Administration, and Finance Director

COVE Team Members: Skip Bell, Susan Flaws, Carol Gorman, Betty Hayes, Marilyn McDermott, and Sylvia Stringer. A special thank you to Bob Flanagan & Tavia Ossola, who stepped down from Cove this past year.

#### **E. LIFESPAN RELIGIOUS EDUCATION MINISTRIES**

Unitarian Universalist Religious Education has some incredible ancestors in our history, including Sophia Lyons Fahs, who revolutionized RE in her time by responding to the needs of the era she was living in. It was with her spirit and with all of those who have come before that I headed into this full year of remote Religious Education.

With good humor, an adapted curriculum, some unbelievably dedicated volunteers, and many, many deliveries of supplies and love to our children, youth, and families, we were able to have another successful year in our Children and Youth Ministry Program. Our weekly engagement stayed close to 80-100% for most programs for most of the year, which really is a testimony to this faith community and our brilliant CYM Committee and volunteers.

I have spent much time this year thinking about our Adult Education Program at First Parish and how we can shape that to respond to the ever-changing world we live in. Many of you got to witness the service led by the members of the first-ever adult Coming of Age Program, and I am excited for the new Adult Ed program, which I will be sharing with you in the next few months.

Finally, I am so excited to have become a fully credentialed Religious Educator with the Unitarian Universalist Association. This had been a rigorous program that took just over three years for me to complete. It ended with me going before a panel of 12 folks the last week in April where I led a worship service, presented my 100-page portfolio, and I was questioned on many things, ranging from UU Polity and Theology to Human and Faith Development, Our Six Sources, Morals, Ethics, and Values. I am so thrilled about this opportunity and ready to share what I have learned with all of you at First Parish.

Submitted by Twinks Hastings, Director of Lifespan Religious Education

#### **F. MUSIC MINISTRY**

All music for our summer services was virtual, drawn mainly from online videos from a variety of sources, with some other "live" on Zoom performances.

Beginning in September, for Opening Sunday, the choir returned as a virtual choir, recording an individual video or two each week. Approximately 10-15 choir members have provided videos every week for me to

edit into a virtual choir. The choir and I grew in expertise in this new world of music-making. The choir's dedication has been exemplary.

Ana provided solo piano and organ videos and some accompaniments; I provided solo singing, some videos singing with Ana, some accompaniments, and more. Karena, Twinks, Jessica, and I sang "My Favorite Things" for one video. Reese Brewer provided us with a video, and Judy and Mary Jo Jollett provided a lovely duet for Christmas Eve. Pamela McLane and Kayli Cullen recorded quite a few videos, as well.

The UUA offered several free videos and connections to UU musicians making videos or willing to perform live on Zoom. Several guest musicians made videos for us or gave us permission to use their already produced ones.

Music is community and love, even if we are not in person in the Sanctuary.

Danica A. Buckley, Music Director

### **G. THRIFT STORE AND ANNEX MINISTRIES**

The Thrift Store and Annex have continued to thrive throughout the pandemic. Even with reduced days and hours, the dedication of a core group of volunteers has carried forward the cause and mission of the Thrift Store. All the volunteers have gone above and beyond during this time and have felt the appreciation from not only our "regular" customers but from those visiting the Cape.

The popularity of the store has helped grow our social media presence on both Facebook and Instagram. While highlighting special acquisitions and the fun atmosphere at the store, we are also able to spread the word about First Parish Brewster.

With many thanks to the Endowment Board, we were able to install new clothing racks and shelving units within the store, which has created more room and a better flow. The Annex has re-opened after being closed January through April. We could definitely use more volunteers at the Annex to extend the days it could be open. A few more volunteers at the Thrift Store would be helpful as well. We have fun, and it is a great way to contribute to the church community! We are looking forward to an exciting and busy year ahead!

Submitted by Celine Crook, Thrift Store, and Annex Manager

Thrift Store Volunteers: Pat Amos, Caroline Carton, Judy Chamberlin, Barbara Draper, Mary Gamerman, Marcia Kleib, Paula Lieb, Rosemary Moeller, Betty Phillips, Betty Pickering, Frank Re, Sandy Rogers, Elizabeth Sjogren, Sharon Stover-Gleason, Janet Treanor

### **H. 8<sup>TH</sup> PRINCIPLE TASK FORCE**

The Board of Trustees voted to support the adoption of the 8th Principle as one of its mission-driven goals for the church year 2020-2021. The 8th Principle is as follows:

*"We covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse, multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions."*



The 8th Principle Task Force spent this past year learning about the history and the importance of the 8th Principle; discussing its significance with members of FPBUU committees, the Board, and the staff; providing information to the wider congregation through our website; and reflecting on what it would mean for us, the members of First Parish Brewster, to hold ourselves accountable to dismantling racism and other oppressions in ourselves and in our institutions.

The 8th Principle supports our Mission to *open hearts, grow souls, and turn love into justice.*

The 8th Principle is aligned with our Vision to *create a multigenerational practice of inclusion, support, and justice in the lives of one another and in the world around us.*

We hope you will vote “yes” to adopt the 8th Principle at the Annual Meeting. Thank you.

Members: Ed Klein, Elenita Muniz, Tom O’Brien, Jane Perkins, Rosanne Shapiro, Carol Yerby

### **I. BUILDING A BIGGER TABLE**

Building A Bigger Table has been very active this year. We helped Cecilia and Charles move to Worcester, collecting and shipped shoes and backpacks filled with necessities to the border, and assisted aid groups to relocate a young Haitian couple from South Yarmouth to Boston. We learned about Lorenzo and Monica Gonzalez and their three children who fled violence and extortion in Guatemala and applied for asylum at the Texas border. They became victims of the



infamous Migrant Protection Protocol and were forced to shelter without support in Mexico for over a year. We wired them a monthly stipend for food and necessities. When MPP was lifted, BBT helped them fill out the paperwork to be allowed to enter the US. We were able to reunite Lorenzo with his two brothers living in NJ, whom he hadn’t seen in twenty years. They now live with the brothers. Lorenzo and Monica are employed, and the children are looking forward to enrolling in school. Lorenzo’s expression of gratitude, “We wanted to cross the border legally and with dignity, and now we have,” opened our hearts, as did the outpouring of support from city officials in that community. This is how BBT turned love into justice.

Working Group Members: Sue Bowser, \*Barbara Draper (Recorder), \*Rick Draper (Co-coordinator), \*Janet Emack (Co-coordinator), Julia Enroth, \*Katharine Farnham, Monica Goubaud, \*Pat Gubbins, \*Susan Gubbins, Ben McKelway, Marietta Nilson, \*Cate O’Neill (Treasurer), Diane Scheffler, Janet Treanor, \* Stephen Tumolo, Carlos Tun, Patty Tun, \*Anne Walsh  
\* Executive Committee

### **J. BUILDING MAINTENANCE COMMITTEE**

It's been a long year, and for this committee, being separated from our beloved campus has made it hard to feel connected to the buildings and their upkeep. However, our small group has continued to meet and monitor the needs of the buildings. A new bulkhead was installed at Dawes Hall, along with a new sump pump to keep the building afloat but dry. We spent minimal money, but fortunately, our buildings have been maintained in such good shape that we could take a year off from planned projects.

Now, we have picked up the postponed projects and will be seeing to the repair of cracked and broken windows in the Meeting House, repainting of the MH steeple and repair of the clock faces, new flooring for the nursery in Fellowship Hall, and refinishing the floors in Winslow House offices.

We are passionate about keeping our buildings in a well-loved condition. Continuing to meet during the pandemic has kept our souls connected, and we expect our beautiful buildings will welcome you back as soon as we are all able to be there.



Submitted by Elenita Muñiz

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

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

Not only has this committee continued to meet during the pandemic, but we have also maintained four religious education classes via Zoom.

- The Chalice Children (pre-K-2) met monthly with Deb Selkow to check in and stay connected.
- The Doodle Crew (3-5) met weekly, joined by students from Maine and Scotland. Using a Disney shorts curriculum, we continued to discuss how our Seven Principles are applied in real life and did fun craft projects.
- The Middle School children (6-8) took part in an on-line Our Whole Lives program with four other churches across the country.
- The High School Youth Group continued to meet weekly with advisors Aleks and Andrea Mazzeo.

These gatherings were a powerful connection for our children and youth, despite their burnout with Zoom. We also hosted an in-person scavenger hunt, the annual Easter egg hunt, a high school fire circle, and a story-book walk on the campus. We look forward to in-person get-togethers over the summer.

Submitted by Elenita Muñiz

Members: Elenita Muñiz (Chair); Judy Fenner, Laura Gill, Rebecca Harrison, Kristin Knowles, Liz Libby, Kathy Meyers, and ex-officio Twinks Hastings

### ***L. COMMITTEE ON SHARED MINISTRY***

The Committee on Shared Ministry has met with Reverend Jessica Clay monthly since her arrival at First Parish Brewster UU. Our focus as a group over the four years was to listen and support, to consider and discuss issues that Rev Jessica presented, and to read as a group some of the recommended books that the Board and others in leadership were reading.

Over the last few months, knowing that we were going to disband as a committee, we began to discuss the future role of this committee. Following is a description and definition of the goals of the Committee on Shared Ministry.

The purpose of the COSM is to assess and evaluate the wellbeing of the entire congregational ministry's fulfillment of its stated mission/covenant, accomplished by providing honest feedback and advice relative to the effectiveness of the minister and the congregational ministry.

Responsibilities of the COSM include: evaluate the minister annually, using the UUA evaluation guidelines to be presented to the Board, evaluate annually and present to the Board, the key church committee's work in relationship to the churches stated mission, evaluate annually and present to the Board, the church's involvement with local community efforts and cape-wide efforts especially in areas of social justice and anti-racism, evaluate annually and present to the Board, the ministry's efforts and involvement within the UUA regional and national levels, evaluate annually and present to the Board the general health of the church community in light of stated goals, read and discuss related books to enlighten and inspire, and to help us understand how to make change, and support our Minister in times of decision making or in times of crisis by managing conflicts, not resolving them.

The members of the COSM are selected by the Minister and approved by the Board. While it is ultimately accountable to the congregation, it is a Board committee and periodically reports to the Board. Members serve a three-year term that may be renewed per the Minister's purview. While staggered membership is

encouraged for continuity, historical memory, and wisdom, it is not required, especially when the Minister is more established.

Members understand while they serve on the COSM, any other position of leadership on the Board must be relinquished, allowing for the need for objectivity and independence from influences within the congregation. All members of the COSM make a covenant of confidentiality and mutual honesty in all deliberations to instill trust within the congregation and with the Minister and each other.

Members: Rev Jessica Clay, Marie Hartley, Tavia Ossola, Barry Powers, Annette Winther. Rev Jessica will be appointing new members to this committee in the near future.

### ***M. CONGREGATIONAL COVENANT TASK FORCE***

In August 2020, the Task Force was charged by the Board of Trustees to create a congregational spiritual covenant to be voted on at the June 13th annual meeting. Covenant, as a practice, lives in action, “continually learning and doing better... we practice/we learn/we reflect” together for one year and then reassess our covenantal practices with each other.

A spiritual covenant is a “fundamental faith practice governed by mutual belonging and accountability.” It is “freely submitted to and reinforced by grace and forgiveness.” The Task Force began the process by researching church history and UUA resources on congregational covenants. We held eight listening sessions with adults, children, and youth, shared ministry, and right relations. We recorded and digested many thoughtful suggestions to craft an agreement that will become a change agent as it is recited and put into action.

As this is a spiritual covenant, not a behavioral covenant, there is only practicing together, circling back, and calling each other in.

UUA resources: holy manners, widening the circle, practicing covenant article, why covenants fail web presentation, hand-outs from UUA workshop on congregational covenants.

#### **FPBUU Congregational Covenant**

1. We respect the wisdom of all in a friendly and loving manner. Everyone deserves to be heard, including our children and youth.
2. We approach one another as spiritual partners. Before speaking, we take a breath and think: Is it true? Is it kind? Will it help? We speak directly and openly with empathy, compassion, and kindness. We use “I” statements and respect healthy boundaries.
3. We act in good faith according to our UU values. We listen carefully to the decisions made by leadership and expect our leaders to honor the voices of those who disagree. When needed, we follow processes of reconciliation and resolution through right relations.
4. We embrace questions and engage directly, listening deeply. When conflict appears, we see it as an opportunity for change and growth. Understanding our differences, we allow for missteps and welcome feedback. We seek the goal of reconciliation, encouraging peer and social support when needed.
5. We aspire to be our best selves. Whenever we need to, we have the capacity to gently remind and call each other back into covenant, into the widening circle of our loving community.

Members: Rand Burkert, Barbara Draper, Katharine Farnham, Cari Keith, and Susan Smith

## ***N. COVENANT GROUPS: A Program of Small Group Ministry***

Covenant Groups, a program of shared ministry, meet once a month, and co-facilitators also meet monthly for consultation and on-going training. We had six 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. We grow souls through examining personal and collective values as we embark on journeys that 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 a 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 throughout the church year. This even allowed some group members to meet from out of state, and we are discussing a “hybrid” model for next year.

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. During the 2020-2021 year of ongoing isolation, we asked our members (who were able) to donate funds for the Wampanoag food pantry. Covenant Groups was a significant contributor to the \$3,690 raised.

Submitted by the Covenant Group Facilitators

Facilitators: Gloria Bailey-Davies, Linda Bailey-Davies, Skip Bell, Marilee Crocker, Liz Gordon, Cari Keith, Maureen Osborne (Chair), Tavia Ossola, Janet Treanor, Gail Webb, Diane Willcox, and Karen Witting.

## ***O. COVID-19 TASK FORCE***

This group supported the church’s mission to ensure the safety and health of members and staff during the pandemic while centering the church’s values of equity and inclusivity in making decisions about church operations and campus activities.

The church has been able to conduct successful and safe activities during the pandemic, including outdoor worship services and small group activities, as well as its digital operations that are available to all members regardless of health status. We supported the church staff throughout the pandemic by creating safe working conditions, including when reopening of the Thrift Store.

Members: Rev Jessica Clay, Marie Hartley, Dr Matthew Libby, Irie Mullin, Susan Smith

## ***P. FINANCE COMMITTEE***

We are projected to end the year with a significant surplus, which is very impressive considering it has been a year of vast upheaval due to the pandemic. The greatest contributors to the success were the forgivable PPP loan of \$72,567, pledges were expected to drop precipitously but held fairly firm, our powerful and invigorated Fund Raising Team and the Thrift Store’s impressive comeback thanks to layers of good management and members willing to volunteer several hours each month to achieve success. The Annual Budget allowed up to \$110,000 of Endowment Funds to be used for operating expenses, and we did not use any at all. These results required commitment and collaboration from our hard-working innovative staff and members and Committees of FPB working together to adjust as reality unfolded.

The greatest challenges to our continued financial stability are the financial needs of the property and maintaining fair personnel wages and benefits, combined with the economic uncertainty going forward. The

Finance Committee is committed to the financial health of the church by balancing the desire to budget for stability, fairness, and growth while also respecting the limitation on resources.

Submitted by Diane Pansire

Members: Susan Flaws, Diane Pansire (Treasurer), Rog Smith, Gail Webb, and Karen Witting; Ex-officio members: Rev Jessica Clay and Karena Stroh (Administration and Finance Director)

#### **Q. FUND RAISING TEAM**

The 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 is to make membership on the Fund Raising Team both sustainable and fun.

This year given our “new normal,” we were challenged to conceive of ways to continue to meet our goals in a time of virtual engagement. While we could not reach out to the larger community, the use of our auction software, which was artfully mastered by Deb Klein, enabled us to offer both an online holiday fair as well as a spring festival bringing us fun, smiles, and soup! A special thanks to Judy Jollett for keeping our tummies full and our hearts warm.

Submitted by Judy Harrison

Members: Susan Flaws, Liz Gordon, Judy Harrison (Team Leader), Judy Jollett, Vicki Kendziorski, Debbi Klein, Rog Smith, Karena Stroh

#### **R. HELPING HANDS AND PASTORAL CARE TEAMS**

The Helping Hands and Pastoral Care Teams have continued to provide many services to our members throughout the pandemic. We have been able to recruit more drivers now that many of us have received the vaccine. Many kudos to all who volunteer to provide rides, meals, visits, phone calls, greeting cards, and connections to community services. We have also continued to provide general support for anyone who calls. A special thank you to Barbara Sykes, who has been extremely generous with her time and efforts over the last 4 to 6 months.

We encourage members to call if we can be of any assistance. Helping our members to take care of themselves was critical during this time of isolation. Every encounter provided both the volunteer and the person requesting the service with a loving and caring experience. Just being together with a fellow member during this time has meant so much. Thanks so much to all who serve with joyful hearts on this committee.

Submitted by Tavia Ossola

Volunteers: Pat Amos, Linda & Bailey-Davies, Sue Bowser, Kathy Budreski, Dick Curtis, Sue Daly, Topher Gabellini, Marie Hartley, Joanne Hush, Judy Jollett, Jesse Lang, Rosemary Moeller, Marietta Nilson, Tavia Ossola (Coordinator), Betty Pickering, Karen Pierson, Betty Phillips, Frank Re, Patsy Roberts, Sue Scammell, Suzanne Sullivan, Janet Treanor, Mary Wallace, Karen Witting, Diane Willcox, Carol Wall, Carol Ann Yeaple, Carol Yerby.

#### **S. HUMANIST GROUP**

The Humanists is a discussion group that focuses on “humanist” issues. These are social issues, often controversial, that seem important in today’s world. We meet the first Tuesday of each month at 2:00 via Zoom. Members take turns “running the show”: a member of the Humanists is responsible for presenting the day’s topic, then monitoring the ensuing open discussion.

We began in March 2021 with a discussion on “Fairness in the Stock Market” led by Karl-Otto Hartmann, followed by an April discussion on “Was It a Good Idea or a Bad Idea to drop atom bombs on Japan in 1945 in order to bring an end to WWII?” led by Bob Marcus. The May topic is “Capitalism for All,” to be led by Jeff Bumby, and after a summer recess, the discussions will resume in September with “Vaccination Passports” to

be led by Gerry Bender. People interested in joining are urged to contact Bob Marcus or any member of the Humanists.

Submitted by Bob Marcus

Members: Joan Barnard, Earle Batchelder, Cynthia Bayerl, Gerry Bender, Cheryl Bryan, David Bryan, Jeff Bumby, Julia Enroth, Eileen Garrity, Mary Ann Germain, Carol Gorman, Dick Guernsey, Jacqueline Pentz Greene, Karl and Brigitte Hartmann, Kristin Knowles, Jim Lieb, Bob Marcus, Ralph Marotti, Eve Martin, John Myers, Diane Pansire, Gerry Stahl, Topper Roth, Annette Winther, Dave Winther, Carol Ann Yeaple

#### ***T. LANDSCAPE COMMITTEE***

The Landscape Committee meets in the fall, spring and summer. Our main focus is the church campus, and at times we have been able to attend to the Thrift Store needs as well as the Winslow House grounds.

We have already pruned, fed, and mulched the roses by the Church and Thrift Store. Wall beds, church side entrance, Memorial Gardens have been weeded. We eagerly await the blooming of perennials, trees, and flowers. Weeding in spring and summer are major tasks.

We have work parties throughout the three seasons. Usually, 8 to 12 of us gather at one time. Serious, whole group meetings are on the first Monday of the month, excluding winter. We welcome anyone who wants to join this fun and hard-working group.

Submitted by Liz Gordon

Members: Pat Amos, Nancy Blanchard, Carol Chichetto, Liz Gordon (Chair), Carol Gorman, Julia Enroth, Charles Harris, Susie Hine, Joan Kapp, Mark Preu, Frank Re, Dave Rogers, Roger Smith, Susan Smith, Janet Soja, Anne Southworth, Sylvia Stringer, Marilyn Watson Etsell, Judy Wilkens,

#### ***U. LEADERSHIP DEVELOPMENT COMMITTEE***

The charge of the 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. To do this effectively, getting to know the congregation and to explore their interest is an important aspect of our work. This year we utilized "About Me" found on each person's page in Breeze to learn more about our members, both new and old. Our success has been to broaden our leadership circle with enthusiastic and skilled members despite the fact that our outreach could not be in person. Kudos to all.

Submitted by Judy Harrison

Members: Liz Gordon, Judy Harrison (Chair), Maureen Osborne, Patsy Roberts, Rog Smith, Pat Stover  
Members of the committee serve for three years.

#### ***V. MEMBERSHIP COMMITTEE***

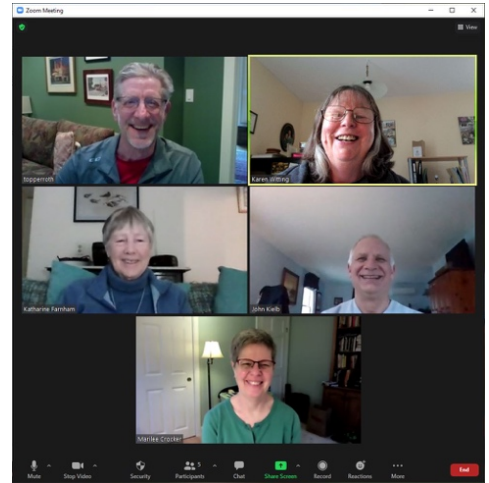
Offering information, hospitality, and welcome to visitors and new members has been a real challenge during this pandemic. With our buildings closed and worship occurring online, the Membership Committee has reached out to make connections with newcomers by phone, by email, by mail, and occasionally in person while masked at a safe distance.

As of this date, 25 new members have joined the church in 2020 and 2021. This is extraordinary in so far as some have never been inside our Sanctuary nor met us in person. We held two new member recognition ceremonies, which occurred on Zoom as part of the worship service. We drove to new members' houses to deliver welcome packets and gift bags. We all look forward to welcoming our visitors and new members again in person when our church buildings reopen.

Committee: Rikki Bates, Marcia Kielb, Debbi Klein, Ed Klein, Maureen Osborne, Karen Pierson, Frank Re, Susan Smith, Pat Stover, Joan Sullivan

### **W. POLICY COMMITTEE**

The FPBUU Policy Committee has been meeting monthly via Zoom, developing and improving policies at the Board’s direction. We fast-tracked the critical COVID procedures policy, working with the COVID-19 Task Force and the Board to quickly release the policy for the use of FPBUU facilities during the challenges of the pandemic. We completed work started in the prior year on Demonstration and Procurement, releasing each for congregational review and working with the Board to resolve comments. The Board noticed that the Board’s Meeting policy was inconsistent with current practice, so this was updated to be in line with actual processes. Soon we will be updating the FPBUU Board Policies web page to present our 20 policies organized into categories and with brief descriptions. Our small group of dedicated people takes seriously the importance of having and publishing clear policies that all can understand. We believe that justice is only possible when policies are well understood and applied equally to all.



Submitted by Karen Witting

Members: Marilee Crocker, Katharine Farnham (Board of Trustees liaison), John Kielb, Topper Roth, Karen Witting (Chair).

### **X. PRAYER SHAWL MINISTRY**

Warm greetings to all from the Prayer Shawl Ministry. We currently have 12 members who meet monthly to knit and crochet together. This past year we met virtually, all working at home with our thoughts on the sacred work we are doing.

Our shawls are varied in design, colors, textures, and styles, but all are created with love and warm thoughts for those who may be receiving them. “May they be cradled in hope, kept in joy, graced with peace, and wrapped in love.”

Traditionally, completed shawls are wrapped with ribbon and a card with a poem and are passed around to our knitters to embrace and give blessings as we think of their recipients.

Created many years ago by our former Religious Education Director and long-time member Kathy Cronin, the Prayer Shawl Ministry welcomes new members and new ideas.

Also, please notify Rev Jessica or any member of the Prayer Shawl Ministry if you know of someone who might be in need of some healing warmth and comfort from their First Parish community. Completed shawls are always available.

Submitted by Patrice Amos

Members: Karen Corcoran, Diane Heart, Kip Keene, Liz Libby, Denise Litz-Walters, Rosemary Moeller, Marietta Nilson, Karen Ross, Barbara Sykes, Carol Wall, and Carol Ann Yeaple

#### ***Blessings Are Thrown Across Our Lives***

by Marye Gail Harrison

Blessings are thrown across our lives  
by the Great Creative Spirit  
unfolding the universe,  
knitting together  
in community.

Blessings are thrown  
across your shoulder  
over and over  
as you wear this shawl,

Blessings woven in  
as yarn was thrown over needles  
over and over as it was knitted.

May you rest enfolded  
In the soft grace  
of this continuous thread,  
interlocking you with all goodness.  
Amen

## **Y. REPARATIONS TASK FORCE**

Inspired by GA, the Reparations Task Force has been meeting regularly since August 2020 in two groups: *History* and *Action*. We have been addressing the history of First Parish as it relates to African chattel slavery and the actions we might take around reparations.

We are proud of the work we have done and the information we presented to the congregation at our March 21 worship service, at sharing sessions, and in the Angle. We are sharing some of our findings with the public on a blog hosted by the Atlantic Black Box and in a segment on WCAI.

There is more historical research to be done. There are more ways we can take action.

We plan to take a break for the summer and reconvene in September, again as a Task Force. At that time, we will invite more members of the congregation to join us in this ongoing and extensive work. Perhaps some congregants who have been working on the passage of the 8th Principle or the Congregational Covenant might join together with us.

Submitted by Susan Smith

Members: Wilderness Sarchild, Susan Smith, Abby Walters, Karen Watson-Etsell

## **Z. STEWARDSHIP COMMITTEE**

The annual Stewardship Campaign began Sunday, February 28th. Our theme this year was “Our Faith in Action”. During each Sunday service in March, a member of the congregation and/or the Stewardship Committee spoke about how we put our faith into action and what the FPBUU community means to them.

As of June 1, 2021, we have \$371,809 in pledge commitments towards our goal of \$375,378. We are grateful to all who responded so generously, and we will continue to contact members who have not pledged yet.

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

Submitted by Susan Flaws

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

## **AA. 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. We keep in touch with our Partner Church in Transylvania. This year we met monthly via Zoom, established a list of contacts in Cape and Island UU congregations, supported a program for children in our Partner Church, and promoted attendance at the virtual General Assembly.

Submitted by Carol Ann Yeaple

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



### **BB. LGBTQ WELCOMING CONGREGATION COMMITTEE**

In this year of the COVID-19 pandemic, our hearts were opened as we met at each of our lively and energetic monthly Zoom meetings. Our core meeting group is small but dedicated to LGBTQ justice, and it was good to be together. This year we were unable to sponsor our annual Gayla Ball due to the pandemic. After much discussion, the committee decided to plan a virtual Valentine's Day Sunday Service, dedicated to LOVE, in place of the Gayla Ball.



Our souls were grown by planning and participating in that heartfelt service. Several LGBTQ members of the congregation were asked to share their stories, with a focus on how the FPB community has supported them. Other members provided readings and live music. With help from Rev Jessica and Music Director Danica Buckley, we determined the organization of the music and service. We collected LGBTQ photos from prior Gayla Balls, and Tech Support Maggie knitted them together with prelude music, thus creating a fun display. The result of all that planning and collaboration: a moving and joy-filled service that had record-breaking attendance! We are all grateful for the affirmation of the First Parish community and particularly appreciative of the dedication of the non-LGBTQ members of our committee.

In this difficult financial year, though we were unable to sponsor the Gayla Ball, the committee was pleased to be able to give a gift of \$2,000.00 to the FPBUU operating fund.

Submitted by Diane Willcox

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

### **CC. WOMEN'S CIRCLE ALLIANCE**

The Steering Committee met during the summer of 2020 and decided that during the pandemic, we would be unable to carry out our usual programs and collations. However, we did feel that because of the political situation in 2020, we would present one program via Zoom, opening it to the congregation. This was a program graciously offered by our State Senator, Julian Cyr. We very much look forward to an interesting series of programs just as soon as the church space is available to all.

Submitted by Sue Bowser

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