

First Parish Brewster UU 2022 Annual Report

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.

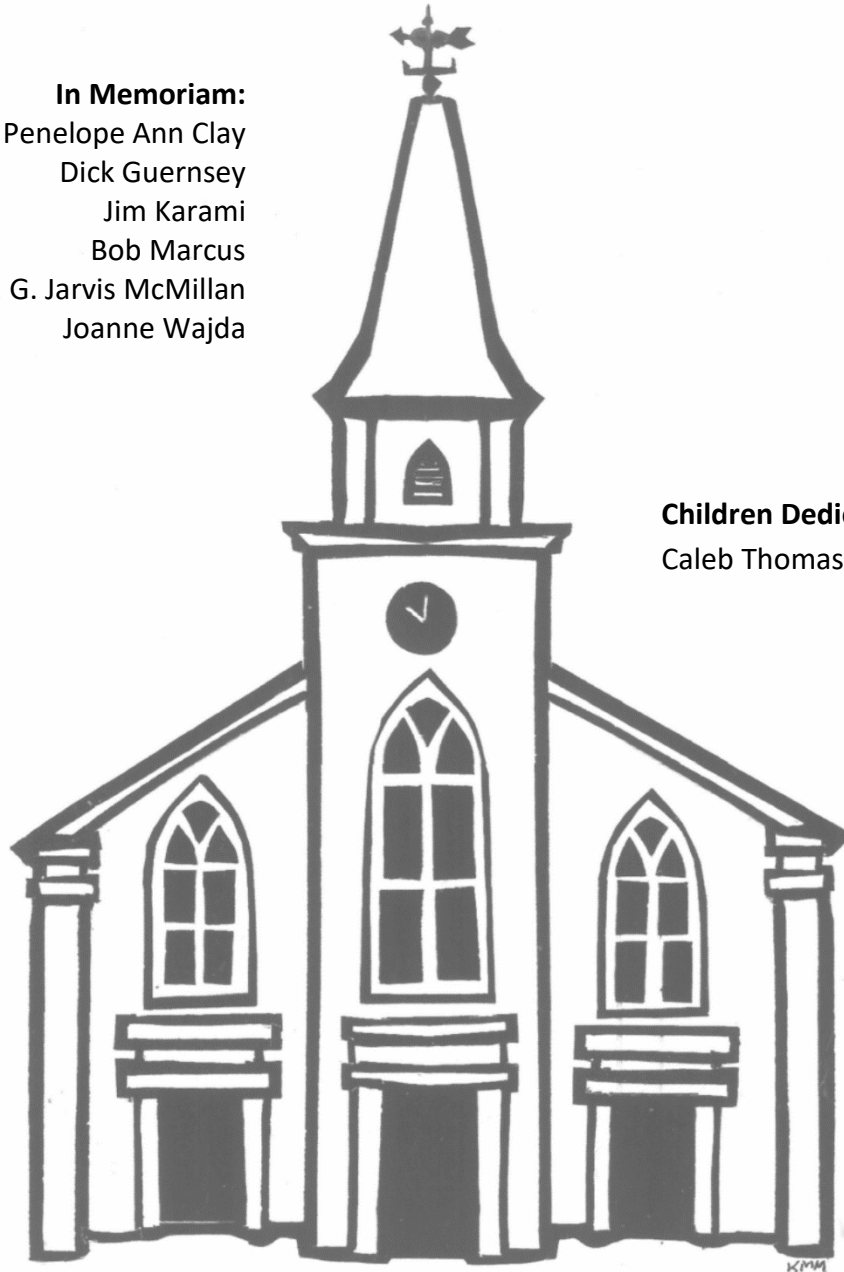
Index	Page
Church Life Passages: Dedications, In Memoriam, New Members	3
<u>REPORTS</u>	
A. Board of Trustees	4
B. Endowment Board	4
C. Minister	5
D. Administration and Finance Ministries	5
E. Lifespan Religious Education Ministries	6
F. Music Ministry	6
G. Thrift Store Ministry	7
H. 8th Principle Task Force*	7
I. Building a Bigger Table	8
J. Building Maintenance Committee	8
K. Caring Committee (Formerly Helping Hands)	8
L. Children and Youth Ministries Committee	9
M. Covenant Groups: A Program of Small Group Ministry	9
N. Covid Taskforce*	10
O. Finance Committee*	10
P. Fund Raising Team	10
Q. Landscape Committee	11
R. Leadership Development Committee	11
S. Membership Committee	11
T. Personnel Committee*	12
U. Policy Committee*	12
V. Prayer Shawl Ministry	12
W. Reparations Task Force	13
X. Right Relations Team*	13
Y. Social Justice Committee	13
Z. Stewardship Committee*	14
AA. Tech Team	14
BB. Trauma Response Team	14
CC. UU Connections	15
DD. UU the Vote Team	15
EE. LGBTQ Welcoming Congregation Committee	15
FF. Women's Circle Alliance	16
GG. Worship Associates	16
HH. Worship Support Team	16

*Committees of the Board of Trustees

Church Life Passages - July 1, 2021 - June 30, 2022

In Memoriam:

Penelope Ann Clay
Dick Guernsey
Jim Karami
Bob Marcus
Rev. G. Jarvis McMillan
Joanne Wajda



Children Dedicated:

Caleb Thomas

New Members:

Nancy Benben, Joyce Blackwell, Patrick Blackwell, Margaret Emmet, Chris Jenkins,
Wayne Jenkins, Peter Johnson, Jennifer Loomis, Julia Witas

A. BOARD OF TRUSTEES

When the Board met for our annual Board retreat and orientation last July, we could not have predicted all the many challenges we would confront in this very unusual year. We grieve the tragic death of Penelope Ann Clay. We contend with the changing Covid pandemic now in its 3rd year. We watch and worry about events as they impact our world: a war in Ukraine, a mounting threat to Roe v Wade, economic uncertainty and inflation. Our good guidance from the UUA, in such a fraught time, was to listen, to slow it all down, to move at the speed of trust. And so, we have.

As the pandemic continued, we purchased a Remi Halo air filtration system for the Sanctuary and smaller units for all FPB spaces. We reimagined Winslow House and created a residential staff suite that our ministers are now using for overnight stays. We've worked with the Tech Task Force to make needed upgrades to our internet network on both sides of the street, creating a hybrid meeting space in the Winslow House living room.

Through it all, our community has survived and in fact thrived, receiving much support from many sources. Our leave minister Rev. Bran Lennox served us very well during Rev. Jessica's bereavement leave. The Trauma Response Team and Right Relations Team offered the congregation many opportunities to come together and to be heard. Our staff and volunteers gave so much under very trying circumstances. We held each other up. And once again, First Parish lives out the truism that the only constant is change. Now that we are able to have outdoor coffee hour after worship on the Plaza, many of all ages have expressed gratitude to be able to visit with each other again unmasked out in the sunshine, old friends and new faces alike.

Using the Board Visioning Document as a guide and building on our social justice legacy, we have moved the expansion project planning along. This culminated in a church-wide Next Steps Weekend guided by our consultant Barry Finkelstein. We took time to express our vision, our hopes, and our dreams for a bright future. We will be laying the foundation for what will be a several years' long process. These preliminary project plans must develop before any substantive fundraising effort is undertaken. Further implementing the 8th Principle, we conducted an anti-racism audit of our bylaws and policies and committed to continuing our anti-racism training.

The Board, in all its work, keeps the vision and mission of this church ever mindful, with an eye to the future. We are entrusted with the growth and long-range health of First Parish Brewster. We appreciate your trust and your support of our leadership.

Submitted by Susan Smith, Board of Trustees President

Board Members: Rand Burkert (Clerk), John Kielb, Liz Libby, Tom O'Brien, Diane Pansire (Treasurer), Bill Roberts, Susan Smith (Board President), Diane Willcox, Carol Yerby (President Elect).

B. ENDOWMENT BOARD

At the start of the 2021-2022 fiscal year the total Fund Balance was \$1,309,576. (\$1,187,001 & \$122,574). A primary objective of the Endowment Board for the year was to pay off the balance due on the loan from the Endowment Fund to the Congregation which originated in 2002. The original amount borrowed in 2002 was \$554,489; which was to be repaid within a 30 year period. In December of 2019, \$382,489 had been paid, which left a remaining balance due of \$172,000. As of June 30, 2021, the Loan Repayment Fund balance was at \$122,574 which left a remaining balance of \$49,426. I am pleased to report that as a result of the generosity of our members and friends we were able to repay the remaining balance in the month of November, ten years ahead of schedule.

The Balance of our Endowment Fund on 12/31/2021 was \$1,450,536. Funds available for disbursement according to our Fund By-Laws are not to exceed 5 % of the fund balance at year end which means up to \$72,500 will be available in this coming fiscal year beginning July 1.

During this current Fiscal Year, we had \$34,945 to distribute, of which almost \$34,000 had been committed by mid-May, to 12 different funding requests. Over the course of this last year, we received more than \$63,000 as Gifts, Bequests and Memorials for which we are all very grateful.

As of May 1, 2022, which was our last available statement before this report, our Fund Balance was \$1,253,335. All First Parish Brewster Endowment Funds continue to be managed by Cape Cod Five Asset Management in consultation with the Endowment Board.

Submitted by Howard Hayes, Chair

Members: Linda Bailey-Davies (2022), Bob Flanagan (2024 - Recording Secretary), Howard Hayes (2022 – Chair), Bruce MacGregor (2023), Topper Roth (2023- Financial Secretary). Ex-officio members are the Minister, the President and Treasurer of the Board of Trustees, 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

We began this year by joyously re-entering our Sanctuary for the first time in 16 months in mid-July for a service filled with energy. Unfortunately, by August the first of many Covid variants began and these have occupied our hearts and minds ever since. We fully returned to the Sanctuary in September getting creative with some sitting in the memorial garden, some in the Sanctuary, and others live-streaming at home. Since then, we lived into the reality of how to engage in multiplatform church life in the face of Covid. This year we tried to balance keeping people safe while trying to meet in person and online, it has been frustrating at times, but I am so grateful to our Covid Task Force, Building Maintenance Committee, and Tech Team for helping our church adapt and meet the needs of this community.

We had difficult staff changes this year, the departures of our pianist and sexton were losses to our community. The Personnel Committee has been reformed to address concerns and support the staff as we move forward. We are so grateful to Lisa Gross who has filled the contract pianist position and to Lucy Banner who provides coverage when needed. We are also so excited to welcome to our staff team Dave Caolo, as our Sexton, and Rikki Bates, as our AV Tech Support.

I joined the Board of UU Mass Action in fall and am looking forward to the ways our congregation can connect with them and the important work they do.

I am grateful to our Executive Team of Susan Smith, Chuck Ross, and Tavia Ossola who helped support the staff while I was on bereavement leave. I am also grateful to the staff for helping to support each other and this congregation while I was gone, they went above and beyond because of a deep love of this community. Rev. Bran served us well during their time here to cover preaching and pastoral care; I am thankful for the gift of their presence during this time. I am incredibly grateful that I was given my parental leave as bereavement leave to allow me space to begin to process the death of my daughter Penelope. This congregation held me in care during my pregnancy and after Penelope died, thank you doesn't seem sufficient. But words are all I have, and therefore, Thank you. Thank you. Thank you. I love you all so much, as we end year five together, gratitude is on my heart and will continue to be as we enter our sixth year of shared ministry together.

Submitted by Rev. Jessica Clay

D. ADMINISTRATION AND FINANCE MINISTRIES

It's hard to believe all that has happened this year. In July 2021 we were limiting the number of customers in the Thrift Store and began to allow rentals to return after a year of closed buildings due to the pandemic. There was some movement back to "normal" yet everything was more difficult, and Covid was not going away. It was a year of balancing opposing needs and offering each other grace.

The addition of the residential suite in the upstairs of Winslow House, a whole campus network upgrade, the installation of air purification systems throughout the campus, upgrading the furniture in Winslow

House living room, a Spring Clean Community event to clear out no longer used items from the Sanctuary basement and Parish Hall attic and ordering magnetic nametags for all our members are some of the major projects that we accomplished this year. This year brought many staff changes which required extra attention with exit interviews and onboarding of new staff. We ended the FY21 year with more of a surplus than expected and some of those extra funds went toward salary increases to move our staff closer to UUA mid-range recommendations.

We interviewed multiple cleaning companies and found that we had been massively under paying our prior cleaners. We had been struggling to find a company who could do what we needed within our budget when our Sexton/Videographer resigned abruptly in mid-November leaving no one to do the minimal cleaning essential each week or run the sound and streaming for Sunday services. Fortunately thanks to helpful congregants, I was able to find a company to regularly clean our buildings again by early December. Thankfully a small but dedicated Tech Team volunteered to run the AV each Sunday until we finally hired Rikki Bates as our AV Tech Support in February. It took 5 months to find our new Sexton, Dave Caolo, and I am so grateful for the support of the Building Maintenance Committee during that time. It has been a year of congregants stepping up due to staff shortages, which is how the FPBUU Snow Crew was formed. This year was our bi-annual external financial review, which will be reported to the Finance Committee in June.

We knew it would be challenging to have Rev. Jessica on parental leave for 4 months, but with the loss of her daughter our joy turned into sorrow. I am so grateful for the Board's decision to approve the planned leave for bereavement allowing her time to start the grieving process. Navigating the complexities of this year has been beyond challenging, and I am grateful for the various leaders in the congregation, visiting ministers and the support of the UUA staff who helped us all find our way during this unprecedented time. After 7 plus years in my position as AFD, the Board approved my request for a 4-month sabbatical to begin July 7, 2022. In gratitude, I plan to use this time to do the soulful work of replenishing my heart, body and mind.

Submitted by Karena Stroh, Administration, and Finance Director
COVE Team Members: Skip Bell, Bob Flanagan, Susan Flaws, Carol Sue Gorman, Betty Hayes, Marilyn McDermott, Sylvia Stringer.

E. LIFESPAN RELIGIOUS EDUCATION MINISTRIES

This year was definitely a very different type of year at First Parish. There was such joy in coming back together in person, which for Children and Youth Ministries (CYM) started with a torch lit procession and campfire, whilst navigating how to do Religious Education in this new normal, where masking and Covid remain very present.

The biggest lesson I have learnt through Covid is to remain nimble and adaptable to whatever challenges life presents, and the second half of the year certainly provided many opportunities for nimbleness. Some highlights in this time for me were co-creating a spiritual practices workshop with Rev. Bran, a trip to an escape room with the Youth Group, some of our CYM kids (and their mums) running the bake sale for our Spring Fundraiser and helping to create and lead so many opportunities with the whole congregation to hold the grief that we all carried together at the loss of Penelope Ann. I also completed my first year serving on the NELREDA board and will serve again in this next year.

I look forward to continuing to grow, learn and be together as we move into our next year.

Submitted by Twinks Hastings, Director of Lifespan Religious Education

F. MUSIC MINISTRY

Music at First Parish this year has been marked by transitions. As your new Music Director, I was grateful for the opportunity to learn more about our members and explore ways for you to share your gifts. Coming back together in the reality of Covid has proven challenging towards that end. The choir has shown

significant musical growth this year and has risen to the challenge of working with a new director, while masked, and often singing with reduced numbers. As more congregants feel comfortable participating in group activities, I look forward to the choir growing further. In early fall, our pianist departed and our interim pianist Lisa Gross joined our community. We are grateful not only for her piano skills, but also for her cello meditations and collaborative spirit. While the Organic Music Group (OMG) is no longer a formal component of our program, many of the members of the group participated in services. As we move into next year, I look forward to creating even more ways for our membership and our children to be involved in music making at FPBUU.

Kevin Badanes, Music Director

Choir: Wendy French, Mary Gamerman, Mary Anne Germain, John Kielb, Kip Keene, Marcia Kielb, Jesse Lang, Liz Libby, Maureen Osborne, Pamela Phipps, Chuck Ross, Topper Roth, Rosanne Shapiro, Lindsey Straus, Pat Stover, Sue Trask, Suzanne Requa-Trautz, Bill Sheehan, Sarah Sykes, Gail Webb.

G. THRIFT STORE MINISTRY

The Thrift Store is still going strong even with fewer volunteers and less than ideal hours. We are still operating only 5 days a week at five hours per day. Even though we don't have a lot of volunteers, the ones we do have are an amazingly dedicated group of people.

Our social media presence continues to grow and has been helpful in driving customers through the door. We get a lot of compliments on our signage outside the store stating that we love our neighbors and welcome everyone. I feel that the positivity we spread every day to our customers creates beneficial publicity for First Parish. Another benefit to using social media for the store is the connection we make with other local businesses.

We had to close the Annex this fiscal year due to lack of volunteers. Although it was additional square footage for the Thrift Store, I don't believe it has really affected revenue. We were able to move most of the valuable items over to the Thrift Store (where we get much more traffic) and with the extra shelving we have, we should be able to create a fabulous holiday wall when the time comes.

Submitted by: Celine Crook, Thrift Store Manager

Thrift Store Volunteers: Pat Amos, Mary Gamerman, Marcia Kleib, Paula Lieb, Rosemary Moeller, Betty Phillips, Betty Pickering, Elizabeth Sjogren, Sharon Stover-Gleason, Janet Treanor.

H. 8TH PRINCIPLE TASK FORCE

Living into the 8th Principle is one of the Board of Trustees goals this year. Here is a summary of what we accomplished this year. A small task force reviewed the church By-laws to ensure that they were in alignment with the 8th Principle. The Board voted unanimously to approve the By-law changes, and the congregation will vote on them at the Annual Meeting. A summary of the FPBUU Social Justice Ministries was created and uploaded to the church website. A group of six parishioners attended a book discussion at the Unitarian Church of Barnstable. The discussion was led by the Rev. Dr. Kristen Harper, the minister, and author of *The Darkness Divine*. The participants have invited Rev. Harper to lead a discussion for our parishioners in the fall. One of our Board members, Diane Willcox, attended a free course entitled *Conversations on Whiteness*. She raved about the content and instructors and recommended that we look into having them offer the course to our congregation. Several members of the Board met with one of the lead developers and made plans for her to offer the course via Zoom for us, hopefully in the fall.

Submitted by Carol Yerby

Members: Jim Hild, David Sutherland, Carol Yerby.

I. BUILDING A BIGGER TABLE

Building A Bigger Table continues to meet monthly to monitor the progress of the families we are supporting. Our Ghanan family is thriving in Worcester and has grown to four. Charles is working two jobs but still has not had his asylum hearing. We were able to locate long term

housing at the nonprofit Lighthouse in Union City for the growing Guatemalan family. Lorenzo is working and saving up to find permanent housing. They are adjusting to life in New Jersey and the children are doing well in school. BBT members visit regularly by phone and in person with both families. We continue to provide financial support and help in securing legal advice. We are exploring how to connect with Ukrainian refugees. Fundraising is our greatest challenge. BBT's informal organization and lack of nonprofit status inhibit broad contributions. Consequently, we have asked to become a Committee of First Parish Brewster Unitarian Universalist so that we can become more effective at turning love into justice.



Submitted by Rick Draper

BBT Working Group: Sue Bowser, Barbara Draper (Recorder)*, Rick Draper (Co-coordinator)*, Janet Emack (Co-coordinator)*, Julia Enroth, Katharine Farnham*, Monica Goubaud, Pat Gubbins*, Susan Gubbins*, Jim Lieb, 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

This was a tough year, as we were making up for two years of not being present in the campus buildings. We decided to shuffle financial plans to allow the church to buy air filtration systems, not only for the Meetinghouse, but for all public spaces and the offices. The planned work to paint the steeple and repair the clocks will take place this summer, with all costs allocated to the 22-23 fiscal year. We installed an instant hot water heater in Dawes Hall, which will be connected soon. All buildings were reassessed, and we are working on getting contractors to do needed repairs. Two of our meetings were dedicated to sorting out all the STUFF in the Meetinghouse basement and Parish Hall attic, and with the help of a baker's dozen of volunteers, a large dumpster was filled with all the designated trash from basement and attic. Judy and Ted Parke repaired the wooden bell rope pull system, which had delaminated to the point of danger. We are working on a comprehensive review of the electrical systems in all buildings. And we are delighted to welcome new sexton Dave Caolo as an ad hoc member of the Committee. We are losing three members, Ben, Dave and Kris, and we thank them for their service. We welcome new members interested in our historic buildings.



Submitted by Elenita Muñiz

Members: Judy Fenner (Convenor), Ben McElway, Elenita Muñiz, Dave Rogers, Roger Smith, Kris Yerby. Ex -officio members: Dave Caolo (Sexton), Karena Stroh (Administration and Finance Director).

K. CARING COMMITTEE

The Caring Committee, formally known as Helping Hands, has been very busy over the last year. The pandemic, which has caused so many to be isolated, has presented new opportunities for service. We have been busy throughout the year. These are some of the services we have offered: visits to those in nursing care, pastoral care, greeting cards for a variety of occasions, rides to medical appointments and many other places, phone calls, trash removal, meals, flowers, guidance/referrals to help find care for a family member, pet care, support during times of family crisis, and food shopping. All of these services are provided by First Parish Brewster members to their fellow congregants. Thanks to all who continue to volunteer to provide these services for those who need assistance. Your help is what heals hearts. If you need help and/or know of someone who does, please contact the office or Tavia Ossola.

Submitted by Tavia Ossola

Active Members: Pat Amos, Linda and Gloria Bailey-Davies, Kathy Budreski, Sue Bowser, Sue Daly, Ralph Diamond, Liz Gordon, Joanne Hush, Judy Jollett, Jesse Lang, Marietta Nilson, Betty Phillips, Betty Pickering, Karen Pierson, Frank Re, Patsy and Bill Roberts, Suzanne Sullivan, Janet Treanor, Mary Wallace, Diane Willcox, Karen Witting, Carol Ann Yeaple, Carol Yerby. Sincere apologies if I have forgotten anyone.

L. CHILDREN AND YOUTH MINISTRIES COMMITTEE

With Covid, CYM struggled, veering from high hopes and great plans to missed goals and exhaustion. Given the fact that DREs are resigning left and right from UU churches and many UU churches have given up their CYM programs entirely, we still feel pretty good.

What we did: planned a full program for some 40 children and youth registered, from infants through high school, the CYM Committee ended up also being the teachers/leaders of our classes, sponsored Halloween, Holiday Pageant and Maypole community celebrations, and built a beautiful holiday village with kids courtesy of Armando and Daniel Beltran. With gratitude for their support, we CORI'd the Board of Trustees so that they could be called on to help in our classes. We clarified FPB's history with Horatio Alger by mounting a small plaque adjacent to the list of FPB ministers in the Meetinghouse, decrying all forms of child abuse.

With renewed high hopes, we have a complete plan in place for 2022-23. Now all we need is enough volunteers to do the teaching/leading. We thank Rikki for her service as she moved into a staff role this year.

Submitted by Elenita Muñiz

Members: Elenita Muñiz (Convenor), Rikki Bates, Dale Cotter, Judy Fenner, Laura Gill, Sharon Gleason, Kristin Knowles, Kathy Meyers.

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 six groups this past year. Through deep listening and sharing 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 their 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 continued to meet the challenge of staying safe, as Covid-19 variants precluded in- person meetings and we met virtually on Zoom throughout the church year. This has allowed some group members to meet from out of state, and we are looking forward to a “hybrid” model for next year.

Putting our faith into action is an important component. Covenant groups participate in a service project to help the FPBUU community, or the greater community beyond our walls. During the 2021-2022 year of ongoing isolation, our members (who were able) donated generously to funds for various causes, including those related to the war in Ukraine, homeless prevention, and our own Spring Auction. One group assisted our Lifespan Religious Education Director, Twinks Hastings, to clean out and organize Fellowship Hall and some of the rooms in The Barn.

Submitted by Maureen Osborne, Chair

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, Karen Witting.

N. COVID TASK FORCE

The Covid Task Force has met monthly throughout the year to re-evaluate our policies and procedures in light of local Covid-19 CDC risk levels. Our buildings remained closed over the summer, and we reopened in time for ingathering Sunday in September. At this time, we continue to require masking during services and large group events. With the new ventilation system and appropriate masking, transmission risk during these gatherings remains low. Outdoor gatherings, including coffee hour, are mask-optional. Outdoor transmission risk is very low. Small groups may elect to forego masking indoors, if all are in agreement. We will continue to meet, take into consideration current data, and provide our updated reports. We appreciate everyone's patience and adherence to the guidelines we have put in place to help keep our community safe, including our multi-gen congregation, our young children, and our staff.

Submitted by Susan Smith

Members: Rev. Jessica Clay, Marie Hartley, Matt Libby, Irie Mullin, Susan Smith, Karena Stroh.

O. FINANCE COMMITTEE

We project that we will end the year with a surplus of over \$20,000 in a year marked by national and international political turmoil, a poor economy, and anguished disruption in our own church life. Income is tracking up about \$15,000 over budget, and expenses are expected to end down about \$5,000. The greatest contributors to income that exceeded the budget were increased pledges, tremendous profit from the Thrift Store, and an uptick in building rentals. On the expense side, we saw some net savings, though some line items were way under, and some way over, budget. The biggest variances to budget on the expense side were saving \$10,000 by not immediately replacing the sexton, and another \$3,000 savings in employee benefits. Property management line items for housekeeping and insurance negatively affected the budget by about \$7,500. All tallied, we did better than expected thanks to the immense commitment of our hard-working innovative staff, and the love and dedication of members and Committees of FPB working together.

The greatest challenge to our continued financial health is maintaining wages and benefits in unprecedented times. The Finance Committee is focused on the long-term financial health of the church through the Board's 'Financial Futures' summits, which cultivate creativity, collaboration, and abundance.

Submitted by Diane Pansire, Board of Trustees Treasurer

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

P. FUND RAISING TEAM

The Fund Raising Team began our church year in early fall with *Eats and Beats*, an outdoor barbeque picnic and live music event. After having been isolated from each other for over a year and a half this social gathering was a joyful celebration where we got to eat, dance and play together. (LONG, LONG OVERDUE)

Despite the fact that Covid challenged some of our planned fundraising ventures, the Holiday Fair and Spring Auction, two of our annual anchor events, were great successes in every way. This of course is thanks to you! These events included an online catalogue of buy and bid item (kudos to the masterful work of Deb Klein) as well as hands on activities for all to enjoy. Through the efforts of the Fund Raising Team, the goal to bring the community together was met, including caroling by the choir and a spring bake sale by the Children and Youth Ministries' parents.

This year Rand Burkert joined the Fund Raising Team as a Board liaison, in response to a request to expand Board support. Rand brought new energy and ideas to fundraising meetings and did a masterful job at coordinating the plant sale during our recent Spring Auction. Additionally, this year we added two new

members to the Fund Raising Team and many congregants have become “regulars” that can be counted on to support fun(d) raising efforts. With big thanks and gratitude for a Great Year!

Submitted by Judy Harrison

Members: Rand Burkert, Barbara Draper, Susan Flaws, Liz Gordon, Judy Harrison (Chair), Judy Jollett, Vicki Kenziorski, Debbi Klein, Patsy Roberts, Rog Smith.

Q. LANDSCAPE COMMITTEE

The Landscape Committee continues to take care of all aspects of the gardens, big and small on our extensive and lovely grounds. We work in conjunction with other Committees as the need arises. We have input into the mowing and upkeep of our lawns. We arrange for snowplow services in conjunction with our Administrator. We welcome new members and usually hold our planning meetings the first Monday of the Month at 4pm.

Submitted by Liz Gordon

Members: Pat Amos, Liz Gordon (Chair), Carol Sue 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.

R. 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 by the congregation at its annual meeting. In order to do this effectively, we utilized the “About Me” section found on each person’s page in Breeze to gain further knowledge regarding our congregational members, both new and old. Our focus has been one of broadening our leadership circle to include enthusiastic and skilled members even though our outreach could not be done in person. This would not have happened without the dedicated and thoughtful team supporting LDC. Members of the Committee serve for three years. Thank you for your commitment to the work of First Parish Brewster! Working with you has been a pleasure.

This year in addition to focusing on developing a slate of candidates for leadership positions, our Committee worked to bring clarity to the By-laws regarding specifics around the length of terms for leadership positions and the time between appointments and new elections for each elected body. Recommendations were sent to the Board for approval before submission to the congregation for a vote at the Annual Meeting in June.

Additionally, we also developed a list of recommendations specific to the area of conflict of interest to be considered as policy by the Policy Committee and Board of Trustees during the next church year. In both of these areas the Leadership Development Committee’s goal was to establish clear parameters when choosing our elected leaders for transparency and the wellbeing of First Parish Brewster.

Submitted by Judy Harrison

Members: Liz Gordon, Judy Harrison (Chair), Margaret Rice Moir, Maureen Osborne, Rog Smith.

S. MEMBERSHIP COMMITTEE

This year brought a huge challenge to an almost brand-new Membership Committee in reestablishing the goals and attaining them. We finalized the ordering of the magnet nametags and metal sheets were installed on the hallway walls for storage. We reunited with former volunteers and committee members to establish a Welcome Table with a greeter at the 10 am service. Welcome cards, information packets, new member folders and other informational pieces were updated. Use of the online directory, Breeze, was incorporated as a tool for the Committee. Rev. Bran and Committee members welcomed 8 new members on March 13, 2022. Ongoing, we need more volunteers to support membership as our congregational growth depends on it, and it does nurture our church mission!

Submitted by Marcia Kielb

Members: Marcia Kielb (Chair), Paula Lieb, Frank Re, Pat Stover, Joan Sullivan, Kris Yerby.

T. PERSONNEL COMMITTEE

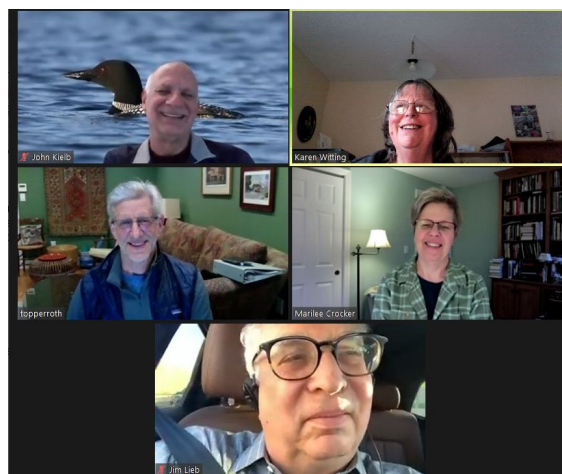
The Personnel Committee has been meeting regularly and is accountable to the Board of Trustees. It exists to provide oversight to the churches employment relationships, primarily through the creation of employment policies. The specific responsibilities of the Personal Committee include: to propose employment policies to the Board, to make policy recommendations regarding overall salary compensation, to serve as an advisory team to the Head of Staff on personnel related issues, to provide oversight to the annual performance review process, to act as an arbitrator of staff team issues that involve policy violations, to assist the Board in preparing for the annual performance review of the Minister, to work with the Head of Staff and employees on the design of job descriptions, and to serve as a witness during disciplinary employment conversations. We are currently reviewing the Personal Policy Manual and hope to present to the Board a series of suggestions for revision.

Submitted by Tavia Ossola

Members: Daniel Beltran, Tavia Ossola, Chuck Ross.

U. POLICY COMMITTEE

The FPBUU Policy Committee has been meeting monthly via Zoom, to develop and improve policies at the direction of the Board. We created four new policies: Medical Emergencies, Use of Facilities, Fire Safety, and Urgent Decision Making. Each policy goes through a congregational review and is published on the FPBUU website. We updated two policies: Financial Controls in response to a Board request and COVID Procedures in response to changing Covid guidelines. 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 policy is well understood and applied equally to all.



Submitted by Karen Witting

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

V. PRAYER SHAWL MINISTRY

Our small group continues to meet monthly in the living room at Winslow House on the 3rd Thursday at 10:30 am. We all work on our projects, primarily shawls, at home as well. Knitting, crocheting, creating... calming and satisfying activities. Over the last year we also reached out to the congregation as a whole with suggestions for a few projects including Welcome Blankets for immigrants, and a request for baby items for less fortunate new parents. We did send two small blankets (specific dimensions had been outlined for the project) to the Welcome Blanket Project and have also collected a very few baby items. Oddly, one of our challenges is learning when and where our shawls may be called for. We currently have an abundance of completed shawls, bundled and blessed lovingly by our members, which are ready to share with anyone who may be ailing, grieving, or just in need of a comforting wrap. Please let anyone of our members, Tavia from the Caring Committee, or the office know if you are aware of such a need.



Submitted by Patrice Amos

Members: Pat Amos, Diane Heart, Denise Litz-Walters, Rosemary Moeller, Marietta Nilson, Carol Ann Yeaple.

W. REPARATIONS TASK FORCE

The Reparations Task Force continued our work this year building on the amazing research and powerful worship service we presented last year, which centered the enslaved persons who were part of our church's early history. We pursued the possibility of installing a stone monument with a brass plaque on our campus, which will name individuals who were enslaved here. And we turned our attention to the history of Indigenous People as it relates to First Parish. We joined the UUA New England Region Reparations Praxis group, participating with other UU churches, sharing our information about reparations research and best practices. We have met every other month since August. We explored land acknowledgements in general and for our land specifically. When the Town of Brewster called for nominations for the new town beach which is being created on Cape Cod Sea Camps land, we put forth the name Sauquatucket, which was the name of the tribal people who occupied these lands before the settler colonists arrived.

Submitted by Susan Smith

Members: Tia Cross, Susan Smith, David Sutherland, Sue Trask, Abby Walters, Karen Watson-Etsell

X. RIGHT RELATIONS TEAM

As per the Charge to the Right Relations Team (RRT), the volunteers who serve are called to be: "a resource for FPBUU members, friends, volunteers, and professional (paid) staff to manage conflicts, grief, grievances and other communications in a healthy manner. This may include facilitating congregation-wide meetings, offering deep listening, mediating conflicts, and providing education and training in right relationships."

Throughout the year the RRT has responded to its charge and served the congregation in supportive ways. Following the tragic and painful death of Penelope Ann Clay, RRT facilitated listening circles where congregational members could share and process their grief with each other. RRT collaborated with the Trauma Response Team, to engage the congregation in a day of listening to each other's hopes and concerns as we prepared together to welcome back Rev. Jessica. RRT members listened to individual concerns of members negotiating the isolation, grief, loss and changes of these Covid isolation years.

Our greatest challenge remains congregational awareness. RRT members are present and available to all FPBUU groups and individuals. RRT recognizes the healing impact of deep listening and the importance of each voice. Please do not hesitate to contact any of our members listed below. All contact information can be found in Breeze.

Submitted by Cari Keith

Members: Kathy Budreski, Kip Keene, Cari Keith (Chair), Chuck Madansky, April Naturale, Maureen Osborne, Wilderness Sarchild

Y. SOCIAL JUSTICE COMMITTEE

\$1,500 in gift cards and groceries were donated to the Wampanoag. Letters were available for FPB members to sign regarding indigenous legislation; banning racist mascots, changing Columbus Day to Indigenous Peoples Day and protecting Native American Heritage. Through the efforts of Committee members, towns voted to change the State flag and seal which denigrates indigenous people. The Committee signed up members for NAACP. Tia Cross, working with the MLK Action Team, meets with local police chiefs regularly to develop trust and respect. A number of us attended a 3-hour program at the Unitarian Church of Barnstable in May to discuss Kristen Harper's book, *The Darkness Divine*. We continue our 10-year commitment to Faith Family Kitchen, an outreach program to help feed our neighbors in need. The Split Plate, which has benefitted many organizations, and organized for years by Carol DiAnna, will now

be done by Rosanne Shapiro. Members of SJC have not only been writing postcards for UU the Vote, but also printed 500 Vote Forward letters for the UU the Vote team. Carol DiAnna contacted the UUA about a grant to help fund UU the Vote, and the request resulted in a \$500 grant.

Submitted by Katharine Farnham

Dianne Ashley, Tia Cross, Carol DiAnna, Katharine Farnham (Co-chair), Rosanne Shapiro, Barbara Sykes, Sue Trask (Co-chair), Mary Wallace

Z. STEWARDSHIP COMMITTEE

The Stewardship Committee is responsible for conducting the annual pledge campaign in the month of March. This year our theme was “Together We Can”, which was woven into the month’s Sunday services led by our Leave Minister, Rev. Bran Lennox. The campaign results were affected by Covid limited attendance, inflationary and other economic concerns, the war in Ukraine and our shared grief over Rev. Jessica’s loss of her daughter Penelope.

To date we have received 162 pledges for a total of \$336,000. This is short of our budget goal of \$360,000. We are grateful for all who have pledged to date and urge those who have not done so to pledge as soon as possible.

Submitted by Pat Stover

Members: Susan Flaws, Debbi Klein (Co-chair), Tavia Ossola, Barry Powers, Pat Stover (Co-chair).

AA. TECH TEAM

The Tech Team met throughout the year. Our major project was the upgrade of the FPBUU network to meet our current and future needs. The previous network was unreliable and did not meet the minimum requirements for streaming and Zoom meetings. Karena had been spending significant time supporting the network which was both disruptive to the entire office and time-consuming.

The goal of the upgrade was to increase reliability, improve performance and allow network access for the Barn and the Thrift Store. We also needed to outsource support and provide network security. We installed high speed internet connection in both the Meetinghouse and the Winslow House, installed new network wiring and commercial grade network equipment. Winslow House now has hybrid capacity.

We need to complete the remaining items: install an outlet for Winslow House Network equipment and a Roku for the Large TV in the Winslow House. We are in the process of having the Zoom appliance repaired. Future upgrades include: a sound system for the hearing impaired (hearing aid compatible), ceiling mounted microphones to allow the Choir to be heard through the sound system, and upgrade the system in the Parish Hall to enable Hybrid Meets, and installing a digital message board to scroll upcoming events, meetings etc.

We think there is a bigger discussion necessary surrounding church culture, which will involve the Board, the staff, and the congregation regarding needs for the Meetinghouse. We need to perform a needs analysis to determine the future requirements and direction. If we move to Zoom instead of streaming, it will require a third tech person either additional staff or volunteers.

Submitted by Kris Yerby

Members: Rikki Bates, Reese Brewer, Dave Caolo, Ed Klein, Rog Smith, Susan Smith, Karena Stroh, Karen Witting, Kris Yerby.

BB. TRAUMA RESPONSE TEAM

Within a few hours of hearing the tragic and incomprehensible news of Rev. Jessica losing her 5 day old daughter, Penelope Ann Clay, a Trauma Response Team (TRT) formed. Our visiting minister, Rev. DL Helfer met with staff and volunteers, and we quickly changed the Christmas Eve service. A candlelight vigil on the Plaza was organized for 3 days after that. The Trauma Response Team received guidance and support from

many ministers on and off the Cape, from our UUA New England Region staff, and from UUA Trauma Response. The congregation and staff supported each other. Rev. Bran Lennox arrived and came onto the team. TRT worked closely with the staff, the Right Relations Team and the Caring Committee to offer many opportunities to listen and share, also to provide education around grief counseling and the transitions we were all experiencing in this challenging time.

Submitted by Susan Smith

Twinks Hastings, Rev. Bran Lennox, Tavia Ossola, Wilderness Sarchild, Susan Smith.

CC. 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 the Cape Cod Council of Churches to support their efforts. We keep in touch with our Partner Church in Transylvania and share materials, letters and support both ways. This past year we promoted Guest At Your Table over the holidays. We recently participated in the "Seeds of Hate, Seeds of Love" Holocaust memorial service held at the Brewster Baptist Church, which was sponsored by NIA. Our meetings are monthly via Zoom.

Submitted by Carol Ann Yeaple

Members: Rikki Bates, Marietta Nilson, Ellen Smith, Carol Ann Yeaple

DD. UU THE VOTE

UU the Vote is a non-partisan campaign launched by the UUA during the 2020 election. It is active once again at First Parish Brewster for the 2022 mid-term elections. The Center for Common Ground, an organization run by people of color, researches states where marginalized communities are challenged by voter suppression. The organization provides addresses and scripts that identify issues pertinent to the area and encourages voters to get out and vote. Congregants have sent 2,200 Reclaim Our Vote postcards to encourage voters to vote in Texas, Alabama, Georgia, and North Carolina primaries. The challenge is, that historically people are not as engaged in mid-term elections as they are in the presidential election. This affects not only the voters, but also getting congregants to be as willing to write the postcards. In 2020 there were 80 people engaged in this work at FPB. Presently there are 20-30 members participating. We have done well for the primaries, and hope that more people will realize how crucial these elections are to such issues as voting rights, LGBTQ rights and our very democracy.

Submitted by Katharine Farnham

Organizers: Carol DiAnna, Katharine Farnham, Tavia Ossola

EE. LGBTQ WELCOMING CONGREGATION COMMITTEE

In this second year of the Covid 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 again unable to sponsor our annual Gayla Ball, due to the pandemic. After much discussion, the Committee decided to present an October Coming Out Day service. Our souls were grown by planning and participating in that service. Several LGBTQ members of the congregation, and family members of LGBTQ people, were asked to share their stories, with a focus on the support from the FPB community. The result of all that planning and collaboration: a moving and joy filled service. 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. We were pleased to be able to gift \$1,000.00 to the PFLAG Scholarship Fund, and \$1,000.00 to the Trans Resource Fund, furthering our commitment to support the LGBTQ+ community of Cape Cod.

Finally, we congratulated Rikki regarding her new staff position as AV Tech Support, even as we are deeply sorrowful that she is no longer able to continue her membership in our Committee due to being a FPB employee.

Submitted by Diane Willcox

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

FF. WOMEN'S CIRCLE ALLIANCE

We opened up our hearts and minds to new ways of thinking and being, thanks to our presenters and their presentations (through dance, poetry, historical fiction, picnics.) Hopefully, our souls grew a bit larger through our experiences together, whether in person, via Zoom, phone calls, and/or notes to each other. Our interdependent web continues to spin by checking in on each other and giving our assistance when needed. Once we open up fully in person, we shall also continue to turn our love into justice by keeping our awareness and caring presence for each other as well as the rest of the world around us.

One of our greatest challenges was meeting monthly. We had an in-person meeting, and tried some zoom meetings, but the pandemic being what it is, created a huge challenge for our membership, presentations and presenters. But we have survived our year and are looking very forward to next season!

One of our greatest successes was our kick-off picnic at Drummer Boy Park in October. We had 25 people in attendance and the weather and surroundings were beautiful. It was the first time many of us were together since the pandemic had hit, so the great camaraderie we have as a group was experienced to the max.

Submitted by Linda Hladek, Women's Circle Alliance Contact

GG. WORSHIP ASSOCIATES

The Worship Associates met for a retreat in August of 2021 with Twinks Hastings & Kevin Badanes in attendance. Rev. Jessica led the retreat where each monthly Soul Matters theme was discussed. After the discussion the group decided on topics for services for Sept-Dec. They worked with Rev. Bran when they were here as well as guest ministers who provided pulpit supply. The Worship Associates have had a key role in helping to craft meaningful services for this community. They met for another retreat in June of 2022 to get a jump start on the 2022-2023 year. We give thanks to Chuck Ross for pinch hitting and to Tom OBrien who will be leaving the team after this year. Huge thanks to Worship Associates Chuck Madansky, Wilderness Sarchild, Lindsey Straus, and Margaret Rice Moir who all led services on their own this year. THANK YOU!

If you are interested in joining the team, please contact Rev Jessica.

Submitted by Rev. Jessica Clay

Worship Associates: John Kielb, Chuck Madansky, Joanne Powers, Margaret Rice-Moir, Elenita Muñoz, Pat Stover, Lindsey Straus, Wilderness Sarchild.

HH. WORSHIP SUPPORT TEAM

First Parish Brewster ushers, as part of the Worship Support Team, serve every Sunday to welcome people, remind them to wear a name tag, give them an order of service, help them find seating, collect the Sunday plate, process the plate and sell food certificates. A new usher schedule will be put in place for June July and August and then again in September. If you're interested in ushering, please contact Tavia Ossola.

Submitted by: Tavia Ossola

Ushers: Rand Burkert, Armando Beltran, Daniel Beltran, Dick Curtis, Sue Daly, Barb Draper, Rick Draper, Julia Enroth, Liz Gordon, Tom O'Brien, Adam Pettengill, Frank Re, Janet Treanor, Dave Winther.