

2025 Annual Report



**First Parish Brewster Unitarian
Universalist**



We cultivate liberating love by:
Living with mindful intention.
Acting with kindness.
Serving needs greater than our own.

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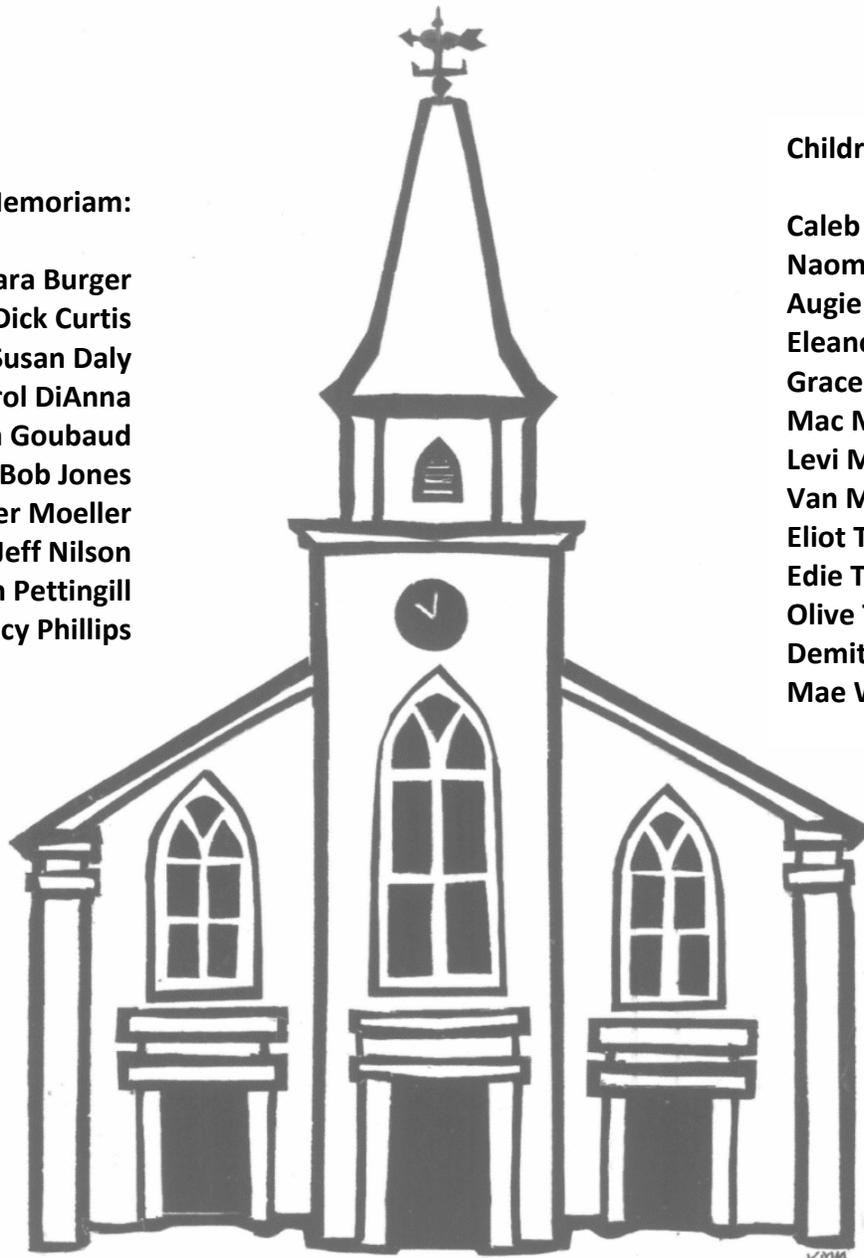
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* Committees of the Board of Trustees

Church Life Passages - July 1, 2024 - June 30, 2025

In Memoriam:

**Barbara Burger
Dick Curtis
Susan Daly
Carol DiAnna
Monica Goubaud
Bob Jones
Lester Moeller
Jeff Nilson
Adam Pettingill
Nancy Phillips**



Children Dedication:

**Caleb Bebar
Naomi Bebar
Augie Dunn
Eleanor Jordan
Grace Jordan
Mac Miller
Levi Miller
Van Miller
Eliot Tecklenburg
Edie Tecklenburg
Olive Tecklenburg
Demitria Tsongas
Mae Wilder**

New Members:

John Austin, Cheryl Bartholomew, Neil Bartholomew, Greg Breining, Susan Kaneko Binkley, Lisa Bosley, Marcia Bosshardt, Allison Coleman, Mark Cullinane, John Gregory-Davis, Susan Gregory-Davis, Georgianna Groen, Johanna Gurland, Brad Hinote, Danielle Hinote, Neil Kennedy, Marjorie Kroeger, Clayton Lightfoot, Kyle Miller, Tania Miller, Lester Moeller, Susan O'Neil, Cal Pechacek, Aimee Saulnier, Chuck Spence, Laurie Yankowitz

BOARD OF TRUSTEES

Six new members of the First Parish Brewster UU Board of Trustees joined ongoing members Jim Lieb, Gail Webb and Karen Witting. New members included Leslie Rennie-Hill as President-Elect, and At-Large Members Ed Klein, Kevin Lowey, Rob MacIver, Niki Popow, Janet Treanor. Leslie was unable to complete her term at mid-year. Scott MacLane was nominated in March to become President-Elect.

To begin the Board's year, a two-day orientation /retreat was convened in August by President Gail Webb to review best practices and expectations for UU Boards of Trustees. The goal was to learn the responsibilities of Board members and decide how best to work together as a team. An annual leadership orientation for Board members and other church leaders is being planned in collaboration with the Nominating Committee.

In the Fall, Board members who are also serving on the Minister Housing Task Force, organized a successful fund-raising event that raised nearly \$175,000 for a dedicated Ministerial Housing Fund. \$25,000 was designated to be available for rental assistance and \$150,000 to be available for down-payment assistance should the Minister decide to purchase a home. The Congregation voted in January 2025 to approve the terms of the Fund. A Steering Committee will be appointed by the Board of Trustees to oversee the Minister's Housing Fund.

Collaboration with the Search Committee was ongoing all year, culminating in a final selection of a Co-Ministry lead by Reverend Julia Jones and Reverend Scot Hull. Currently, the Board is preparing to convene a Transition Team to facilitate a positive start to the new Ministry.

Much of the Board's time has been spent engaged with Personnel changes. The departure of two long-term employees resulted in an analysis of past job descriptions and current needs in the Church Office and the Religious Education Programs. Some reconfigurations of responsibilities and program offerings have been identified and the work to finalize and communicate these changes will be ongoing into the summer.

Finally, the Board of Trustees participated in an Exit Interview led by two UUA representatives that is done routinely at the end of an Interim Ministry. Reverend Kaaren's second year with FPBUU will come to an end on June 22nd. The Board reported the many positive influences and programs that Reverend Kaaren has provided the church during her tenure here. She will be missed.

Board Members: Gail Webb (President), Jim Lieb (Past President), Scot McLane (President Elect), Karen Witting (Treasurer), Niki Popow (Clerk), At-Large: Ed Klein, Kevin Lowey, Rob MacIver, Janet Treanor and Carol Yerby (Past President)

Submitted by: Gail Webb, Board of Trustees President

B. INTERIM MINISTER

As I round out the end of my 2 years with all of you, there are a few areas worth highlighting.
Membership-

This committee's dedication and diligence to those who are looking for our brand of Unitarian Universalism is a gift to behold. We've taken on this work in partnership, keeping the five spokes of membership in mind. Inviting, Welcoming, Joining, Integrating and Sustaining. By offering UU101, Starting Point, UU201, and a new member reception we've managed to welcome in 26 new members this year. These new members are committed and invested in the health and continued thriving of this congregation, already offering their time, talent and treasure to that end. My hope is the structure created, can be sustained by the new ministers. In the future, it would be great to grow with mindful attention into the "inviting" aspect of membership. This faith of ours is to be shared by offering a seat at the table for one more person, just as you were offered one when first showed up at the church.

Social Justice -

After a year of listening and planning last year, we ushered in a new social justice model. One that allows a ground up approach, rather than a top down one. There are now 5 very successful Social Justice Task Forces: Welcoming Congregation, Environmental Task Force, Building a Bigger Table, Reproductive Rights and Racial and Indigenous Justice. Each task force has seven primary members who do advocacy, education and action. If you include those who participate in social justice outside of the primary members of each task force, there are between 70/100 members and friends involved in these endeavors. This congregation's commitment and involvement with the Wampanoag Montessori Language Immersion school is to be celebrated and honored. I'm so proud of all of you for doing this. It's a great step toward fulfilling reparations with our Wampanoag neighbors.

Worship -

Worship has continued to be a beacon of joy, laughter, and inspiration. I want to thank Kaeza Fearn and Deb Selkow for being such great thought partners and express my appreciation for the Worship Associates who stepped into preaching on weekends I was out of the pulpit. My final thanks are for all of you. Some congregations show up during worship in a judging mode. This is not you folks. Instead, you gather on Sunday morning ready to receive and then commit to integrate the message into your own living and loving. Thank you for offering me and those I lead worship with that great and precious gift.

The Board of Trustees -

This has been a challenging year for the Board of Trustees. Their dedication to transparency, compassion, and due diligence stretched their leadership and afforded them the tools to address a very complex matter. Please know they were often struggling with heavy hearts, and did not make decisions lightly. They are fine and courageous leaders. It's been a privilege to work with them.

My friends, I wish you all the best. The new ministers- Rev. Julia and Rev. Scot- are stepping into a healthy, positive, joyful congregation. I'm guessing it will take them a little while to figure out what a gem this place is, but I have no doubt they will and with that, be as grateful to be amongst such fine and generous-hearted people, as I have been lucky enough to work with and love.

Respectfully submitted: Rev. Kaaren Anderson

C. MINISTERIAL SEARCH COMMITTEE

The Ministerial Search Committee was formed to lead the process of identifying and recommending new ministerial leadership. Over the course of many months, the committee engaged in deep discernment, conducted multiple rounds of interviews, reference checks, and worked in close partnership with the UUA Transitions Office, Rev. Kaaren Andersen, and our Board of Trustees. We were committed to transparency, collaboration, and the core values of our congregation throughout the process.

A significant success was our unanimous recommendation of Revs. Julia Jones and Scot Hull as co-ministers. Both were strong candidates individually and together offered a compelling and well-rounded vision for shared ministry. The Board supported our choice unanimously, and the announcement was met with enthusiasm from the congregation. One major challenge came late in the process, when Rev. Julia received a cancer diagnosis just days before we intended to finalize our offer. The committee quickly adapted, moving from a candidating week model to a one-year contract that preserved the congregation's right to vote on a settled call later. The committee is proud of our thoughtful, value-driven work and grateful to have served the congregation in this important role.

Members: Julia Enroth, Laura Gill, Chuck Madansky, Diane Pansire (Chair), Margaret Rice Moir, Kris Yerby, Judy Jollett served through November, stepped down for personal reasons.

Submitted by: Diane Pansire

D. MUSIC MINISTRY

Gratitude abounds for the many FPB musicians who offer their time, commitment, skills, and exuberance contributing toward a lively tapestry of worship music! Rikki Bates oversaw improvements to the sanctuary A/V system: updated speakers and improved streaming software. Alongside tech training, our new Parish Room A/V Manual should help minimize issues for presenters. Similar A/V Manuals are in progress for the sanctuary. The choir continues to thrive, and a monthly sight-singing class includes those within and outside choir, with evidence folks are learning fundamentals. Dan Anthony is an enormous asset to the music program, with his diversity of performance instruments, conducting, keyboard and rehearsal skills. Thanks to the leadership of Judy Jollett, a clarinet ensemble formed and received occasional coaching from myself or Dan Anthony, who played bass clarinet at Easter. A mountain dulcimer group is budding... and the Handpan ensemble has attracted new players. Learning a mixture of original and popular songs, we were excited to perform at Christmastime, Music Sunday and with a singer at worship for a Unitarian hymn. The March 30 Music Sunday service entitled "Trusting in the Light" received congregational feedback that it was uplifting and healing. We were especially dazzled to premiere a beautiful new choral composition by choir member Laura Gill. In May, the choir had the opportunity to premiere a piece by church member Jane Lowey in collaboration with her Common Voices singing group. Our musical adventures continue!

Choir musicians: Neil Bartholomew, Amy Batts, Reese Brewer, Tia Cross, Mary Gamerman, Mary Anne Germain, Laura Gill, Marie Hartley, Kip Keene, John Kielb, Rob MacIver, Ben McKelway, Maureen Osborne, Jane Perkins, Pamela Phipps, Dan Rabold, Jennifer Rabold, Chuck Ross, Topper Roth, Deb Selkow, Rosanne Shapiro, Bill Sheehan, Sarah Sheehan, Josh Skolnick, Pat Stover, Lindsey Straus, Barbara Sykes, Sue Trask, Gail Webb, Cindy Wood

Clarinet Ensemble: Judy Jollett, Mary Jo Jollett, Chris Morin, Lisa Bosley, Deb Whippen

Handpan Ensemble: Judy Jollett, Joan Kapp, Linda Shelburne, Donna Mercaldi, Bev DiPaolo, Reese DiPaolo

Other volunteer vocal and instrumental musicians: Finn Allen, Neil Bartholomew, Rikki Bates, Allison Coleman, Kayli Cullen, Bev DiPaolo, Dan Feerick, Ricky Hillson, Pam McLane, David Sutherland

Choir Librarian: Deb Selkow

Submitted by: Kaeza Fearn, Music Director

E. CHILDREN AND YOUTH MINISTRY

This has been a challenging year in the CYM world. It has also been a year since we have welcomed new families with young children. May finds our Nursery bulging with new Littles sliding down the red slide and zooming trucks across the floor. We celebrate abundance in our youngest group, and we mourn the loss of our high school teens and families who have chosen to leave the program.

In the fall Twinks began a new Sunday afternoon Middle School program, which she led with Finn Allen and John Kielb. The high school group met Sunday evenings with advisors Irie Mullin, Margaret Emmet, Marie Hartley and Twinks. The fall included team building games, discussions about social justice and ethical decision-making, lots of laughter, and it culminated in an epic trip to Bodaborg Boston where kids and advisors worked together to solve quests and escape rooms through physical and mental challenges. It was without question the highlight of their year!

In the fall morning program, children in kindergarten through grade 4 used the JETPIG Cooperative Challenge Curriculum to continue exploring the 6 values of Unitarian Universalism. In each session the kids used imagination and teamwork to help JETPIG solve a problem and return to her home.

Beginning in January, I assumed the role of interim CYM director, and with the steady help of Deborah Madansky, I have worked to keep our CYM programs going despite the change in leadership. I am proud to note that we never missed a Sunday. From the very beginning program leaders, advisors, and I made plans for every group, including plans to help them process the loss of Twinks. We met with the children who showed up and we waited in the parking lots for those who didn't come. Throughout this painful time, I reached out to parents to keep them informed of plans and to encourage them to keep coming, to encourage them to trust that the space we provide for kids at FPB continues to have value. After expressing their disappointment and anger, several parents decided to withdraw for the remainder of the year. That was hard, but it clarified our mission and population and alleviated the challenge of asking volunteers to prepare weekly plans, never knowing if or how many kids might attend.

Since January all groups have used the "Soul Matters" plans, keeping kids aligned with adults as we consider a monthly theme with age-appropriate discussions and activities. All ages meet in Fellowship Hall where we open by lighting the chalice, checking in, sharing a joys and sorrows ritual and then exploring a theme-related topic each week. Taking advantage of the art-maker space, we use movement, games, and

individual conversation to probe our topic further, and a couple of older kids have served as my assistants. In April we were thrilled to relaunch weekly activities with our middle school kids. Now called the “Tweens & Teens” they meet on Sunday mornings from 10-11:30 with Finn and John, have a trip to Provincetown planned, and will join the Orleans Pride Parade in June.

As the year draws to a close, I know that we are in a good place to move forward with a new director and new ministers. Volunteers step forward every week. Young parents have been warmly welcomed by Membership and CYM and are eager to connect outward. The Littles play happily; the Middles love art and stories, and the Tweens & Teens are ready to roll. All will be well in the CYM world.

Submitted by Deb Selkow, Interim Director of Children and Youth Ministries

F. BREWSTER THRIFT STORE MINISTRY

Overview: The Brewster Thrift Store has continued to thrive in 2024–2025, thanks to the support of our volunteers, community members, and generous donors. This year, we successfully expanded our hours, including opening on Mondays and staying open until 4 pm in the summer. This resulted in increased revenue and positive feedback from the community. Our store remains a vital hub where neighbors can connect, shop, and support our social justice initiatives.

Key Highlights:

- Extended Hours, a Success!: Opening until 4pm during the summer proved to be a hit! We saw a boost in sales and received great feedback, making it an initiative we plan to continue.
- Community Engagement: The Brewster Thrift Store is more than a place to shop; it's a gathering spot for the community to catch up and connect. We're proud to play this role and foster a strong sense of togetherness.
- Volunteer Appreciation: Our volunteers are the backbone of our store, and we are deeply grateful for their consistent dedication. Their hard work ensures our store runs smoothly, and we couldn't do it without them.
- Special Thanks to Lisa: A special thank you to Lisa, our Assistant Manager, whose exceptional work ethic and dedication help keep the store running efficiently on Mondays and beyond. We are fortunate to have her on our team.

Looking Ahead: As we move into 2025, we look forward to increasing our community partnerships, expanding volunteer engagement, and enhancing donation drives to support the ongoing success of the store.

Supporting Social Justice: Revenue from the thrift store directly supports the social justice programs and mission of First Parish Brewster UU, helping us address key community issues. Thank you to everyone who contributes to making the Brewster Thrift Store a vital part of our community.

Thrift Store Volunteers: Pat Amos, Mary Gamerman, Al Glasstetter, Lindsay Harvey, Marcia Kleib, Paula Lieb, Rosemary Moeller, Elizabeth Sjogren, Janet Treanor, Maureen Osborne, Elenita Muniz, Ben Mckelway, Nikkia Powpow, Carol Yerby, Susan Oneill, Cheryl Bartholomew

Submitted by: Celine Crook, Manager, Brewster Thrift Store

G. BUILDINGS OVERSIGHT COMMITTEE

Our congregation has the privilege and burden of inhabiting five historic structures. With reverence for the former and an eye to the latter, the Facilities Oversight Committee is responsible for the big-picture health of our built campus. As a matter of policy, five percent of FPBUU's annual budget must go toward the maintenance and repair of our buildings but that often isn't enough. On such occasions, we rely on the gracious goodwill of the Endowment Board for additional funds.

This year, our biggest project was rehangng/reglazing the nine arched Meetinghouse windows and painting the Meetinghouse (minus the steeple, which was done the previous year) plus three sides of the Parish Hall. Other tasks included erecting a flagpole (funds supplied by the Welcoming Congregation Committee) and installing lighting to safeguard our American, Rainbow, and Black Lives Matter flags; painting and repair of the Parish Hall handicap ramp; and fabrication of a new, safer metal railing at the Thrift Shop. Still to come this FY: a more handicapped-appropriate step from the main floor of Winslow House into the Tap Room, painting the exterior of the Barn, and a grab-bag of necessary electrical repairs and enhancements.

Facilities Oversight Committee members are not expected to do the work, merely to have big eyes. Current members of the Committee are Judy Fenner, Elenita Muniz, Kris Yerby, Wayne Jenkins, and Rog Smith. We would love to have other big-eyed people join us.

Last, but far from least, we would also like to shout out a heartfelt THANK YOU to Ted Parke, who for twenty years maintained the Meetinghouse clock and bell. His care and expertise will be missed.

Committee Members - Judy Fenner, Wayne Jenkins, Elenita Muniz, Rog Smith, Kris Yerby

Submitted by: Rog Smith

H. CARING COMMITTEE

The caring committee meets monthly to coordinate our request for service and our responses to those requests. Request come from individual members, from their families and from their friends.

We have been involved in monthly visits and phone calls with many of our members in their homes or their care facilities or the hospital. In addition, we have provided many rides to medical appointments and to other places important to our members being well cared for.

In addition, we have provided meals when requested. We often find that we are contacted to help illuminate the kinds of services available to our members in need. Twice each year we provide a plate of cookies and often times flowers to those members who can no longer come to church. This year we were supportive to a number of families that were dealing with serious illness, death of a loved one or a medical crisis. Occasionally, we've been able to organize a "work party" due to the generosity of our membership. In those situations, we have provided yard cleanups, moving services, and house clean outs.

Over this past year, with the support of Rev. Kaaren Anderson we have attempted to address each request that came to us either from a member or their family.

Our committee of well-known hard workers, who give generously of themselves and their time is: Sue Bowser, Kathy Budreski, Julia Enroth, Liz Gordon, Joanne Hush, Betty Pickering, Dave Rogers, Susan Smith, Suzanne Sullivan, Sue Trask, Janet Treanor Diane Willcox I want to thank the congregation for its most generous responses over the last year in helping us to meet the needs of our members. Thank you all.

Submitted By: Tavia Ossola

I. CIRCLE ALLIANCE (formerly known as The Women's Circle Alliance)

One of our big changes came this year when we changed our name to reinforce more male members to our gatherings. As one of the resulting effects, our dues-paying membership has increased to 40! (Dues are \$20/yr which helps to give honorariums to our guest presenters and if need be collations.) But please remember, all members and friends are welcome and encouraged to attend.

Among our popular programs this year were two published authors. Thom Barrett shared his life as he shared his "Living with Dying" attitude with us. Candy Hammond, one of our former members, shared her first published, just-released romantic novel with us, "Christmas in Cranberry Harbor."

We always enjoy having Jessica Devin of the Brewster Book Store share a very eclectic selection of new book titles as excellent suggestions for gift giving, along for your own enjoyment. It's a great bookstore, right in the "center" of town.

Arts and Music were the theme for two of our presentations: Jane Lowey, director of "Common Voices," presented her "Everyone Can Sing" philosophy, so friends sang together outside our normal Sunday services and left singing!

Kathy Meyers made a 2nd appearance this season after a snow event the year before prevented many people from attending her workshop. Valentines and snowflakes left with us at the end of the day.

We had several receptions after memorial services (collations) this season, being one of the most important services the Alliance Circle performs. New volunteers are always needed as our Collation Team is comprised of only a few of us, with Julia Enroth at the helm.

Sue Bowser, Karen Davis, Julia Enroth, Joanne Hush, Betty Pickering, Anne Southworth, Suzanne Sullivan, Betsy Wentworth, Carol Ann Yeaple

Submitted by: Linda Hladek

J. COVE: COMMUNICATION, OFFICE VOLUNTEERES, ETC

The FPBUU COVE (Communications Office Volunteers Extraordinaire) Team has been busy this year trying to keep up with the pace of change. Our work has centered on Website updates, campus/room scheduling, Zoom distribution, Split Plate organization, Order of Service development/production, assembling and editing of the weekly newsletter, and Depositing funds that seem to come in from about 18 varied sources!

At the same time, we've continued to try to offer a warm welcome to in-person visitors and incoming phone calls. It all feels a bit like that "backwards in heels" quote!

There have been a number of changes in our ranks over the year, and our sincere gratitude go out to longtime members Betty Hayes, Skip Bell and Marilyn McDermott for their many years "driving the desk".

Gratitude in equal amounts is sent out to those who continue on the mission and those who have stepped in to serve! We're ready to have a couple of our crew back off the injured reserve bench soon. We're thankful for your patience and look forward to being in full force by the time our new ministerial team arrives.

Should you have a curiosity about what we do and who we are, pick up the phone (508-896-5577) or email us at Cove@firstparishbrewster.org, the life you change may be your own!

Neil Bartholomew, Skip Bell, Barb Draper, Bob Flanagan, Susan Flaws, Betty Hayes, Marilyn McDermott,
Roger Smith, Susan Smith, Bob Spencer

K. COVENANT GROUPS: A Program of Small Group Ministry

Covenant Groups, a program of shared ministry, meet once a month, and facilitators also meet monthly for consultation, on-going training, and our own spiritual growth.

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

This year, 7 different Covenant groups met in live, zoom, and hybrid formats, making many options possible for participation. Two facilitators per group also met once a month to process our experiences in the group sessions, to plan the following month's group content, and to share with each other our responses to the focus questions planned for our upcoming groups, allowing us to bond with one another as well as to "preview" our next sessions.

Our great success was in attracting 60+ church members to join a covenant group. A challenge was that the use of the hybrid format, although useful for other working groups at the church, was more difficult within the intimate format of covenant groups. Our facilitators' group is considering leaving out the hybrid groups and allowing for either in-person or all-zoom for next year. Putting our faith into action is an element of Covenant Groups. This year, each of the covenant groups chose a Sunday service date to provide both flowers and hospitality.

The 14 Facilitators for 2023-20234 were: Gloria Bailey-Davies, Linda Bailey-Davies, Daniel Beltran, Marilee Crocker, Liz Gordon, Lindsay Harvey, Jim Hild, Kip Keene, Tom O'Brien, Maureen Osborne, Tavia Ossola, Roger Smith, and Bob Spencer.

Submitted by: Maureen Osborne, Chair

L. ENDOWMENT BOARD

This year according to the First Parsh Brewster By-laws, the Endowment Board was allowed to distribute up to a total of \$63,680. With Board of Trustee approval, we have funded the following: UUA Dues, Reglazing Meetinghouse Windows, UU the Vote, 501c3 Application, Ministerial Search Expenses, Reparations Stone, Sound System, Meetinghouse Speakers Series, Board of Trustees Training, Office Computer Purchase, Various Building Projects, SNO@UU Scholarships, and Ministers Plaques for the Sanctuary. Exact dollar amounts for each distribution will be available at the end of the fiscal year as several projects are still pending.

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 the close of the third quarter (March 31,2025) our Endowment Fund balance was \$1,329,090.

This year gifts were received in memory of Barbara Burger, Lester Moeller, Nancy Phillips, and Ellie Smith. We received our annual gift from the Henry W. & Lucy B. Patterson Fund of the Cape Cod Foundation and an anonymous year end gift of \$8,000.

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

Submitted by Susan Flaws

M. FINANCE COMMITTEE

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

Each month the committee reviews FPBUU financial reports, comparing spending to date against the budget and against spending in the prior year. The purpose of this review is to identify concerning trends

or errors as soon as possible. In addition, the committee reviews finance related concerns, adjusting processes, policies, and plans when appropriate. The committee works closely with the Board of Trustees, Endowment Board, and the Stewardship Committee to understand the broader financial circumstances of the congregation.

This past year has been accomplishments:

- Delivered a comprehensive Year End financial report.
- Submitted the application for 501(c)3 status.
- Provided regular updates to the congregation via Angle articles
- Completed the bi-annual Financial Review
- Reviewed electricity billing and found issues that were resolved

Each Spring the Finance Committee prepares the next fiscal year budget, gathering input from the congregation, Staff, Board of Trustees and based on current budget projections. In June the budget is presented to the congregation for approval.

Submitted by Karen Witting, FPBUU Treasurer

Members: Karen Witting(chair), Rog Smith, Jeff Talmadge, Jim Lieb, Carol Ann Yeaple, Allison Coleman.
Representing the Endowment Board: Susan Flaws

N. FINANCIAL FUTURES

Three times a year, representatives from the six groups most focused on the financial well-being of First Parish Brewster: The Board of Trustees, the Endowment Board, the Finance Committee, the Stewardship Committee, the FUNdraising Committee, and Building Oversight Committee gather convene.

We meet to update each other, share energy and ideas, further clear communication, and maintain transparency. In addition, small working groups, called the Financial Futures Tiger Team, meet to explore and enhance financial initiatives outside the box of what we have done in the past.

We have an eye towards increasing our income beyond pledging and other creative fundraising efforts.

This church year we had hybrid meetings on September 10, January 14 and June 10. We follow a set agenda for each meeting. After a welcome and chalice lighting, we get about 10-minute updates from the Financial Futures Tiger Team (Susan Smith), the Board of Trustees (Gail Webb), the Finance Committee (Karen Witting), the Endowment Board (Susan Flaws), the Stewardship Committee (Tavia Ossola & Susan Smith), the FUNdraising Committee (Debbi Klein), and the Building Oversight Committee (Judy Fenner). The remaining time is allotted to ideas, questions and concerns.

Submitted by: Susan Smith

O. FUNDRAISING COMMITTEE

This year the FUNdraising Committee has been tasked with raising \$25,000 toward FPB's operating budget. Our committee has been optimistic as to our Fundraising events but realized a \$4,000 increase over last year's budget was a challenge at best.

The Fundraising Committee looks to offer a variety of events, focused on gathering our church community together. Quite often involve food and/or music and have pleasant appreciation for the response we receive.

For our Holiday Fair this year, we tried changing it up a bit. First, we held our Fair the weekend before Thanksgiving. The committee opted for no holiday carols, nor photos with Santa as we thought it might be a little bit too early. (Of course, this does not mean we will rule it out in the future.) We also hoped the baked goods would help people plan for the Thanksgiving holiday. The introduction of decorated wreaths was very successful as we only have 2 unsold wreaths. As always, the Baked goods were a popular item, both for gift giving and personal consumption. We raised \$9600, an increase over the previous year.

We brought back our Souper Bowl Sunday soup sales. We tried doing 2 events, one in December and one on Souper Sunday in February. The combination of these 2 Sunday's brought in \$1300.

We are now in the middle of our Spring Festival with hopes of raising the equivalent to last year's success

Our biggest obstacle is scheduling. As we are a very busy and robust church community, it is often difficult to plan and try to execute an event to raise a substantial amount of money and then be faced with rescheduling and/or canceling the event all together. We were faced with cancelling a picnic event and a Kim Moberg Concert due to other conflicting events. We also need to be aware of not scheduling events too close together as to not experience volunteer burn-out.

The FUNdraising Committee will continue to look for more creative ways to raise funds and help support the missions here at First Parish Brewster. We are always looking to expand our committee and welcome some newer and fresher ideas to pair with our two auction events.

FUNdraising Committee: Rand Burkurt, Barb Draper, Judy Jollett, Debbi Klein, Patsy Roberts, Rog Smith, Carol Yerby

Submitted by Debbi Klein, Chair

P. LANDSCAPE COMMITTEE

The Landscape Committee, also known as the Mud and Mindfulness Committee, tends the gardens that have been created here at the church and at Winslow house. The group meets usually on the first Monday of the month to make plans for beautifying the grounds and to address specific landscape needs.

The Memorial Garden is lovingly tended, weeded, and planted and is a main focus of the committee. It is in this garden that the Memorial Posts stand bearing the names of those we remember and honor. The

committee held its annual garden-side service in early September to remember those whose names had been newly engraved.

In the spring and fall the group met for campus clean-up, weeding, and sprucing up. Over the summer, members signed up for two-week stints of weeding and plant care. Trimming the knockout roses along the driveway was one of the duties. On “hedge day”, members met with trimmers and rakes to trim the hedges and shrubs around the properties. There is ongoing work of thinning out the dead wood of the older hedges to give them new life and keep them healthy.

During the winter holiday season, we met to decorate the sanctuary, adding lights and displays of greens and berries in the windows and swags of greenery at the rear of the sanctuary. We put up and decorated the tree on the front lawn and set up the lights.

We are a vibrant committee who actually have fun raking, weeding, spreading mulch, and spending time together. We love it when new members join the group. There is plenty of work everyone.

In Mud and Mindfulness, members: Karen Davis, Julia Enroth, Liz Gordon (Chair), Charles Harris, Dan Harkinson, Susie Hine, Joan Kapp, Kevin Lowey, Mark Preu, Frank Re, Dave Rogers, Jan Soja, Sylvia Stringer, Janet Whittemore, Marilyn Watson-Etsell (treasurer), Judy Wilkins

Submitted by: Marilyn Watson-Etsell

Q. LEADERSHIP NOMINATING COMMITTEE

The Leadership Nominating Committee (LNC) has six members serving on the committee who are elected by the FPBUU Congregation at the FPBUU Annual meeting. The LNC is intended to be diverse in its own membership and have a broad knowledge of both new as well as longer standing members of the church. The LNC reports directly to the FPBUU congregation and is independent of the Board of Trustees (Board) and Endowment Board. However, the LNC maintains communications with both the Board and Endowment Board at appropriate times during the church year in fulfilling its responsibilities and considers recommendations from the chairpersons of these boards as well as the minister for input into their process.

The LNC nominates members-in-good-standing from the FPBUU congregation to fill open positions on the Board, Endowment Board and the LNC. The Board of Trustees consists of nine (9) members, made up of four (4) trustees-at-large (three-year terms), plus a President-Elect, President, Past President (one year in each successive office), Treasurer and Clerk (two-year terms). The LNC has two open positions to nominate on the LNC each year and nominates members for any open positions on the five-member Endowment Board whose three-year term in office has been completed that year.

The LNC also serves as a resource for finding and filling a position on the Board of Trustees, the Endowment Board as well as its own committee that becomes open due to a person leaving that position before the end of their term in office.

Notably this church year, the LNC was challenged with two (2) additional leadership positions to fill, two (2) more than normal. This LNC worked diligently to find the right person among several qualified potential candidates to fill each of those nine (9) open positions.

2025 LNC Members: Jim Hild (Chair), Deb Klein, Paula Lieb, Frank Re, Suzanne Sullivan, Carol Yerby,

Submitted by Jim Hild, Chair

R. MEETINGHOUSE GALLERY

The mission of the Meetinghouse Gallery at First Parish Brewster UU is to provide a space for local and regional artists to display their work. This is in keeping with our values of embracing inclusion, diversity, and justice in our lives, our community, and the world around us. In particular, we hope to amplify the work of BIPOC and other oppressed groups, underrepresented artists and subjects whose work reflects the diverse Cape Cod community and beyond. These pieces will not only enhance our enjoyment of the space, but through Openings and Special Events, serve to share First Parish Brewster and its Mission with the community at large. Some months of the year, we showcase the work of the creatives who are members of our congregation.

This year we offered monthly exhibits as follows: “Building Bridges” (immigration & asylum), “The Road to Freedom” (disability justice). Both of these were in conjunction with the Family Diversity Project and UU Chatham. “Rise Above: Exploring the Many Faces of Breast Cancer on Cape Cod” by Julia Cumes. “Living on the Edge”, (the border between land and water) by Mark Preu. “Solveig Studio”, (to bring more joy and laughter in people’s life and home) by our own Rev Kaaren Anderson.

Susan Smith (Chair), Joan Talmadge, Sue Trask, Mary Wallace

Submitted by: Susan Smith

S MEETINGHOUSE SPEAKER SERIES: Voices of Cape Cod

For three years we have been presenting speakers here each month at the Meetinghouse, centering voices of black and Indigenous People, of marginalized people, and of trans people in our midst. We have not heard enough of these voices. We must work harder to dismantle oppression and racism in ourselves and in others.

We begin our introduction of each event by reading our FPBUU land acknowledgement. In September, we sponsored an all day event: “Our Neighbors, the Wampanoag” featuring Darius Coombs, the Wampanoag Nation Singers and Dancers, Anita Peters Clan Mother of the Bear Clan, Wampanoag food prepared by tribal chef Laverne Floyd, a children’s craft activity, artists & crafters with their work on display and sale.

In October, Breast Cancer awareness month, we hosted Healing Hands Worldwide. In December, we heard “Broken Crayons Still Color” from Jessica Garcia, who shared her story as a survivor of sex trafficking and domestic violence on Cape Cod. In January, we learned from Talia Landry, a Mashpee Wampanoag tribal citizen and activist about “The Global Alliance for the Rights of Nature, An Indigenous Perspective.” In February Tara Vargas Wallace, founder & CEO of Amplify POC Cape Cod, spoke about “The Power of Collective Healing in Justice”, which attracted a large audience including the DA of Barnstable County. In March, Dr. Nitana Hicks Greendeer, the Head of the Weetumuw School, spoke about “Decolonizing Wampanoag Identity Through Language and Culture”. In April, we heard presentations from Dr. Carolyn Wolf-Gould, and Alex Myers, “We’ve Always Been Here and Will Not be Erased: Countering the false

narratives of anti-trans propaganda from a historical and scientific perspective.”

Dianne Ashley, Rand Burkert, Tia Cross, Barb Draper, Niki Popow, Janet Riggs, Rosanne Shapiro, Susan Smith (Chair), Sue Trask, Mary Wallace

Submitted by: Susan Smith

T. MEMBERSHIP COMMITTEE

In our 2022-23 Annual Report, we reported that, “the greatest challenge during the year was developing a meaningful orientation.” That has totally turned around with Rev. Kaaren’s knowledge and support. We now have in place a substantive, meaningful and successful orientation process which is resulting in “sticky” members (Rev. Kaaren’s term) people who come, get connected, become full pledging members and stay connected!

Here is our process as of May 2024:

- Step 1: UU101, a session for visitors held after a Sunday service every four to six weeks for about 45 minutes where we invite newcomers to share something about their religious past and why they came to First Parish today. We give a very quick overview of UU and invite questions.
- Step 2: “Starting Point”, a two-session class where participants connect with each other as they explore Unitarian Universalism through the lens of our individual theological journeys; the journey/history of UU and practice our approach to deep/disciplined listening.
- Step 3: UU 201, a session for the Starting Point participants after a Sunday service where we review what membership at First Parish means and help the prospective members analyze whether they are ready to join. We talk about and answer questions about pledging.
- Step 4: Signing the Membership Book and making an initial pledge: Soon after UU201, those who are ready, make a pledge (online or with a pledge card) and sign the Membership Book. Name tags are ordered.
- Step 5: New Member Reception, a party for new members and board members is held where the new members are asked to share their vision, hopes and dreams for First Parish (May 16, 2025)
- Step 6: New Member Recognition, a ceremony during a Sunday Service in the spring where new members are acknowledged and welcomed by the entire congregation. (May 18, 2025)
- Step 7: Soul Matters Group or Covenant Group, a small group ministry which new members are invited to join to strengthen their connection to people in their Starting Point class.

New Member Count: It is important to note that we need to grow significantly each year just to keep our membership hovering around 300, especially with an aging membership. Between May 19, 2024 and April 1, 2025, 13 people became members. We anticipate that by the date of the next New Member Recognition on May 18, 2025, an additional eight to 14 people will sign the Membership Book (on April 27) for a total of 21 to 27 new members since the last annual report in May 2024.

Since Rev. Kaaren arrived in 2023, the total number of new members will be between 39 and 45, depending upon how many people sign the Membership book in April and May, 2025.

Connecting New Members through Small Group Ministries: We have had three groups go through the

Starting Point course this year: November 2024 and January and April 2025. We anticipate holding one more class in June 2025. Since 2023, two Soul Matters groups, (i.e., small group ministries which closely hone to the Soul Matters process as written) have been created to absorb and help people connect who have become members mid-year as spaces have not been available in the existing Covenant Groups mid-year.

Each October, new members have the option of joining a Covenant-style, Soul Matters discussion group during their regular sign-up process.

In addition to fine-tuning the membership process, in the last few months the Membership Committee has:

- Created a rack card with basic information about First Parish Brewster. This card is in the pews and has been placed in the Brewster Ladies Library. We are looking for other locations to display the card.
- Surveyed the congregation to gauge interest in different topics to facilitate the creation of affinity groups next year.
- Worked closely with Deb Selkow, Interim Director of our Children and Youth Ministries (CYM) and Deborah Madansky, member of our committee and of the CYM committee to:
 - o Create a database of families and share information about new families
 - o Send birthday cards to children registered for CYM
 - o Involve new parents wishing to explore membership in a Starting Point class, including providing childcare while they take the class (two sets of parents and one set of parents-to-be took the class in April 2025)
 - o Assist with setting up a childcare system so that childcare can be provided during Membership activities for new members.
- Updated a brochure of First Parish for newcomers/visitors.
- Regularly shared information on visitors to ensure we get to know them and help them connect with us and with others.

Our goals in the next few months include:

- Creating a new “Welcome Card” for the pews to capture information from newcomers.
- Working with the new minister(s) to smoothly continuing the seven steps of the new member process (outlined above) after Rev. Kaaren leaves, including developing two new Soul Matters groups.
- Continuing working closely with the CYM leadership to ensure that families and their children feel welcome, have full access to the steps in the membership process and other community activities (think childcare!) and experience the benefits of being full, valued members of this community.
- Assisting with website revisions.
- Assisting new and existing members with using the Breeze Directory to ensure connection with others across the community.

Committee: Cheryl Bartholomew, Paula Lieb (Chair), Deborah Madansky, Joan Talmadge, Kris Yerby Special thanks to Bob Spencer who left the committee this year. We so appreciated Bob’s expertise, and his point of view and sense of humor will be greatly missed!

Submitted by Paula Lieb

U. PERSONNEL COMMITTEE

First Parish Brewster's Personnel Committee serves to review and develop policies and procedures related to employee management in our congregation. We are not a human resources department, though our members can be called on to help arbitrate specific employee-grievance complaints.

We have spent much of our last year's efforts working with the Board of Trustees and Rev. Kaaren to revise FPB's Personnel Policy Manual. This has included better defining policies and procedures related to hiring and employee reviews.

We've also aided employee search efforts by serving as members of the hiring teams organized for this purpose. On the list of possible work in the next year is assisting efforts to review employee benefits to see how they compare to what other UU congregations offer. We look forward to working with our incoming ministers, Board of Trustees, and new Church Administrator on this and other personnel-related issues.

At this point, our committee roster is down to two and we would welcome new members – especially those with HR or other personnel management experience – to help us carry out our vital, behind-the-scenes work.

Respectfully submitted: Daniel Beltran, Chuck Ross (chair)

V. POLICY COMMITTEE

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

In 2024-25, the Committee spent the majority of its time developing a Retention of FPBUU Records Policy, presently submitted for BOT approval. This year, the Committee has also produced updates to both the Special Funds Policy and the Use and Protection of Personal Data Policy.

The Policy Committee meets monthly from September through May.

Committee Members: Marilee Crocker, Rob MacIver (BOT liaison), Topper Roth (Chair), Lindsey Straus, Karen Witting.

Submitted by: Topper Roth

W. PRAYER SHAWL MINISTRY

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

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

Among the presentations this year was one to Pastor David Brown, who leads the Jamaican Evangelical Church that meets at the North Truro's century-old Chapel on the Pond now owned by the Truro Conservation Trust.

To request a prayer shawl, talk to member of the Prayer Shawl Ministry, Caring Committee or our Minister.

Our challenge is to find more skilled needlecrafters with time and heart to share their craftsmanship with others.

Submitted by: Marietta Nilson, Chair

X. SOCIAL JUSTICE MINISTRIES

Social justice is an essential part of the mission of this congregation supported by our affirmation that "service is our prayer" and our mission's directive to serve needs greater than our own. We have five social justice task forces at First Parish engaged in education, advocacy and activism to drive positive changes in areas of great concern and which we are passionate about.

1. BUILDING A BIGGER TABLE TASK FORCE

Building A Bigger Table Committee joined 4 other Social Justice groups to become a Task Force this year. We have had another productive and rewarding year in our mission to assist those from away.

We are proud of the fact that we have collaborated with other organizations, Committees, and Task Forces in our efforts.

- With the Lower and Outer Cape Indivisible groups we showed the film "Separated" at the Chatham.
- Zoe Lewis fundraiser
- Helped sponsor the Meeting House Art/Photo Exhibit on "Building Bridges: Portraits of Immigrants and Refugees."
- BBT members are also active with the Nauset Interfaith Refugee Support Team and the Cape Cod Coalition for Safe Communities.
- Collaborated with a teacher from a Dennis MA school to raise money for a woman and 2 children whose husband is being detained after ICE raided their home.

We also provide many wrap-around services, including ESL classes, rides to activities and food pantries to name just a few. BBT members have opened their homes when needed. We get more and more calls for help and we do so where and when we can. We have not forgotten families we supported in the past and we are presently helping families on Cape Cod. And we have fun, ie: a birthday party is planned for a Haitian child this week!

To summarize, we do our best to prepare, educate, and support migrants facing this new landscape, especially now, in a time of significant policy changes.

Members: Sue Bowser, Janet Chappel, Shelley Cohen, Barbara Draper, Rick Draper, *Janet Emack, *Julia Enroth, Katharine Farnham, Sue Fleming, Pat Gubbins, Sue Gubbins, Chris Jenkins, Jim Lieb, Kevin Lowey, Ben MsKelway, Becky Mendible, Marietta Nilson, Cate O'Neill, *Janet Treanor, Carlos Tun, Patty Tun

Respectively Submitted by: Janet Treanor

2. ENVIRONMENTAL TASK FORCE

The mission of the Environmental Task Force is the protection of our fragile natural environment through the work of three subgroups: climate change, waste management, and biodiversity. During the current church year, the Environmental Task Force has furthered First Parish Brewster's mission by educating Cape residents about ways to minimize harm to the environment by modifying behaviors and making conscious lifestyle choices.

We put on two educational programs: First, we co-sponsored with the Racial & Indigenous Justice Task Force, Talia Landry of the Wampanoag Tribe who told us about her "Rights of Nature" work with youth to protect herring environments. Second, Kari Parcell, Cape Cod Extension Waste Management Program, Jess Georges, owner of Green Road Refill, and Meghann Lazott, owner of The Glass Jar discussed ways to reduce waste in our daily lives. In the coming church year, we hope to include more educational events focusing on climate change and biodiversity with local speakers, demonstrations and other events providing opportunities for active participation by attendees. We welcome input from the larger congregation about areas of interest.

The members are Rand Burkert, Bruce Evans, Deborah Madansky, Steve Reuman, Rosanne Shapiro (vice-chair), Jeff Talmadge (chair), Kip Tourtellot.

Submitted by: Jeff Talmadge

3. RACIAL AND INDIGENOUS JUSTICE ALLIES TASK FORCE

The Racial and Indigenous Justice Allies Task Force was formed, under a reorganization of the church's social justice ministries, by a merger between the former Social Justice and Reparations committees. The mission of the task force is to develop and implement initiatives to engage FPBUU members and the broader community in:

- Raising awareness of:
 - o the history and current culture of the Wampanoag people and People of Color in Eastern

- Massachusetts;
 - White people’s oppression of these peoples, and efforts by People of Color and White people to oppose this repression; and
 - our own biases.
 - helping reverse health and wealth disparities by assisting Wampanoag people and People of Color in gaining increased access to better educational, nutritional, cultural, and property resources.
- This past year, the task force:
 - hosted a Wampanoag Day at the church on September 21st, featuring various aspects of Wampanoag culture and history;
 - advocated for a three-year commitment of \$30,000 by FPBUU to the Wampanoag’s Weetumuw School; hosted the Director of the school for a talk at the church; and organized two field trips to the school by members of the task force;
 - directed production of a bronze plaque, commemorating 20 enslaved people who attended services or were baptized at First Parish, which was mounted on a large boulder and installed in front of the church near the stone steps and sidewalk;
 - organized the church’s food drive to benefit the Wampanoag Food Pantry;
 - supported the church’s membership drive for the Cape Cod Chapter of the NAACP
 - organized volunteers for the Native Land Conservancy’s Honoring the Earth Fair
- Task Force Members: Diane Ashley, Tia Cross, Rick Draper, Jim Lieb, Nikia Popow, Janet Riggs, Susan Smith, David Sutherland, Susan Trask, Mary Wallace
- Submitted by: David Sutherland

4. REPRODUCTIVE RIGHTS TASK FORCE

In the last year, the Reproductive Rights Task Force has been busy learning how to best support reproductive rights in Massachusetts in the areas of education, advocacy and activism.

- Monthly, a couple of us have been traveling to the Four Women Health Clinic in Attleboro, MA on Saturday mornings to escort women having abortions into the clinic and distract them from loud protestors.
- We reached out to Health Imperatives, the nonprofit in Hyannis which provides medical abortions to low-income women, as to possible ways to support their work.
- A speaker from the League of Women Voters (LWV) taught us about the Legislative process in MA.
- We researched and created a list of bills around reproductive rights/maternal health introduced into the present MA legislative this session and will support their passage through letter writing campaigns and testimony.
- We are monitoring and notifying each other of activities by targeted advocacy groups in our area, such as Indivisible’s Feminist Action Network, Reproductive Equity Now, LWV, CC.
- Some of us were trained in how to write and submit testimony to legislative committees. Testimony was written to the Joint Committee on Advanced Information Technology in support of the Location Shield Act (H. 86/S.197). This bill would prevent Data Brokers from selling

electronic location data obtained from cell phones, e.g., of women coming to MA clinics for reproductive health care.

- This fall, we plan on showing the documentary, *Preconceived* which is about "fake abortion clinics" often referred to as Crisis Pregnancy Centers (CPCs), which are facilities that present themselves as reproductive health clinics but primarily aim to discourage people from having abortions.

Submitted by Co-Coordinators: Paula Lieb and Janet Riggs

5. WELCOMING CONGEGATION TASK FORCE

This committee works to fulfill the church's mission through support, education, and advocacy for the needs and social justice interests of the LGBTQ community. This year, we sponsored two major events – the first being our annual "Gayla Ball." In addition to providing a context for joy and celebration for the LGBTQ community and allies, we honored a person who has contributed significantly to the transgender community, Ann Burke. We also gave a significant portion of the Ball's proceeds to the Cape and Islands Transgender Resource Fund and to First Parish Brewster UU.

Our second major project was to organize and host two excellent speakers on the history and social justice issues of transgender people. We also financially sponsored an experienced therapist to run a six-week support group at our church dealing with issues for older people in the LGBTQ Community. As the meeting year winds down, we are planning to have our committee members march in the "Lower Cape Pride" parade on June 14.

Finally, as a recognized task force, we designated five worthy LGBTQ advocacy and support groups for the split plate.

The members of this year's committee met once per month on Zoom. This year, chairperson responsibilities were passed from Linda Bailey-Davies and JoAnne Hush to Maureen Osborne and Rick Koonce (co-chairs). We have also recruited five new members.

Members are Finn Allen, Linda Bailey-Davies, Gloria Bailey-Davies, Allison Coleman, Susan Gregory-Davies, JoAnne Hush, Kip Keene, Rick Koonce (co-chair), Maureen Osborne (co-chair), Rona Robinson, Aimee Saulnier, Bob Spencer (leaving the committee) and Lindsey Straus.

Submitted by: Maureen Osborne

Y. STEWARDSHIP COMMITTEE

February is Stewardship month at First Parish Brewster however the planning stages begin in September.

This year, with Rev Kaaren's help, we set the theme as the marriage of "Dreams and Commitment". We were all asked to think about what First Parish means to us by attending one of ten separate "engagement parties" held in canvasser's homes. A financial goal of \$520,000 was set by the Board. We have had

unusual headwinds with our campaign this year including competition with the Minister's Housing Fund which raised \$170,000, far exceeding our expectations.

Also, there has been unease with staff turnover, especially in an interim year with worry about Rev Kaaren's leaving and unknown new ministers arriving. This is coupled with the high level of anxiety over policies out of Washington, as well as genuine concern about the state of the economy, including threats to social security.

Last year we had 178 pledging units. As of this date we have 167 pledging units and approximately \$450,000 in pledges. Some members have passed away or been taken off the pledge list for other reasons, balanced out by 34 new members in 2024 and 2025 so far. We hope by the end of the fiscal year to reach \$490-500,000 in pledges.

Nancy Doutiel, Susan Flaws, office admin, Tavia Ossola (Co-Chair), Bill & Patsy Roberts, Janet Treanor (Board Liaison), and Susan Smith (Co-Chair), Diane Willcox.

Submitted by: Tavia Ossola

Z. UU CONNECTIONS

UU Connections connects First Parish Brewster UU to the wider world. This includes other UU and Unitarian 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 to support community projects involving youth, environment, and social justice. We continue to host one of NIA's monthly meetings. We need a volunteer to be a delegate to Cape Cod Council of Churches. General Assembly delegates are needed, too.

We stay in touch with our Partner Church in Jobbagyfalva, Transylvania and its minister, Reverend Esemé Jakob via social media. We supported the Transylvanian High School Choir's 2 ½ week USA visit this spring. Forty students sang their way from Washington DC to Concord, MA stopping on their way at UU congregations in Main Line, PA, Summit, NJ, Brooklyn Heights, NY, and King's Chapel, Boston. We participated in several Zoom calls in the last year with 12 UU congregations in MA about the Partner Church program and how each congregation can participate in sustaining 35 years of effort. Concord plans are forming to lead a trip to Romania in 2026 and also this October to welcome 16 Transylvanians to Concord. FPBUU has been invited to suggest a day trip from these people of the mountains who expressed curiosity about seeing the ocean.

UUConnections annual livestreaming of the Ware Lecture from General Assembly to a strawberry shortcake event at Winslow continues in spite of changes in social media broadcast rights. We aim to continue a proud tradition from the 1920's to present prominent voices from the realm of the world's liberal activists.

Submitted by: Marietta Nilson on behalf of Jim Hild and Carol Ann Yeaple

AA. WORSHIP SIPPOR TTEAM

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

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

Members: Armando Beltran, Daniel Beltran, Rand Burkert, Barbara Draper, Rick Draper, Julia Enroth, Liz Gordon, Dan Harkinson, Linda Hladek, Tom O'Brien, Tavia Ossola (Usher Coordinator), Frank Re, Dave Rogers, Susan Smith (Hospitality Coordinator), Janet Soja, Bob Spencer, Janet Treanor.

Submitted by: Tavia Ossola, Susan Smith