



Annual Report 2021-2022

***Called by Love
Sustained by Community
Committed to Justice***

Hybrid Annual Meeting:
May 22, 2022

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Annual Meeting Agenda
Sunday, May 22, 2022, at 12:45pm

Welcoming and Call to Order

1. Welcoming Music
2. Orientation to the technology and voting process for a hybrid meeting
3. Preview of process for small group and consensus seeking
4. Chalice Lighting and Ministerial Blessing, Rev. Lisa Perry-Wood
5. Call to Order by Moderator Jami Jordan (*requires a quorum of 15% - 33 members - to be present*)
6. Review of First Parish Mission and Ground Rules for Congregational Meetings, Moderator

Routine Annual Business required in order to Conduct Other Business

1. Presentation of the Annual Report, Bob Williamson, Parish Board Chair
1. Recognition of out-going Board members, continuing Parish Board Members Alfred Brownell, Jen Guillemin, Jody Leader, John Mignano, and Margaret William
1. *Recognition of Today's Agenda
1. *Recognition of New Members, Rev. Lisa
1. *Recognition of Officers and Committee Members, as required by Bylaws
1. *Recognition of Minutes from May 23, 2021 (Virtual) Annual Meeting
1. Discussion and **Vote on Recommendations** above #9- #12: Today's Agenda, New Members, Officers and Standing Committee members, and Minutes (*requires a quorum of 15% - 33*)

2022-23 Budget

1. Motion to Accept Parish Board's Recommended FY 2023 Budget, Margaret Williams, Treasurer
1. Small group facilitated discussion of the Motion with Parish Board and Finance Committee members, using Budget Building Blocks and these Questions:
 - *As you think about FPB's mission, what works for you about the budget?*
 - *What concerns do you have about the budget?*
 - *Where are you on the consensus ladder 5-4-3-2-1?*
 - 5 = "unqualified yes"
 - 3 = "I can live with this decision I am not especially enthusiastic about it"
 - 1 = "don't agree and feel the need to stand in the way of its acceptance"
 - *What amendment, if any, is needed for everyone in the group to be at a 3 or higher on the Consensus ladder?*
1. Review of Consensus from Small Groups and Proposed Amendments, Bob Williamson
1. Presentation and Acceptance of any Amendments offered
1. **Vote to approve an operating budget for FY 2023 as amended and withdrawal from endowment principal to pay a portion of operating costs (requires 2/3 vote**),** Jami Jordan, Moderator

Resolution on Repair and Reparations

1. Motion to Accept the Resolution on Repair and Reparations recommended by the

Board and Racial Justice Action Committee (RJAC)

1. Discussion and Acceptance of Amendments if any
1. Vote to approve the Resolution (*requires a quorum of 15% - 33*)

Other Business and Closing

1. Any other business on the agenda, as accepted, Jami Jordan, Moderator
1. Closing Words and Extinguishing Chalice, Rev. Lisa Perry-Wood
1. Adjourn, Moderator

** To save time without sacrificing the opportunity to ask questions and discuss, we will have a single vote on the typically more Routine Business of Annual Meeting: accepting the agenda for the meeting, accepting new members, electing new officers and members of Standing Committees, and accepting the minutes from past congregational meetings*

***Budget approval requires a 2/3 vote because it involves withdrawing principal from the endowment, not just earnings.*

Ground Rules for Congregational Meetings:

1. One speaker at a time
2. Listen with an open mind
3. Speak for yourself ("I")
4. Tell your own truths and let others tell theirs

The Mission of the First Parish in Brookline

Called by Love, Sustained by Community, Committed to Justice

We strive to be a welcoming, diverse and loving congregation that nurtures spiritual growth for individuals and families, celebrates multicultural community, and works together to demand social justice, dismantle racism, and care for our living Earth.

New Members

The following 6 people have signed the membership book since our last Annual Meeting:

Grace Huang	Luciano Lima	Amelia Szymkowicz
Mark VanDerzee	Sasha VanDerzee	Kiara Zani

Officers and Standing Committee Members

The Nominating Committee nominates the following members:

For the Parish Board:

Nancy Clark

Lori Day (one-year term)

Kathryn Kirshner

Ed Page

For Officers:

Moderator: Jami Jordan

Alternate Moderator: Marilyn Tressel

Treasurer: Margaret Williams

Clerk: Nancy Clark

For Nominating Committee:
Jeff Cadow (member-at-large)

A Resolution on Repair and Reparations as recommended by the Parish Board and Racial Justice Action Committee

Over the past two years, our Parish Board and Racial Justice Action Committee have co-sponsored work to:

- *learn about and address the severe racial wealth gap in our region*
- *research our congregation's historical connections to the enslavement of people of African descent and the dispossession of land from people of Indigenous descent.*

In response to this work, and in keeping with our UUA principles and our congregational mission statement, the Board recommends that we adopt this resolution at Annual Meeting.

The Resolution: *To learn, acknowledge and work to repair the harm done to Black and Indigenous people,*

“We the community of First Parish in Brookline covenant to continue to learn about, acknowledge and work to repair the historic and ongoing moral and material harm to Black and Indigenous people and communities. This harm has resulted from centuries of subjugation and systemic institutional policies and practices that have led to significant racial gaps in wealth, health, criminal punishment, education, and enfranchisement.

During this journey, we commit to be guided by and be in relationship with the leadership of Black and Indigenous organizations and individuals.”

Respectfully submitted,

Karla Baehr
Clerk of the Parish

Annual Meeting Minutes

Note: The 2021 Annual Meeting was held via videoconferencing (Zoom) due to federal and state guidelines prohibiting in-person gatherings due to the Covid-19 pandemic; at the time of the Annual Meeting all Sunday services, committee meetings and other First Parish meetings and gatherings had been held virtually since mid-March 2019.

Attendees were welcomed to the Annual Meeting at 12:32 by a recording of music.

At 12:35 pm Clerk Karla Baehr confirmed that more than 36 members had joined the meeting, the minimum number to achieve a quorum which is 15% of active members. She explained that a larger quorum would be required for the vote on the Annual Budget because the budget as proposed will require a withdrawal from the endowment. First Parish Bylaws require that any vote to withdraw funds from the endowment requires a one-third quorum, or, in this case, 80 of our 240 members.

At 12:35 outgoing Parish Board chair Janet Britcher called the meeting to order and invited Rev. Lisa to offer a “Land Acknowledgement”, light a chalice, and offer opening words. Rev. Lisa read words from Rev. Heather Janules.

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Because Moderator Kimberly Rand had stepped down from that position earlier this year, the Clerk called for a vote to accept the Nominating Committee’s recommendation that Jami Jordan be elected Moderator. After a motion and second, members present voted overwhelmingly to elect Jami who then proceeded to lead the Meeting.

Newly elected Moderator Jami Jordan turned the meeting over to Board member Alfred Brownell who invited members to share a word or two in the chat that convey something that has moved them to become part of this community that is consistent with the mission. He then led members in a unison reading of the Mission.

Jami then invited everyone to read together our Covenant, explaining that our mission is the why we are here, while the Covenant speaks to how we will be together. She reviewed the ground rules for the meeting:

- One speaker at a time
- Listen with an open mind
- Speak for yourself (“I”)
- Tell your truths and let others tell theirs

Parish Board co-chair Bob Williamson recognized out-going Board members Steve Pratt Otto

and Janet Britcher, describing specific gifts and contributions each had made.

Jami described the “combined vote process” for deciding on the more routine business. accepting the Annual Reports of last year and this year, accepting new members, and electing new officers and members of Standing Committees, and accepting the minutes from last year’s Annual Meeting.

- Outgoing Board Chair Janet Britcher called for acceptance of the 2020 Annual Report, the 2021 Annual Report and the minutes from the May 31, 2020 Annual Meeting
- Janet presented for membership the names of the 2 people who have signed the membership book since the last congregational meeting: Barbara Cone and Tai Melendy
- Nominating Committee chair Mitra Morgan presented that committee’s nominations:
 - For the Parish Board: Jody Leader & John Mignano
 - For Officers: Jami Jordan for Moderator, & Marilyn Tressel for Alternate Moderator, Margaret Williams for Treasurer & Karla Baehr for Clerk.
 - For Nominating Committee: Lori Day & Carol Spitzer

After a motion and second, members voted overwhelmingly to accept the above recommendations.

Parish Board co-chair Bob Williamson recognized out-going Board members Steve Pratt Otto and Janet Britcher, describing specific gifts and contributions each had made.

Outgoing Board Chair Janet Britcher presented slides to summarize the Board’s recommended budget for 2021-22 (FY 2022), highlighting sources of income and major expense categories, reasons for changes from FY 20 and FY 21 with a focus on personnel costs, and the endowment draw. She reminded members that all budget documents are available on line. Her presentation was followed by small group discussions in breakout rooms, each facilitated by a member. The session lasted 15 minutes and participants were invited to respond to these questions:

- What clarifying questions do you need answered?
- What concerns do you have about the budget?
- Think about First Parish mission and what works for you about the budget, and ask: Where are you on the consensus ladder about the budget?
 - 5: I can say an unqualified “yes” to the decision.
 - 4: I find the decision perfectly acceptable.
 - 3: I can live with the decision. I’m not especially enthusiastic about it.
 - 2: I do not fully agree with the decision. However, I do not choose to block the decision. I am willing to support the decision because I trust the wisdom of the group.
 - - - - - - “the line”
 - 1: I do not agree with the decision and feel the need to stand in the way of this decision being accepted.
 - 0: I feel that we have no clear sense of unity. We need to do more work before consensus can be reached.

Facilitators recorded the questions posed and the range of positions on the consensus ladder.

Members returned to the whole group. Karla reported that 80 members participated in breakout rooms, the minimum number required for a quorum to decide on the budget requiring a draw from the endowment. Jami organized questions recorded by facilitators and invited appropriate members of the Finance Committee and Board to respond. The issues and topics addressed included:

- Explanation of why our building costs more to maintain than other churches
- Staffing and budget implications of the departure of Laci Adams, our Director of Religious Exploration
- Timing of receipt of the anticipated \$20,000 federal Payroll Protection Payment
- FPB membership in the UUA Health Care program for staff
- Costs for guest ministers as a consequence of the departure of our intern minister, Jud Wolfskill
- Salary implications of our senior minister's stage in the ministerial fellowship process
- Reasons why professional development expenses vary for different staff positions
- Anticipated fundraising expenses
- How the administrative portion of the budget is allocated
- The system or process used to ensure the Finance Committee applies a justice lens to its deliberations
- How our budget reflects our mission and could reflect the mission more going forward
- Plans for more congregational conversations about sustainability
- The failure to budget the full amount of First Parish's "Fair Share" payment to the UUA and whether the Board would consider directing any surplus revenue that accrues next year to filling the gap in funding

A number of members expressed appreciation to the Finance Committee and Board for the process used to develop and present the budget, including mention of specific supplementary materials including "First Parish by the Numbers".

When members offered no more questions, the Moderator called for a vote, noting that approval would require a 2/3 majority because the recommended budget requires a withdrawal from the endowment. The motion was moved by Jody Leader and seconded by Tanya Gurian. Members voted overwhelmingly to approve the budget: 81 yes, 2 no, and 1 abstention.

Board Co-chair Bob Williamson and Board member Jen Guillemin explained the Board's plans to engage the congregation in a look at what long-term financial and environmental sustainability can look like at First Parish. They explained that the Board is recommending that funds be allocated for external consulting and planning support to address both our financial and environmental sustainability challenges. The Board is calling for another congregational meeting to consider its proposals. They invited members to complete a poll asking for member preferences for the date and time of the meeting. Subsequent discussion clarified that a quorum of 80 will be needed because the recommendation calls for a direct withdrawal from the endowment. Bob explained that they hope to conduct the meeting before summer.

The Moderator asked Rev. Lisa to extinguish the chalice and share closing words. Jami then asked for a motion to adjourn. Members overwhelmingly approved and the meeting was adjourned at 2:04 pm.

Respectfully submitted as a draft pending Congregational approval at the next Congregational meeting,

Karla Baehr
Clerk of the Parish

Senior Minister's Report

Someone said recently that we are now in the third year of a pandemic, and it seemed both shocking and also very real. In this year of liminal space, we have been held in suspension so often, as we attempted to move into a “new normal”. This year, for which we had such high hopes of fully re-opening, has been filled with unique challenges. We opened our church year with a month of outdoor worship services, and while it was beautiful to worship under the open sky, with the sounds of nature (and traffic) all around us, it also added challenges for technology and for the hearing-impaired. Gratefully, in October, we moved indoors for a couple of months, before closing our doors again due to an uptick in Covid cases. What a year this has been...once again.

There have also been so many joyful moments. Our first in-person Christmas pageant in two years, led by the intrepid Kiara Zani brought us joy in December, and our first online auction, with the multi-talented Debba Andree at the helm, was a great success! A service honoring the Earth Defenders, inspiring workshops and worship on facing our First Parish history of enslavement and land dispossession, an in-person new member welcoming, the first wedding of First Parish members in our sanctuary in nine years, a fabulous chili supper, and so much more. In spite of this ongoing pandemic, our beloved community is making memories together again!

The successes and challenges of this year could only have been met through collaborative community effort. We owe so much gratitude to the “Willing Hands,” the space rental team, the dedication of the Parish Board and the Pastoral Care Team, the many Worship and Welcoming volunteers, as well as countless other individuals. Our end of year celebration will include a round of appreciation for all of these efforts. “It takes a village,” and though our village may feel smaller, it is still mighty in heart, will, imagination, and determination.

Once again, this year, our devoted staff held us all together. Ebieri Omoregie, our Parish Administrator and Oppong Serebour, Custodian, worked to meet our building and operations’ needs as we moved back to “in person” rentals and activities. Keith Kirchoff, our Music Director, and our three section leaders: Lisa Barrone, Adrian Jones and Elizabeth McIntire led our choir back into worship and continually wowed us with their musical talents. We were a “small but mighty” staff this year and we are grateful for all their hard work.

The qualities that have always been at the center of First Parish, Love, Service and Justice, were in evidence yet again this year, as we built a Justice Coalition made up of representatives from all our justice committees and groups. The Coalition lived into the opening words of its new mission statement: “To break down silos of justice work at First Parish,” by collaborating on distributing funds and beginning to build a relationship with “Alternatives for Community and the Environment” (A.C.E.)

Reimagining Religious Exploration was high on our agenda this year, as you will read in the R.E. Committee’s report. With the support of a talented RE consultant, a new and expansive vision for lifelong learning and community connections is being proposed. This new position holds many possibilities for engagement and revitalization of our beloved First Parish community. We trust that the First Parish community will recognize and strongly support this

vision for the future of our congregational life together.

Once again, it has been an honor and a privilege for me to serve as your senior minister this year. In good times and in hard times, First Parish in Brookline has shown itself to be a beacon of hope, inspiration, and determination to persevere. All those qualities and more have been needed this year. May we continue to shine our light, providing a place of welcome “whoever you are, however you identify,” as we say on Sunday mornings. May it always be so.

With love and gratitude,

Rev. Lisa Perry-Wood, Senior Minister

First Parish Board Report

Board Members: Bob Williamson (chair), Margaret Williams (Treasurer), KarlaBaehr (Clerk), Alfred Brownell, Micaela Coady, Jen Guillemin, John Mignano, Jody Leader, Rev. Lisa Perry-Wood (ex officio)

As the Church entered the second pandemic year, the Board dedicated itself to listening and learning. Many “little churches” , small groups and committees had kept the First Parish spirit alive, and we awaited what the reopening of Sanctuary services, the “big church”, would bring. In January we met in retreat to share our observations and approve our goals. This winter and spring we honored and supported the little churches, and brought to the Annual Meeting our best effort to support policies that will usher the big church into a brighter future.

We have been guided in our work by our covenant,

- Energy: We will focus our work on policy level issues especially as they relate to the community’s well-being and rebuilding of a sense of community
- We will be responsible for our own limits and self-care
- We will invite fun and joy
- We commit to listen to understand and learn.
- We will practice deliberate ways to give all voices a chance, making space for minority views, and for differences in processing and reflection time.
- We will bring clarity and focus to our work.
- The board will be a small group ministry with each other, providing support and personal and spiritual growth as we accomplish our work
- We commit to hold each other and ourselves with tenderness and care, especially during this liminal time.
- Our goals will be aligned with the mission of First Parish in Brookline

The board identified the following Goals at our January 2022 Retreat:

1. Data Dashboard for Planning and Organizational Health

- a. continuation of previous year’s goal

2. Financial Sustainability

- a. continuation of previous year’s goal

3. Building/Environmental Sustainability

- a. continuation of previous year’s goal

4. Develop a Framework for the Future of RE

- a. The Board will work with the Religious Exploration Committee to research, draft and implement a plan for the future

5. Racial Justice: Reparations & Repair

- a. The Board will Support Racial Justice Action Committee to learn about and act on

First Parish history of land disposition and enslavement

6. Justice Pause; a Board practice

a. The Board will experiment with and practice using the Justice Pause in Board work

7. Immigration Justice

a. The Board will support and publicize the IJC's guiding principle of wanting to be in relationship with people who are directly impacted by immigration

8. Growth, Connection and Possibility (Community Building)

a. The Board will identify where people experience growth, connection and possibility at First Parish and publish that information

A full description of these goals can be found in the [Board Goals Summary 2021-22](#)

Highlights:

- Maintained Board Goals Summary a policy level focus for board meetings. Continued the practice of preparing the Board Meeting Agenda in advance with the Executive Committee to ensure a productive focus. Maintained the practice of first-five consensus decision making to allow for differences to be revealed and explored as policies were considered. Initiated a practice of taking a Justice Pause before reaching consensus, to make sure all voices were represented.
- Invited a different committee to several Board Meetings to maintain connection, become informed, appreciate progress, and provide support.
- Board members participated in the annual Canvass as canvassers. The Canvass Committee has developed a sustainable approach with staggered terms to facilitate passing along best practices.
- Held two budget conversations with congregants to respond to the draft budget, and reflected through the lens of FPB's mission our financial decisions.

Parish Administration Report

These past years have been filled with many new adjustments from gathering in person, to a hybrid setting and slowly uniting as a whole. Despite the continuous shifting, fiscal year 2021-2022 demonstrated the continued flexibility of our staff and volunteers. As we pushed through the pandemic, our Custodian Oppong Serebour showed his determination to upkeep the building's needs. Oppong, has dedicated his cleaning services in the past and continued throughout the fiscal year, on the weekends. In addition, we hired LRM Cleaning services to improve the building's sanitation level. Since the gradual transition to in person gatherings, the church has seen a clear increase in rentals. The Lin Learning Center after school program has put a pause on their services with the church and plans to return in the future. Voices Boston continues their commitment to First Parish, using Pierce Hall for dance and movement.

We have continued sending out the Weekly Bulletins and Calendar updates, Among Us, and Friday and Sunday emails. This has been an exciting and colorful way to share important information with you all.

Having been blessed with a solid staff, there have been some slight changes throughout the year. Rev. Lisa Perry-Wood led us through an entire year during the pandemic and guided us all as we transitioned in person. Keith Kirchoff produced beautiful music, videos and worship for us on a consistent basis. Jud Wolfskill ended his role as Ministerial Intern in July of 2021 and the church plans to re-engage a new Intern this coming fall. In September of 2021, Zachary Roe had taken on the role of Coordinator of Religious Exploration, in replacement of our former DRE, Laci Lee Adams. Paige Belfield, was also hired in September of 2021 as our Religious Exploration Assistant, assisting with the needs of RE classes. Adam Berman remains as our Bookkeeper, working primarily with the Parish Administrator and Finance Committee. Ebiere Omoregie has taken on the role of Parish Administrator since March of 2021.

Our Volunteers continue to work effectively throughout the fiscal year. We couldn't be more grateful for the ways that our volunteers and willing hands have stepped up when needed. We continue to produce our Order Of Service, both online and on paper, with hopes to transition fully online, in the near future. In December of 2021 we moved from online worship service, to hybrid worship service, where members are able to gather in person as they wish.

Due to spending a large portion of this year in a remote setting, we did not have any office interns this year. We hope that in the near future we are able to reconnect with our high school interns.

It has been a full year as of March 2022, and it is a pleasure working with such an active congregation, staff and volunteers. I look forward to continuing my work here at First Parish with you all.

Respectfully submitted,

Ebiere Omoregie, Parish Administrator.

Religious Exploration Report

Committee Members: Jen Goulart, Sally Ruderman, Kiara Zani, Nathan Freitas, Micaela Coady

Highlights from the Year

- Restarted our in-person RE programming following the 2020-2021 COVID year
- Engaged with 32 children and youth from 23 families across Spirit Play, Pathfinders, Neighboring Faiths, Our Whole Lives, and Coming of Age (Challenge)
- Supported the return of the in-person Christmas Pageant
- Coordinated with Climate Action Committee for increased RE community participation
- Held RE Sunday Worship Service connecting youth with the congregation
- Engaged and worked with RE Consultant (Deb Weiner) to inform the vision for the future of families and RE at First Parish.

Accomplishments

- By Class
 - Coming of Age/Challenge (Ages 14+)
 - *Our year-long Challenge experience will guide youth to answer the questions: What is my spiritual practice? Who are the people that I connect with in my faith community? How might I live out my faith in the world? Their year-long exploration will include being paired with a mentor in our parish, culminating in leading a worship service, where they will share their Faith Statements with the congregation.*
 - Co-taught by the COA coordinator and an experienced COA instructor (5+ years experience)
 - Run as half-year independent study with 1 student
 - Topics explored in-class time include Spiritual Autobiography, Spiritual Vocabulary, Visions of God, Nature, and Spirituality, Trinity/Unity/Polytheism Discussion, Poetry and Music as Worship
 - Activities included a Field Trip to MFA, Writing Workshop, RE Sunday
 - Our Whole Lives (Ages 13-14)
 - *We are eager to provide the full [“Our Whole Lives” program](#), while understanding it may take time to build trust and connections between our youth and teachers. Based on interest and capacity, the trained OWL facilitators will engage youth to clarify their values, build interpersonal skills, and understand the spiritual, emotional, and social aspects of sexuality.*
 - Run as a year-long program with 12 students, grades 7-8
 - Hired 4 outside professional OWL teachers supplemented with 1 OWL trained parish member
- Bob Doud (member, First Parish Bedford); Lynn Rosenbaum (member, First Parish Arlington); Elisabeth Jas and Erik Svenson (members, First Parish Lexington) to facilitate

the class. Their leadership was supplemented by Todd McFadden (member, First Parish Brookline).

- Neighboring Faiths (Ages 11-12)

- *An introduction to world religions using the [UU Building Bridges](#) curriculum. “Watch parties” and (as possible) in-person visits with discussions, lessons, cultural sharing and more, with connections to the diverse spiritual backgrounds of many members in our own parish & community.*
- 8 youth participants (6th and 7th graders)
- 3 teachers/coordinators Fall 2021 - Zach Roe, Jennifer Goulart, Tanya Gurian, 2 teachers/coordinators Spring 2022 - Jennifer Goulart & Tanya Gurian, plus guest teaching from Reverend Lisa and FP members Larry Zaborski and Noah McIntyre. Some support from Paige
- Studied 8 major religious traditions
- Visited 5 houses of worship in person - Temple Zion Synagogue in Brookline, St. Mary’s Catholic Church in Brookline, Grace Chapel (evangelical Christian Church), Lexington, MA, Islamic Society of Boston, Roxbury, Sri Lakshmi Hindu Temple, Ashland
- 2 to 4 parents also attended each in-person visit
- Classes continued even when we had to move to Zoom in February 2022 during the Omicron surge

- Pathfinders (Ages 8-10)

- *Teaching through exploration, adventure and discovery, on the church grounds and in nearby gardens, woods, ponds and paths. The Seven Principles of UU continue to be explored through the [UU Tapestry of Faith](#) curriculum and resources.*
- 2 teachers, 5 youth participants, grades 3-5
- Transitioned to “7th principle” earth-focused curriculum from UUA, “World of Wonder” and “Circle of Trees”
- During winter “break” held online classes using Minecraft-like game
- Engaged in 4-month project focused on connecting to the nature around the church and building our “pathfinders” path and meditation circle in the woods

- Spirit Play (Ages 4-7)

- *Interactive stories illustrating the themes of the Seven Principles of UU plus art and play in Pierce Hall and on the church grounds, following the Montessori-based approach of the [UU Spirit Play program](#).*
- 2 Spirit-play trained teachers, 4-6 children that attended regularly
- Focused on different stories each week which illustrate our UU principles
- Welcomed 2 new families into our church through their kids participating in Spirit Play

- **Special Activities**

- “Stop Gas Leaks” art build with Mothers Out Front
- Christmas Pageant

- RE Sunday Worship Service
- All RE Music & Movement Day
- RE Earth Day “Pathfinders Path!”
- Mother’s Day Walk for Peace
- Camp @ FPB (upcoming)

Challenges

- New CRE staff member had a promising start, but ultimately was not beneficial to the program due to multiple circumstances and challenges
- Winter return to “remote church” was a difficult stop in momentum created in the Fall
- Significantly reduced numbers of program participants compared to pre-Pandemic in-person RE; directly tied to less families attending worship and participating at FPB
- Almost all REC members are also teachers - need to increase, recruit, train volunteers to increase parish participation and support for RE

Report submitted by Nathan Freitas, for the RE Committee

Music Director's Report

Music Overview:

As the Covid-19 pandemic continued into a third year, I had two primary goals that I felt were needed after the previous year's experience:

1. I would not require the Section Leaders or myself to record and/or produce music from home. Most of last year's "music making" was spent as a faux-recording engineer, and it was an overwhelming experience for everyone involved. When music would need to be recorded (and it would be throughout the year), I would simply put up a camera and record us live in the sanctuary. The overall quality had less of a polished produced feel, but the anxiety levels of everyone were much more manageable (and I felt the musical quality had risen as well).
2. I wanted to engage the choir as much as possible. The choir has been such a vibrant family/community for so many decades, it was important to bring people together again in as safe a mechanism as possible.

The Choir:

The choir met weekly most Wednesdays throughout the church year. We began by singing outdoors and masked, but this proved a difficult setup as it got dark much too quickly. (And the mosquitos were quite present!) By October, we moved our rehearsals indoors: to limit exposure, I shortened rehearsals to 90 minutes and we sang for only 30 minutes at a time before running fans to clear the air. After our air circulation system was installed, we were able to sing for our entire 90 minute rehearsal without an air change break. (We were able to monitor the amount of CO2 in the air, thus helping us make wise and safe decisions regarding the choir.) The choir sang in masks the entire year (I purchased singing masks to aid in singing), even when the congregation transitioned to a "masks optional" phase at the end of the year.

Due to an inability to livestream the choir, we would spend the last half hour of our rehearsals recording our music that would be simulcast during the service when we sang. This proved an effective (albeit clunky) method, though by Easter I had worked out a patchwork-type system to capture us in real-time during the service.

For most of the year, the choir sang every-other-Sunday with the section leaders singing solos on the off-weeks.

It is worth noting that we had no Covid outbreaks amongst the choir. Though a few members did contract the virus (including myself), it was caught outside of choir and thankfully never spread to any members within the choir.

Soloists/Section Leaders:

Both Elizabeth McIntire and Adrian Jones returned as section leaders this year, and we regrettably said goodbye to Emily Wheeler who moved back to the midwest to be nearer to family. In February, I hired Lisa Barone as our new alto section leader and was unable to find a good candidate for our bass section leader. My intention is to audition singers for the bass position again in the fall.

Guest Musicians:

There were few guests this year. Though I had reached out to several guest musicians at the start of the year, due to various pandemic concerns, all of them ended up canceling. I was away for a few services (once due to my own Covid infection), and in my absence we had Brian Friedland, Thomas Nunan, and Matt Savage fill in.

Livestreaming Worship:

I again assumed the position of Technical Director this church year. Though I had intended to have a more robust and reliable broadcast system in place by the start of the church year, due to some health issues of our contractor (and a general lack of correspondence), we were unable to have any work on the system done. I did my best to install some of the equipment we purchased, and this greatly improved the video quality of the broadcast. There is still a lot of work to be done, however, and Bob Williamson and I are in ongoing discussions with different live sound contractors with the goal of having this installation done by September of 2022.

I did hire a live streaming assistant in Keira Cronin. Keira was responsible for livestreaming each week's worship service as well as editing videos for the livestream and working as a digital administrator for large remote meetings/retreats the church held via zoom throughout the year.

As the year progressed, Keira had to spend more time away for other videographer work, and I hired Chris Clarke as a substitute. Chris and I are in conversation about him taking over the role next year as Keira is looking to move permanently to New York.

Inventory - Instruments

Pianos: First Parish owns three pianos and is the keeper of a fourth on indefinite loan. We disposed of two of our older uprights that were both in bad condition.

Sanctuary: Our 1916 Steinway A was rebuilt four years ago and remains in wonderful condition and sounding beautiful.

Lyon Chapel: Last year we acquired a 1919 Steinway O. The piano has had some minor maintenance work done on it and remains a great rehearsal piano that gets used regularly. It is also quite suitable for small concerts.

Pierce Hall: Our Kranich & Bach grand piano was built in the 1940s and is a wonderful instrument for rehearsal purposes and small services. We disposed of our Hamilton upright piano that was donated to the congregation in 1960. We had tried for the past few years to find a new owner, and regrettably came up empty.

Dana Room: Voices (a youth choir that rehearses at First Parish) has left us a lovely Yamaha M500S upright built in 1963. The piano is in excellent condition and will be extremely useful for rehearsals, retreats, and renting out for private lessons. Our Winter upright piano was disposed of at the same time as our Hamilton, due to an inability to find a new owner.

Organ: Our organ was built in 1893 as Hook & Hastings Opus no. 1557, was reconstructed by H&H in 1905 as their Opus no. 2005, and again in 1926 as Opus no. 2527. The organ was renovated in 1993 by the John Bishop Organ Co., and the blower motor was rebuilt in 2010.

Joseph Rotella has continued as our organ technician this year. The organ remains in need of significant rebuilding work due to faulty installation work in the 90s. [Please see the 2018-19 Annual Report for more details.] However, we have brought it to a place where it is usable. I purchased a microphone to allow us to livestream it, and I have begun to use it more over this past year.

Inventory - Music Library: We have a fairly extensive sheet music library, and it remains a goal of mine to have the entire library digitized. In 2019/20, Jami Jordan helped to digitize the first 6% of the library, but due to the continued nature of the Pandemic, progress was stalled. This remains a monstrous task, and a project I really hope to see resumed in the coming year. (Please reach out if you are interested in helping out!)

Additionally, our library shelving is in need of replacement as it has collapsed under the weight of so much music. I have spoken with Bob Williamson about having new library shelving installed over the summer

Keith Kirchoff, Music Director

Congregational Life Events

New Members (welcomed during Sunday worship November 21, 2021)

Grace Huang

Luciano Lima

Amelia Szymkowicz

Mark VanDerzee

Sasha VanDerzee

Kiara Zani

Marriage:

Kathleen Higgins and Allen Davis April 23, 2022

Bylaws Committee Report

The Bylaws Committee did not meet this year, as we had no requests for amendments from the Board or from members of the congregation. The committee was reconstituted with Jim Womack as the Chair with committee members Jeff Cadow, Betsy Coons, and Amy Stoffelmayr.

Respectfully submitted,

Jim Womack

Reopening Planning Group Report

Members:

Susan Larrabee (health and wellness), Bob Williamson (facilities/board), Rev. Lisa (worship, staff, programs), Keith Kirchoff (choir, worship)

Members: Janet Britcher (board leadership), Ebiere Omoregie (office/admin), Emily Cherry (worship planning - through August), Karla Baehr (space rentals/use - through April), Laci Adams (RE), Mike Luke (safety, accessibility), Ron Wilkinson, Almas Dossa (social justice/equity/inclusion - through April)

Medical advice/consultation, as needed: Ben Davis, Ethan Brackett, Michele David, Kristen McIntire, Julie Palmer

Mission: The mission of the Reopening Planning group is to assess the factors involved in deciding when and how to resume use, or limit use of the building, in light of the pandemic, advise the Board on best options, and support Administration and Committees in the execution of plans approved by the Board. The RPG will exist until such time as our services are no longer needed by the Congregation and Administration.

Vision: We strive to create a safe, welcoming and equitable environment considering the risks and benefits of building use.

Decision Making: Consensus process will be used to make recommendations to the board for policy decisions

Accomplishments Past Year (2021-22);

- Summer: developed standards and policies for in-person hybrid worship and in-person meetings based on external metrics
- Fall: Tracked worship masking, distancing, CO2 levels. Modified policy as guidance changed for Omicron,
- Winter: Closed sanctuary to in-person worship after Christmas, opened again to hybrid worship in March.

The committee would like to express its thanks and gratitude to the many members who contributed to making worship possible, including the worship associates and the Willing Hands.

Building and Grounds Committee Report

Buildings and Grounds supports the church with planning and capital projects. Our budget complements the Maintenance budget and volunteer improvement teams to allow our physical plant to serve our religious community. We very much appreciate the way our church administrator Ebiere Omoregie - masterfully supported again this year by Bob Williamson - works together with us in this goal.

The year in review

Capital projects since the last Annual Report along with the Committee Members who helped supervise them:

- ❖ Repair of Sanctuary chimney mortar (\$3,280) - Clint
- ❖ Painting water damage in Sanctuary (\$4,500) - Clint
- ❖ Replaced the gas hot water heater, which failed after many years of service, with a smaller electric heat pump unit (\$8,850) - Clint & Bob

Buildings and Grounds is currently working on a comprehensive plan with Climate Justice to decarbonize our heating systems. The hot water heater is an early action item in the campaign. We are planning this with Massachusetts Interfaith Power & Light (MIPL), an education and advocacy group that we are long-time members of.

This past fiscal year, the annual B&G funding from the endowment was \$40,000. Note that Buildings and Grounds is funded by a dedicated reserve account. Our spending in any given year may be more or less than our endowment transfer. We always maintain a significant minimum amount for unexpected expenditures.

Upcoming projects

We are guided by a 20-year maintenance plan that allocates costs for specific items on a yearly basis. We also continue to address our deferred maintenance, new safety issues, and accessibility and green projects. Our near-term projects include for the remainder of this and the next fiscal year:

- Periodic non-lead window maintenance in Parish House to improve operability, security and weatherization (c. \$1,500) - Clint
- Old electrical infrastructure (knob & tube) in the Sanctuary (\$35,000) - Safety issue. - Bob
- Parish House Bell Tower North wooden window frame restoration (c. \$ 12,000) - deteriorated condition. This could be divided into phases. - Clint
- Increase storage area for RE and long-term renters in Lyon and Pierce (c. 20,000 & 15,000 respectively) - Bob
- Dana subsurface drain system (c. \$20,000) - Bob
- Pierce roof drain reconfiguration (c. \$3,000) - Bob & Clint
- Upper driveway improvements (c. \$4,000) - Bob

Major capital projects

In addition to the long-term maintenance plan, the Building and Grounds Committee has identified building improvement initiatives beyond B&G's scheduled maintenance purview and budget. These were put forward as potential projects for consideration if a capital campaign were undertaken. A visioning session was held with the various Committee Chairs in October, 2013 at which the following improvement concepts were presented:

1. Improve the accessibility and safety of the sanctuary entrance. This will include additional drainage systems to prevent winter ice build up in the gravel area.
2. Improve the outdoor areas to be part of the spiritual and social life of the Church.
3. Be good stewards of the building. We remain committed to maintaining and restoring the exterior masonry of the tower to address structural and envelope integrity issues. Funding for this remains an open issue but could be assisted by a capital campaign. In the meantime, we will undertake limited Tower projects on a 2-3 year schedule.
4. Create more classrooms and accessible toilet rooms in the ground floor of Parish Hall.
5. Renovate Pierce Hall to better meet the multifunctional space needs of the Church.
6. Renovate the Sanctuary to improve worship experience.

Green infrastructure was a part of this but has been moved to active projects.

As always, we rely on our members and seek additional volunteers for initiating projects. Join us and help achieve our vision of making this place truly welcoming and environmentally sustainable.

Respectfully submitted by the Building and Grounds Committee,

Clint Richmond, Chair

Debba Andree

Tim Dailey

Sam Dennis

Robert Williamson (Parish Board liaison)

Building Operations Report

Fiscal Year 2021-2022 was spent primarily in a hybrid setting. In December of 2021 the church reopened for a short time. Due to the increase in Covid 19 cases the congregation decided to put a halt to in person gatherings, until it was safe to reunite once again. In February of 2022 the congregation re-engaged in person with mask wearing recommended. Parish Administrator Ebiere Omoregie, went to the church 4 days a week to conduct a walk through the building and ensure that everything was operating as it should. Currently, Ebiere Omoregie is maintaining regular check-ins and walkthroughs in the building 2 days a week.

Throughout this fiscal year we had several leaks, loss of hot water and pipe malfunctions. The repairs were completed successfully and cost-effective, and are sufficient for long term stability.

We continued our services with Lopez's Landscaping and snow removal company, which was also successful and cost-effective.

Having experienced some pest issues in the past we began services with Aardvark Solutions. Aardvark conducts a monthly maintenance service and ensures that the building is entirely pest free. Aardvark has been providing the church with excellent service and satisfying results.

Bob Williamson and the Willing Hands team took on several projects around the building. Clint Richmond worked with an outside contractor to renovate and repaint some areas in the sanctuary and as well as completed window repairs.

The Reopening Planning Group has continued their great work of meeting, sharing ideas and doing their best to maintain a safe and nurturing environment for staff, renters and congregants. Thank you to all of those involved in keeping the church in good standing.

Respectfully Submitted,
Ebiere Omoregie, Parish Administrator

Canvass Report

Canvass for fiscal year 6/30/2022

We gained a number of insights from this Canvass year: members remain devoted to First Parish and are relieved that some amount of normalcy has returned. We also learned that there is a pervasive sense of COVID fatigue and many feel less connected to First Parish after two years of pandemic living. We feel confident that spirits will lift as we spend more time together in body and soul.

In short, FY23 Canvass is expected to bring in \$370,000. FY22 Canvass is projected to end up at \$403,000 by the end of this fiscal year on June 30th.

As of May 5th, we have \$320,000 in hand and another \$50,000 expected to be pledged, totaling \$370,000. In Fiscal Year 2022, pledges totaled \$365,000 at this time last year.

FY23 Canvass results compared to FY22

1.
The number of pledging households was 103 this year as compared to 125 in FY22.
2.
The average pledge increased to \$3,532 as compared to \$2,920,
3.
The median \$2,400 in this year's Canvass vs. \$1,800 for last year.

For anyone who would like to make a pledge but has not yet pledged, please email Whit Larrabee at jw.larrabee@verizon.net.

Thanks to the Board for its diligent canvassing efforts and to Whit Larrabee and Ebiere Omoregie for managing the flurry of pledges as they arrive.

Submitted by: Margaret Williams, Canvass Chair

Climate Justice Committee Report

Annual Report- Summary of Actions, Programs and Activities, July 2021 - May 2022

The Climate Justice Committee is a relatively new (est. 11/19) and robust First Parish Committee. There are twenty-five members in the committee's google email group with monthly meetings averaging fourteen members per meeting.

The Committee members are committed to honoring and taking action on our church's mission statement, which ends with "care for our living Earth" as well as the Unitarian Universalists Seventh Principle "Respect for the Interdependent Web of All Existence of Which We Are a Part". Given the global warming crisis unfolding around us, we believe it is critically important that our church community do its part to quickly reduce its carbon footprint as well as educate our community on what steps all of us can take collectively and individually to address climate change.

Accomplishments to date include:

- Working closely with the Building and Grounds committee, the church has now replaced its fossil fuel powered hot water heater with an air source electric heat pump system.
- The church has entered into an agreement with Interfaith Power and Light to conduct a decarbonization assessment after which a plan of action will be developed. This is a collaboration with other faith communities who are also embarking on decarbonization actions.
- Home decarbonization webinar will be offered to our community on May 17, 2022. Members who have begun the process of decarbonizing their homes will present and show slides of work they are doing. Presenters include Sally Moore (air source heat pumps to replace oil furnace, new double paned windows, 100% green electricity from Boston's new community choice program), Clint Richmond (air source heat pumps, EV, solar array), Paul McLean (Mass Save audit, added insulation, air source heat pumps), Perry Grossman (induction stove, weatherization actions), and Deane Coady (solar array, induction stove, Mass Save audit for added insulation in preparation for air source heat pumps).
- Working closely with Rev. Lisa and our Parish Administrator, , the congregation is currently experimenting with a hybrid use of barcode and paper programs for the regular Sunday Services to reduce paper use.
- The Climate Justice Committee became the beneficiary of fifty percent (50%) of the Five Thousand (\$5000.00) Cedar Tree support Grant to First Parish Brookline. In an effort to leverage relationship building for outside environmental justice groups working on issues of the climate crisis, racial justice, inequality, exclusion and immigration and migrants' rights, the Climate Justice Committee identified the Alternatives for Community & Environment (ACE), a Roxbury neighborhood based, environmental justice and transit-oriented development Nonprofit to receive the 2500.00. The leadership of the Climate Committee is currently consulting to engage ACE directly on the plan of a "toxic tour" hopefully in the Fall taking into consideration COVID restrictions
- As part of its support to national and international Climate and Environmental Justice Groups, The Climate Justice Committee and Reverend Lisa organized a memorial service for

the hundreds of Earth Defenders, identified by Global Witness, an international organization which attempts to investigate and bring justice to those murdered for their work in defending their peoples and lands from exploitation. A banner with the names and country of origin was created and is displayed prominently on church grounds (it will be brought inside and displayed in Lyon Chapel to preserve the banner from weather deterioration).

- A five-minute documentary of the Defenders Memorial Service covering all of the activities and a snapshot of some of the defenders' profiles, life and work is currently being edited and will be circulated soon to members of the community and placed on the church website for viewing.

- The Committee offered its full support to the Co-Chair's (Alfred) current campaign to mobilize a diverse multi-state holder campaign to encourage the Massachusetts State Assembly to introduce A Deforestation-Free Procurement legislation similar to what has been introduced into the California and New York States' assemblies requiring state contractors to certify that they are not contributing to tropical or boreal intact forest degradation or deforestation directly or through their supply chains. This would ensure that the products Massachusetts buys do not contribute to the destruction of global forests which are essential to sequestering carbon, countering climate change, support diverse critical ecosystems, and are home to Indigenous Peoples' and endangered species.

- In addition, in the fall of 2021, Climate Justice enlisted the artistic help of the RE children to create 3-D trees for the "Art Build For the Earth" - a Brookline gas leaks rally sponsored by Mothers Out Front. The children learned about the 400+ methane leaks from old gas pipes underneath the streets of Brookline (and all other towns in Massachusetts!) and the damage the methane causes to trees and our atmosphere.

On May 3rd 2022, Alfred traveled to New York and worked with other US based groups to lobby New York Senators and Assembly members to co-sponsor and champion the No Deforestation Free Procurement legislation. More than 20 Senators and 25 Assembly members have signed on to the bill.

The goal of the legislation will be to update and close loopholes in existing statutes that limit the purchase of tropical hardwoods and create a new statute requiring contractors that sell forest-risk commodities to state agencies or authorities to certify that they are not contributing to tropical or boreal intact forest degradation or deforestation directly through their supply chains. Additionally, the Deforestation-Free Procurement Act will enhance growing supply-chain transparency and sustainability efforts in the affected industries.

Globally, an estimated 18,000,000 acres of forest, an area more than half the size of New York State, are lost every year to deforestation according to the Food and Agriculture Organization of the United Nations. At the current pace, the entirety of Earth's tropical rainforests will be degraded or destroyed within the next 100 years.

An estimated 20% of the world's greenhouse gas emissions come from deforestation and forest degradation. Stopping these losses could provide over 20% of necessary climate mitigation by 2030 through carbon sequestration. Keeping these forests intact is essential to countering the climate crisis.

Tropical forests harbor nearly 50% of all species on earth and human activity is accelerating

their rate of extinction.

California, New York and Massachusetts have one of the largest economies in the world with significant purchasing power but are inadvertently promoting and sanctioning intact forest degradation and deforestation through the purchase of goods and products that have been produced in supply chains that contribute to intact forest degradation and deforestation.

- The Committee offered its full support to Clint Richmond's efforts to reduce single use plastics and PFAS (forever chemicals) products in Brookline. A letter of support from the First Parish Climate Justice Committee was submitted to the town of Brookline. Brookline Town Meeting Members will vote on these warrant articles at the May 2022 town meeting, in which Clint plays an active role. We hope these by-laws pass and the action spreads to other communities and the state as a whole.
- The Committee began working more closely with the Religious Education Program, supporting and teaching about nature-based solutions to climate change. Mia Szymkowicz, a gifted photographer and expert on local flora and fauna, has shared her slides as well as her knowledge with the children and adults. One nature walk was conducted with more to follow. Nathan Freitas's class enthusiastically shared their newly created path through the mini-forest behind the church! Carol Spitzer and Bob Williamson showed the Committee the improvements made to the front driveway to mitigate the rain cascading down from the rock ledge that forms dangerous ice - a gravel pit was dug!

On-going work and going forward into next fiscal year

- The Climate Justice Committee understands that its work around greening and decarbonizing the Church has sparked conversations around spending and fiscal responsibilities. The Committee welcomes this conversation but recommends that it be broadened to include Growing the Church (focusing on memberships for the youth and new families), living out our values and ensuring sustainability.
- In that regard, the Committee plans to strengthen its work and outreach with the Religious Exploration program because the children and the Youth are the future of our church and our world - a livable future demands extraordinary actions now, not ten years from now. Toward this end, the Committee also plans to coordinate actions with the Justice Coalition of the Church - Racial Justice, Immigration Justice, Justice Calling and Common Hope Committees - the intersection of climate, race, and immigration is very apparent to us all. Enhancing and strengthening the work of these Justice committees would be critical to Growing our Church!
- One of the goals for the next fiscal year is to build a strong connection with Lincoln elementary school which is in very close proximity to the church and which many of our church families' children attend. Why? We want our church community to grow and thrive. Connecting with outside organizations to share our beautiful buildings and grounds and people resources is one important way. Talks are underway with the school teaching staff to plan for a fall 2022 activity/event connecting the two communities.
- The Committee will continue to partner with other environmental justice

organizations to strengthen our influence and actions. Examples: ACE, UUA Environmental Justice; Mothers Out Front; Faculty/Staff Divestment Network; Sunrise Movement, Green Advocates.

- The Committee will continue to partner with the Church leadership and the greater community to robustly pursue the decarbonization process, greening of the church and reducing its carbon footprints- There are still concerns about recycling the candles(donate used candles but no plans yet), decluttering the basement (there has been some conversation about donating a number of the items stored in the basement) and reducing plastics and papers by encouraging use of cutleries available in the kitchen during coffee hours, as well as catering services offered within the church's premises.
- The Committee will continue to partner with the Church leadership and the greater community to regularly organize a memorial service for the hundreds of Earth Defenders murdered for their work in defending their peoples and lands from destructive exploitation and development.
- The Committee will continue to partner with the Church leadership and the greater community to support Clint Richmond's Warrant efforts to reduce single use plastics and PFAS (forever chemicals) products in Brookline and the Co-Chair's (Alfred) current campaign to mobilize a diverse multi-state holder campaign to encourage the Massachusetts State Assembly to introduce A Deforestation-Free Procurement legislation

Prepared by Alfred Brownell and Deane Coady, co-chairs

Book Club Report

The First Parish Book Club offered readers yet another series of diverse books during the past year, sparking lively discussions on Zoom. Once again we collected suggestions for monthly reads and voted, choosing books for the entire year.

The past year's selections show our usual variety of genres, and a very wide range in geographical locations: memoirs placed in the American West, providing new insights into our history and the power of community, for better or worse; historical documentary of 18th century exploration of the Russian/Alaskan coast; novels and mysteries based in England, Turkey, China, and ancient Greece.... Belonging to a book club opens us to new ways of seeing the world, and certainly exposes us to entertaining and thoughtful discussion!

Our reading list for the 2021-2022 church year:

The Stationery Store by Marjan Kamali -- June 6, 2021

Song of Achilles by Madeline Miller -- July 11, 2021

The Resisters by Gish Jen -- August 1, 2021

A Divided Loyalty by Charles Todd -- Sept 12, 2021

The Bastard of Istanbul by Elif Shafak -- October 10, 2021

The Eyre Affaire by Jasper Fforde -- November 7, 2021

On Juneteenth by Annette Gordon-Reed -- December 10, 2021

Caste by Isabel Wilkerson - Feb. 13, 2022

Where the Sea Breaks its Back by Corey Ford - March 6, 2022

Educated by Tara Westover - April 3, 2022

The Mask of Apollo by Mary Renault - May 1, 2022

The Book Club publishes a schedule, with dates for our meetings adjusted to accommodate the length of books. We advertise our Sunday evening meeting dates and book selections on the FP web site and in weekly bulletins, orders of service announcements, and monthly newsletters.

Everyone is welcome! Join us if a book we've chosen appeals to you - there's no long-term commitment required. If you've enjoyed a book and would like to discuss it with a group, let us know the title, and we'll add it to our list of potential reads.

Contact Julie Horvath (jrhovath123@gmail.com) if you'd like a schedule and/or to be added to our mailing list.

Common Hope Report Social Justice In Guatemala



Active Participants: Anne Copeland and Jim Womack, Susan and Whitt Larrabee, Steve Davis, Melinda Maryniuk (and others from time to time. All are welcome!)

Overview: Since 2009, First Parish in Brookline has supported global education, health, and welfare through its involvement with Common Hope, an NGO in Guatemala. “Vision Teams” of approximately 15 individuals representing First Parish have traveled every other year to the Common Hope campus/work site in Antigua for a one week experience involving building a home and deepening a relationship with the community. For more information, see the section of the FP website describing Common Hope activities: <https://firstparishinbrookline.org/socialaction/common-hope-social-justice-in-guatemala/>

Activities:

- We have had bi-monthly phone meetings to discuss current activities and future plans.
- Continued our sponsorship of Jose’ Martinez, a 9th grader who lives and attends school in Antigua. Send /receive letters so we keep in touch.
- Held a poster-making activity in collaboration with RE members/teachers - to create awareness posters for the Walk-for-Hope.
- Susan Larrabee, team captain, led the Walk for Hope around the Brookline Reservoir on July 13th, 2021. The event not only raised awareness, but \$1490 in donations was collected for Common Hope.
- Meetings/communication with (former) RE leader regarding ways to increase attention toward Common Hope activities for our children and youth - so they can look forward to possibly making a trip themselves.
- Much effort was put into planning for a February 2021 Vision Team trip, but due to travel/safety issues due to the pandemic it was decided to postpone the trip for another year.
- Participate in FP Justice Coalition Meetings.

Plans for the coming year:

- Host a Vision Team representing First Parish to travel during the Feb 2023 vacation week.
- Continue sponsorship of Jose Martinez, currently a 9th grader.

- Host the fundraiser, Walk for Hope, on June 5.
- In the fall, consider hosting a drive for school supplies that will be sent to Guatemala

Report from the Common Hope Headquarters in St Paul, MN regarding our “Faith Partnership”:

(Note: We receive an annual summary of our activities. This excerpt is taken from that report dated 3/9/22)

In 2021, First Parish in Brookline continued its impactful partnership with Common Hope. Twenty-nine households were on Common Hope’s mailing list and 10 students were personally connected with sponsors from the First Parish in Brookline community, including the church’s sponsored student José. José successfully studied and passed 9th grade, finishing his junior high studies! First Parish in Brookline’s Walk for Hope grew in impact and Hope-filled engagement with the team raising over \$1400, doubling the previous year’s efforts and supporting more than one year of programming for a student in Guatemala! All in all this partnership helped to make it possible for Common Hope’s largest graduating class to date, over 200 students, to gain a high school diploma, over 2900 students continue in their elementary and high school education, and over 8,000 family members receive access to healthcare and family development programs! Common Hope is grateful for the church’s partnership to help ensure Common Hope could meet the need of the 1650+ families we serve as in our partnership to create a thriving Guatemala. ¡Muchas gracias!

Respectfully Submitted,
Melinda Maryniuk

Deacon's Report

Members: Bill Dwyer, Sheila Hussey, Laura Walters, Ray Wellbaum, Midge Wilcke, Bob Williamson and Jim Womack.

Purpose: The Deacons, proposed by the minister, approved by the Parish Board, are the designated elders of the church.

We act as the institutional memory of the church and support the wellbeing of the congregation by being a strong presence in institutional life.

At our meeting with Reverend Lisa in 2022 we reflected on our personal experiences and the happenings of this pandemic year with gratitude for all the hard work done by First Parish members to keep our community strong. As individuals we all participate in our community as much as we can.

We continue to commit to serving First Parish as institutional memory and in any way that we are called to assist in furthering the mission of our community.

Respectfully submitted,

Sheila Hussey

Pastoral Care Associates Report

Our Pastoral Care Team this year included: Jeff Cadow, Marga Dieter, Anna Eisengart, Madeline Fine, Wendy Grossman, Tanya Gurian, Jami Jordan, Kristen McIntire, and Rev. Lisa. Pastoral Care did not have a chair this year; Rev. Lisa convened the meetings, with support from the team.

We continued to meet monthly, sharing and tracking our pastoral care contacts (phone calls, visits) on a shared spreadsheet. Jami continues to administer our Lotsa Helping Hands group, which coordinates our “parish care”, including meals, rides, dog walks, etc. We have had several occasions to use this resource this year.

We had two excellent pastoral care skills workshops this year with Rev. Liz Weber, Minister of Pastoral Care at First Parish in Concord. Rev. Liz focused on spiritual connection, setting good boundaries, reflective listening, and attending behaviors, among other topics. More workshops are planned for the 2022-23 church year.

Once again, last Fall, we made congregational pastoral calls to all church members who had not received calls last winter. Parish Board members helped with the calls this time, which was greatly appreciated.

Only one new small group ministry was initiated this year, led by Karla Baehr. Last year’s three small groups elected to continue through this year, having bonded deeply during the pandemic.

We look forward to growing our skills as a team next year and hope to recruit a new chair or co-chairs.

Respectfully submitted,

Rev. Lisa Perry-Wood

Immigration Justice Committee Report

The Immigration Justice Committee is guided by our vision of community to live into our congregational mission and UU spiritual principles together by keeping the “borders” of our hearts and church open. We take our cues from the leadership and priorities of immigrant neighbors and immigrant rights organizers and networks in greater Boston and beyond. We strive to practice cultural humility, radical hospitality and moral accountability with individuals and families enduring the direct impact of U.S. immigration policies; to respond to anti-immigration tactics and outcomes; to raise consciousness, encourage solidarity actions, and mobilize resources at FPB through partnering opportunities, educational events, crowdfunding efforts, and outreach to legislators, elected officials, and decision makers; and to collaborate with neighboring UUs and other faith groups to build relationships and amplify efforts when possible.

The IJC moved to a shared leadership structure this year.

Members: Ellen Blaney, Julie Horvath, Sue Kalt, Jody Leader, Martha Leader, James Shillaber, and Laura Walters

Over the past year, members of our committee continued solidarity and accompaniment efforts within and beyond FPB:

- Co-created intergenerational summer immigration justice worship service - Sue Kalt and Julie Horvath partnered with Alfred Brownell, Jr. and Lucas Goulart.
- Solidarity and support with Haitian families arriving in the Boston area - outreach to Immigrant Family Services Institute in Mattapan and coordination with others at FPB for ongoing deliveries of clothing, household, and baby items in response to the IFSI’s specific requests.
- Continued relationship building with our Ecuadorian indigenous neighbors of Iglesia Bautista Nueva Jerusalem in Milford and response to their stated goals and needs:
 - Coordinated funding and sponsorship of ESOL classes in partnership with Educational Development Group
 - Ongoing dialog and information exchange on vaccination access and services
- Crowdfunded with FPB for Boston Immigration Justice Accompaniment Network’s bond and legal defense fund.
- Continued outreach to legislators to urge their support of the Safe Communities and Family Work and Mobility bills.
- Sustained mutual community circle/cooking exchange with Centro Presente member family.
- Joined the FPB Justice Coalition.
- Joined the emerging UU Mass Action Immigration Justice Working Group to connect with other UUs and community partners on legislative campaigns, accompaniment, and other initiatives.
- Began organizing efforts for housing accompaniment possibilities, including a partnering opportunity with Lutheran Immigration Services to support housing needs of LGBTQ asylum seeking neighbors.

Nominating Committee Report

First Parish in Brookline, MA

This year the Nominating Committee has been composed of Parish Board members Janet Britcher and Jody Leader; members at large Carol Spitzer, Lori Day, Jody Leader and Whit Larrabee; and Rev. Lisa Perry Wood serving as a non-voting ex officio member.

The committee met virtually starting in February to compile a list of candidates for open positions on the Parish Board, as Officers, and on the Nominating Committee.

All members of First Parish were invited to self-nominate and to suggest other members for nomination.

Upon careful consideration, the Nominating Committee puts forth the following slate of candidates to be voted upon at the Annual Meeting on 23 May 2021.

Parish Board • Ed Page • Nancy Clark • Katherine Kirshner • Lori Day*

*Lori Day is nominated to fill the vacancy of Emily Cherry, whose term ends in 2023.

Nominating Committee • Jeff Cadow

Finance Committee • Ed Page*

*Ed Page agreed to be the Parish Board representative to the Finance Committee, beginning in November of 2022.

Officers

- Clerk: Nancy Clark
- Treasurer: Margaret Williams
- Moderator: Jami Jordan
- Alternate Moderator: Marilyn Tressel

Respectfully submitted, Whit Larrabee, Chair

Racial Justice Action Committee Report

Members: Karla Baehr, Alfred Brownell, Almas Dossa, Ann Gilmore, Jami Jordan, Kathryn Kirshner, Jody Leader, Martha Leader, Michael Luke, Ann Eldridge Malone, Paul McLean, Ron Wilkinson

The church year began with the hope that we would be able to set aside our masks and once again be in each other's company in person. The Covid-19 virus had other plans, but its oscillations have not deterred the Racial Justice Action Committee (RJAC). Throughout the church year, the RJAC sponsored, co-sponsored and participated in a variety of programs, adapting each to ensure a meaningful experience.

RJAC continues to feel called to create opportunities for engagement in the ongoing journey to be a Multicultural, Anti-Racist Beloved Community. We are committed to the deep exploration and subsequent actions regarding First Parish in Brookline's history of land theft, the enslavement of Indigenous and African peoples and the necessary repair.

We started by collaborating with the Parish Board on the RJAC goals:

Board Goals - Racial Justice: Reparations & Repair

1. Board Work:

In ongoing consultation with the Racial Justice Action Group (RJAC), the Board will invite the RJAC to a Board meeting in May for the purpose of learning and repair.

Some Board members will attend RJAC meetings throughout the year to facilitate supporting and publicizing RJAC's current plan to host five events during the church year focused on Reparations/Repair:

- A winter workshop co-sponsored by the Board to update the congregation on research on FPB historical connections to enslavement and land dispossession
- A late winter workshop co-sponsored by the Board on Introduction to Reparations/Repair
- A spring worship service focused on FPB's historic connections to taking Indigenous land and enslaving Indigenous and Black people
- The possible development of a Resolution for the Annual Meeting
- A possible congregational meeting in June to report on what has been learned from interviews with BIPOC leaders within and beyond the congregation on what may be required when considering reparations and repair

2. Success looks like (in this church year):

The Board feels an affinity to RJAC and the RJAC to the Board. The church community is enlightened, engaged, and more committed to Reparations/Repair. The five RJAC events occur, or progress toward these events occurs, or evolution of similar events occurs, with the Board's support.

3. Annual Meeting impact: a resolution related to Repair/Reparations may be brought for

consideration at Annual Meeting

Updated RJAC goals

In August, the committee began working on our own goals that would guide our work during the church year. You can find our working document here: [RJAC Goals](#)

Participation in UUA Praxis Reparations Group



Four members of RJAC - Ann Gilmore, Jami Jordan, Martha Leader and Michael Luke - represented First Parish in Brookline (FPB) in the UUA's Praxis Reparations Group. The group was guided by two members of the New England Regional UU office - Regional Lead Woullard Lett, and Congregational Engagement staff member Hillary Allen. In addition to FPB, three other churches in the region participated: First Parish Brewster UU, UU Area Church at First Parish Sherborn and King's Chapel. The program included bi-monthly all-participant meetings and alternating bi-monthly "home" meetings. We began the program by watching and then discussing the New England Region's Reparations webinar (click on title page).

As described in the UUA's material, the Reparations Praxis Group aligns with the core recommendation from the Commission on Institutional Change for Identifying Reparation Procedures: "Channels and procedures for identifying harm, making amends, and financial reparations should be established."

The structure of the program was informed by Paulo Freire's concept of praxis (as described in "Pedagogy of the Oppressed" and evolved in the decades since) to mean "reflection and action upon the world in order to transform it."

Over the course of the program year congregational teams engaged in praxis, meaning they committed to some dedicated action and then reflected on the efforts, and then iterated the next action. This looked like a continuous action-reflection cycle throughout participation in the program.

These discussions helped the RJAC plan several events, and at the same time, the group recognized that we would evaluate our intentions at each step and we fully expected to change the plan, which we did. The original plan was:

- A report-out of the additional research conducted which examined FPB's historical ties to enslavement.
- A group viewing of the Reparations webinar (link above)
- A resolution to be presented at the Annual Meeting
- Interviews with people of color within our congregation and some that we have relationships with in the larger community
- A follow-up workshop to further examine Repair and what that means at FPB

Below is specific information on the revised plan elements

- **February presentation and follow-up survey** - Ann Gilmore, Kathryn Kirshner and Michael Luke presented their research findings during "The Theft of Indigenous Land and The Enslavement of Indigenous and African Peoples in Brookline" A recording of the workshop can be found here: [Research presentation recording](#)

The presentation was attended by about 80 people and included both FPB members and people from regional congregations. After the presentation, we distributed a survey and were struck by the many answers reflecting the emotional impact of the presentation. After consideration, the RJAC decided to hold a service to provide space for the expression of those emotions, instead of showing the webinar.

- **Service in April - Facing Our Heritage: A Service of Lamentation and Healing**

During this moving service, Ann Gilmore, Ron Wilkinson and Rev Lisa each gave a reflection and the names of enslaved people identified in church records was read aloud.

After reflecting on the service, the RJAC decided to create a space for members of the congregation to talk about what they have learned so far and to review the proposed resolution for the Annual Meeting.

- **Congregation Dialogue** - "Listening to Each Other on our Journey to Racial Reckoning". An overview of the work over the past two years was provided and then facilitated break-out sessions were created to gather feedback. The feedback is still being absorbed and reviewed to guide next steps.

- **Proposed Board Resolution**

Over the past two years, our Parish Board and Racial Justice Action Committee have

co-sponsored work to:

- learn about and address the severe racial wealth gap in our region
- research our congregation's historical connections to the enslavement of people of African descent and the dispossession of land from people of Indigenous descent.

In response to this work, and in keeping with our UUA principles and our congregational mission statement, the Board recommends that we adopt this resolution at Annual Meeting

The Resolution: We, the community of First Parish in Brookline, covenant to continue to **learn about, acknowledge and work to repair** the historic and ongoing moral and material harm to Black and Indigenous people and communities.

This harm has resulted from centuries of subjugation and systemic institutional policies and practices that have led to significant racial gaps in wealth, health, criminal punishment, education and enfranchisement.

During this journey, we commit to be guided by and be in relationship with the leadership of Black and Indigenous organizations and individuals.

- **Interviews** - We have talked about speaking with people of color within our congregation and with whom we have relationships in the larger community. Our intent is to hear their thoughts about this journey, possibly engaging together in some way. We continue to discern how best to engage in these conversations.

Taking into account the feedback from the Congregational Dialogue session and the outcome of the congregational vote on the proposed resolution, the RJAC expects to evaluate our next steps for the remainder of this year and the 2022-2023 church year.

Films

- As part of the ongoing Dismantling White Supremacy effort, the RJAC co-sponsored the film "Hype Man" in December 2021.

- Ann Copeland requested that RJAC co-sponsor a film called "Power to Heal: Medicare and the Civil Rights Resolution." The RJAC enthusiastically agreed as the viewing of the film was also a fundraiser for the Resilient Sisterhood Project.

Social Justice Coalition - Martha Leader currently represents the RJAC at the meetings of a newly formed FPB group called the Social Justice Coalition. The intent is to share information among the groups within FPB who actively work on social justice issues.

Justice Seekers - This group meets weekly to connect with one another, learn about, and take action on racial, immigration and environmental justice issues. They compose and send texts and emails, make calls, sign and send petitions on issues aligned with the First Parish mission and identified each week by its members. The recent focus has been on Policing, Prisons, Climate, Immigration, and Indigenous Solidarity. All are welcome to join on Thursdays at 1:00 pm. Contact Martha Leader or Jami Jordan for more information

Take Action Page - this year, the Take Action Page on the FPB website was changed from a bi-weekly resource page. It now contains links to newsletters that are great resources for anyone wanting to find current actions, education and donation opportunities. The RJAC extends their thanks and gratitude to Almas Dossa and Martha Leader for their dedicated work over the past five years. They worked with Ellie Boynton to make the page a great resource for anyone who visits FPB's website.

SOCIAL ACTION ANNUAL REPORT

Chair: Clint Richmond

Our Mission:

To provide inspiration, leadership and support for social action at First Parish in Brookline.

Our Vision:

Our vision is for our congregation to live into the Spiritual Principles of our faith both inside the church and beyond our walls. And, in following our vision, that First Parish in Brookline be seen in the wider community as a place of active engagement in social justice, where people learn about and respond to critical issues and situations as a sustained and spiritual commitment. We look forward to continuing to tap the energy, interest, passion and compassion of our ever-evolving congregation and to join together at First Parish in Brookline in helping to make a better world.

Our Actions: We are guided by our congregational mission: Called by Love, Sustained by Community, Committed to Justice. Under this mission, Social Action is woven into the fabric of First Parish, and lived out by all of its members through various organizational structures. Our Social Action program focuses on three thematic initiatives: **Siding with Love**, **Economic Justice**, and the **Environment**. We use various media to communicate news and events on a wide array of issues and events.

We also build upon and integrate our efforts with the initiatives of the Unitarian Universalist Association, UU Mass Action Network, Unitarian Universalist Service Committee (UUSC) and the Unitarian Universalist Urban Ministry (UUUM).

Typically, over half of our congregation's adults and youth participated in some kind of Social Action activity. We were blessed to be able to restart live events this year with the lessening of the COVID threat. We collectively raised thousands of dollars this year to support the work of other justice-seeking organizations.

Siding with Love:

Our special monthly plate collections included NAMI (Nat'l Ass'n for Mental Illness), UUSC, Brookline Food Pantry, UU Urban Ministry, UUSC Emergency Response Fund (for Ukraine), Sanctuary Boston, The Louis D. Brown Institute, The Transgender Emergency Fund of Mass.

We walked in solidarity with survivors of homicide. In May, Clint Richmond and Ellen Blaney again organized our congregational engagement at the Mother's Day Walk for Peace and against gun violence with its return as an in-person event. Sixteen people walked and our congregation raised over \$2,065 to support the [Louis D. Brown Peace Institute](#) and its programs for healing, teaching and advocacy.

Justice Seekers. Our UU the Vote team led by Jami Jordan and Karla Baehr, has evolved into Justice Seekers, an opportunity for members and friends to meet together for one hour each

week via Zoom to connect with one another, learn about, and take action on racial, immigration and environmental justice issues. Participants compose and send texts and emails, make calls, and sign and send petitions on issues aligned with the First Parish mission and identified each week by its conveners. The focus this year has been on Policing, Prisons, Climate, Immigration, and Indigenous Solidarity. If interested in joining, talk to Jami Jordan and Martha Leader.

We supported immigration justice. Please see the report of this committee.

Environment Initiative:

The Climate Justice Committee continues to be very busy. Please read their separate report.

We are a long-time financial supporter of [UU Ministry for the Earth](#) through an annual contribution.

Economic Justice:

We are a long-term partner with the UU Urban Ministry. We thank Karla Baehr for continuing to serve as the Chair of the Board and leading our participation at its Annual Meeting. We were again honored to have Rev. Mary Margaret Earl preach to us at a service where we also donated the collection to the UUUM.

We are building on our commitments through Common Hope, which provides social service and educational support to low-income families in Guatemala. Since 2009, our congregation has been directly financing the education of students through high school; and many families sponsor individual children as well. We are currently sponsoring another child through graduation, Jose Martinez Aguilar, age 15. The Common Hope team is looking to transform this from a fundraising model to a budgetary model. We generally make a Vision Team trip to Guatemala every couple years. The planned 2022 trip was postponed due to COVID. We participated in a fundraising walk last June and another one is planned for this year. Look for information about a proposed trip in Feb. 2023 being facilitated by Steve Davis and Melinda Maryniuk.

Overarching:

We value our ties to UU Social Action. We are congregational members of the Unitarian Universalist Service Committee and UU Mass Action. First Parish members have been participating in UU Mass Action Boston regional team, which meets monthly on Zoom. We have enjoyed meeting and sharing ideas with colleagues from other churches.

While Social Action programming has shifted during COVID, if you have ideas for events please contact Clint. We have a small budget for guest speakers, film rentals, and food for example.

Ministerial Formation Committee Report

Team Members: Kristen McIntire (Chair), Martha Leader, Susan Larrabee, Paul McLean, Nathan Freitas

The Ministerial Formation Committee disbanded in Spring 2022 upon completing our primary purpose, which was to work with Rev. Lisa Perry-Wood throughout her three-year process toward Full Fellowship as a Unitarian Universalist minister. Rev. Lisa has now achieved Full Fellowship with the UUA. For three years, we met monthly with Rev. Lisa to review her professional development goals and offer feedback for her growth as a minister. Each year we submitted a standard evaluation to the UUA summarizing the previous year and our recommendations for her growth as a minister within our congregation. In Fall 2021, we submitted our final report (as did the Parish Board) and Rev. Lisa was granted Full Fellowship by the UUA. The primary goal of our committee has been to support Rev. Lisa while providing her with constructive feedback to become the best possible minister she can be. The Ministerial Formation Committee celebrates and congratulates her on this accomplishment and expresses its gratitude for being part of the process.

Finance Committee Report

Mission

1. Review and monitor financial condition of First Parish Brookline
2. Submit recommendation of annual budget to the Parish Board and review quarterly
3. Advise the Parish Board on matters of financial interest to the Congregation as appropriate
4. Communicate financial information to the church community regularly and transparently

Organization and Membership

1. Finance Committee is a standing committee charged with fulfilling the mission laid out above. Members include the Treasurer, past Treasurer, Canvass representative, 1-2 Parish Board members, 1-2 other parishioners, the Minister and Church Administrator.
2. For FY 2022, members include: Margaret Williams (Treasurer) Charles Sandmel (Outgoing Treasurer), Margie Beal (congregant).
3. Meetings occur monthly and are open to all congregants. Meetings dates are publicized through Congregational channels

Fiscal 2022 Achievements

In reflecting back to FY21, the Finance Committee conducted an analysis of how similar churches compared to FP in their financial condition. The congregation approved contracting a consultant to help facilitate a process that will serve to guide FP towards a more sustainable financial model. Given the exigencies of the COVID epidemic, the committee chose to push out the financial sustainability work until FY23.

In FY22, we were fortunate to receive a second PPP loan as well as an “Employee Retention Credit” of \$26,000, allowing us to draw less from the Endowment. As of April 30th, our expenses for the year are down and our income from FY22 Canvass is up. The operating deficit before the draw from Endowment is project to be (\$73,000).

Endowment

The Facts

1. Unprecedented Stock Market growth resulted in 21% increase in the Endowment between July 2020 and Dec. 2021
2. COVID relief funding reduced draw on Endowment by \$200,000 between FY21 and FY22
3. Draws on the Endowment between July 2013 and Dec. 2021 = \$1,277,500

4. The FP endowment balance is \$2,670,000 as of March 31th.

ENDOWMENT OPERATIONS SUMMARY

							NET
as of 12/31/2021	Start Bal	Net Income *	Draws	Additions	Net Change	End Balance	Draw % Start Bal
opening		2,341,977					
FY 2014	2,431,877	350,616	(219,000)	100,000	231,616	2,663,492	4.9%
FY 2015	2,663,492	(2,238)	(185,000)	3,255	(183,983)	2,557,049	6.8%
FY 2016	2,557,049	(120,366)	(261,500)	50,800	(331,066)	2,158,491	8.2%
FY 2017	2,158,491	280,922	(187,000)	17,600	111,522	2,301,808	7.8%
FY 2018	2,301,808	195,119	(25,000)		170,119	2,441,161	1.1%
FY 2019	2,441,161	136,809	(150,000)		(13,191)	2,310,327	6.1%
FY 2020	2,310,327	(8,663)	(150,000)		(158,663)	2,292,049	6.5%
FY 2021	2,292,049	625,383	(50,000)		575,383	2,904,598	2.2%
FY 22 (Dec)	2,904,598	(141,793)	(50,000)		(191,793)	2,907,099	1.7%
		<u>1,315,789</u>	<u>(1,277,500)</u>	<u>171,655</u>	<u>209,944</u>		
		*dividends + interest + change in market value- All fees					

The Finance Committee continues to support investing our endowment in the UU Common Endowment Fund because of strong returns, relatively low costs, ease of use for the Congregation, and the Fund's embrace of sound Socially Responsible Investment principles which reflect the values to which we aspire.

FY23 Budget

A summary of highlights is below as are budget "building blocks" and a detailed line-item budget.

FY23: There is a \$6,000 increase in income over FY22 year-end projected actuals

FY23: There is a \$93,000 increase in expense over FY22 year-end projected actuals

The details:

- Canvass income is down by \$33,000
- Building rental income is up by \$36,000
- Temporary staff to cover Rev. Lisa's sabbatical and Ebieri's parental leave plus the addition of a ministerial intern results in a cost increase of \$27,000
- FY23: Marks the launch of major RE initiative: Director of Family and Community Ministries (\$87,000 salary/fringe)

Budget Building Blocks

INCOME (\$475,000 total proposed for FY 23) % of budget	SPENDING (\$635,000 proposed for FY 23) % of budget
<p>Pledges \$370,000 78%</p> <p>Members and friends make pledge commitments each year</p> <p>Pledges to date from the current canvass total \$352,000. Pledges at the same time last year were \$384,000. The pledge target in FY23 is \$370,000. Lowered pledge amounts by a few significant donors contributes a majority of the projected decrease. (\$25,000)+</p> <p>Building Rentals \$68,700 14%</p> <p>This is income we receive for renting parts of our building to outside groups and, periodically, to individuals and members for weddings, private parties or meetings; major renters. We expect rentals to return to pre-pandemic levels based on our current contracts in hand.</p> <ul style="list-style-type: none"> o VOICES (after-school performing arts) o NEW: Parking lot rental of \$33,700. <p>Grants \$ 5,000 1%</p> <p>Grants or restricted donations received for specific activities; Cedar Tree Grant for social justice work</p> <p>Fundraising \$17,000 3%</p> <p>In the past we have used excess proceeds from auctions, feasts, and/or special celebratory events as income for the operating budget.</p> <p>The FY23 budget projects \$17,000 raised through an on-line action. 2 nd year Auctions almost always raise more funds. The inaugural FY22 on-line only auction raised \$14,000</p> <p>Sunday Offering - \$28,000 collected, \$10,000 passed along to partner organizations. 4%</p> <p>Cash, checks and online giving from Sunday plate collection that is used to support operating budget</p> <p>Special Collections to our partners will be an additional \$10,000 for a total collected of \$28,000. Also includes onetime donations from visitors or ongoing or one-time donations from</p>	<p>Payroll \$460,000 72%</p> <ul style="list-style-type: none"> □ The cost of paying staff salaries and wages □ The new position of Director of Family Ministries increases payroll/fringe this year □ The cost of fringe benefits for staff, including payroll taxes, health insurance, professional expenses, and contributions to pension programs □ For FY 23, cost-of-living increase of 5% <p>Current Staff Roles & Responsibilities</p> <ul style="list-style-type: none"> □ Minister (full time) - Spiritual Leader and Advisor at Large; oversees all Staff □ Parish Administrator (full time) - Oversees communications, building operations and financial record keeping; supervises office and building staff □ Bookkeeper: (hourly) - Maintains books and records; assists Parish Administrator and Treasurer; payment recorded under admin and office expenses □ Temporary Office Help (hourly) - Occasional office support as needed during peak times □ Custodial (part-time) - Cleans and oversees general daily maintenance, meeting setups and supports Sunday hospitality; supplemented by deep cleaning service □ Director of Family Ministries - is a new full-time position that will oversee the creation and management of re-envisioned lifelong learning programs including RE, adult programming, and congregational events □ RE Assistant(hourly) - Provides Sunday morning nursery coverage and for extended Sunday meetings and special events □ Music Director (half time) - Oversees choir and rehearsals, directs section leaders, assists worship planning and oversees technology; when worship is virtual, coordinates all music and technology support and performs □ Senior Minister Coverage- Temporary coverage by a qualified Minister during Rev.

Activity Fees	\$1,000	<1%
We collect modest fees for RE program: OWL		

- **Parish Administrator Coverage** - part-time help during EO's parental leave
- **Guest Preachers (stipend)** for Reverend Lisa's times off
- **Section Leaders (stipend)** - lead the 4 choir sections, anchor chamber choir, assist/lead at choir rehearsals and services; in absence of choir, provide all music 2 other
- **A/V Specialist (hourly)** - when worship is in sanctuary, produces our streamed worship services (replaces the current AV Technician)

Religious Exploration - program supplies, teacher training and curriculum
Committee Funding - program funding for standing committees

- Planned capital replacement and maintenance

50

<p>Endowment Draw \$150,000 22%</p> <ul style="list-style-type: none"> <input type="checkbox"/> Our endowment is invested in the UUA Common Endowment Fund and is professionally managed according to responsible investing principles, furthering our social justice mission <input type="checkbox"/> The draw covers our Operating Deficit and the set aside for capital expenses. \$40,000 is the set-aside we that is usually budgeted <input type="checkbox"/> Financial experts generally conclude that a “sustainable draw” that will preserve the capital over time is 3.5% <input type="checkbox"/> The draw for FY23 represents 5.8% <input type="checkbox"/> Endowment 3-year average balance is \$2,636,000 	<p>projects overseen by the B&G Committee</p> <ul style="list-style-type: none"> <input type="checkbox"/> Proposed B&G work for FY23 is based on a 5-year capital plan and includes Sanctuary electrical work (safety) <input type="checkbox"/> Building projects are in a separate budget available to all to review
<p style="text-align: center;">Budget-Building Guiding Principles</p> <ol style="list-style-type: none"> 1. Support all elements of our mission through our spending, fundraising and saving practices. 2. Be a UU Fair Compensation congregation for our staff by ensuring compensation is within guidelines. 3. Renew our path to financial sustainability and responsible stewardship. 	

Accrual Basis

First Parish in Brookline
Draft Budget
FY 2023

	Total FY22 Proj.	FY22 Budget	FY23 Budget	
Ordinary Income/Expense				
Income				
4000 · CONGREGATIONALSUPPORT				
4001 · Pledges	403,398	405,000	370,000	smaller donor pool and lowered pledge amounts by \$25K+
4002 · Sunday Offering Income	26,449	28,000	28,000	
4003 · Program Activity Fees	500	1,000	1,000	
4004 · Other Donations	-	-		
Total 4000 · CONGREGATIONALSUPPORT	430,346	434,000	399,000	
4100 · OTHER INCOME				
4101 · Fundraising Income	14,000	15,000	17,000	Auction
4102 · Building Use/Rental Income	32,576	42,000	68,700	includes \$33,700+ contract for parking lot rental
4104 · Grants	2,583	5,000	5,000	Grant passthrough to Justice Coalition
41__ · Grants Given	(5,000)	(5,000)	(5,000)	see above
4109 · Interest Income	32	50	50	
Total 4100 · OTHER INCOME	38,487	47,050	75,750	
Total Income	468,834	481,050	474,750	
Expense				
6000 · PAYROLL EXPENSES				
6001 · Salary Expense				
6002 · Salaries & Wages		5% COLA (cost of living adjustment) for salaried staff		
60030 · Intern	-	-	12,000	New Ministerial Intern for 2 years
60029 · AV Specialist	3,950	3,500	3,675	AV specialist to live stream worship services and other tech help
60028 · RE Assistant	1,500	3,000	3,150	RE class support and supervision of nursery care
60027 · Section Leaders	16,436	24,072	25,276	Restore 4 section leaders
60026 · Music Director	32,576	32,576	36,485	includes 7% merit increase(\$2,280) after 13 yrs of service with no merit increase
60025 · Parish Administrator	54,114	55,269	58,032	
60025 · Parish Administrator Coverage			7,000	Office coverage during EO parental leave
60024 · Sr. Minister	106,987	107,094	107,094	Minister approved foregoing her COLA (\$5,355) to narrow wage gap
600__ · Sr. Minister Coverage			8,000	Ministerial coverage during Rev. Lisa's sabbatical
Guest Preachers	4,100	3,750	2,250	
60023 · Custodian	11,622	20,000	15,000	Cleaning services is under general maintenance
60022 · Office	2,136	2,250	1,125	
600__ · OWL			9,000	Two Instructors 8 months at 24hrs/mo x \$45/hr
60021 · DFCM	53,993	58,535	70,000	FY22 expenses included RE consultant and OWL instructors/FY23 is for Director of DFCM (FT)
Total 6002 · Salaries & Wages	287,412	310,046	358,087	
Total 6001 · Salary Expense	287,412	310,046	358,087	
6100 · Fringe Expenses				
6110 · Fica - Er	9,616	12,400	15,562	% of Total Payroll Cost
6111 · Medicare - Er	2,249	2,900	3,639	% of Total Payroll Cost
6120 · Health Insurance	24,086	36,300	30,000	
6121 · Dental Insurance	4,037	5,122	4,600	
6122 · LTD Insurance	2,860	3,030	2,900	
6123 · Life Insurance	1,292	1,360	1,300	
6130 · Workmen's Compensation	3,224	3,644	3,600	
6140 · 403B Contributions -Er	20,064	25,500	28,000	
6150 · Professional Expenses	-	-		Professional Development for Staff
Music	208	500	500	
RE	1,875	4,500	2,250	

First Parish in Brookline
Draft Budget
FY 2023

	Total FY22 Proj.	FY22 Budget	FY23 Budget	
Intern			1,000	
Sr. Minister	7,864	10,000	9,000	Minister approved allocation of \$1k to Intern
Total 6150 · Professional Expenses	9,948	15,000	12,750	
6100 · Fringe Expenses - Other		-		
Total 6100 · Fringe Expenses	77,376	105,256	102,351	
Total 6000 · PAYROLL EXPENSES	364,789	415,302	460,438	
6200 · PROGRAM EXPENSE				
6210 · Denominational Expenses	16,042	17,500	19,500	UUA annual program fund allocation
6211 · Music Expense	7,551	6,500	6,500	
6212 · Religious Exploration	3,493	6,100	6,100	
6213 · Committee/Project Expenses				
6214 · Welcome Team/Membership	796	1,910	1,000	
	-	-	-	
Parish Board	802	1,500	250	
Pastoral Care	658	500	500	
Justice Coalition	-	-	-	
Racial Justice	500	500	500	
Common Hope	500	500	500	
Immigration Justice	500	500	500	
Climate Justice	500	500	500	
Worship	2,071	300	2,000	
Total 6200 · PROGRAM EXPENSE	33,413	36,310	37,850	
6300 · FUNCTIONAL EXPENSES				
6301 · ADMINISTRATION & OFFICE EXPENSE				
6321 · Bookkeeping	4,769	4,800	4,800	
6302 · Office Supplies	3,627	3,200	3,200	
6303 · Internet	7,167	6,600	7,200	
6304 · Postage	206	300	300	
6305 · Printing & Copying	-	-	-	
6306 · Equipment Lease	4,258	4,500	4,500	
6307 · Computer/Software	14,692	4,800	4,800	FY22 excess cost was for live streaming equipment
6308 · Hospitality	1,271	2,000	1,500	
6309 · Temporary Help	-	-	-	
6311 · Advertising	528	700	1,000	
6319 · Flowers	615	-	750	
6320 · Miscellaneous	-	-	-	
6330 · Bank Services Fees	456	500	500	
6331 · Credit Card Fees	3,214	3,500	3,500	
6332 · Payroll Processing Expenses	4,399	5,000	4,200	
6301 · ADMIN/ OFFICE EXPENSE - O	-			
Total 6301 · ADMIN/ OFFICE EXPENSE	45,203	35,900	36,250	
6400 · BUILDING OPERATIONS				
6401 · Commercial Insurance	16,821	18,000	18,000	
6402 · Fuel - Oil	29,772	25,000	32,000	
6403 · Utilities	7,793	9,500	9,500	
6404 · Municipal Fees	697	600	700	
6405 · Snow Removal	4,850	4,000	5,000	
6406 · Repairs & Small Projects	19,437	17,000	17,000	

Accrual Basis

First Parish in Brookline
Draft Budget
FY 2023

	Total FY22 Proj.	FY22 Budget	FY23 Budget	
6401 · Cleaning Supplies	1,624	500	500	
6406 · General Maintenance	17,431	15,000	17,000	
6410 · Parish Furnishings	208	500	500	
6400 · BUILDING OPERATIONS - Other		-		
Total 6400 · BUILDING OPERATIONS	98,633	90,100	100,200	
Total 6300 · FUNCTIONAL EXPENSES	143,836	126,000	136,450	
Total Expense	542,038	577,612	634,738	
Net Ordinary Income	(73,204)	(96,562)	(159,988)	We spend \$159,988 more than we take in
Other Income/Expense				
Other Income			26,000	Employee retention tax credit (from Federal COVID Relief Fund)
5000 · Endowment Transfer - Operating	136,000	136,000	150,000	Represents 5.8% draw from Endowment. Non-profit sector recommended target is 3.5-4%
Total Other Income	136,000	136,000	176,000	Total of ERTC and Endowment Draw
Other Expense				
5700 · BUILDING RESERVE EXPENSE	40,000	40,000	40,000	From Endowment to building reserve. In all our annual budgets
Total Other Expense	40,000	40,000	40,000	same as above (it's an accounting thing)
Net Other Income	96,000	96,000	136,000	
Net Income	\$ 22,796	\$ (562)	\$ (23,988)	We have a history of lower expenses happening during the year so the deficit is projected to be eliminated