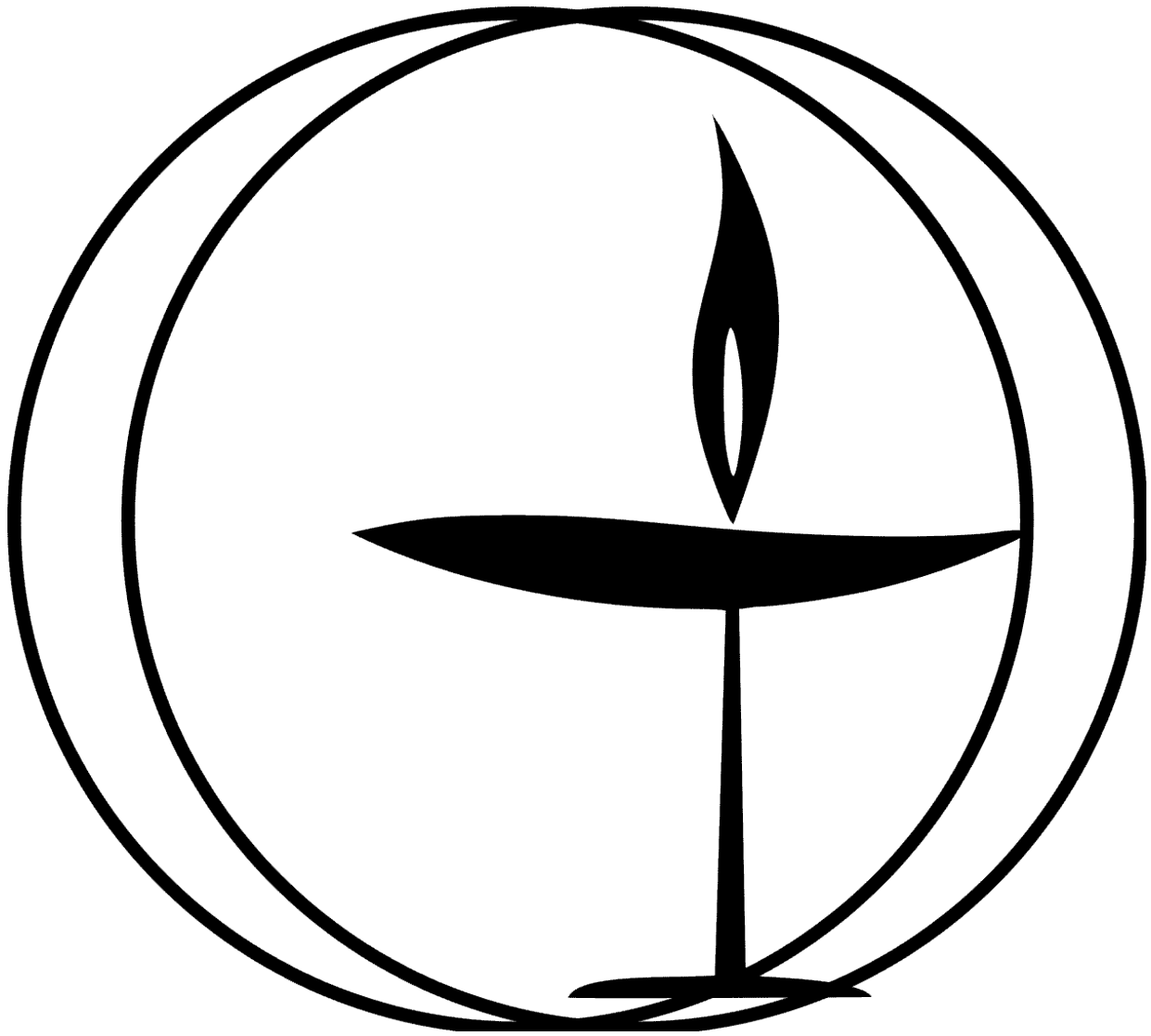


**Unitarian Universalist Church of Brunswick
ANNUAL REPORT
July 1, 2021– June 30, 2022**



*Our mission is
to be a spiritual community,
to welcome all,
to nurture one another,
to work for justice,
and to care for the earth*

UNITARIAN UNIVERSALIST CHURCH OF BRUNSWICK
ANNUAL REPORT 2021-2022
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BOARD OF TRUSTEES

2021-2022 List of Members

Name	Year Joined	Term Expires
David Kew, Chair beginning 2021	2018 (to complete D. Damour 2 nd term)	1 st Term Expires 2022
Catharine Chase, Vice Chair beginning 2021	2021	1 st Term Expires 2024
Cindy Parker, Treasurer beginning 2020	2020	1 st Term Expires 2023
Bill Clark, Clerk beginning 2020	2020	1 st Term Expires 2022
Jessica Tracy	2021 (to complete S. Gilmore term)	1 st Term Expires 2023
Rebecca Waddle	2021 (to complete P. Peranteau's term)	1 st Term Expires 2023
Sienna Dode	2018	2 nd Term Expires 2024
Michael Michaud	2021	1 st Term Expires 2024
Glenn Williams	2016	2 nd Term Expires 2022

CHARGE

The Board of Trustees receives and responds to reports of the Minister, Director of Religious Education, Treasurer, Church Council, and committees. They oversee the business affairs of the church, establish and administer policies that advance the mission and purpose of the church and the work of its committees, create standing and ad hoc committees as required, and inform the congregation about Board activity and decisions in a timely manner. For further elaboration of duties see the UUCB bylaws.

2021-2022 GOALS

We were able to have our customary fall retreat in person but outdoors due to the pandemic. We decided to set two goals for the coming year.

The first, Keeping us Together, was based on the idea that we were now figuring out how to live with the pandemic. We had closed the church building during the first year and a half of the pandemic and had plans to reopen for live services starting September 12, 2021. We knew we would not be going back to the "old normal" and would need to create a "new normal." The new normal has shifted with the pandemic and with congregants' comfort with in person events. All of our services this year were held in person with a live stream option. Based on the recommendation of our Covid Task Force, vaccination and masks have been required in the building and the number of seats in each space is limited. As the pandemic has changed, these requirements have adjusted to allow more people, different seating arrangements, in person meetings for church business, Concerts For a Cause, and, barring changes, soon rentals.

The second was Meeting our Financial Goals. The pandemic has put a financial strain on many organizations - UUCB included. For us the financial pressures have been on the revenue side due to reduced rentals and fundraising, and on the expense side due to additional expenses to produce both live and streaming services. Even with those pressures, UUCB is in a strong financial position. You will see from the budget we are presenting for 2022-2023 that while we have not quite worked our way back to a balanced budget, we are on that path due to healthy pledge commitments, expected improvements in rentals and fundraising, and careful expense management. On top of this, careful financial stewardship over the past years has given UUCB a strong balance sheet that has allowed us to weather the past two years of the pandemic and will help us manage what is to come.

SIGNIFICANT MILESTONES

Reopening the church building

We reopened for live services on September 12, 2021. All services have also been streamed live. We held a successful Christmas Service with 85 people in attendance.

Music

We created a new position - Director of Music - at a Congregational Meeting on November 14, 2021 and then hired Nell Britton to fill this position starting December 1, 2021. The retirement of our long-time choir director, Heidi Neufeld, Stephanie Bernier's stepping aside from her role as Music Coordinator to be part of the Ministerial Search process, and our open accompanist position gave us the opportunity to create a single position rather than fill these three separate positions. In addition, our Choir began to sing (masked) in services again!

Ministerial Search

Our search committee completed a successful search and presented Rev. Dr. Kharma Amos as the candidate to be our next settled minister. The congregation had the opportunity to meet Rev. Amos in person and/or online during Candidating Week April 24, 2022 thru May 1, 2022. At our Congregational Meeting on May 1 the congregation voted unanimously to call Rev Dr. Kharma Amos as our settled minister. After the vote Rev. Amos returned to the church and there was much cheering and rejoicing!

Pledge Drive

As our pledge drive comes to an end, it appears that our pledge goal of \$250,000 will be met. This is back up to pre-pandemic pledge levels and a sign of the commitment of our congregation to this institution.

Celebration of Our Previous Settled Minister

Rev. Sylvia Stocker retired as our settled minister in the spring of 2020 right as the pandemic was beginning. Vaccinations were not yet available and there was much we did not know about the pandemic, so we were not able to have a proper celebration to say goodbye. On May 14, 2022 we held an outdoor celebration of Rev. Sylvia and her husband Steve at Janice Thompson and Jeremy Jones' home. The weather was perfect; the event was well attended; and the singing, kind words, and time as a community were appreciated by all.

End of Interim Ministry

The Rev. Justine Sullivan has led us through the last two years. During the first, we were not able to hold in person services, so she learned, with us, how to create an engaging online service. Rev. Sullivan guided us through a ministerial transition, which can be difficult in its own right, but she led us through this transition during a global pandemic. We have been blessed with an interim minister who had the fortitude to guide us through such difficult times. After the service on June 12 we will celebrate Rev. Sullivan's time with us.

THANK YOU

It is impossible to properly express the gratitude that the members of this congregation deserve. The pandemic has fatigued us all and yet you continue. If I try to name you individually I will leave important people out, but you kept our services going - in person and online. You made sure we had music - instrumental and singing. You made sure we celebrated. You laughed together, cried together, and listened to each other. You said goodbye to beloved members and friends. You led us in Sunday services. You raised the money required to keep us growing. You found us a new minister. You welcomed new members and friends. You continued our outreach to and presence in the community. You ministered to the sick, the sad, and the struggling. You taught our children. You cleaned our building, answered our phone, and did the work behind the scenes that is sometimes taken for granted. Your persistence kept this community together.

Thank you for your faith in me.
David Kew

MINISTER'S REPORT

General Report

Last year, 2020-2021, I lost track of how many times I said, "Hang on, Dear Ones; we will be together soon." And that came true Mostly. We have been back in our sanctuary for worship since September of 2021. What a joy that has been, and yet there are so many who haven't felt able to meet in person. The live-streamed services are of high quality and it is wonderful to see so many people logged in on Sunday mornings and knowing that many are also watching the recording later in the day or week, and yet, when I look at pictures of the sanctuary overflowing with people in the days before the pandemic, my heart aches. And so again I say, "Hang on, Dear Ones, we will *all* be together soon."

With each month of this church year came a lowering of restrictions on activity, commensurate with Covid infection levels and rates of vaccination (which have been just about 100% for all those eligible and medically able to be vaccinated here at UUCB). The delay in getting vaccinations for young children meant that many families with young children have not been attending worship, but religious exploration classes continued to be available online, in conjunction with First Parish Portland. What a joy it was in mid-March to hold an all-age, in-person service and welcome many children to the sanctuary. It is likely that the Religious Exploration will continue to rebuild over the coming church year. Among the very exciting developments in RE has been the offering the Our Whole Lives program to our middle school aged children and the continuation of the youth group, offered jointly with First Parish Portland.

Your Board of Trustees listed as its top two goals of the interim time as: keeping us together and meeting our financial goals. Clearly, they have succeeded and just as clearly, they (the board) and I could not have succeeded without the support, commitment, and hard work of so many of you (more about that later in my Appreciations section). A third goal, of course was to complete a successful search for a new, settled minister, and oh how magnificently you have succeeded there. In my line of work – transitional ministry – I am focused much more on process than outcome. You - the congregation - imagine and articulate a desired outcome, and I – the minister – focus on how to help you get there. It's not that I don't care about the final result; of course, I do, but I believe that if we focus on a good, faithful process, we will get a good result. You all followed a careful, confidential, trustworthy process: selecting a Ministerial Search Team that would listen to you (and they did!) and then trusting that team to find the best match (and they did!) – what a joy to welcome into this community the Reverend Dr. Kharma Amos. Kharma has years of experience in ministry and leadership in administration, social justice, and interfaith work. Like many of us, she found Unitarian Universalism as an adult and has found her spiritual home in this prophetic faith. May you learn and grow together for many years to come.

Appreciations

It has been an honor to work with all the leaders of this congregation. I am grateful for the leadership of your Board of Trustees ably led by the wise and unflappable David Kew. Your treasurer Cindy Parker and the finance committee have this wonderful way of honoring our commitment to be generous while also being careful stewards of UUCB's resources. Thank you to Glenn Williams who completes his second and final term on the board, after serving so capably as board chair last year (during the full shut down phase of the pandemic!) and continuing to offer wisdom and support to this year's board chair David Kew. Glenn also serves on the Music Committee, chairs the Communication Committee, and when he is not singing in the choir can be seen running tech in our A/V booth during worship. (Note to everyone: running tech is really fun, and we could use some more people to help with that; I'll bet Glenn would like to be able to sit with wife Betsy during worship once in a while! And have I mentioned that running tech is fun?!)

A big thank you to all the members of the Worship Committee (Stephanie Bernier, Louise Gephart, Lucy Ijams, Pat Moore, Board Liaison Sienna Dode and AV liaison (I just made that title up) Ward Clark). Thank you to Penny Elwell and the Caring Network who provide meals and rides to those in need of that support; and to the Pastoral Care Committee, chaired by Julie Dahmer (who also leads the ushers and greeters and

serves as music librarian for the choir!). Thank you to the membership committee, led by Leigh Parenteau, who was the creative force behind that beautiful gathering for Rev. Sylvia Stocker and Steve Wellcome, and who just makes sure that folks are warmly welcomed not just as they enter the building but Leigh really focuses on inviting people into full participation in this community. Thank you, Leigh. Thank you to Sue Michaud for editing the *Parish Messenger* and making sure that we have a good social media presence. Thank you, Jay Collier for providing wisdom and guidance to our Communications Committee.

Thank you to Cuffy Chase and Jane Danielson who have led our Working for Justice Steering Group (WFJSG) – helping to coordinate the social justice work of the church. The WFJSG helps us live our Unitarian Universalist values in the larger world and brings it home to us all, widening the circle of concern. Thank you, WFJSG and all the many participants in fundraising, service, and learning activities that have continued throughout this year.

The Buildings and Grounds committee led by Maryli Tiemann works closely with the custodian and with many church members to take care of things inside and outside of the building. Those walking or driving by or stepping inside our doors can see the love you all have for this community by how beautifully you keep it. Thank you!

Thank you Safety Committee, led by Jennifer Butterworth for all you do to keep our building secure and for staying with the surprisingly complex issue of locking and unlocking doors and making sure the alarms are properly set.

Thank you, Art Committee, led by Joanne Allen for curating and hanging such wonderful exhibits of art created by members of this talented community.

Thank you to our Personnel Committee Linda Mallard and Charlie Evans, who also leads our nominating committee.

Thank you to our Director of Religious Exploration Toben Cooney-Callnan and the Religious Exploration Committee. So many programs in UU congregations and all kinds of faith communities have just dribbled away during this pandemic, but our Toben and the RE committee have not let that happen here. Attendance is down, of course, but I dare say that our families with young children still feel connected here, still know that this, that you are their people and will be here ready to say “Welcome Back!” whenever they feel ready to return to more regular in-person participation. Throughout these many months (years now), Toben has made sure that there was always something available: a warm welcome during in-person worship, an open invitation to participate in online programming, often in collaboration with First Parish Portland, with whom we share our beloved Toben. Flexibility, creativity, and persistence abound. Thank you, DRE Toben Cooney-Callnan and the RE Committee, chaired by Hilary Clayton.

We hired Nell Britton as our Director of Music in the Fall, and she started on December 1st – just three weeks before Christmas Eve, and she pulled together a beautiful Christmas Eve service with the choir singing together for the first time since the Spring of 2020! What a joyful noise that was, and Nell continues to offer beautiful music each Sunday, and she is providing excellent leadership to our choir, who now sing in worship twice a month. We are blessed to have Nell with us - back with us, actually, as she served as accompanist several years ago when she was in college. Our own Heidi Neufeld gets the credit for alerting Nell to this job opening and inviting her to apply. And thank you, Heidi, for all you did to keep the choir singing during the many months when we could not gather in person.

I extend again my deepest thanks to Jud Caswell for all he did to get us through the shutdown time, but he has also led the effort to create high-quality livestreaming of our (now in-person, Hallelujah!) worship services. Being able to watch live from home or even later in the week has helped us all stay connected during this time of continued uncertainty due to Covid. One of my great worries in joining you as your minister last year during the Covid shutdown was that we (you and I) would not be able to connect, and yet

we have. There are many of you I have not actually met in person or have spoken with only briefly but because of the excellent online worship that we have been able to offer (and when I say, “we,” I really mean it: so many of you have worked to make the virtual worship experience meaningful and spirit filled), you have felt the presence of my ministry among you. I know this because you tell me this and because I have felt it, too. Something truly does happen when we gather, and we now know that there are many different ways to gather.

Office administrator Shirley Bernier is a steady and steadying presence for this congregation. She is the go-to person for so many things, and I am grateful to Shirley for all she does. Because of your generosity, we are able to assist people in the community with food, gas to get to work, even financial assistance to keep a roof over their head or an ailing car on the road; Shirley is often the one who gets those calls, and she is a calm, loving, and respectful presence to those in need.

And of course, our custodian Tony Sulkoski and his wife Mary keep our building looking good and also have taken special care around cleaning during this pandemic. Thank you, Tony and Mary.

There is always a risk in naming people out that I will leave someone out, and I know there is a lot that happens “behind the scenes” that I am unaware of. I trust that during the congregational meeting on June 5th, we will take time to thank and congratulate one another on a job well done this year.

Congregational Milestones

Deaths, Memorial Services, Funerals

- Valerie Heath died on June 10, 2021. Her memorial will be held on June 18, 2022.
- Albert Moore died on August 29, 2021. His memorial was held on October 2nd, 2021.
- Bob Whitney died on December 12, 2021. A memorial service has not yet been scheduled.
- Dorothy (Dot) Sousa died on May 22, 2022. Her family will hold a private service.

Other Ministerial Activities

I attended meetings of the Brunswick Area Interfaith Council and have had occasion to offer invocations at two public witness events around reproductive justice. I have participated in a 10-session interfaith anti-racism training called *Sacred Ground*, offered by the Episcopal Church. This is a wonderful program that I hope more folks at UUCB will consider participating in during the next church year. Rev. Kharma is in touch with the Brunswick area coordinator about this program and will likely have more information in the future.

What Lies Ahead

My final worship service will be on Sunday, June 12, then I will lead Val Heath’s memorial service on June 18. Then I will attend Ministry Days and General Assembly the week of June 21st, and after that Dale and Callie and I will be off to California for our next big adventure.

What lies ahead for you, my dear ones, is a bright future full of joy, faithful service, justice-seeking, meaning-making, laughter, and above all, love. It has been my deep pleasure and a great honor to serve as your minister during this interim time.

With Love and Gratitude,
Justine
Reverend Justine Sullivan
Interim Minister, UUCB

ART GALLERY

Committee Members

Pat Spock	joined 2019
Ed McCartan.....	joined 2014
Deborah Zorach.....	rejoined 2021
Sharon Brown.....	joined 2020
Sally Horne.....	rejoined 2021
Anne Merrifield	joined May 2022
Carol Evans.....	joined May 2022
Joanne Allen, Chairperson	joined 2017

Purpose

The purpose of the committee is to share artwork with our members, friends and community. We use our fellowship hall and May Sarton Room as gallery space for members and local artists to exhibit their work for one month shows. We schedule the artists and assist with hanging and taking down the displays. The artists display and often sell their work. We hope that the congregation and visitors enjoy and are inspired by the creative and thoughtful artwork. We want this program to help make connections to the larger community.

Activities 2021-2022

We zoomed. We masked and hung art. We organized a schedule of displays. We adapted plans due to Covid. We gained some new members and said good bye to others. We reviewed our procedures and responsibilities. We received a donation of photographs from Martha Lentz's family. We learned a little more about church policy concerning donations due to a donation of Leonard Baskin prints years ago.

We displayed work by: Martha Lentz, Carol Evans, Paul Peranteau, Steve Black, Steve Eagles, Will Kunitz, and Richard Brown. We shared artwork in the Parish Messenger even when we couldn't put up art in the church.

Goals for 2022-2023

We are delighted to be back displaying art in the church and hope to continue to do so. We want to display paintings, drawings, prints, photographs, and fiber works by local artists and to show art by the youth of our church and by members and friends.

Concerns

Will Covid close us up again? How do we continue to include art in the life of the church? How do we store and protect donated artwork? We need to plan our finances better.

Budget

We asked for \$100.00 and haven't spent it yet. We want to get some plexiglass and clips for hanging unframed artwork which will cost more than our \$100.00.

Thank you to all of our committee members for putting up with zoom glitches and schedule changes. Your good spirits and good humor held us together. This has been an unusual year for us and we still managed to share artwork in the Parish Messenger or on the walls. Thank you to Shirley Bernier for her help letting us in and out of the church, for putting our announcements in the weekly bulletin and helping us make connections with others in the church.

Respectfully submitted
Joanne Allen, Chairperson

BUILDING AND GROUNDS COMMITTEE

Purpose

The Building and Grounds Committee oversees the maintenance and management of the church building and landscaping.

Charge

The Building and Grounds Committee oversees the following:

- Maintenance of plantings and grounds
- Snow removal from walks and stairs
- Organizing and maintaining the “Maintenance Notebooks/Operations Manuals”
- Safety signage
- *Upgrades to the church security system (2022 responsibility moved to Safety Committee)*
- Kitchen maintenance and cleaning
- General cleaning of the building
- Maintenance and repair of church systems
- Ordering tools and materials for maintenance and cleanliness.

Building and Grounds Rental Subcommittee works to ensure that:

- The church facility is more fully utilized
- Calendar and user conflicts are minimized
- Users are informed about facility use and care
- The Rental Subcommittee supports, recruits, trains, and coordinates custodial and A/V staff, assures that revenues and expenses involving the building and grounds are managed transparently, maintains user policies and procedures, and makes decisions about reservation requests by groups that may not be appropriate users (according to use policy).

Building and Grounds members are:

Shirley Bernier

Carol Briggs

Catharine (Cuffy) Chase (Co-chair 2022)

David Juhlin

Susan Snow (Co-chair 2022)

Maryli Tiemann (Chair through 2021)

Jessica Tracy, Our UUCB Board Liaison,

Jon Allen as a standby help and consultant

Maryli Tiemann has returned to her earlier role as
Kitchen Manager

Tony Sulkoski is our Sexton (non-attending)

Meeting Schedule

Building and Grounds – Monthly

Rental Subcommittee – Monthly or as needed

Highlights of 2021-22

Our return to meeting together in the church building happened shortly after we reopened for Sunday services. Until then, because no one was in our building, our duties thrived with the constant care of our UUCB sexton, Tony Sulkoski and church administrator, Shirley Bernier; together they kept the working details of our building going smoothly. If there were any concerns, they would address them, including overseeing the use of masks when folks visited our spaces when state-wide quarantining was released.

And our **garden areas** were attended by Cuffy Chase and a small group of volunteers, including Carol Briggs and Jennifer Butterworth, who continued to weed, plant, and water when needed and whose regular assistance is gratefully accepted.

When we returned to Sunday services, our Building and Grounds members began to assist with the requests of the Worship Committee, such as hanging and changing of banners for Christmas/winter, spring, and Easter Sunday. We also assisted with unusual snow removal issues when there was confusion as to

whether we were having services and our hired snow removal didn't happen. Also Thanks to Mike Heath and David Tiemann for "pinch-shoveling."

Since we have returned to meeting in person, we have addressed the following **"tabled" issues:**

1. Installing an **additional access to the sanctuary:**

We set up a meeting to consult with our church architect, Noel Smith, to have his professional opinion before moving forward with the installation of a new exit door within the sanctuary. He explained why it was truly **unnecessary**, and we shared this information with the Board, who decided not to pursue installing an additional exit door.

2. Access to a **possible Staff Parking area:**

We had requested a meeting with the owners of our east side neighbors, the Merrymeeting Title Company building, to discuss the possibility of using their entrance to our south patch of land to create a parking area for our staff. (The town had requested that we consider other options other than a Middle Street entrance/exit since there is considerable traffic already on Middle Street due to the library.) The building owners stated their objections to this concept, even before a meeting, so we will return to the Town Offices to review staff parking.

3. Replacing our present **hot water heater:**

After consulting both our plumber and electrician, we have decided to install a larger one so – when rentals return – we will have more successful use of our dishwasher, which was not cleaning properly before the pandemic. We will wait to have the hot water heater replaced until our busy plumber is free to install it for us since we have no need to use it at the present time.

Other Purchases are:

- . We are looking into an additional storage cabinet for the May Sarton Room.
- . A new gas detection system, which brings the stove and kitchen area up to code, was installed this past month.

UUCB has also added a **Safety Committee**, headed by Jennifer Butterworth to address the needs of security surrounding our building, and we coordinate our work with them as well as with:

The Arts Committee, headed by Joanne Allen. They have been active, especially with recent artwork from our own membership. However, access to the church remains limited, so they've been unable to hold "Openings" as in the past.

Rental Subcommittee, which Shirley Bernier heads, reports rentals are just beginning to return. Shirley is interested in streamlining the rental process, so she, Jessica Tracy, and Cuffy Chase are creating documentation to present to the Board. Another issue is the limited number of "host" volunteers and folks able to do the AV work necessary, so there is on-going discussions for possible solutions.

Other areas we have addressed are:

Cleaning: Our B & G Angels are minimally active, but Stephen Wood does come in on a regular basis. Thanks, Steve!

Fixing: The wood ledge/knee wall along the ramp out front has been completely sanded, refurbished, and refinished by Jon Allen. Thanks, Jon!

Monitoring: with the help of the Safety Committee, a new spreadsheet has been created to monitor the safety systems in our building, including: the fire alarm, fire extinguishers, sprinkler and HVAC systems, the first aid kit, defibrillator, and foam retardant over the stove. This spreadsheet is located on the B & G shared drive. Also, our solar panels are monitored regularly and are working well.

Please Note: We are looking for new members for our committee and are considering changing our meeting time to accommodate folks who are unavailable during the day. If you are that someone, please let any of us know. We'll welcome you eagerly.

Gratefully,
 Maryli Tiemann, Cuffy Chase, Susan Snow
 Chairs during this reporting period

COMMUNICATIONS COMMITTEE

Name.....	Year Joined
Glenn Williams, Chairperson beginning 2021	2021
Jud Caswell	2021
Cuffy Chase	2021
Bill Clark	2021 (resigned 2022)
Ward Clark.....	2021
Jay Collier.....	2021
Jane Danielson.....	2021 (resigned 2022)
Tammis Donovan	2021 (resigned 2022)
Dan Ellis	2021
Mike Heath	2021
Sue Michaud.....	2021
Other Participants.....	
Shirley Bernier	2021
Justine Sullivan.....	2021

PURPOSE

The purpose of the Communications Committee is to provide leadership in implementing the UUCB Communications Policy, which is as follows: to promote effective communication both within the congregation and between the church and the outside community.

CHARGE

The Communications Committee works to ensure that approved procedures and guidelines are followed in all internal and external communications and makes recommendations for updates as needed. With an emphasis on developing a consistent image and message across all platforms in support of the UUCB mission and Unitarian Universalist principles, a commitment to ongoing improvement and modernization is central to the committee's role.

2021-2022 GOALS

In May of 2021 the Board approved a motion to transform the *Modernizing Communications Task Force*, into a new committee. Recognizing the need for ongoing attention to related issues, the newly formed *Communications Committee* was given the above Charge. The task force had accomplished a great deal, and the work of the Committee has built on that progress.

- Streaming: When we returned to in-person Sunday services in September of 2021 we had established the capacity for live streaming so that people not able to attend could view the service online. This has been much appreciated. We have also enhanced our ability to use Zoom for congregational meetings, enabling members to participate in discussion and to vote remotely.
- Website: The redesign of the website has made it easier for people to add content and update existing information.

- Parish Messenger: We now have options to view the monthly newsletter as a PDF or via links to individual sections. This is particularly helpful for viewing on mobile phones.
- Calendar: We have a new calendar on the website, with options to view it in several different ways, based on the needs of the user.
- Google Workspace: As a non-profit organization, we have been able to establish a free Google Workspace account. We have a total of 10 Google Groups now in use, including one for All-Church Announcements. This has improved deliverability of communications sent out from the church. We also have 8 Shared Drives, which enable groups to share and store documents for group use.

GOALS STILL NEEDING ATTENTION

- In light of our charge to “ensure that approved procedures and guidelines are followed in all internal and external communications,” we have recognized a need to specifically address copyright issues raised by our new practice of streaming and recording Sunday services. We will take advantage of guidance provided by the UUA in recommending to the Board a UUCB policy in this regard.
- We have succeeded in modernizing and improving our communication tools—the various platforms we use. We now need to shift our focus from technology to people—understanding what our constituents want, what they need, what they are getting, and what they are not getting. During the coming year we will be emphasizing *engagement* as the most important aspect of our work. What can we do to more effectively engage our congregation and the wider community in carrying out the mission of UUCB?
- We would welcome new members interested in helping the Committee move in this direction.
- The work of the Committee would be greatly enhanced by having a paid Communications Coordinator. This possibility has been raised in the past, but it has not been possible to create the position due to funding limitations. We plan to explore the option of collaborating with other churches during the coming year.

ANTICIPATED ISSUES THAT WILL IMPACT THE ONGOING FUNCTIONING OF THE COMMITTEE

- The Committee has met with our new settled minister, and we are excited about the prospect of working with Kharma next year. We were pleased to learn about the experience she has had with communications issues, and we expect that her contributions will be significant.
- When the unanticipated coming of the pandemic happened, it was immediately clear that maintaining communications at UUCB was more important than ever. It is impossible to know what will happen next, but we are in a good position to maintain what we’ve established thus far.

APPRECIATION

There are two individuals who deserve a very large share of the credit for the progress described above—one person known to all, and one person behind the scenes. Jud Caswell has combined his highly developed technological expertise with his musical contributions to make our online worship experience the joy it has been. Jay Collier, a professional digital communications strategist, has donated his time for our monthly meetings and for making things happen in between. He is responsible for implementing many of the improvements I’ve mentioned, and he has provided wise counsel for the group since joining us early in 2020. Thanks also to the other members of the Committee. It’s a great group!

Glenn Williams
Chairperson, UUCB Communications Committee

CONCERT TASK FORCE

The Concert Committee Task Force's charge is to hold a series of concerts to raise money for the church and local charities while sharing a variety of quality music with the Brunswick area community. The church receives 1/3 of the funds raised from concert profits, and the chosen charities receive 2/3 of the profits. The charities are chosen by the Concert Committee, upon board approval, from the list of Charities for Soul that are elected annually by our congregation.

This year's task force members were

Susan Michaud, chair since.....	2014
Dan Ellis	2014
Donna Susemihl	2015
Steve Eagles.....	2017
Charlie Evans.....	2018
Irene Austin	2019
Louise Gephart, our newest member	2021

We are sorry to lose

David Roundy	2014
Anne Spencer.....	2015

We always need sound technicians for our concerts. We have a list of qualified people for the job, but to our delight, Jud Caswell has agreed to be the full-time sound technician. Of course, if he can't be around for one of our concerts, we have our very capable backups.

After having to cancel ALL of the concerts in the previous season because of Covid-19, THIS season we only had to cancel three: Susan Werner, Chris Smither, and the Soul Sensations. We still managed to keep 5 concerts on the schedule. Those first 4 concerts were really special. We had a good crowd for all of them, even selling out the Paul Sullivan concert, and you could feel the excitement in the air of being at a live concert once again. The artists were happy to be playing again too! At the time of this report, we have netted **\$2,126.40**, but we have one more big concert coming in June. (See chart below)

Our chosen charities for this season were the **Immigration Legal Advocacy Project (ILAP) and Mid Coast Hunger Prevention Program (MCHPP)**. Once we know the final net proceeds for the season, we will be dividing it 3 ways among the church and the 2 charities.

Performer(s)	Genre of Music	Date
Susan Werner	Jazz/Singer-Songwriter	Cancelled
Chris Smither	Singer-Songwriter	Cancelled
Novel Jazz Septet	Jazz Combo	11/13/21
Jud Caswell	Singer-songwriter	1/8/22
Pat Colwell and the Soul Sensations	R&B & Soul	Cancelled
Pretty Girls Sing Soprano	Vocal Trio	3/12/22
Paul Sullivan	Pianist	5/14/22
Heather Masse and Jed Wilson	Jazz/Pop/Blues	6/25/22

Since Covid began, we have had to cancel 14 concerts, but we are hoping that the next season will be back to normal.

In the past we have had some very popular, internationally known musicians, but since Covid, we have had to choose artists who agree to play on a percentage only basis (no agreed-to minimum) and to adhere to our Covid terms (Max of 120 tickets sold, everyone masked and vaccinated). That limits the number of musicians who are willing to play. The Concert Task Force is continually going through our lists of possibilities/suggestions and prioritizes them according to affordability, quality of music, potential to make money, and variety of music.

We have two concerts scheduled for the next season. In September, we will have **Pat Colwell and the Soul Sensations**, and in October we will be having **Mr. Harley**, an afternoon concert for children and their families. Also in October, we'll have **Dirty Cello**, whom we had to cancel last year. And in November we'll have the wildly entertaining folksinger **Christine Lavin**. The Task force is in the process of filling out the rest of the year with more great musicians.

I would like to thank all members and friends of the congregation who attended some of our concerts, put up flyers, or passed on information about upcoming concerts. Thank you to the committee who work tirelessly to make these concerts a success.

Submitted by
Sue Michaud, Chair

FINANCE COMMITTEE REPORT

Members:

Cindy Parker, Treasurer	2020
Paul Peranteau	2016
Steve Eagles	2016
Jonathan Allen	2018
Carol Gillespie	2019

The Finance Committee develops the church budget and then monitors the congregation's income, expenses, and pledge payments, and makes regular reports to the Board of Trustees and the Congregation. It is also responsible for securing property and liability insurance for the church building and assists the Annual Pledge Drive Committee and other fundraising efforts as needed.

Notable financial events in this first year back in person after streamed services during the pandemic:

- Steady payment of pledges
- Return to strong support for our Charities with Soul
- Notwithstanding a deficit budget, it is likely we will end the year in the black, perhaps even with an excess to carry into FY23.
- Despite large swings in the market, our Investment Account at UUCEF still provides important support when a deficit budget is required: its value at 3/31/22 is approximately \$527k, \$32k below one year ago, \$113k greater than two years ago.
- Our Operating Reserve of \$26k is \$24k lower than a year ago—funds used to support the deficit budget and the newly created Music Director position.
- FY23 Pledge Drive will probably come close to the \$250k goal when auto-pays and late pledgers are included.

Areas of continued concern:

- FY2023 will be the second year of a proposed deficit budget, with staff expenses our largest cost. We must persist in living our principles while providing both equity to staff and sustainability for our congregation.
- Staff health insurance costs continue to escalate; work is needed in this area to offer staff more choice in how we allocate their total compensation.
- Continuing health concerns make a return to full fund-raising and rentals tenuous.

Many thanks to members and friends who continue to provide strong financial support in difficult times, and to the members of this Committee who provide equally strong support and backup to the Treasurer.

Respectfully submitted,
Cindy Parker, Treasurer

MEMBERSHIP COMMITTEE

Committee members and when they joined MemCom

David Juhlin	2019
Steve Loebis.....	2018
Nancy Meikle	2013
Erika McKenney(Chairperson).....	2021
Leigh Peranteau	2015
Karen Rienert	2014
Betsy Roper.....	2018
(on leave to serve on the search committee September 2021 until June 2022)	
Sally Steele.....	2019
Donna Tompkins	2019

Committee's purpose

The Membership Committee's purpose is to provide ideas and opportunities for newcomers, friends, and members to feel welcomed, develop connections, and find ways to become involved in the life of UUCB. We seek to create and maintain a spirit of warmth, caring, and community at UUCB.

Ongoing Committee Activities

Visitor's Table

Each Sunday, one or two members of the committee staff the visitor's table, welcoming visitors and answering questions. Name tags, which are printed by Nancy Meikle, are made available at the visitor's table. Karen Rienert sends a note of welcome to everyone who signs up to receive UUCB emails. Shirley maintains a spread sheet of these visitors and we review this list periodically, sharing what we learn about our visitors during our time at the table.

We resumed In-person worship on September 12, 2021. The Visitor's Table, staffed by members of the committee, welcomed visitors once again and stood at the ready to answer questions.

Newcomer's Chat

The first Sunday of each month members of the committee and a representative of the board meet informally with individuals interested in learning more about UUCB. This is an opportunity for newcomers to ask questions and hear about upcoming events at UUCB. Based on feedback from newcomers these chats are appreciated.

Annual Count of UUCB Members for UUA

Each year, a member of the committee works with Shirley and the minister to perform an annual count of the number of UUCB members; this number is reported to the UUA in early February. Leigh Peranteau assisted in the count. In 2022 we reported 199 members, a decrease of 9 from the 2021 count of 208 members.

You and UU Class

This is an orientation to the history and principles of the Unitarian Universalist denomination and to UUCB. Initially we planned an in-person class on January 22nd. Due to a Covid exposure the venue was changed to Zoom. Four individuals participated. The class was facilitated by Rev Justine Sullivan, Karen Rienert, Toben Cooney-Callnan and Leigh Peranteau.

Circle Suppers

These small group gatherings in the homes of UUCB members and friends provide opportunities for people to get to know one another. These suppers were coordinated by Donna Tompkins and Leigh Peranteau.

We added Thanksgiving and Christmas to the calendar this year. We had 10 and 12 participants respectively on Thanksgiving Day and Christmas Day. 11 individuals attended a supper in October 2021 and 25 attended a supper in April 2022, 9 individuals hosted a supper this year. Many thanks to those who hosted.

SoUUps On!

Due to Covid restrictions on masking this activity has been suspended .

New Member Recognition

Two New Member celebrations were held this year; one in October, the other in May. New members are formally recognized at this time. Betsy Roper and Leigh Peranteau represented the Membership Committee.

Parish Messenger

Several times over the year Donna Tompkins wrote a column for the Parish Messenger updating the congregation about our activities...

Pamphlet Racks: Pamphlets & Large Print Brochures, Sermons

Various members of the Committee monitor the pamphlet rack, replenishing as needed.

Visitors and Newcomers' Potluck

Due to Covid restrictions on masking we continue to suspend activities involving food.

Mah Jongg

Due to Covid restrictions this activity has been suspended.

Special Activities

Cook Book

During the holidays cookbooks were offered for sale at the Visitor's table. They will again be made available in the fall of 2022. The cookbooks continue to be available for pick up at the church or at Sue Michaud's home. Requests to have a cookbook mailed are handled by Donna Tompkins. Sue and Donna deserve special recognition for their efforts on this project. Sale of the cookbooks has provided additional revenue to UUCB in the amount of \$601.00. There are 76 cookbooks remaining to be sold.

Brown Bag Lunch

On October 17, 2021 we organized a brown bag lunch on the Brunswick Town Mall. 20 UUCBers enjoyed the opportunity to gather in a Covid safe setting and enjoy the beautiful fall day.

All Church Picnic

On June 26, 2021 we gathered at the home of Janice Thompson and Jeremy Jones to celebrate our HUUman ReUUion. We had a wonderful time gathered on the lawn of their unique home in Harpswell. Thank you Janice and Jeremy.

A Celebration of Sylvia Stocker's Ministry

Janice and Jeremy generously offered the use of their property in Harpswell for a celebration of Rev Sylvia Stocker's ministry. Thank you Janice and Jeremy. This was an outdoor event held on May 14 2022.. The celebration was enjoyed by approximately 80 people. Participants provided a selection of delicious potluck dishes. Although not an official MemCom event the entire committee participated. Special thanks for their many contributions.

Submitted by

Leigh Peranteau

for the Membership Committee

PASTORAL CARE ASSOCIATES

Members:

Rev. Justine Sullivan,
Julie Dahmer (Chair, 2019-),
Joel Austin,
Jane Danielson,
Sally Horne (1st half),
Mary Larson,

Sue Loebis,
Renee Manomaitis,
Susan Snow,
Susan Thorner,
John Trumper,
Betty Wurtz.

Mission Statement:

The mission of the Pastoral Care Associates is to respond in a compassionate way to pastoral needs that come to our attention. We will listen with open hearts and offer presence. We will assist the Minister, expanding the scope of pastoral care offered.

The Pastoral Care Associates covenant to keep details of care situations strictly confidential, including other members of the congregation as appropriate. Discussions are respectful and involve pertinent information only.

Membership:

This year again our committee comprised a solid team of caring committee members to serve the various pastoral care needs of the congregation. Renee Manomaitis replaced Gus Manomaitis and Irene Austin stepped away while she served on the time- and energy-intensive tasks of the Ministerial Search Committee. We meet monthly via Zoom.

Service:

The pastoral care associates offered emotional and moral support to several members of our congregation this year. The needs were both short-term and ongoing. As the physical distancing restrictions mandated in response to the coronavirus pandemic eased to some degree, we were again able to visit members and friends in their homes and other indoor spaces, complying with CDC guidelines and respecting personal comfort levels. We continued to meet for walks, have phone conversations, and send cards of cheer or condolence.

With in-person Sunday services resumed, pastoral care associates were again able to have private chats in church, after the service. We reached out to people who contacted us directly or via our Joys & Sorrows gmail account as well as to those whose pastoral needs we became aware of indirectly.

When the pandemic put an end to our regular in-church services in March 2020, we set up an email address, uucbjoyandsorrows@gmail.com, as a temporary replacement for the Joys & Sorrows book we read from on Sunday mornings. Although we are once again able to worship together, we kept the email address active so congregants who do not plan to be at church in person can email a joy or concern to us at this address, to be written into the book and read from the pulpit. Anyone who would like to let us know of a need for pastoral care may also contact us this way. I monitor this account and welcome anyone to use it. Your information will remain confidential unless we are directed otherwise.

In addition, pastoral care associates contact the Care Committee when we hear of anyone with a non-pastoral need such as meals or rides to appointments and grocery shopping, and we are among the church members who help provide these.

Appreciation:

I want to express my sincere appreciation for the time and thoughtful caring I have witnessed the Pastoral Care Associates devote to so many of our community, and for their commitment to our mission.

Respectfully submitted,
Julie Dahmer, Chair

RELIGIOUS EXPLORATION

Shared Ministry

This was our third year of shared ministry with the First Parish Portland. This shared Ministry allowed First Parish to successfully run the 7-9 Our Whole Lives Program with a total of five youth (two from UUCB and three from FP). The Youth Group was also combined (two youth from UUCB and eight youth from FP). UUCB went back to in person meetings in September while FP stayed online. The FP Children's Faith Formation Zoom meetings were open to UUCB families and we did have some engagement from UUCB families at some of those meetings. The FPUUCB Youth Group put on a successful Youth Sunday at First Parish.

Children/ Youth/ Families

Engagement has been very difficult this year in some aspects and successful in others. We had limited engagement (often just one or two kids) in Zoom meetings. I continued to send out activity packets to families to offer those who were not attending online an opportunity to engage with UUCB and to continue developing their UU identity. When we returned to in person programming in the Fall, we didn't see the increase in family engagement that we had hoped for. Our RE Teacher stepped down from her position in early October. This combination of low engagement and no regular teacher made it difficult to plan for regular RE Programming.

We created a Junior Youth Group for 7/8th Graders from UUCB and First Parish Portland that met online for a couple of game playing events as well as in person for a walk around Mackworth Island. When FP returned to in person meetings, the FPUUCB Jr. Youth Group began the 7-9 O.W.L. Program in Portland. This was well attended and families were very supportive of the program and grateful that it was offered. The plan for next year is to offer a Coming-of-Age Program for kids who were part of the Jr. Youth Group.

The High School Youth Group offered several in person meetings out in the Community that were well attended. We did a Corn Maze in the Fall, a Christmas Light Walk in the Winter, and an Escape Room Event (per youth request) this Spring. We have a Pride Poster Printing Event with Pickwick Independent Press scheduled for this Summer. We also met online up until February when we returned to in person meetings. They also created a lovely Youth Sunday Bridging service where three of our youth bridged. The plan for next year is to offer the 10-12 O.W.L Program in addition to our regular Youth Group Activities.

Challenges

As previously mentioned, engagement was difficult to anticipate this year. Several families expressed that they were "Zoomed out". The hope was that those families would reengage once we returned to in person meetings but reentry has been slower than we initially hoped for.

Additionally, UUCB returned in person well before FP which made my work more difficult because I was not able to share as much programming. The mindset of the COVID Response Team at FP was also very different from that of UUCB. I found myself feeling very overwhelmed and unsure of the best measures to take to protect families while also trying to keep them engaged.

Respectfully submitted,

Toben Cooney-Callnan, Director of Religious Exploration

REOPENING TASK FORCE

The Reopening Task Force first convened in September, 2020, at the request of the minister and the UUCB Board. Its primary goals were and are to minimize Covid infection risk at UUCB, and to explore methods that can maximize a sense of warmth, spirituality and connection within UUCB, despite limitations imposed by this highly infectious, sometimes deadly, agent.

The Task Force recognizes that no arrangement can be perfect, and we promise to inform all decisions with UU Principles, our Covenant, and CDC guidelines.

The Reopening Task Force (called at times "Covid TF") includes Bill Clark M.D., Chair, Stephanie Bernier, Mike Heath, Leigh Peranteau, Betsy Williams, Rev. Sullivan, all of whom were members throughout the 2021-2022 church year; and Toben Cooney-Callnan through Feb '22, when Hiliary Clayton stepped up). The TF met monthly, with occasional extra meetings.

(As of end May, 2021, Sunday services were live streamed from the Sanctuary, and the Church was otherwise closed except for the offices and cleaning. Plans were made for a 6/26/21 outdoor reunion event (Harpwell): Masks optional; indoors, wear masks, except when eating.

Summer'21

- Building closed until September with exceptions for staff and UUCB'ers preparing for programming
- In June the TF planned to have in-person Sunday services in the Sanctuary beginning September 12, without congregational singing, masked, with spaced seating to accommodate 100 people, with an additional 20 possible in Fellowship Hall, while also continuing live streaming. We agreed to maintain a contact list each Sunday. We allowed a single wind instrument and unmasked singer to be on the Chancel. We urged "quick dispersal" with minimal congregating in the sanctuary after services. We imagined coffee hour re-starting, but this was abandoned because of Covid resurgence.
- Nursery We proposed specific limits on number of people allowed in nursery, with all adults masked, and potentially an air filter present--but nursery was not opened because of lack of demand.

In **July**, UUCB wished to reopen concerts and possible rentals ASAP. The TF proposed guidelines, to take effect in the fall, as follows:

- Book no one to appear before October 15.
- Inform performers and potential patrons that information about contagion and safety will likely be developing and incomplete for a few (or many) more months.
- Reserve the right for UUCB to cancel if circumstances indicate new or unforeseen risks, without liability for losses.

In **August**, we agreed to allow Beth Israel (Bath) to use the MMB room for their Hebrew classes on Thursday afternoons. (Because of non-UUCB factors, BI kids have not yet appeared.)

- UUCB purchased indoor air purifiers, specifically to allow use of MMB room and adjacent meeting rooms for RE.

By **November**, one concert was organized (NOVEL) and guidelines for future scheduling were shared with scheduler Sue Michaud.

- We agreed that UUCB groups could schedule with Administrator to meet in the Church, one per day in each room of appropriate size. And group leader would keep a contact list.
- We agreed that the choir could practice, masked, in the Sanctuary.

In **December** we agreed that the choir could sing, live, for the Holiday service and thereafter.

In **January**, a potential contact attended Choir practice, and the choir attended a scheduled concert in the sanctuary, causing a major stir. Luckily, no infections ensued, but we had a chance to remember and adhere to guidelines and follow-up of potential problems. We agreed, again, that the minister and Task force would follow up any potential breeches of protocol.

- We noted a big increase in COVID cases in Cumberland County, and that UUCB has safely guarded our staff and congregants with posted rules, live streaming, and congregational cooperation. To our knowledge, only one infected person has attended a Sunday service (unaware of infection on that Sunday), and that person knew their close Sunday Church contacts (and personally notified them) as soon as they discovered their positivity. (Happily, they recovered without incident).

In **February**, the Task Force thought the congregation could sing, masked, on Sundays, agreed that the limit of occupants in the MMB room could be increased to 15, and removed limits on the number of UUCB meetings that could be held in the Building. Did not increase the sanctuary seating capacity, agreed to let OWL classes take place.

In **March** (masked), agreed to proceed with a **March 12** Concert (with front row of seating removed), and agreed to have the Baroque Ensemble perform live (for UUCB congregants only) at a **date TBD**.

- A special request received from Una Voce singing group was approved by Board and TF Chairs just after the **Feb TF** meeting (UVoce includes several UUCB members, and will adhere to all UUCB guidelines, including rehearsing masked.)

By **April**, we noted/agreed that if all are masked, a person is not considered exposed if near a Covid + person. Also in **April**, the TF agreed that Sunday services, with Congregants in 2 large semi-circles (a pattern that the Minister and some others liked,) should return to “traditional seating” patterns, to increase attendees’ visibility to each other and to decrease hearing issues in the semi-circle configuration. Further, Sanctuary windows could remain closed during services, from a Covid viewpoint.

- Toben’s request to use the Youth Group room for OWL classes was approved, with windows open, air purifier on, and all masked.
- TF agreed to allow families attending a Sunday service to gather, and/or people sitting alone to move chairs so as to be able to join other family or friends.
- With Board approval, we agreed to announce “that UUCB will approve concerts and rentals for dates after Sept 15, with the proviso that UUCB retain the right to cancel any event concert or rental, if in the judgement of our Reopen (Covid) TF the safety of UUCB persons and/or concertgoers/renters is at serious and/or increased risk. The kitchen is off-limits, and food (for performers only) must be eaten with/from disposables, in the May Sarton room. Our Reopen TF will monitor risk twice monthly and make considered and careful cancellation determinations on or about the first and the fifteenth of each month, with safety paramount, up to 2 weeks before a scheduled event. Until further notice, masking of Concert attendees and renters must continue- as masking clearly is the key to individual and collective safety.”

The TF will continue regular monthly meetings for now.

Respectfully,
Bill Clark M.D., Chair

SAFETY COMMITTEE REPORT

Committee Members:

All members joined the committee this January 2022. Committee members are Jon Allen, Joel Austin, and Jennifer Butterworth who serves as committee chair.

Purpose:

The Safety Committee shall protect the church building, occupants and grounds from fire and other sources of physical hazard consistent with state and local safety codes.

Charge:

The Safety Committee will be a liaison group between employees, the church community and the Board of Trustees to advise and assist in safety issues in the church. The committee will increase awareness of safety at the UUCB, identify workplace risks, develop and monitor safe systems and procedures, and create a plan (or make recommendations) to reduce risks.

Goals, Accomplishments, and Future Efforts

The Safety Committee has reorganized itself around three arenas: (a) safety, (b) security, and (c) emergency preparation to address our purpose and charge. The goal of each of these areas is as follows:

- Safety: Ensure all safety equipment and items are in place, meet codes, and are routinely updated and/or maintained
- Security: Ensure members and well-intentioned visitors have access to the church as needed/appropriate as well as to ensure, non-well-intentioned people do not enter the building.
- Emergency preparation: Ensure procedures are in place for unanticipated dangers or emergencies to the building, occupants, and community.

Since January 2022, the Committee has accomplished the following:

Safety: We have identified and are in collaboration with the Building and Grounds Committee regarding oversight of multiple safety items and contracts (e.g., sprinkler system, HVAC filters, defibrillator, fire extinguishers, fire escape routes, first aid kit...), including timelines for maintenance inspections/upgrades of each. We identified the requirement for a gas detector in the kitchen and sent that information to the Building and Grounds Committee who oversaw its installation.

Security: The Safety Committee began by identifying all people who currently have access to the church after hours and has retrieved keys, cards, and/or fobs from those who no longer need them. We are now in the process of clarifying procedures for obtaining and returning cards, fobs and keys. In addition, we have worked to identify areas of concern within the exterior access system and have successfully followed through with a Board approved measure to upgrade this system.

Emergency preparation: Upon Board direction, we revisited the decision to add an additional exit door for emergency preparation and, upon our research and discussion with the church's architect and Brunswick police, proposed to the Board that we forgo the installation. We anticipate focusing our efforts on emergency procedures and subsequent training for the congregation.

Appreciation

We are very appreciative of Mike Michaud's participation in the Safety Committee as the board liaison, Mike Heath for all his assistance for sharing his expertise, the Board for their support, and the church community for their flexibility through the security upgrade process.

SEARCH TEAM

The Search Team, made up of Irene Austin, Stephanie Bernier, Nathan Haynes, David Juhlin, Betsy Roper, Tom Rumpf (Co-Chair) and Mary Larson (Co-Chair), was elected by a congregational vote in May 2021.

Our charge was to assess the interests of the congregation, develop a Congregational Record and Documents Packet, review applications, interview and assess candidates to discern the best candidate, and nominate a new Settled Minister for consideration by the congregation.

Our charge was to assess the interests of the congregation, develop a Congregational Record and Documents Packet, review applications, interview and assess candidates to discern the best candidate, and nominate a new Settled Minister for consideration by the congregation.

Following UUA guidelines, the team participated in an orientation retreat led by a representative of the UUA, and a Beyond Categorical Thinking workshop, conducted an all-church survey, held cottage meetings to gather input from church members and submitted the Congregational Record and Documents Packet to the UUA Transitions Office.

We received eleven applications, conducted seven video interviews, narrowing our choice to three candidates who each came to Maine for a Pre-Candidating Weekend, including preaching at a neutral pulpit.

We were fortunate that our chosen candidate, Rev. Dr. Kharma Amos, accepted our invitation to attend a Candidating Week at UUCB. At the end of the week, the congregational vote was unanimous to call Rev. Kharma to be our next Settled Minister, and she accepted our call.

Submitted by:

Tom Rumpf & Mary Larson, Co-Chairs

WORKING FOR JUSTICE STEERING GROUP

Members at Large:

Cuffy Chase, Co-Chair	Sue Kennedy
Jane Danielson, Co-Chair	Susan Snow
Ed McCartan	Faith Woodman
Carol Briggs	Renee Manomaitis
Cathey Cyrus	Jim Spicer
Betsy Williams	Betty Wurtz
Pat Moore	Ward Clark
JoAnne Allen	Cheryl Martin
Bonnie Wood	Betty Robinson
Lynn Ellis	Rob Stuart
Stephen Wood	

Purpose:

The Working for Justice Steering Group (WFJSG) works to offer vital social justice programming that is personally transformative for the congregation and contributes to needed change in the larger community.

Committee Charge:

The WFJSG is charged to organize and support social justice initiatives that express the UUCB chosen focus to work towards the prevention of prejudice and hate. Initiatives seek to encourage reflection and action among the entire congregation.

Committee Structure:

WFJSG has teams of members whose interests align with one or more of the focus areas of the Steering Group. The focus areas each have a point person who takes responsibility for implementation of initiatives. The focus areas for this church year are:

- Black Lives Matter
- Gun Violence Education and Awareness
- Habitat for Humanity
- Immigrant Justice
- Indigenous Awareness
- MUUSAN
- Teen Center
- Charities with Soul

Under its current structure, the entire committee meets quarterly rather than monthly, and members of the focus areas meet as needed to plan and launch their respective programs.

Black Lives Matter:

Although this focus group did not offer any programs this year, Working for Justice remains committed to lifting up the voices and experiences of Black and brown people of color.

Gun Violence Education and Awareness:

Lynn Ellis, point person, Pat Moore, Carol Briggs, Ward Clark

In 2021, members of UUCB and the community joined in the nine-year anniversary since the tragedy at Sandy Hook Elementary School in December 2012. Several worship services included mention of the toll gun violence is taking in our state and in our country. We welcomed guest speaker, Rev. Jane Field who did a moving service just two days before we held our annual candlelight vigil.

In June 2021 members of UUCB and others joined in a Wear Orange - National Gun Violence Awareness Day - gathering on the mall in downtown Brunswick.

As of this writing, gun violence is now the leading cause of death in children and adolescents, aged 0-19. A 30% increase since 2019-2020. These deaths include incidents of suicide, accidental shootings and homicides, with homicides outpacing the other two categories. In partnership with the Maine Gun Safety Coalition, as well as the newly formed Maine Gun Safety Caucus, and with resources from Everytown for Gun Safety, we continue to offer education and awareness of this public health crisis.

Habitat for Humanity:

Cuffy Chase - point person and Carol Briggs.

Although the pandemic slowed things down a bit and the store was closed for nearly a year, Habitat for Humanity 7 Rivers Maine was able to move forward:

- Critical Repair/Modification projects were completed for 56 homeowners who would have been unable to complete or afford the work without our help. Those repairs and modifications made it possible for the homeowners, many who are disabled, elderly or both, to remain in their homes.
- Once the ReStore opened again in July 2021, HFH showed increased sales that help fuel the home build and repair/modification programs.
- HFH was able to maintain a strong volunteer force through the pandemic.
- HFH continued the "Bookcase Brigade" program where volunteers build bookcases from new and recycled materials to sell in the ReStore.

UUCB once again joined the Walk to Build on Sunday, May 15, 2022. There was a gathering of 10 church members as fundraisers who, along with other friends and family, participated in the Walk to a new building site in Wiscasset -- work there to be started later this spring. Six members of UUCB (Carol Briggs, Mike

Heath, Gretchen and Dexter Kamilewicz, Hank Simpson and Cuffy Chase) are also regular volunteers at the ReStore. Cuffy is also a member of the newly created Restore Committee.

The UUCB Walk to Build team received more than \$10,500 in support of HFH7RiversME.

Immigrant Justice:

UUCB members and friends continue to build relationships and share experiences across cultures with individual asylum seeker families, but the hoped for in person events to engage the larger community - multicultural gatherings to share conversation and stories, food, music and dancing - were necessarily, put on hold again this year because of COVID. Those individual cross-cultural relationships are also in transition as the asylum seekers who settled in Bath and Brunswick in 2019 have become increasingly independent. Their language skills have increased; many have cars and driver's licenses; their employment opportunities have stabilized and their experience and understanding of local culture have deepened. Day to day challenges still continue, however, and ongoing concerns are always present as people await immigration court dates and ultimate decisions re immigration status.

Throughout the year new immigrant families have continued to arrive in Portland, initially needing full support to meet their basic needs for food, housing, clothing, health care, transportation, language learning and education. An almost total lack of appropriate housing has produced a humanitarian crisis as families are temporarily housed in hotels and B&B's – a stressful situation for families at best and overwhelming resources in Portland and adjacent communities with no more permanent housing options in sight. A few new families have arrived in Bath and Brunswick when housing could be found. Jewish Community Alliance serves as the settlement agency for families for the first 3 months – providing case managers to assure that basic needs are met. Following that initial 3 months of support, local faith communities and service organizations will be called upon to help welcome and support these families. UUCB members and friends will have many opportunities to reach out to and connect with these new neighbors. Mid Coast New Mainers Group (MCNMG) will help to guide those connections. The congregation is encouraged to follow *Amjamba Africa*, a local, free and informative on line and hard copy newspaper, to stay alert to what is happening in Maine's vibrant and growing immigrant community.

In continued response to the presence of the new Mainer community in Brunswick and the anticipated arrival of more new Mainer families to the area, Brunswick supported the February opening of a New Mainers Welcome Center on the Brunswick Landing. The Welcome Center provides paid staff, meeting space, guidance and information about resources to help new Mainers in Brunswick and immediately surrounding communities meet the challenges they face. The Center is overseen by Lewiston-based Immigrant Resource Center (IRC).

Indigenous Awareness:

WFJ efforts to engage the congregation in Indigenous issues were focused on promoting educational opportunities and directing attention to and action on important legislation in Augusta.

With UUCB's return to in-church worship services, the UUCB sanctuary became a place for limited use by UUCB groups. Following CDC guidelines for inside gatherings, WFJ offered live streaming of the League of Women Voters 4-part series: *Understanding Dawnland Today: The Wabanaki and the State of Maine*:

- September: *Dawnland* – film screening
- October: *Land Acknowledgments* with Darren Ranco
- November: *An Introduction to the Sovereignty Act* with Maulian Dana and Cory Hinton
- December: *Panel Presentation with Wabanaki Chiefs*: Chief Kirk Francis, Penobscot Nation; Chief Edward Peter-Paul, Aroostook Band of Micmacs; Chief Clarissa Sabattis, Houlton Band of Maliseets; Vice-Chief Ernest Neptune, Pleasant Point Passamaquoddy Tribe.

In October and in acknowledgment of Indigenous Peoples' Day, members and friends were encouraged to attend a series of 3 zoom events – a collaboration of Midcoast Indigenous Awareness Group (MIAG) and Curtis Memorial Library:

- Panel discussion of the Maine Indian Claims Settlement Act
- Virtual Rally for Wabanaki Rights
- Film screening of *Voices from the Barrens: Native People, Blueberries and Sovereignty*

Also in October and in recognition of Indigenous Peoples' Day, WFJ organized a Sunday Worship service – *The Land and the Waters* with guest musician Ron Siviski of Maliseet ancestry.

From winter into spring WFJ and MUUSAN focused energy on educating the congregation about a series of bills in the Maine legislature with direct impact on the sovereignty of Maine's Wabanaki tribes:

- LD 906; *An Act to Provide Passamaquoddy Tribal Members Access to Clean Drinking Water*
- LD 585; *An Act to Restore to the Penobscot Nation and Passamaquoddy Tribe the Authority to Exercise Jurisdiction Under the Federal Tribal Law and Order Act of 2010*
- LD 1626: *An Act Implementing the Recommendations of the Task Force on Changes to the Maine Indian Claims Settlement Act.*

LD 906 and 585 were passed and signed into law by the governor; LD 1626, while passed, did not get moved on to the governor's desk. She had made clear she would veto LD 1626.

MUUSAN (Maine Unitarian Universalist State Advocacy Network)

UUCB Team: Lynn Ellis, Betsy Williams Faith Woodman, Rob Stuart.

This year we broadened our collaboration with MUUSAN. Members of the WFJSG stepped in to represent each of the four areas of focus that MUUSAN embraces. These areas are: **Climate Change; Democracy in Action; HealthCare; and Racial, Native and Immigrant Justice.**

Maine's legislative ministry group has actively worked to educate, mobilize, and coordinate UUs on specific issues and bills that went to the Maine Legislature – 130th Session. Working in coalition with established state and national organizations, we choose bills that affect policy in Maine laws that protect and enhance the lives of all Mainers. Each collaboration helps to educate us and to magnify our impact by directing us toward legislation and public policy areas where our voice as a faith-based organization can make the greatest difference. For a complete list of bills go to MUUSAN's webpage.

Our work is grounded in the belief that the dignity and worth of all human beings is without question and it is our moral obligation to support legislation that promotes this conviction. In addition, everyone should be able to exercise their basic human rights to achieve their fullest potential and to live in a clean, sustainable environment. In the last ten years, MUUSAN has played a significant role in statewide education about and advocacy for protecting voting rights, instituting Ranked-Choice Voting, supporting Clean Election laws and reducing the importance of money in campaigns - as well as advocacy for universal health care, promoting public health interventions and common-sense gun legislation. Other areas of focus include supporting fossil energy conservation, educating legislators and the public about the urgent call to slow climate change, and addressing systemic oppression by advocating with and on behalf of racial, ethnic and indigenous populations and responding to the need to interrupt disparities in Maine's legal and economic systems.

Teen Center –

Carol Briggs, point person and a member of the Brunswick Area Teen Center Advisory Board; Joanne Allen, Cuffy Chase, Pat Moore, Susan Snow, Betty Wurtz, and a new member to the Group in 2022, Donna Tomkins.

The purpose of the Group is to support the Teen Center in whatever way is needed. Some of the ways we have helped, and continue to help, is by collecting snacks on the first Sunday of the month at the Sunday UUCB service or instead of snacks cash is accepted. The TC Group has been providing a meal a month which in previous years, before COVID19, church donations were funding but is now funded by the Support Group. They have also provided school supplies, art lessons, Christmas gifts, helping at the Gelato Fiasco Scoop-a-Thon fund raiser, and giving out the weekly newsletter to a local bakery that has supported the TC in the past.

Because we are still dealing with COVID19, the Support Group is not sure where we can be of help to the Center except in continuing to provide information to the members of UUCB as well as snacks and a meal once a month and support Jordan in whatever it is that she asks of us.

We want to thank the members of UUCB for their support when asked, the members of the TC Support Group for all that you do and for all that you have done, and to the Brunswick area community whoever you are. And for all those invisible people who have contributed to the Teen Center, Thank You.

Charities with Soul

Nominations for the UUCB church year 2022-2023 Charities with Soul were submitted in March. Lynn Ellis compiled these into ballots on which the congregation voted for five additional charities to join the seven legacy charities we benefit each year on a monthly basis. Lynn Ellis and Stephen Wood tallied all votes from the seventy-four submitted ballots on May 17, 22 producing these winning recipients:

Maine Family Planning, Brunswick Area Teen Center, Good Shepherd Food Bank, Wabanaki Reach, and Immigrant Legal Advocacy Project.

Since contribution amounts follow a seasonal pattern, each charity is assigned a different beneficiary month each year for more equitable distribution of donations.

The 2022- 2023 Charity with Soul calendar is as follows

July 2022 – Brunswick Area Teen Center	Jan. 2023 – Good Shepherd Food Bank
Aug. 2022 –Unitarian Universalist Service Committee*	Feb. 2023 – Midcoast Hunger Prevention*
Sept. 2022 –Habitat for Humanity*	Mar. 2023 – Immigrant Legal Advocacy Project
Oct. 2022 – The Gathering Place*	Apr. 2023 – Wabanaki Reach
Nov. 2022 – Maine Family Planning	May 2023 – Tedford Housing*
Dec. 2022 – Oasis Free Clinic*	Jun 2023 -- Four Directions*

**legacy charities*

Below are the monetary contributions representing fiscal year 2021-2022:

July 2021	The Gathering Place*	342.50
August 2021	Tedford Housing*	285.00
September 2021	Maine Wabanaki REACH	835.75
October 2021	Midcoast Humane	986.00
November 2021	Brunswick Area Teen Center	857.80
December 2021	Habitat for Humanity**	951.00
January 2022	Unitarian Universalist Service Committee*	704.00
February 2022	The Emergency Action Network	1014.75
March 2022	Immigrant Legal Advocacy Project	1183.67
April 2022	Four Directions Development Corp*	1052.50
May 2022	Oasis Free Clinic*	1056.31
June 2022	Midcoast Hunger Prevention*	Not available at publication
5 th Sunday	Minister Discretionary Fund	760.00
	*Legacy Charities	

APPENDIX

Annual Congregational Meeting Materials

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Unitarian Universalist Church of Brunswick
Annual Business Meeting of the Congregation

AGENDA
June 5, 2022

11:15 A.M. in Person and via Zoom

1. Call to order: Maryli Tieman, Moderator
2. Opening Words: Reverend Justine Sullivan
3. Reading of the Church Mission Statement and Congregational Covenant: David Kew
4. Approval of the minutes of the Congregational Meetings of June 13, 2021 November 14, 2021, and May 1, 2022
5. Financial Statements
 - Treasurer's Report: Cindy Parker
 - Finance Report and Budget Presentation for 2022-2023
MOTION: To approve the Board-approved 2022-2023 budget
6. Nominating Committee Report and presentation of candidates: Charlie Evans
 - Open Trustee Positions
 - Officers
 - Moderator
 - Nominating Committee
7. Recognition of outgoing Board Members
8. To consider any other business, as appropriate and agreed to by the assembled congregation.
9. Closing Words and Adjournment: Maryli Tiemann

UUCB ANNUAL CONGREGATIONAL MEETING MINUTES JUNE 13, 2021

Carol Evans, Moderator, called the Zoom meeting to order at 1102 am. D Kew counted screens and people and said a quorum was present. Ms. Evans summarized the agenda.

Rev. Sullivan greeted all, noting that UUCB is now 10 years beyond the fire! Also, Toben shared a welcome, with words about the RE program. He noted, with appreciation, that the new RE Committee Chair is Hiliary Clayton.

G Williams read the UUCB Mission and Covenant. Ms. Evans described procedures for speaking, muting and keeping order on Zoom.

Approval of

- Minutes from June 7, 2020 Annual Meeting. Louise Gephardt moved acceptance; Steven Wood seconded. Unanimous approval.
- Special January meeting minutes. Linda Mallard moved acceptance Charles Evans seconded. Unanimous approval.
- Special Meeting of April 18. Penny Elwell moved acceptance. Heidi Neufeld seconded. Unanimous approval.

Treasurer's report/ financial issues. Cindy Parker Financial Status; proposed budget; CWS issue.

- Expenditures close to budget, income lower results in approx. 24-26 K deficit by end June. -Overall financial position is good, with reserves, investment account, a PPP federal loan, etc.
- Budget for FY 2022- uncertainties about both expenses and income- 38K deficit projected, which can be met by UUCB reserves. (Moved and seconded by Board-by protocol.)
- 1. Q's? S Wood--do raises include all staff, including Rev Justine? A. yes. Rev J comments that UUCB pays well, per UUA guidelines.
- 2. Q. S. Snow--As of Sept 12 (Opening service in sanctuary) will UUCB be open for other activities? A. Bill Clark, Chair of Reopening Task Force notes that the TF will consider next steps as new information becomes available. (FMI, see "reopening issues" comments by G Williams, below.)

The motion was approved unanimously.

Treasurer brings up new issue--that UUCB increase Charities with Soul (CWS) payments (beyond those collected in plate) to bring up to prior year's level, to bring total to \$12K. This would cost about \$6K. Not a change to budget, this would be an additional expense for this FY, and paid out of UUCB checking acct. The Board puts this forth, so it is moved and seconded.

- L Ellis – this is generous idea. S Dode asks whether each of the 12 Charities will get 1/12th of the additional funds?
- A - Because Zoom services (and lower plate collections) began out of sync with budget year, and because when UUCB noted lower plate collections and asked people to contribute more (so Charities would not starve) people responded, thus putting CWS collections into an even more uneven status,) Treas suggests that final payment to each Charity would be "topped up" so as to become 1/12th of final, total CWS disbursement.
- T Rumpf asked about status of Reserve fund at end of this year? A. UUCB has the funds to pay for this CWS increase. About \$35 K in checking, varying monthly around this amount. Further, UUCB has "additional set-asides" (not called "reserve Fund" by UUCB) of about \$50K which can be easily tapped.

- M Heath asked, “will Minister’s Discretionary Fund be affected by such a change in CWS funding?”
A. No. CWS is concerned with service organizations outside the Church, not individuals who use MDF dollars. Rev J notes that the MDF is “flush” at this time- probably because the Church has been closed, so “requests” for MDF money are down.

No further Q’s. Motion passed unanimously.

Nominating Com slate for Bd positions and Bd officers, Moderator and Nominating Committee; read by Charles Evans of Nominating. This is presented and automatically seconded by Board.

- Board positions: J Tracy, term ending in 2023, R Waddle (2023), M Michaud (2024), C Chase (2024), and S Dode (2024).
- Board Officers: D Kew Chair, C Chase V Chair, C Parker, Treasurer, Bill Clark, Clerk.
- Nominating Committee: L Gephardt (2023)
- Moderator: M Tiemann (2022.)

Ms. Evans asked for Q’s- none. Passed unanimously.

Other Business.

- Moderator notes that CWS for 2021-2022 was already voted by ballot earlier.
- Reopening? G Williams Notes that...
- Emails from UUCB “contact us” tab about reopening are answered by “still closed”.
- Note that “authorized persons” will be able to plan events in the Building (at present limited to planning services.)
- Note that the “news and announcements” link on the website will provide updated information re opening, etc.
- Q: -C McCoy- what about singing when we start services? A. Plan is for no congregational singing, as of now- we will see what develops. May have small groups to perform in person, not people sitting elbow to elbow.
- S Dode-what about accompanist, music coordinator? A. S Bernier: waiting to hear from Derek before opening a search for pianist; Music Coordinator position will be considered over the summer.
- C McCoy- When will we know who is spokesperson for Ministerial Search Committee. A. Too soon for report, Team is consolidating. For now, Q’s about search process could go to Rev Justine.

Rev Justine thanked the Board, the musicians/choir, RE program, Nancy Mickle (adult ed), Pastoral Care, Jud Caswell and his family. Glenn Williams thanked Board Members retiring: M Cain, S Gilmore, P Elwell, P Peranteau.

We all thanked Carol Evans, clapped, sang “This Little Light of Mine” and.... ended the meeting at 12:06

Respectfully, Bill Clark, Clerk.

**CONGREGATIONAL MEETING MINUTES
NOVEMBER 14, 2021**

Clerk called meeting to order at 11:03 AM

Although counting participants was complicated by the fact that many were on Zoom (visible to congregants present in the building) the Board Chair counted at least 67 present, sufficient for a quorum.

In the absence of moderator Maryli Tieman, Carol Evans was nominated by the Board to moderate. Call for objections did not bring forth any objection, so nomination was accepted by general consent.

Board Chair reiterated the previously announced purpose of meeting, to discuss potential creation of a new position, Music Director.

Glenn Williams described the potential new position, underscoring the fact that it would combine 3 current positions (Choir Dir, Accompanist, and Music Coordinator) into a single one, and named the person who has been interviewed and had a trial outing with the choir, Nell Britton. He stated her qualifications, and notes that she worked effectively with the choir some years ago as a substitute. She now has a degree and a Music Director position at another church.

Treasurer explains the fiscal considerations – because of low music expenses this FY (covid-related), modest withdrawal from reserves would cover cost for this FY. New funding for the position will need to be approved in next budget cycle.

Ms. Evans calls on Board Chair, who presented the motion: The UUCB Board of Trustees moves to eliminate the positions of Choir Director, Accompanist, and Music Coordinator and to create a new Director of Music position. Bd. Chair states the motion (no second required, as this is motion of the Board.)

After considerable discussion of Nell's credentials and skills and further discussion of Fiscal implications and duties of the new position was finished, Ms. Evans reread the motion and called for a vote. There was one abstention, but no "nay" votes, so the motion passed and the meeting was adjourned.

Incidentally, during discussion a standing ovation was given for our current Music Coordinator and Choir member, Stephanie Bernier, for her exemplary and long-standing service to the Music Program. (Choir Dir. Heidi Neufeld was duly celebrated at Service on 11-7-21)

Respectfully, William Clark, Clerk.

**SPECIAL CONGREGATIONAL MEETING MINUTES
MAY 1, 2022**

The UNITARIAN UNIVERSALIST CHURCH OF BRUNSWICK MAINE convened a special meeting of the congregation following the Sunday service on May 1, 2022. The Moderator, Maryli Tiemann called the meeting to order at 11:30 AM. Members were present in person or via zoom conference to consider the following ARTICLE, and the associated MOTION:

ARTICLE, to decide whether, on May 1, 2022, UUCB will call a minister.

Motion: to call Rev. Dr. Kharma Amos to be UUCB Settled Minister.

Voting cards were distributed to members, and a count showed that a quorum was present. In addition, another 30+ members announced their presence on Zoom (shown on the Sanctuary video screens,) which thus allowed full participation by all.

Following extensive and thorough discussion, Moderator assured that no further comments or questions remained, and the question was called. The vote result was UNANIMOUS, resulting in passage of the motion to call Rev Dr. K Amos to be UUCB's new minister. When the cheering abated, the Moderator ended the meeting.

Respectfully submitted, Bill Clark, Clerk

Unitarian Universalist Church of Brunswick
Statement of Financial Position For All Funds as of 05/31/2022

	5/31/2022	5/31/2021
Assets		
Bank		
Checking - Church ARFCU	58,414.24	22,107.29
CD #12 3mth Bequest 3-4-18	0.00	10,308.65
CD #13 6mth Sabbatical Prior 3-4-18	969.00	967.18
CD #14 6mth Sabbatical FY 12-13 6-12-18	0.00	0.04
CD #17 - 3mth Sabbatical 4-22-18	0.00	305.86
CD #19 - 1 yr Religious Educ 5-22-18	1,046.15	1,042.81
ARFCU Money Market Account	91,009.31	115,093.71
Primary Savings- ID 00	1,241.30	1,240.75
Total Bank	152,680.00	151,066.29
Other Current Assets		
CD #15 1 yr 7-22-18	10,617.87	10,581.70
UUCEF	527,043.75	568,400.06
Total Other Current Assets	537,661.62	578,981.76
Total Assets	690,341.62	730,048.05
	=====	=====
Liabilities		
Other Current Liabilities		
Year Transfers (Prepaid Contributions)	-5,850.30	13,948.00
Total Other Current Liabilities	-5,850.30	13,948.00
Total Liabilities	-5,850.30	13,948.00
	=====	=====
Net Assets		
Unrestricted		
CD Bequest #1 Fund Board Desig	0.00	10,308.65
General Fund	99,092.22	43,826.13
Hannaford Cards Fund	0.00	-820.19
Investment Fnd - Board Desig	479,774.82	516,484.08
Long Term Maintenance Fund	85,377.31	89,988.19
Memorial Fund Board Designated	1,916.30	1,915.75
Operating Rsv Board Designated	26,029.45	50,430.19
RE Rsvs Fund - Board Desig	1,074.42	1,042.02
Sabbatical Rsvs Board Designat	677.40	675.23
Total Unrestricted	693,941.92	713,850.05
Restricted		
Working for Justice Grants	2,250.00	2,250.00
Total Restricted	2,250.00	2,250.00
Total Net Assets	696,191.92	716,100.05
	=====	=====
Total Liabilities + Net Assets	690,341.62	730,048.05
	=====	=====

	FY19	FY20	FY21	5.31.22 11 mos.	FY23	Notes
Account	Actual	Actual	Actual	Actual	Proposed	
Revenues						
INTEREST INCOME	0	0	192	260	200	
INVESTMENT INCOME	13,900	81	15,500	22,630	25,000	
PREVIOUS YEAR'S SURPLUS					10,000	
OFFERING REVENUES						
Charities With Soul	11,305	9,637	6,991	9,679	10,000	
Gift	1,605	20,106	4,835	9,194	5,000	
Offset Fees		98	196	151	150	
Plate Church Only	12,511	11,807	4,983	9,819	10,000	
Pledge Payment	234,553	231,180	238,011	231,997	250,000	
SubTotal OFFERING REVENUES	259,974	272,828	255,016	260,841	275,150	
SubTotal FUND-RAISING INCOME	17,280	6,312	614	2,763	16,500	
EXTERNAL INCOME - UUA Snow Fund	432	884	907	953	950	
SubTotal PROGRAM INCOME	2,516	1,612	25	16	100	
SubTotal RENTAL INCOME	7,455	4,799	0	510	5,000	
Total Revenues	301,557	286,516	272,504	287,973	332,900	
Expenditures						
SubTotal OPERATIONS	12,713	13,391	13,205	11,624	13,885	
SubTotal OUTREACH EXPENSES	11,948	11,725	13,378	9,590	12,835	
SubTotal PROGRAM EXPENSES	45,558	47,359	51,317	31,408	29,560	
SubTotal PROPERTY	22,071	22,234	19,031	26,188	20,855	
SubTotal Rental	1,223	489	0	0	0	
SubTotal STAFF	184,074	184,169	194,771	201,170	250,739	FY23 Includes 5.3% COLA
Total Expenditures	277,687	279,367	291,702	279,980	327,874	
Total Other Revenues	0	39,500	281	-60	0	FY20 includes Paycheck Protection grant
Other Expenditures						
Credit Card Charges	0	157	772	522	500	
Total Other Expenditures	0	157	772	522	500	
Other Financial Sources-Uses						
Transfers In	1,853	26,218	24,504	10,317	8,974	
Transfers Out	-12,727	-58,593	-820	-2		
Total Other Financial Sources-Uses	-10,874	-32,375	23,581	10,315	8,974	
SUMMARY BELOW						
OPERATING SUMMARY						
Total Revenues	301,557	286,516	272,504	287,973	332,900	
Total Expenditures	277,687	279,367	291,702	279,980	327,874	
Total Other Revenues	0	39,500	281	-60	0	
Total Other Expenditures	0	157	772	522	500	credit card charges
NET OPERATING EXCESS/LOSS	23,870	46,492	-19,688	7,411	4,526	
ONE-TIME EXPENSES						
New exit door						
Moving expenses			4,612	4,164	10,000	
Ministerial search				8,348		
Accounting Review					3,500	
TOTAL ONE-TIME EXPENSES	0	0	4,612	12,512	13,500	
TRANSFERS IN/OUT FROM OTHER FUNDS						
Transfer from Long Term Maintenance Fund						
Transfer from Bequest Fund				10,315		
Transfer to/from Oper Reserve & Investments	-10,874	-32,375	23,581	0	8,974	
NET REVENUES	12,996	14,117	-719	5,214	0	

NOMINATING COMMITTEE

The Nominating Committee is charged with nominating candidates for openings for all the elected positions as provided for in the bylaws, Trustees, Board of Trustee Officers, Moderator, and Nominating Committee.

The Committee takes seriously its responsibility to find candidates who will provide strong, stable leadership for the church, and to nominate individuals willing to lead without pushing any personal agenda into the process. Given the bylaw stipulation that Officers be elected from the elected Board of Trustees, nominating Trustees with a careful eye to leadership succession is an important aspect of the process.

The Nominating Committee meets from time to time to detail expected openings from expiring terms or resignations, then recommend potential candidates for the open leadership positions. Committee members then approach the suggested individuals to discuss the responsibilities and determine the best fit for the positions. The Committee submits its recommendations of candidates to fill each opening and presents the slate to the Congregation for consideration at the Annual Business Meeting.

This year the Committee initiated discussions about many outstanding potential candidates. These conversations led to deep consideration of many important issues, responsibilities of leadership and the future of the church. We are excited to present a strong slate of Trustees, Officers, and other positions and we are confident they will help lead the church in a positive direction in the coming year.

Board of Trustees 2021-2022 (9 members, elected to 3 year terms)

David Kew – Chair (1st term ends 2022)
Catharine Chase - Vice Chair (1st term ends 2024)
Cindy Parker – Treasurer (1st term ends 2023)
Bill Clark - Clerk (1st term ends 2022)
Glenn Williams – (2nd term ends 2022)
Jessica Tracy – (1st term expires 2023)
Rebecca Waddle - (1st term expires 2023)
Michael Michaud – (1st term expires 2024)
Sienna Dode – (2nd term expires 2024)

Moderator

The Moderator presides at all meetings of the Congregation and is elected for a 1-year term (maximum of 3 consecutive terms). Maryli Tiemann is currently serving her first term as moderator.

Nominating Committee: The bylaws call for the Committee to be made up of up to 5 members to serve 2-year terms, maximum of 2 consecutive terms. The immediate past Board Chair (or another recent Trustee) serves as the Nominating Committee Chair. The other members are elected by the congregation at the Annual Meeting.

2021-2022 Nominating Committee

Charles Evans, Chair (past Board Chair) (2nd term expires 2022)
Jane Danielson (2nd term expires 2022)
Vicki Simpson (2nd term expires 2022)
Michael Heath (1st term expires 2022)

Louise Gephart – (1st term expires 2023)

NOMINATIONS FOR 2022-2023

Nominations for Open Board of Trustee Positions (4)

- David Kew – Chair (2nd term expires 2025)
- Bill Clark (2nd term expires 2025)
- Louise Gephart (1st term expires 2025)
- Faith Woodman (Will fill the last 2 years of Sienna Dode's seat expires 2024)

Board of Trustee Officer Nominations for 1 Year Terms

- David Kew - Chair (2nd term ends 2025)
- Catharine Chase – Vice Chair (1st term ends 2024)
- Cindy Parker – Treasurer (1st term ends 2023)
- Bill Clark – Clerk (2nd term ends 2025)

Nominations for Nominating Committee Positions (5)

- Glenn Williams – Chair – (2-year term expires 2024)
- Betsy Roper – (1st 2-year term expires 2024)
- Irene Austin – (1st 2-year term expires 2024)
- Stephanie Bernier – (1st 2-year term expires 2024)
- Mike Heath – (2nd 2-year term expires 2024)

Nomination for Moderator Position (1)

- Maryli Tiemann - (1 year term 2022- 2023)



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