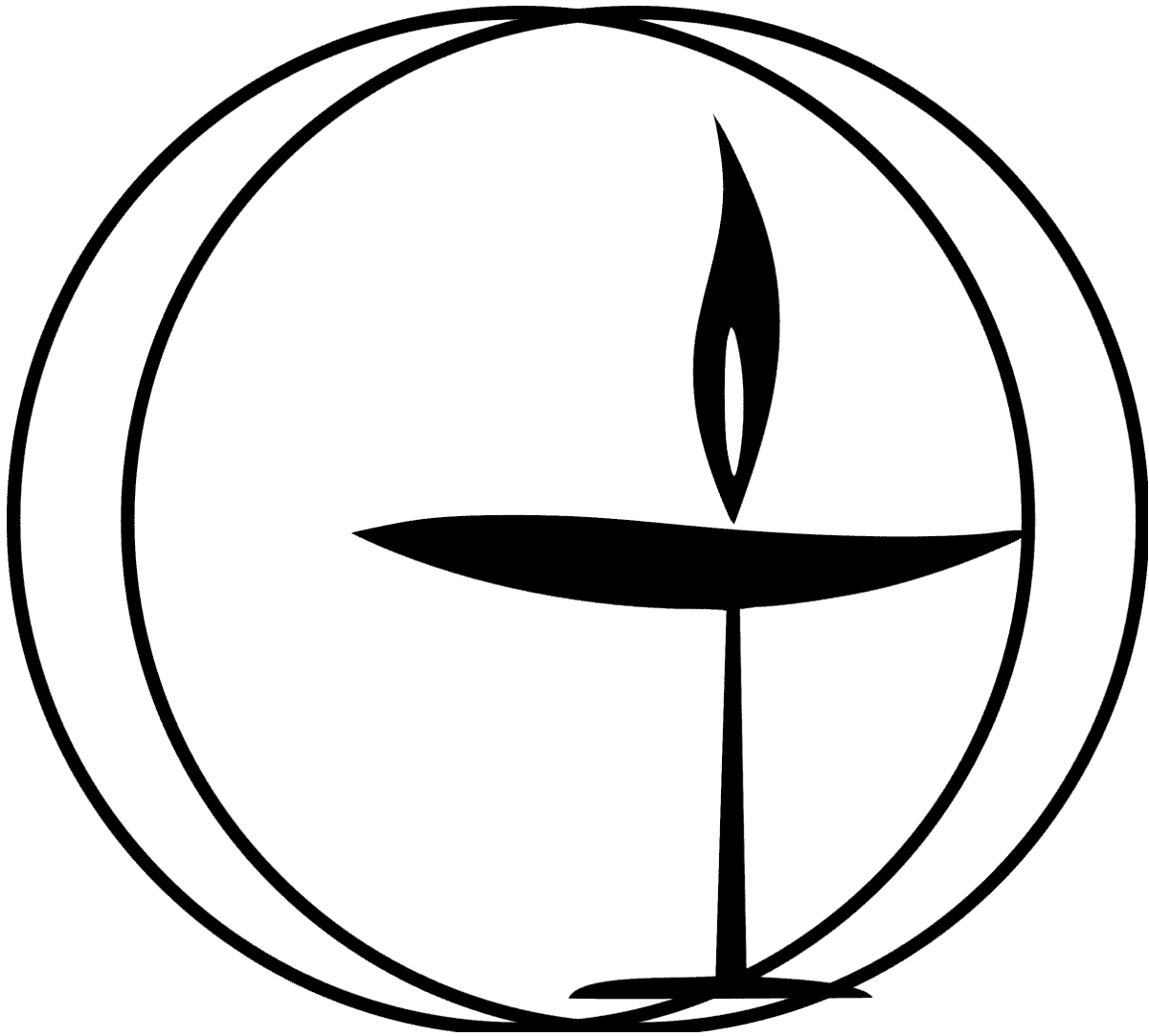


Unitarian Universalist Church of Brunswick

ANNUAL REPORT
July 1, 2022– June 30, 2023



*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 2022-2023

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UUCB BOARD OF TRUSTEES

List of Members

Name	Year Joined	Term Expires
David Kew, Chairperson beginning 2021	2018 (to complete D. Damour 2 nd term)	2 nd Term Expires 2025
Catharine Chase, Vice Chairperson 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	2 nd Term Expires 2025
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
Faith Woodman	2021 (to complete Sienna Dode term)	2 nd Term Expires 2024
Michael Michaud	2021	1 st Term Expires 2024
Louise Gephart	2021	1 st Term Expires 2025

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.

SIGNIFICANT MILESTONES

The 2022-23 church year was a year of re-engaging, getting back to “normal” and rethinking what normal is.

This was our first year with our new minister, Rev. Dr. Kharma Amos. She has quickly engaged with the Brunswick area community by making connections with local churches and community organizations as well as writing a column for the Times Record. The congregation is excited to have such a dynamic leader.

We met for our homecoming service on September 11 as the pandemic seemed to be waning. The church building had been open for a year with masks required in the building. There was robust attendance in-person and via live-stream at this service. We continue to live-stream all services, which makes involvement more accessible.

We met for a picnic on the mall after our homecoming service. It was clear that people were happy to be together to share time and a meal.

The Board of Trustees held our fall retreat on September 24 at David's home in Brunswick. We set two board goals for the coming year. The first was to Support and develop congregational involvement and leadership and the second was to Reach out to our local community and strengthen our relationships with other UU Churches.

The Board of Trustees adopted the Reopening Task Force's recommendation to eliminate our mask mandate for the church building. The mask mandate was eliminated as of October 9, with the knowledge that our caring community would be respectful of each other's personal needs and desires related to masking.

The church building opened for rentals again, though requests for use of our space have been limited this year.

We partnered with The Gathering Place to better manage our direct and immediate support of people in need and to help fund overnight staff for this organization during dangerously cold nights.

Coffee Hour is back!

Events came back including Concerts for a Cause, a fantastic and well attended Holiday Fair, a Golden Age of Pop dance, and a successful spring fundraiser which included bingo and an auction.

We raised \$16,010 for the Tedford Shelter's new emergency housing building. A family room will be named in honor of our minister Emerita, Rev. Sylvia Stocker.

Grace Lewis-McLaren agreed to be our denomination affairs person. She'll help keep us informed of what is going on in our larger denomination.

Our pledge drive was our largest ever with commitments of \$260,856.

A volunteer fair in March led to new members for most of our committees.

The church building's facade will be lit orange for the Wear Orange for Gun Safety campaign and in rainbow colors to support the Brunswick Pride Festival.

THANK YOU

I know I speak on behalf of the entire Board of Trustees when I say that it continues to be a blessing to have the opportunity to do this work on your behalf.

David Kew
Chairperson

MINISTER'S REPORT

Introduction

It is with a heart full of gratitude that I write my first annual report as your minister, and what a year it has been! Diane and I arrived in Maine in July of last year and spent the first month at a campground in Oxford, before moving into our house in Lisbon. In August, I started work and began by meeting with many of the members and friends of UUCB in order to get acquainted. Getting to know the people of UUCB and our greater community has been the best gift of the year, and I look forward to that continuing over time.

This is a year of intense learning for me, as I become acquainted with an entirely different community and region. Thank you so much for the grace, partnership, and support you have given so generously.

General Report

This has been a very full year of ministry at UUCB, with the convergence of a new minister/congregational relationship and a return to a more robust congregational life following the worst of the Covid pandemic. We don't often talk about it, but we are still learning how to be with one another again, both here at UUCB and in the world more generally. Our anxieties about keeping one another safe and/or becoming ill ourselves are still present, even as we continue to experiment and discern the best approaches to be together. I've been grateful for the steady attention of the Covid Taskforce which has continued to provide guidance for us, and it has been wonderful to witness and celebrate so much life this year. With all of that in the background, we have re-emerged as a vibrant and growing spiritual community. I'd like to highlight the following as noteworthy activities of the year. Note that these and many others are reflected in various committee reports.

Committee on Ministry: One of the things we needed to do this year was commission a new Committee on Ministry, which we have done. Because I am in Preliminary Fellowship with the UUA, there are specific things required for my renewal process. However, the larger charge of the Committee on Ministry is an important one, and I'm so grateful to the committee for their time, wisdom, support, and guidance.

Communications: During my candidating week, I heard the desire expressed for regular exposure in the local newspaper that would share and promote UU values in our larger community. I'm thrilled that for most of this year, I've published a monthly column called "Spirit of Life" in the Times Record. See the communications report for more information.

Larger Community & Networking

One of the things that was so appealing to me about coming to UUCB and Brunswick was the long history of partnerships and collaborations you have made with your neighbors – individuals, agencies, faith communities, and non-profit organizations whose values and missions are aligned with ours. I am a natural networker, and I love

making connections between individuals and groups who are working on the same sorts of things. Not only are we stronger together, but we also have more fun. In addition to those named in other committee reports, I have enjoyed getting to know some of the following groups this year:

- **Bowdoin College** - UUCB and Bowdoin College share a long history of overlapping experiences and some shared goals. This year, we tried to intentionally focus on some of those relationships. I was honored to serve on an Interfaith panel on Feminist Sexual Ethics through the Sexuality, Women and Gender (SWAG) program. We also connected with Bowdoin around the Parable Path Maine, as well as including student participation and attendance at the TDOR service as well as Poetry Express.
- **Brunswick Area Interfaith Coalition (BAIC)** - the BAIC community welcomed me immediately as your new minister, and I have enthusiastically joined the monthly gathering of religious leaders and congregations. In January, I agreed to become the Treasurer of BAIC and serve on its Board of Directors.
- **Brunswick Police Department** - Early on in my time here, I had a good introductory meeting with Chief Stewart, who expresses great appreciation for UUCB's positive presence in the community.
- **Maine Council of Churches (MCC)** - The Public Policy Team of the MCC has a representative from UUCB (Lynn Ellis) and has met at UUCB twice this year. MCC also included UUCB in their strategic planning process (2-year process) by inviting me to be part of a feedback circle session. I participated in and was very impressed with some of the programming MCC offers, including focused resources on spirituality and environmentalism.
- **Maine Humanities Council (MHC)** - We were awarded two grants by MHC. The first was for their Maine Speaks program, and Bowdoin Professor Dr. Judith Casselberry will be a featured guest speaker in worship (this had to be rescheduled for next year). The second was Poetry Express, which we hosted using community performers from UUCB as well as our larger community.
- **Tedford Housing** - In addition to our ongoing relationship with Tedford, we undertook a significant fundraising campaign to raise money for their new Emergency Shelter building. Our initial goal was \$10,000 so that we could take advantage of a naming opportunity to honor Rev. Sylvia Stocker, our Minister Emerita. Due to the incredible generosity of UUCB members and friends, we raised over \$16,000 (in the middle of the pledge drive, no less!).
- **The Gathering Place (TGP)** - We have made concerted efforts this year to increase our partnership with TGP, particularly in how we distribute benevolence funds to the most vulnerable. A percentage of the funds we dedicate to benevolence are now distributed by TGP to those in need, and those people can also take advantage of the community navigator to connect with additional resources and support.
- **UUMA Southern Maine Cluster** - It feels important for me to express my tremendous gratitude to the Unitarian Universalist Ministers Association, and specifically to the Southern Maine Chapter. Each month, I meet with other UU ministers for collegial sharing and support, primarily via zoom (we've gathered in

person twice this year). I can't tell you how valuable this has been for me, both as a relatively new UU minister and as a minister new to Maine.

Religious Exploration: The bulk of our RE program is directed by Toben Cooney-Callnan, as our Director of Religious Exploration, and geared towards children. However, we are all engaged in ongoing religious exploration and education throughout our lives. In our congregation, as with many of similar sizes, religious exploration for adults is less structured. Practically speaking, that happened this year in workshops, limited-time offerings, or through our Chalice Circles. We held the following this year:

- ***Circling for Final Approach: Conversations on the Common Experience of Death*** - led by Grace Lewis-McClaren and myself (a good group of ~25 attended this one-day offering, with many expressing a desire for follow-up)
- ***Fueling for Justice*** - Based on requests from the Working for Justice Steering Group, we held two conversations intended to bring together justice-workers and activists to talk about how we sustain our own spirits and resources for the long-term work of helping bend the arc of the universe towards justice.
- ***Spiritual Types Workshop*** - Toben and I worked together to lead this workshop exploring the spiritual types model (adapted by Corrine Ware) and the wisdom it might offer us as we plan for our own spiritual growth, and as we grow together despite different ways of engaging spirituality
- ***Article II Discussion*** - Nancy Kurtz and I hosted a conversation about the UUA's Article II Study Commission Report and Recommendations. This is the largest revision of our foundational documents in decades and represents an important shift in how UUs understand the values and purpose of our faith.
- ***UUke Jam*** - Just for fun, we've had a few gatherings of ukulele players wanting to learn and play music together.

UUCB Staff: Getting to know and work with the UUCB staff has been a delight and a privilege. Early in 2023, our program staff (i.e. Administrator, RE Director, Music Director, Minister) had a half-day retreat to get to know one another better, establish good patterns of collaboration and communication, and share our own visions/passions for the mission of UUCB and our own roles in advancing it. We developed a Staff Covenant and a regular staff meeting time each month for information sharing, brainstorming, coordinating, and mutual support. We also established a shared staff drive and workspace that make ongoing communication and collaboration easier and more effective.

Working for Justice: The Working for Justice Steering Group of UUCB is amazing, and they do a good job of calling together various issue-groups. I am grateful for the ways in which they have included me, and also been supportive of my own justice work. I have enjoyed the conversations the Black Lives Matter subgroup has had, particularly in our engagement in the book Mistakes & Miracles, as we think about our own work to become an anti-racist, anti-oppression, multicultural, beloved community. I am proud of the work the group working on Tribal Sovereignty has done this year, including the partnership they made with Curtis Memorial Library and the Midcoast Indigenous

Awareness Group to host a community-wide educational event featuring Ambassador Maulian Dana of the Penobscot Nation. While I was unable to personally attend, I celebrated synchronously with all of those who gathered in Augusta for Wabanaki Day and the historic State of the Tribes address. I was able to attend, along with many other UU leaders (including Toben), the Trans Day at the State House. And it was my honor to open the Maine State Senate in prayer on September 20, 2022 and April 12, 2023.

Worship: The Worship Committee has been tremendous at helping me transition into the ministerial leadership of this community. Leading worship and preaching are perhaps the most visible of my roles as your minister, and I have attempted to strike a good balance this year in offering you my gifts at the same time as I learn about your most cherished traditions. We used the worship resource Soul Matters, which is a UU theme-based worship resource used in some way by over 200 UU congregations. Soul Matters provides resource materials for worship, religious education, and small groups (i.e. Chalice Circles), as well as (optional) monthly collegial calls for ministers, RE directors, and musicians.

I have very much appreciated the Worship Committee's introduction to some of your most cherished elements of services—such as the Intergenerational Orchestra at Christmas, the Mitten Tree, RE Sunday, Longfellow Days, Flower Communion, etc. Each congregation has its own special days and ways of celebrating them; I've appreciated beginning to learn some of yours.

In addition to the regular Sunday worship services, we also held the following special services:

- Trans Day of Remembrance Service (interfaith) - November 20, 2022
- Blue Christmas - December 16, 2022
- Christmas Eve (2 services) - December 24, 2022
- Maundy Thursday - April 6, 2023

Special Events

The following special activities took place this year:

- Homecoming Picnic on the Town Mall - September 11, 2022
- Drum Circle - led by Gary Wurtz - October 5, 2022
- MUUSAN 10th Anniversary Celebration - November 12, 2022
- Trans Day of Remembrance Service (interfaith) - November 20, 2022
- Gun Safety Vigil - led by Lynn Ellis and co-sponsored by Maine Gun Safety Coalition, Maine Veterans for Peace, Maine Council of Churches, Moms Demand Action, the Brunswick Area Interfaith Coalition - December 14, 2022
- National Homeless Persons' Memorial Service - December 20, 2022
- Longfellow Days - various - organized by Maryli Tiemann - February 2023
- SoUUs On - February 12, 2023
- Harmonizing with David K. North: Making Music to Change the World - February 18-19, 2023 (We sponsored this interfaith event, which drew 60 singers on Saturday and 35ish on Sunday morning.)
- Golden Age of Pop Dance Party - March 24, 2023

- Toshi Reagon - Community Sing: Parable Path Maine - April 11, 2023
- Poetry Express - April 22, 2023
- Kids Drumming Circle - April 30, 2023
- Spring Auction - May 12, 2023
- Pride Festival - (interfaith - Queer Spirit booth) - June 10, 2023

Other Obligations

- Treasurer, Brunswick Area Interfaith Coalition – ongoing (monthly member meetings and board meetings 2x per month)
- Member, International Outreach Taskforce, Metropolitan Community Churches – ongoing (monthly meeting)

Congregational Milestones

The following is undoubtedly an incomplete list of milestones in the lives of our members and friends. If you find your information missing, please let us know.

Births:

- Aila Bertha Kunitz MacDonald (grandchild of Louise Gephart and Bill Kunitz) was born on April 22, 2022 to Abigail Kunitz and Thomas MacDonald
- Caroline Ann Povinelli (great niece of Lucy Ijams) was born on April 26, 2022 to Katie Ijams Povinelli and Dan Povinelli
- Simon William Garner (grandchild of Cindy Parker) was born on May 20, 2022 to Carly and John
- Ruby Sunrise Wingerath Kunitz (grandchild of Louise Gephart and Bill Kunitz) was born on June 8 to Olivia Wingerath and Christopher Kunitz
- Wilder Raymond Howard (grandchild of Kristen Pett and David Shinhofen) was born on July 22 to Rayna Shinhofen and Anthony Howard
- Gracie Mae Jabaut (grandchild of Barbara Jabaut) was born on September 14, 2022 to Peter and Julie Jabaut
- Liam Donegan (grandchild of Barbara and Craig Snapp) was born on September 18, 2022 to Amy and Sean Donegan
- Mariela Amanita Moreno Martin (grandchild of Cheryl and Steve Martin) was born on October 12, 2022 to Benjamin and Alice Martin
- Riley Earl Simpson (grandchild of Vicki and Hank Simpson) was born on December 19, 2022 to John D. Simpson and Aggy Su in Kaohsiung, Taiwan
- Hannah Julia Dahmer (grandchild of Julie Dahmer) was born on December 31, 2022 to Derek and Marian Dahmer

Deaths & Memorial Services:

- Bob Whitney d. 12/27/2021 - service held at UUCB, October 22, 2022
- Jack Kennedy d. February 24, 2023
- Ruth Peck d. March 29, 2023

Marriages:

- Pam Belford and Suzanne Ritter, Topsham, September 18, 2022
- Alexa Gilmore and Nate Smith, September 18, 2022

Child Dedications:

- Cora Putnam (grandchild of Joanne and Jon Allen) was dedicated at the Unitarian Universalist Society of Bangor on December 4, 2022

High School Graduations:

- Calla Ruff (child of Anita Ruff) graduated from Waynflete and will be attending Carleton College in the Fall

College Graduations:

- Amy Lay (child of Jean and Keary Lay) graduated from Bennington College with concentrations in music and Japanese
- Riley Strauss (grandchild of Sue and Steve Loeb) graduated from the North Carolina College of Design
- Xander Werkman (grandchild of Sue and Steve Loeb) graduated from Bowdoin College

Retirements:

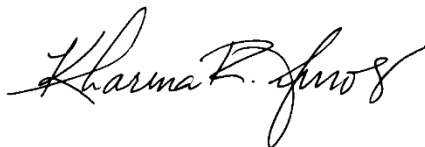
- Rev. Lucy Ijams - retired May 12 as the Hospice Chaplain at CHANS Home Health and Hospice
- Diane Kew - retired June 16, 2023 as Alternative Education English Teacher at Freeport High School (Diane previously taught at Lewiston High School, following various other career paths)
- Stephen Majercik retired June 30, 2023 as the Associate Professor of Computer Science at Bowdoin College

Conclusion

Many of you have asked me how I'm doing, if I like it here, if I'm sorry about the winter, etc. I'm happy to report that I absolutely love it here. I love UUCB. I love Maine. I love winter. I love you. Saying yes to the call to come to Maine and be your minister was one of the best things I've ever done.

In the midst of the ups and downs that are characteristic of every life and every church, I feel incredibly optimistic about our future. Not a week goes by that someone doesn't comment to me about the positive energy they sense in this community, and the ways it leaves them feeling uplifted, supported, and grateful. I see you, individually and together, bolstering your courage and stepping out in new ways. I hear you, sharing your stories with one another, listening deeply, and surprising yourselves with the force of your laughter and delight. All of this while you maintain your active engagement with our larger world and commit yourselves to justice. I'm incredibly grateful for the privilege of being your minister.

Gratefully,



Rev. Dr. Kharna R. Amos
Minister (minister@uubrunswick.org)

DIRECTOR OF RELIGIOUS EXPLORATION

The 2022-23 church year marks the first year since the onset of COVID-19 that we offered regular in-person meetings from September to late May. In August, the RE Committee and I decided that we would work with volunteers to offer two different small, age based RE meetings most Sundays with one Sunday per month being a larger gathering of all ages for a Children's Chapel led by me. I continued to be in shared ministry with First Parish Portland, alternating my Sundays at UUCB throughout September and part of October, resigning from First Parish just before November. By the beginning of November it was clear that there were not enough kids attending regularly for us to prepare two different meetings (often times there was only one or two kids in each age group and those numbers weren't enough to run the planned activities separately so the groups combined. Being that my time was no longer split between two congregations, I was able to step in and run one regular weekly all ages RE Meetings most Sundays. I continued to offer one Children's Chapel per month during which we would do Joys and Concerns and have a more meditative/ deeper thinking meeting. The issue with the one meeting model became that it was difficult to connect all ages with the same material. The older kids found it too simple if we geared it towards the younger side and the younger kids found it difficult to understand if we geared it older. This led to more drop off in participation (mostly by our 6th grade and up youth).

We did see some new families get involved with UUCB throughout the Fall and Winter. I created a couple of engagement opportunities for families outside of church time. Rev. Kharma and I hosted a holiday themed craft and movie evening. I also offered a Valentine's themed child care drop off for a "date night" for parents. Both had decent attendance and were well liked by the children and greatly appreciated by the parents. In April, the RE Committee and I hosted an RE Family Mixer to give families time to connect with one another. I took the kids outside for an activity in order to give parents time to talk with one another. The idea behind this was to create space outside of Coffee Hour for parents to interact and connect. This was very well attended and I heard back from several families that they really appreciated the chance to get to know each other better.

In an attempt to re-engage older youth (grades 6 and up), I organized a Game Day in April. Several youth attended and were able to reconnect with each other. I believe that this event was helpful in paving the way for the level of participation needed to make RE Sunday the successful event that it was. Most families were able to participate in RE Sunday and I heard from many of the kids that they really enjoyed the time they spent learning to drum with Rev. Kharma. During my RE Sunday reflection I laid out some of the needs for the upcoming church year and received great feedback and enthusiasm from volunteers willing to help out next year with the vision of creating three different weekly RE meetings that allow children to more closely connect with kids their own age. This will also be a great opportunity for kids to interact with adult members of the congregation that they are currently not connecting with.

Overall, this year taught us a lot about post COVID re-engagement and through creative effort, the RE Committee and I were able to keep the meetings going throughout the church year. We were also able to welcome in and support several new families!

Respectfully submitted
Toben Cooney-Callnan, DRE
RE-Director@uubunswick.org

ART GALLERY COMMITTEE

Pat Spock.....joined 2019	Carol Evans.....joined May 2022
Ed McCartanjoined 2014	Sandra Kimballjoined April 2023
Deborah Zorachrejoined 2021	Paul Peranteaujoined 2022
Sharon Brownjoined 2020	Linda Gustafsonjoined April2023
Sally Horne.....rejoined 2021	Joanne Allen, Chairperson .joined 2017
Anne Merrifieldjoined May 2022	

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. We value creativity and the visual arts at UUCB!

Activities 2022-2023

We organized a schedule of monthly displays.

We hosted shows for: Joy Vaughn, Ed McCartan, Steve Black, Rachel Hendrick, Robin Brooks, Linda Gustafson, Points of View Artists, Barbara Bean, UUCB children and youth. We plan a June exhibition with the Birdsalls and a summer exhibition with church members.

We gained some new members. We reviewed our procedures and responsibilities. We sold and auctioned off a collection of photographs donated by Martha Lentz's family. We sold the Leonard Baskin prints. All funds went to the church's general fund.

We shared artwork in the Parish Messenger each month.

Goals for 2023-2024

We plan to continue displaying 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.

We need to further consider the safety of the church during openings and viewings during the weekdays.

We are exploring printing cards with images from our artists. This fundraiser could help with the Holiday Fair. Thank you to Louise Gephardt for your suggestion and help.

We want to schedule artists further in advance.

Concerns

How do we continue to include art in the life of the church? If we print cards we need to have a larger budget. The committee is looking into costs.

Budget

We asked for \$100.00 and haven't spent it yet. See above.

Thank you to all of our committee members for putting in hours of work preparing for the exhibits. Your good spirits and good humor held us together. Thank you, Shirley Bernier for your 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 manual
- Safety signage
- Kitchen maintenance and cleaning
- General cleaning of the building
- Maintenance and repair of church systems
- Ordering tools and materials for maintenance and cleaning

Building and Grounds Rental Subcommittee works to ensure that:

- The church building is utilized as fully as possible
- 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 according to *use policy*.

Building and Grounds members are:

Catharine (Cuffy) Chase (Co-chair)	Ashley Richards, Jr (2023)
Susan Snow (Co-chair)	Pollyanne Melton (2023)
David Juhlin	Peter Horton (2023)
Marylly Tiemann	Faith Barnes (2023)
Jessica Tracy (UUCB Board Liaison)	Stephen Majercik (2023)
Carol Briggs	David Michael Trigg (2023)
Jon Allen (standby help and consultant)	
Shirley Bernier (Office Administrator)	Tony Sulkoski (sexton)

Meeting Schedule

Building and Grounds meets on the 4th Thursday of each month
Rental Subcommittee monthly or as needed

Highlights of 2022-2023

Parking area

Permission has been granted by the town of Brunswick to park 2 cars on the south side of the building. We are currently looking into estimates for cutting the relevant area of the curb and putting in a driveway and parking area that would cover approximately one third of the land on that side of the church. This parking area may or may not come to fruition depending on the cost involved and the wishes of the congregation. Jessica Tracy and Cuffy Chase were instrumental in getting the town approval and Ashley Richards has assumed responsibility for getting estimates and moving the process forward.

Repair of water heat and new directions

After much discussion and experimentation with water temperatures in the kitchen, it was determined that we do NOT need a new water heater but rather need to run the water in the kitchen sink until it is hot before turning on and running the dishwasher. Thanks to David Juhlin and Cuffy Chase for doing the super sleuthing to work this out.

Replacement of solar inverter

Our solar inverter stopped working in late spring, 2022. We contacted several companies and finally contracted with Assured Solar of North Yarmouth, Maine to install a new inverter. After having several communications with the Town of Brunswick and after receiving congregational approval for the expenditure of \$5000 a new inverter was installed on January 10, 2023. We requested a monitoring system be added so we could keep track of the activity of the panels and inverter. That monitoring system was installed in April, 2023. Appreciation goes out to David Juhlin, Jon Allen and Cuffy Chase for persevering and bringing the inverter replacement to a final conclusion.

Coordinating with Safety Committee

In 2021 UUCB added a Safety Committee chaired by Jennifer Butterworth. B and G has been working with that committee to create a document that allows us to keep track

of the safety and security issues that are part of UUCB. This allows us to monitor the timing of inspections for among others, the sprinkler system, fire extinguishers, and HVAC systems. In addition, new evacuation signs have been placed in all rooms. Cuffy Chase and Susan Snow along with members of other committees participated in a meeting with a representative of CISA (Cybersecurity and Infrastructure Security Agency) to review what sort of security/safety measures we are already taking as well as to learn what other options we might wish to consider. In May Cuffy Chase and Susan Snow along with other committee members also participated in a Safety Committee sponsored “dry run” for a fire drill. Susan Snow is now working as the liaison between B and G and Safety.

New rental guidelines

After reviewing the rental guidelines that were in place prior to Covid, Shirley Bernier felt that they were too cumbersome and not very “user-friendly”. She set about redesigning them and created documentation that was presented to the board by Jess Tracy and Cuffy Chase. The Board approved the changes and rental requests are, once again, beginning to come in. We still have the issues of a lack of a sufficient number of hosts and AV folks as well as how to safely provide access to the building by renters. This is still a work in progress.

RE room and archives

It was presented to B and G that one of the RE rooms had become a “storage” area for archival material as well as other odds and ends and we needed to find solutions as to what to do with all the material that is in that room. Jess Tracy, Carol Briggs, Susan Snow, Maryli Tiemann, Cuffy Chase and Kharma Amos got together and devised a sorting plan. Eventually, Jess brought the issue to the Board and was instructed to form a Task Force to deal with the historical and archival material. A Task Force was created that included Hugh Maynard, Bill Kunitz and Steve Eagles. They are currently at work documenting the material and investigating methods of storage.

Gardens

The gardens were attended to by Cuffy Chase and a small band of volunteers including Carol Briggs and Jennifer Butterworth. We are still recovering from some neglect during Covid and plan to address the back (east) side of the building with more enthusiasm, especially since we now have a few additional B and G members. Pollyanne Melton is now supervising some of the garden work.

Other areas we have addressed:

Cleaning:

- Our B & B angels are minimally active but we are grateful to Stephen Wood who still comes in on a regular basis.

Fixing:

- Three ceiling panels in the May Sarton room were stained from a roof leak(?) during a heavy wind and rain storm. They have been replaced. The old panels have been

repainted and will be returned to storage above the ceiling in the storeroom. Thanks to David Juhlin, Ashley Richards and Cuffy Chase.

- The Wayside Pulpit at the corner of Pleasant and Middle streets was repainted thanks to David Juhlin and Maryli Tiemann.
- The large plants at the front of the sanctuary have been replaced.

Miscellaneous:

- We have put up winter and spring banners in the sanctuary and holiday lights on the bushes outside the church.
- WellTree was hired to prune the 3 flowering trees along Middle Street

Cuffy Chase and Susan Snow,
Chairs during this reporting period

COMMUNICATIONS COMMITTEE

MEMBERS

Year Joined

Glenn Williams, Chairperson beginning 2021	2021
Cuffy Chase	2021
Ward Clark	2021
Tammis Donovan	2021 (resigned 2022,rejoined 2023)
Mike Heath	2021
Sue Michaud	2021
Other Participants	
Shirley Bernier	2021
Kharma Amos	2022

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.

2022-2023 GOALS

The group approved the following goals for the current church year.

1. *Conduct an assessment of our current communications processes.* This should include development of a document clearly defining existing communication functions and their effectiveness in terms of increasing engagement.
2. *Identify areas needing improvement.* What are we missing? Are there broad areas where we are falling short? Considering what we hope to achieve, is “Communications Committee” the best name for this group?

Progress on Goals

Assessment

In the fall of 2022 we conducted a survey of the congregation focused on understanding how people at UUCB use various sources of information. 83 individuals responded to the survey. Nearly 90% of respondents rely on All-Church email and *This Week at UUCB* to get news about what’s going on at UUCB. For news in general, the most frequent response was Newspapers (65%), with Internet a close second (61%). TV, Radio, and Email were in the 50-60% range. The only other responses above 20% were Facebook (21%) and Google Search (28%). Nearly 90% of respondents were over 60 years old and 99% were older than 41. We will continue to explore options for using social media outlets preferred by young folks.

- **Parish Messenger**
The monthly newsletter has remained largely unchanged over the past several years. It is now available in several different formats: 1) PDF; 2) individual links to articles (preferable for phone viewing); and 3) printed paper version for those who do not use online resources and for the visitor’s table. We have had limited success in creating a team of publishers to do the work. As of this writing we are experimenting with use of *Constant Contact* to simplify the publishing process and to increase readership.
- ***This Week at UUCB***
The weekly newsletter has been significantly improved in recent years with regard to visual appeal, and we have made an effort to reduce overall length and repetitiveness. While survey results indicated that 90% of respondents rely on it for getting news about UUCB, the number of respondents represents only 20% of those to whom the survey was sent, leaving us with less information than we would like.
- **All-church Email**
As with *This Week at UUCB*, we have high confidence that at least 20% of congregants are using our All-Church Email service. We are contemplating using *Constant Contact* for these communication vehicles as well, including a texting option for urgent announcements.

- Order of Service Inserts

A great deal of information is contained in the “Green Sheets,” which again appear as inserts to the Order of Worship since we returned to in-person services. We’ve heard varying opinions as to the usefulness of this tool. It seems likely that some people read everything, and some question the use of so much paper. The announcements on screen prior to and after services are more eye-catching and may be more effective.

- Streaming Services

A little bit of history from the November 2020 Parish Messenger:

Although we have been very successful in producing recorded virtual services (big thanks to Jud), our long-term plan includes establishing the ability to stream services and events live from the church. We had preliminary discussions about this prior to the pandemic, and since it will be a long time before we can all gather in church, we hope to add streaming as an option while we continue to stay safely distanced. Eventually, we expect to have live streaming available as part of our normal Sunday routine—even when the pandemic is history.

The pandemic isn’t exactly history, but our streaming service has been firmly established and is a very popular option—for those who remain concerned about attending in-person events, for those who are far away, and for those who appreciate the ability to watch a service at a time of their convenience. It comes at a cost, of course, both financially and in terms of volunteer hours required to make it happen. We revised the UUCB Communications Policy in part to recognize our obligation to adhere to copyright law and to support the work of the artists who create the music we enjoy as part of our services. We now pay for the necessary licenses.

- Website

We continue to make incremental improvements to the website. One of our efforts to increase engagement with the community has been Kharma’s commitment to write monthly articles published in the Brunswick Times Record. After publication, the articles are posted on the website under the *From our Minister* tab: <https://www.uubrunswick.org/people/from-our-minister/>

- Google Workspace

We now have 12 Google Groups, including the All-Church Announcements group, which has been an improvement over the previous method. We also have 12 shared drives.

- Zoom

Our church Zoom account is used often for staff meetings, committee meetings, and Chalice Circles. We also use it for our Annual Meeting of the congregation.

Kharma and Toben recently hosted a conversation on Trans & Gender Expansive Inclusions at UUCB via Zoom. While we encourage groups to meet in person as much as possible, having the Zoom option has clearly increased our ability to engage congregants in the work of the church.

GOALS STILL NEEDING ATTENTION

- Websites are never perfect. Ours is no exception. Some choices about placement of menus, tabs, etc. are matters of opinion. Some are clearly better than others, but web design inevitably involves compromises. We conducted usability testing on a limited scale in the spring of 2020 and incorporated some of the resulting recommendations. Reflecting our commitment to continuous improvement, we plan to do another round of testing during the coming church year.
- Our use of social media to engage people needs improvement. We understand that younger users rely on Instagram more than Facebook. We will establish an Instagram account and link the two together. Another means of communication we could use more effectively is our “Wayside Pulpit.” Rather than just the existing static message about Kharma, and YouTube, we should find a way to display timely and interesting messages to engage passersby. We may consider redesigning the sign with that in mind.
- All things considered; we decided that *Communications Committee* is an appropriate name for our group.

ANTICIPATED ISSUES THAT WILL IMPACT THE ONGOING FUNCTIONING OF THE COMMITTEE

For several years we have discussed the potential benefits of creating a part-time paid position to take a leadership role and further advance our goals. We have proposed creation of a *Community Engagement Coordinator* position. Particularly as the church continues to grow, this would help to maintain and increase our level of engagement within the church and in the larger community.

APPRECIATION

A bit over one year ago the Committee met with our newly chosen Settled Minister. Kharma talked with us about some of her experience with communication issues. We were excited about the prospect of working with her, and we anticipated that her contribution to our work would be significant. This has been true! Kharma has been an active participant in our meetings and has brought new ideas to the table. Thank you Kharma.

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. Because we are now paying for copyright licenses and fees, the board decided to change the charge for the next concert series to donate ALL of the proceeds to charity, rather than 2/3.

This year’s task force members were	Steve Eagles (2017)
Susan Michaud (chair since 2014)	Charlie Evans (2018)
Dan Ellis (2014)	Irene Austin (2019) and
Donna Susemihl (2015)	Louise Gephart (2021).

In addition to our concert volunteers, the Concerts have a paid sound technician, Jud Caswell with backups when needed, and kitchen help Linda Mallard and Kathy Jacques. These people are essential to our success.

To start off the new 2022-23 fiscal year, we were happy to announce that the previous fiscal year (**2021-22**) resulted in a profit of \$3,052 even though 3 concerts were canceled due to Covid. Thus, in September UUCB donated **\$1,017** to each of these charities: **ILAP and Midcoast Hunger Prevention Program.**

This season, we had to cancel two (2) concerts but have had a very successful, varied, and fun concert series. So far, we have sold **662 tickets** mostly from people outside the church and raised **\$4,970**. We have one more concert in June, so once we know the final net proceeds for the season, we will be dividing it 3 ways among the church and the 2 charities.

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 charities were the **Brunswick Area Teen Center** and **Maine Family Planning.**

Performer(s)	Genre of Music	Date	
Pat Colwell & the Soul Sensations	R&B and Soul	9/17/22	
Mr. Harley	Kids Concert	10/2/22	Canceled
Dirty Cello	Blues/Rock/Americana	10/28/22	
Christine Lavin	Singer-Songwriter	11/19/22	
Bold Riley	Folk Quintet	2/4/23	
Ellis Paul	Singer-Songwriter	5/6/23	
Susan Werner	Singer-Songwriter	6/3/23	Canceled
Porch Party Mamas	Folk, country, Celtic, Blues	6/1-/23	

We have 9 concerts scheduled for the next season. Magic 8 Ball, Sally Rogers & Claudia Schmidt, James Keelaghan, KindKids Music, Jud Caswell, Schooner Fare, Chris Smither, Renaissance Voices, and John Gorka. All are entertaining and acclaimed musicians with many fans.

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

Submitted by
Sue Michaud, Chair

FINANCE COMMITTEE

Members:

Cindy Parker, Treasurer (2020)
Paul Peranteau (2016)
Steve Eagles (2016)
Jonathan Allen (2018)

Carol Gillespie (2019)
Carol Evans (2023)
Walter McGuire (2023)

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 year:

- Steady payment of pledges, with the real possibility of receiving over \$260,000 this fiscal year, \$10-15k more than the FY22 pledge drive officially predicted.
- Record high support for Charities with Soul--40% above budget.
- Holiday Fair proceeds of \$7,000 is highest in many years; Auction raised over \$8,000.
- Our Investment Account at UUCEF still provides important support when a deficit budget is required. However, large swings in the market have dropped its value to \$448k at 3/31/23, \$21k below one year ago, \$58k less than two years ago. A bequest of \$10,000 was added in 11/2022.
- FY24 Pledge Drive has exceeded \$260k and should approach \$264k towards our goal of \$270k.

Areas of continued concern:

- Total Assets of \$612k are about \$59k less than a year ago. Of that decrease, about \$23.5k is a market adjustment to the value of the UUCEF. The remainder is the result of this year's deficit budget expenditures.
- FY2024 will be the third year of a proposed deficit budget, with staff expenses our largest cost. Careful and important salary increases targeting the individual needs of our staff have been proposed for FY24, which will continue to produce a deficit

budget. It is a continuing challenge to live our principles while providing both equity to staff and sustainability for our congregation.

- Staff health insurance costs continue to escalate; a policy change to pro-rate UUCB's contribution has been approved by the Board and will go into effect 7/1/23, while allowing staff to choose how to apply that contribution to the UUA plans.
- Rentals remain very low, and new competition for concert space has arisen since the pandemic.

Many thanks to members and friends who continue to provide strong financial support in difficult times, and to the members of this Committee who have provided equally strong support and backup to the Treasurer over the past three years. I couldn't have done it without you!

Respectfully submitted,
Cindy Parker, Treasurer

MEMBERSHIP COMMITTEE

Committee members and when they joined MemCom

Carol Drake	2023	Karen Rienert	2014
Sarah Fabian	2023	Betsy Roper	2018
David Juhlin	2019	Vickie Simpson	2023
Steve Loeb	2018	Anne Spencer	2023
Erika McKenney	2021	Judy Strano	2023
Leigh Peranteau	2015 (Chairperson)	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. Although Nancy Meikle is no longer on the committee she continues to make name tags each week. Thank you, Nancy.

Karen Rienert sends a note of welcome to everyone who signs up to receive UUCB emails. Thank you Karen.

Shirley maintains a spreadsheet of these visitors and we review this list periodically, sharing what we learn about our visitors during our time at the table.

This May we made pronoun stickers available at the Visitor's Table. This has been well received. Placing a sticker on your name tag is optional.

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 continue to be 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 2023 we reported 199 members.

You and UU Class

This is an orientation to the history and principles of the Unitarian Universalist denomination and to UUCB.

We held a class in October 2022. Fifteen individuals participated. The class was facilitated by Rev Kharma Amos, Betsy Roper and David Juhlin .Six people joined UUCB following the class.

The May 2023.class was facilitated by Rev. Dr. Kharma Amos and Vicki Simpson. Twelve individuals participated, nine joined UUCB following the class.

Circle Suppers

These small group gatherings in the homes of UUCB members and friends provide opportunities for people to get to know one another. We hosted two rounds of Circle Suppers, one in October 2022 with 12 guests and coordinated by Donna Tompkins, the other in May 2023 with 21 guests and coordinated by Carol Drake and Vicki Simpson. Thank you to all who hosted.

We continued Thanksgiving and Christmas Suppers. We had 13 participants on Thanksgiving Day hosted at the church by Louise Gephart. Nine participants were scheduled for Christmas Supper, but because of illnesses, the supper was cancelled.

SoUUps On!

We were able to resume this popular event once again. It was a big success with a room full of happy people glad to be together again in community. A big thank you to all the soup makers and the many others who make this event so popular.

New Member Recognition

In February, 15 individuals were welcomed into membership. Two additional members were unavailable to participate. Steve Loeb and Leigh Peranteau represented the Membership Committee.

Publicity

Betsy Roper writes a monthly column reporting on upcoming events for the Parish Messenger. She also provides information on all MemCom events for the weekly OOS.

Pamphlet Racks:

Pamphlets & Large Print Brochures, Sermons Donna Tompkins monitors the pamphlet rack, replenishing as needed. She also orders supplies for the Visitor's Table.

SPECIAL ACTIVITIES

Women's Group

Judy Strano organized a monthly women's meeting. The group will meet the 4th Thursday of each month. This is an informal gathering with a new topic chosen each month. The topics range from whimsical to serious. Attendance was good for the first meeting in April.

Cookbook

During the Holiday Fair cookbooks were offered for sale. They will again be made available in the spring of 2023. The cookbooks continue to be available for pick up at the church or by contacting Donna Tompkins. Requests to have a cookbook mailed are handled by Donna Tompkins. Donna deserves special recognition for her efforts on this project. Sale of the cookbooks has provided additional revenue to UUCB in the amount of \$870.00. There are 44 cookbooks remaining to be sold.

Brown Bag Lunch

In July, Louise Gephart and Bill Kunitz hosted eight guests in their lovely yard. In August, Linda and Dave Gustafson hosted 14 guests in their spacious yard. These lunches were enjoyed by all.

All Church Picnic

On June 17, 2023 we will gather at the home of Janice Thompson and Jeremy Jones for an All-Church picnic. We expect to have a wonderful time on the lawn of their unique home in Harpswell. Thank you Janice and Jeremy.

We have invited five individuals to join the Membership Committee in order to support our activities. Welcome to Carol Drake, Sarah Fabian, Vicki Simpson, Anne Spencer and Judy Strano.

Submitted by

Leigh Peranteau for the Membership Committee May 27, 2023

MUSIC COMMITTEE

Members:

Louise Gephart – Chair
Glenn Williams,
Susan Michaud,
Nancy Kurtz,
Nell Britton, Music Director

The Music Committee has met quarterly during the past church year. Our primary charge is to support our Music Director in the development of a vibrant and inclusive music program at UUCB.

We began last church year with a get-together in August to kick off participation in the UUCB Choir. Under Nell's leadership the full choir now sings twice a month, and the "Pick-up Choir" sings on many Sundays when the full choir does not sing. This gives people who want to sing but cannot attend regular rehearsals a chance to sing in worship services.

We have also developed a budget for the non-personnel aspects of the music program, such as purchase of choir music, maintenance of our pianos, stipends for special and substitute musicians.

Respectfully submitted
Louise Gephart, Chair

PASTORAL CARE ASSOCIATES

Members:

Rev. Kharma Amos
Julie Dahmer (Chair 2019-)
Joel Austin
Jane Danielson
Mary Larson
Sue Loebis
Renee Manomaitis

Susan Snow (1st half of year)
Susan Thorner (1st half)
John Trumper
Betty Wurtz.
New members in April:
Annee Tara
Samantha Nord.

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. Susan Snow and Susan Thorner served through November and John Trumper will leave at the end of the year. We thank these outgoing members for their pastoral service to our congregation. Annee Tara and Samantha Nord joined the committee in the spring and immediately began reaching out to help members of our congregation. The committee meets monthly via Zoom but communicates via email as needed.

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. We visited members and friends in their homes, met for walks, stayed connected by phone and email, and sent cards of cheer or condolence. We also were able to chat privately with people in church after the service. Pastoral care associates reached out to people who contacted us directly as well as to those whose pastoral needs we became aware of indirectly.

We read and followed up on the Joys & Concerns written in the book on Sunday mornings and included those sent to us at joysandconcerns@gmail.com. A former version of this email address was set up in March 2020, when the pandemic put an end to our regular in-church services, as a temporary replacement for the book (then called Joys & Sorrows). We kept the email address active for congregants who couldn't be at church in person. Anyone who would like to let us know of a need for pastoral care may also contact us at this email address. I monitor this account and welcome anyone to write me. Your information will remain confidential unless we are directed otherwise.

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 often among the church members who help provide these services.

Appreciation:

I want to express my sincere appreciation for the time and thoughtful caring I witness the Pastoral Care Associates devote to so many of our community each year, and for their commitment to our mission. I want to thank Rev. Kharma for her astute and gentle guidance. And, finally, I want to thank Joel and Irene Austin for stepping in to lead the committee while I enjoyed two months of travel this spring.

Respectfully submitted,
Julie Dahmer, Chair,

RELIGIOUS EXPLORATION COMMITTEE

Members

Hilary Clayton, chairperson
Christopher Clayton
Marsey Caswell

Alexis Nolan
Kristen Pett
Rebecca Waddle

The committee purpose is to assist the Director of Religious Exploration (Toben).

We have made it a goal to continue the weekly, in person, RE classes, as well as offering events and activities outside of RE class time for those families that aren't able to attend Sunday morning services. We have noticed that more families are regularly attending, and while we aren't at our pre-covid numbers, there has been an increase in attendance and involvement.

I would like to see us continue in the same trajectory with more regular attendance and additional events/activities to strengthen UUCB RE family camaraderie. We will meet again in August for a retreat and discuss our goals for that coming school year.

As always, getting the kids to church is our largest obstacle, however, when the kids are in the classroom, it becomes a challenge for Toben to lesson plan for such a wide age range. We would love to find a teacher (or more) to be able to divide the children into multiple age-based groups. Toben had posted a job listing but was unable to fill it. We are hoping for volunteer involvement from the congregation in the future.

Overall, it was a solid year. We are rebuilding our numbers, but there is a core group of families that are present and engaged. Toben is doing a wonderful job with what is available to him and as a congregation, we are very lucky to have him. My fellow RE committee members are awesome and take time out of busy lives to come to meetings, brainstorm ideas, set up or clean-up activities and offer help whenever possible.

Respectfully submitted
Hilary Clayton, RE Chair

SAFETY COMMITTEE

Committee Members:

Committee members include
Jennifer Butterworth, chairperson beginning January 2022,
Jon Allen beginning January 2022,
Rev. Diane Fisher, beginning April 2023.

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

The Safety Committee focuses on 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 are delayed, denied, and deterred from entering the building.
- Emergency preparation: Ensure procedures are in place for unanticipated dangers or emergencies to the building, occupants, and community.

Safety:

In addition to a safety monitoring tool which is jointly shared with, and used by, Building and Grounds, we now have a person, Susan Snow, from building and grounds that serves as a liaison between our two committees.

Security:

In October of 2022, we conducted a Homeland Security, Cybersecurity and Infrastructure Security Agency (CISA), web-based self-assessment and subsequently prioritized actions. One of these actions was our recommendation to the Board to announce exits at the beginning of each service and a second was our recommendation to the Board for locking doors 10-15 minutes after the beginning of Sunday services as well as most public events. In December 2022, with the help of Rev. Dr. Amos, we developed and shared a training video demonstrating procedures for those with fobs who need to access to the church after hours. This video also demonstrates procedures to assist greeters with locking and unlocking the church for Sunday services. In addition to this training video, we continue to train and support Greeters on Sundays, as needed or requested.

In March of this year, we attended a day-long workshop entitled, "Protecting Houses of Worship" which was sponsored by CISA. At this conference we learned a wide variety of security procedures. We also were made aware of the availability of a grant for which houses of worship were encouraged to apply, which we did, as well as an opportunity for the Protective Security Advisor to the US Department of Homeland Security, CISA, Dr. Thomas Swenson Jr, (TJ) to come to our church to conduct a Security Assessment First Entry (SAFE) review. This occurred Friday, April 28, 2023. In addition to Dr. Swenson, attending were Victor Saremi, Office of Intelligence, U.S. Department of Homeland

Security, Susan Babb, representing Ushers and Greeters, Glenn Williams, representing Communications, Catharine/Cuffy Chase and Susan Snow, representing Building and Grounds, Mike Michaud, our committee's Board liaison, and the Safety Committee members. Not surprising, the SAFE review outcomes mirrored our October CISA self-assessment results. We were pleased to learn that several of the recommendations from the SAFE review were addressed in our grant application. We will find out if we are awarded all or part of the application in September or October of this year.

Emergency preparation:

The Safety Committee shared with church members through the "green sheet" how our church is architecturally designed to minimize fire emergencies, including multiple safety features in place that protect the building and its inhabitants from fire emergencies. In February, we met with a sampling of members of various church committee members who are present during Sunday services, and, with their input and feedback, drafted an emergency evacuation plan. On May 16th, again with a sampling of members of committees present during Sunday services, we conducted a "dry run" evacuation in case of a fire emergency and updated the evacuation plan with feedback from those participating. It is our hope to conduct a fire drill sometime this fall in conjunction with a Sunday service to give all church members the opportunity to participate.

Future Efforts

The Safety Committee will work towards implementing recommendations stemming from our October CISA self-assessment and April SAFE report. In particular, we plan to develop procedures for conducting routine fire drills annually, for responding to malicious intruders, and for responding to medical emergencies. In addition, we are waiting to learn about our grant application and, if awarded, will implement what is awarded with Board approval.

Appreciation

We are very appreciative of Mike Michaud's participation in the Safety Committee as the board liaison, We extend our thanks to Rev. Dr. Kharma Amos for her assistance in developing our training video and for all her support in facilitating our remote meetings and our efforts to meet our charge. Finally, we could not have made as much progress as we have this year without the many church members who participated in the development of the evacuation plan in the event of a fire.

Respectfully submitted
Jennifer Butterworth, Chairperson

WORKING FOR JUSTICE STEERING GROUP

CO-CHAIRS

Cheryl Martin and Bonnie Wood

MEMBERS

Joanne Allen
Kharma Amos
Faith Barnes
Carol Briggs
Cuffy Chase
Ward Clark
Cathey Cyrus
Jane Danielson
Grace Denker
Margaret Duston

Steve Eagles
Stan Eller
David Gustafson
Sue Kennedy
Nancy Kurtz
Jean Lay
Cheryl Martin
Ren Manomaitis
Pat Moore
Stephen Majercik
Peter Nimkoff

William Rixon
Betty Robinson
Susan Snow
Thea Spires
Rob Stuart
Donna Tompkins
Betsy Williams
Bonnie Wood
Stephen Wood
Faith Woodman
Betty Wurtz

PURPOSE: The Working for Justice Steering Group organizes and supports social justice initiatives that express the UUCB's chosen focus to work towards the prevention of prejudice and hate. Initiatives seek to encourage reflection and action among the entire congregation.

COMMITTEE STRUCTURE: The Steering Group consists of eight different Interest Groups which committee members may join. Interest Groups, with respective contact people, are listed below followed by descriptions of each Interest Group's activities during the 2023-24 Fiscal Year:

Black Lives Matter: Jane Danielson

Charities With Soul: Stephen Wood

Gun Safety Education and Awareness: Lynn Ellis

Habitat For Humanity: Cuffy Chase

Indigenous Concerns: Cathey Cyrus

MUUSAN (Maine Unitarian Universalist State Advocacy Network): Betsy Williams

New Mainers and Immigrant Justice: Cathey Cyrus

Teen Center: Carol Briggs

BLACK LIVES MATTER

Our focus this year began with reading and discussing the book *Mistakes and Miracles*, the Unitarian Universalist Association's Common Read for 2023. That led to choosing "Sacred Ground", a curriculum devoted to conversations about race and racism, which we will launch in September.

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

CHARITIES WITH SOUL

Nominations for the 2023-2024 Charities with Soul were submitted by church members in early April. The only requirements were that organizations address some part of our church Mission Statement and serve our local community or environment. Stephen Wood compiled these into ballots for voting and they were distributed to the congregation in Orders of Worship on April 30, May 7, and May 14, as well as online. Parishioners could vote for five optional charities to accompany our seven legacy charities(*) for the upcoming church year. Stanley Eller and Stephen Wood tallied the ballots. The following five charities garnered the most votes: Midcoast New Mainers, Maine Gun Coalition, Wabanaki Reach, Immigrant Legal Advocacy Project, and Maine Family Planning.

The calendar of charities for the 2023-2024 church year follows:

July 2023	Midcoast Hunger Prevention*
August	Habitat for Humanity*
September	Unitarian Universalist Service Committee*
October	Midcoast New Mainers
November	The Gathering Place*
December	Maine Gun Safety Coalition
January 2024	Oasis Free Clinic*
February	Four Directions*
March	Maine Family Planning
April	Immigrant Legal Advocacy Project
May	Wabanaki Reach
June	Tedford Housing*

*legacy charity

The calendar of charities for the 2022-23 church year follows:

July 2022	Brunswick Area Teen Center	\$629.00
August	Unitarian Universalist Service Committee*	\$680.44
September	Habitat for Humanity*	\$1,241.87
October	The Gathering Place*	\$1,066.37
November	Maine Family Planning	\$1,102.10
December	Oasis Free Clinic*	\$949.00
January 2023	Good Shepard Food Bank	\$1,129.80
February	Midcoast Hunger Prevention*	\$1,249.78
March	Immigrant Legal Advocacy Project	\$1,347.87
April	Wabanaki Reach	\$1,451.65
May	Tedford Housing*	\$1,325.67
June	Four Directions*	Not available at time of printing

*legacy charity

GUN SAFETY EDUCATION AND AWARENESS

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 gave 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 downtown Brunswick Mall.

As of this writing, gun violence is now the leading cause of death in children and adolescents aged 0-19 years—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

Habitat for Humanity 7 Rivers Maine continues to provide basic home weatherization, critical home repairs, home modifications and new home construction in our local area. During 2022-2023 more than 60 projects in the repair/weatherization/modification categories were completed. In 2023 the house being built in Wiscasset was completed and is ready for occupancy.

Our interest group connection with this local not-for-profit enterprise has been primarily in providing volunteers for the ReStore in Topsham and encouraging people to participate in the annual fundraiser, “A Walk to Build” held on May 7, 2023. Team UUCB had 14 walkers, who received more than \$15,500 in donations in support of Habitat for Humanity 7 Rivers Maine. The total raised was more than \$53,000.

INDIGENOUS CONCERNS

This group focused on raising awareness among church members of the need for tribal sovereignty and its importance and centrality to the well-being and lives of the Wabanaki nations in Maine. In the fall of 2022, MUUSAN (Maine Unitarian Universalist State Advocacy Network) wrote a resolution expressing its support for the recognition of Wabanaki Nation sovereignty and directed the resolution to Maine’s state legislators and the United States congressional delegation. MUUSAN’s resolution urged lawmakers to support all legislation acknowledging the Wabanaki inherent right to self-determination. MUUSAN also asked the twenty-six Maine Unitarian Universalist congregations to sign the resolution – encouraging congregations to learn about and reflect on the issue and, in signing, to give added weight to the resolution’s message to the legislators. UUCB’s WFJSG discussed the resolution in January and, after some deliberation and education, signed on in support as a committee of UUCB.

Hoping to bring the resolution to an eventual vote of the whole congregation, WFJSG worked to raise general awareness among UUCB members and friends about tribal

sovereignty and the resolution. These efforts included articles in the Parish Messenger, informational handouts, and discussions following Sunday worship services. On March 8, in collaboration with the Curtis Memorial Library, Maulian Dana, Penobscot Nation Ambassador, spoke via Zoom to the question, “Why Tribal Sovereignty?” Ambassador Dana’s powerful presentation was open to the larger community and was well attended. Meret Bainbridge from MUUSAN and First Parish Unitarian Universalist Church in Portland spoke at UUCB following the March 12 worship service, giving an overview of tribal sovereignty, the MUUSAN resolution and how UUCB members could act to support the anticipated legislation in Augusta.

The UUCB board has agreed to hold a congregational vote on supporting the MUUSAN resolution at the June 11 Annual Meeting (occurring after publication of the FY 23 Annual Report). Leading up to this vote, WFJSG has continued to share information and invite discussion about the issue.

MAINE UNITARIAN UNIVERSALIST STATE ADVOCACY NETWORK (MUUSAN)

The goals of the MUUSAN interest group are:

- To educate the UUCB congregation about bills before the state legislature that reflect Unitarian Universalist values or are most in need of our faith-based voices
- To encourage and support direct advocacy of these bills through written testimony, letters to the editor of newspapers, and direct communication with our legislators. Bills designated for support are selected by the four MUUSAN issue groups (Health; Democracy in Action; Native, Racial & Immigrant Justice; and Climate Change) in collaboration with state and national partner organizations.

This year the MUUSAN interest group was led by Betsy Williams with active participation from Stan Eller, Thea Spires, Nancy Kurtz, Ward Clark, Steve Eagles and Faith Woodman. We maintained a Legislative List of 35 UUCB members who received weekly messages with suggestions of specific advocacy actions.

The interest group also hosted three community-wide, live educational opportunities at UUCB:

- A Candidates Night at UUCB during which 54 attendees heard from eight local candidates running for Maine house and senate seats.
- An informational meeting, attended by about 50 people, on the consumer-owned utility citizen’s initiative (Our Power).
- MUUSAN’s May statewide network meeting in which a panel of legislators and advocates spoke about bills addressing Maine’s housing crisis.

NEW MAINERS AND IMMIGRANT JUSTICE

This year shelters and hotels in Portland and surrounding communities have been overwhelmed by the arrival of a wave of asylum seekers. Portland based service organizations have been desperately looking to other communities for more permanent housing for these people. Lack of affordable housing in the Brunswick, Topsham and Bath areas meant that there was no organized outreach by local service or faith-based groups to the growing population of inadequately housed new Mainers seeking

permanent homes. Other Maine communities where housing could be found have been actively organizing volunteers and resources to welcome their new neighbors, and some UUCB people have joined those efforts.

Sixty additional housing units are currently being built at the Brunswick Landing. A local developer has designated these for housing for asylum-seeking families. Initially expected to be ready for occupancy in June, the apartments will now not be ready until August. Overseeing the organization, orientation and assignment of volunteers to welcome these new neighbors is the Town of Brunswick Department of Human Services with help from the MidCoast New Mainers Group (MCNMG), The Emergency Action Network (TEAN), United Way and the Brunswick Welcome Center. The Department of Human Services will contact faith communities as a plan is developed for organizing volunteers to support the new families. Future volunteers from UUCB and others await the completion of construction of housing and guidance from the Brunswick Department of Human Services.

Several UUCB members and friends continued this year to partner with New Mainer families with whom they were already connected, offering support with English language tutoring, transportation and mentoring. Staff members hired by the Immigrant Resource Council of Lewiston work at the Brunswick Landing Welcome Center and have been a central resource for support services. Working with MCNMG, Merry Meeting Adult Education and the Welcome Center, UUCB has been aware of about ten families who, over the year, have found their way to the local community through the help of friends and/or social service workers. Newly interested UUCB volunteers are directed, for now, to offer their energy and time to Midcoast Literacy (<https://www.midcoastliteracy.org/>) and Midcoast Hunger Prevention Program (<https://www.mchpp.org/>). Working for Justice Steering Group hopes that UUCB can be among those faith communities who reach out with welcome and support when the new families finally begin to arrive at the Brunswick Landing.

TEEN CENTER

UUCB members supporting the Teen Center include Carol Briggs (member of the Brunswick Area Teen Center Advisory Board), Joanne Allen (Treasurer), Cuffy Chase, Pat Moore, Susan Snow, Betty Wurtz, and Donna Tompkins. The goals of the UUCB Support Group are to help the Director and the teens in a variety of ways including providing donated snacks and a monthly meal for the teens and by sharing information about the Center with UUCB members and the Brunswick Community.

Members of this interest group collected snacks and cash on the first Sunday of the month at the UUCB church service. Donated snacks are enjoyed by the teens when they visit the Center and cash donations are used to help pay for a variety of endeavors. On the third Wednesday of the month a member of the UUCB Support Group donated a meal for the teens. At Christmastime, UUCB cash donations helped purchase gifts; in April, a members of the group volunteered at the Gelato Fiasco Scoop-a-Thon Teen Center Fundraiser by managing the table, selling raffle tickets and providing information about the Teen Center. The UUCB group regularly shared news from the Teen Center

Director with church members and with a local bakery that has supported the Teen Center for many years.

By the end of the calendar year the Teen Center anticipates two large changes.

- Due to the success of the Center, resulting in a growing number of teen members, a committee has been formed to help find a larger venue. A possible location is Coffin School which has enough inside room, a kitchenette, and an outdoor space.
- Jordan Cardone, the Teen Center Director, will retire in the fall. The search has begun for her replacement.

Thank you to UUCB members for helping when asked, to the Teen Center Support Group, and to all the people behind-the-scenes people who contribute in a variety of ways!

WORSHIP COMMITTEE

Committee members:

Stephanie Bernier – co chair
Mary Larson – co chair
Louise Gephart
Pat Moore
Ward Clark

Suzanne Sargent
Judy Smith
Steve Majercik
Wendy Roundy
Sienna Dode
Lucy Ijams

Purpose

The Worship Committee assists the minister (or other Worship Leader) in the Sunday morning services and other special worship services. The committee acts as a liaison between the minister and the congregation. In addition, the Worship Committee fills the pulpit on Sundays when the minister is absent and for summer services with guest ministers and lay leaders. Our members advise and assist guests in preparation for those services.

Goals

The goals for this church year were to assure that all summer services were filled with quality services, assist our new settled minister in providing services for the church year, and to increase our committee membership.

The theme for 2022 summer services was “What Makes You Come Alive?”. Two guest ministers and many of our church members provided wonderful, interesting, inciteful services.

Our goal of helping Rev. Dr. Kharma Amos acclimate to UUCB was so easily accomplished that it was difficult to think that we even set this as a goal. At Kharma’s request, we shared many of UUCB’s past practices during services with her while encouraging her to use her own gifts of ministry to share with us all. The increased

attendance in church and the congregational response speaks to the successful achievement of that goal.

At Kharma's suggestion, we all participated in a half day retreat to share and learn in more depth about the meaning and purpose of all that goes in a typical church service. In the coming year we will be continuing our discussions of the more philosophical – spiritual components of these aspects of worship.

We are anticipating a new year of working with the "Soul Matters" themes, another worship committee retreat, and sharing our responsibilities with our new members.

Appreciation

We want to thank Rev. Dr. Kharma Amos for the new energy she brought to our committee and the services at UUCB. We want to thank all of the lay leaders and members of UUCB who have given of their time, energy and personal thoughts in our services during the summers and when Kharma is not preaching. We are very grateful that Toben has helped bring our RE children back and they are more a part of our services, a great joy for many. We are most appreciative of the beautiful music Nell brings to our services with her careful selections, bios of composers, and superb playing. We also thank all of you for attending the services at UUCB with your warm response and gratitude. Your energy and feedback is crucial to the health of our church.

Submitted by
Mary Larson, Co-chair

APPENDIX

Annual Congregational Meeting Materials

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**Unitarian Universalist Church of Brunswick
Annual Business Meeting of the Congregation
AGENDA
June 11, 2023
11:15 A.M. in Person and via Zoom**

1. Call to order: Maryli Tieman, Moderator
2. Opening Words: Rev. Dr. Kharma Amos
3. Reading of the Church Mission Statement and Congregational Covenant: David Kew
4. Approval of the minutes of the Congregational Meeting of June 5, 2022
5. Financial Statements
 - Treasurer's Report: Cindy Parker
 - Finance Report and Budget Presentation for 2023-2024
MOTION: To approve the Board-approved 2023-2024 budget
6. Nominating Committee Report and presentation of candidates: Glenn Williams
 - Open Trustee Positions
 - Officers
 - Moderator
 - Nominating Committee
7. Consideration of congregational support for the MUUSAN resolution supporting the inherent sovereignty of the Wabanaki Nations in Maine.
8. Recognition of outgoing Board Members
9. To consider any other business, as appropriate and agreed to by the assembled congregation.
10. Closing Words and Adjournment: Maryli Tiemann

UNITARIAN UNIVERSALIST CHURCH OF BRUNSWICK
Minutes, Annual meeting of the congregation June 5, 2022.

Moderator Maryli Tiemann called the meeting to order at 11:15 AM, following the Sunday service.

A count by the Clerk verified a quorum: 45 members in the sanctuary, along with additional members on 9 Zoom screens (visible today only in the control room).

Rev. Sullivan welcomed all and offered opening words.

David Kew, Board Chair, read the UUCB mission statement and covenant.

The Agenda included:

- To approve the minutes of Annual Meeting of June 13, 2021, and minutes from Congregational meetings of November 14 2021, and May 1, 2022.
- To hear the Treasurer's report, including the Finance Report, and
- To approve the Board's motion to approve the UUCB 2022-2023 budget.
- To hear the Nominating Committee report and presentation of candidates to fill open Trustee positions (2), Officers, Moderator and Nominating Committee for 2022-3.
- To recognize outgoing Board members.
- To consider other business as appropriate and agreed upon by Members at this meeting.

Minutes noted in the Agenda were approved unanimously without further discussion.

Treasurer reviewed the budget passed last year; its deficit has been overcome. The FY 2023 budget includes fund-raising events (Concerts for a Cause and other events that could not be held during the past 2 years of Covid precautions.) It includes a 5.3% salary increase for employees and a one-time moving expense for Rev. Amos. Proposed expenditures/ revenue = **327,824/332,900.**

Treasurer responded to several questions. The Board motion (no second needed) to pass the budget was unanimously passed, without abstention.

Nominating Committee report presented by Charles Evans, as follows:

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)

No questions were asked. No one presented a nomination from the floor. The Moderator suggested that we approve the entire slate. Unanimous approval, including those on Zoom.

Board Chair (D Kew) celebrated Sienna Dode and Glenn Williams for their thoughtful and considerable service and their personal approaches to the work of the Board.

Moderator called for “additional business.” Discussion was held about the possibility of a new exit door at the front of the Sanctuary. We reviewed some discussion that Safety Committee conducted with our building’s architect, and other thoughts. Shall we lock the entry door after services begin on Sundays? The idea of additional ALICE training for the entire congregation was raised. Additional safety concerns were raised. A suggestion to send concerns back to safety committee, to be followed by Congregational discussion. Chairperson Kew avowed that the Board will consider these matters, as well.

Moderator assured that no further comments or discussion were pending or needed at this time and adjourned the meeting at 12:02 pm.

Unitarian Universalist Church of Brunswick

Account	FY21 Actual	FY22 Actual	4/30/23 (10 mos) Actual	FY24 Proposed	
Revenues					
INTEREST INCOME	192	319	583	200	
INVESTMENT INCOME	15,500	22,630	0	0	22,000 based on 5% 3-yr avg
OFFERING REVENUES					
Charities With Soul	6,991	10,445	12,488	13,000	
Gift	4,835	9,194	9,308	5,000	
Offset Fees	196	158	73	150	
Plate Church Only	4,983	10,572	13,713	13,000	
Pledge Payment	238,011	238,991	227,962	270,000	Optimistic estimate
SubTotal OFFERING REVENUES	255,016	269,360	263,545	301,150	
FUND RAISING INCOME					
SubTotal FUND RAISING INCOME	614	2,043	10,061	21,300	
EXTERNAL INCOME - UUA Snow Fund	907	953	991	950	
SubTotal PROGRAM INCOME	275	16	108	100	
SubTotal RENTAL INCOME	0	635	1,158	5,000	
Total Revenues	272,504	295,955	276,586	350,700	
Expenditures					
SubTotal OPERATIONS	13,205	13,326	12,083	14,775	
SubTotal OUTREACH EXPENSES	13,378	10,593	10,074	17,050	
SubTotal PROGRAM EXPENSES	51,317	40,240	24,748	37,486	
SubTotal PROPERTY	19,031	29,993	24,990	23,980	
SubTotal RENTAL	0	0	0	0	
SubTotal STAFF	194,771	226,764	220,386	280,566	
Total Expenditures	291,702	320,916	291,281	373,857	
Total Other Revenues	281	179	175	300	
Total Other Expenditures	772	569	485	500	
Other Financial Sources-Uses					

Unitarian Universalist Church of Brunswick

	FY21	FY22	4/30/23 (10 mos)	FY24	
Account	Actual	Actual	Actual	Proposed	
Transfers In		24,401	10,317	0	11,000 see below
Transfers Out		-820	-1	-11,691	see below
Total Other Financial Sources-Uses		23,581	10,315	-11,691	11,000 see below
SUMMARY BELOW					
OPERATING SUMMARY					
Total Revenues		272,504	295,955	276,586	350,700
Total Expenditures		291,702	320,916	291,281	373,857
Total Other Revenues		281	179	175	300
Total Other Expenditures		772	569	485	500 credit card charges
Total Other Sources/Uses		23,581	10,315	-11,691	11,000
NET OPERATING EXCESS/LOSS		3,893	-15,035	-26,696	-12,357
ONE-TIME EXPENSES (included above)					
Moving expenses		4,612	4,164	11,854	
Ministerial search			8,348		
Accounting Review					
TOTAL ONE-TIME EXPENSES		4,612	12,512	11,853	0
NET LOSS LESS ONE-TIME EXPENSES		8,505	-2,523	-14,842	-12,357

<p>Other sources: Transfer from Operating Reserve to cover loss, moving expenses</p>	<p>Other Sources: transfer from Bequest Fund to General Fund</p>	<p>Other Uses: \$10,000 bequest moved to Investmt Fund; \$1691 moved to Benevolence Fund</p>
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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 Trustees 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.

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.

2022—2023 Board of Trustees (9 members, elected to 3-year terms, limit of 2 consecutive terms)

David Kew, Chairperson beginning 2021 (2nd term ends 2025)
Catharine Chase, Vice Chair beginning 2021 (1st term ends 2024)
Cindy Parker, Treasurer beginning 2020 (1st term ends 2023)
Bill Clark, Clerk beginning 2020 (1st term ends 2023)
Louise Gephart (1st term ends 2025)
Michael Michaud (1st term ends 2024)
Faith Woodman (filling vacancy term ends 2024)
Jessica Tracy (filling vacancy term ends 2023)
Rebecca Waddle (filling vacancy term ends 2023)

There are three Trustee openings to be filled by election at the Annual Meeting 2023.

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 served as moderator for 2022 – 2023.

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.

2022-2023 Nominating Committee

Glenn Williams – Chair (1st 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 2023)

NOMINATIONS FOR 2023-2024**Nominations for Open Trustee Positions (3)**

Joanne Allen

Curt Neufeld

Keary Lay

Officer Nominations for 1 Year Terms

- David Kew -- Board Chair
- Curt Neufeld -- Vice Chair
- Keary Lay -- Treasurer
- Louise Gephart -- Clerk

Nominations for Nominating Committee Positions (1)

Cindy Parker

Nomination for Moderator Position (1)

Mike Heath



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