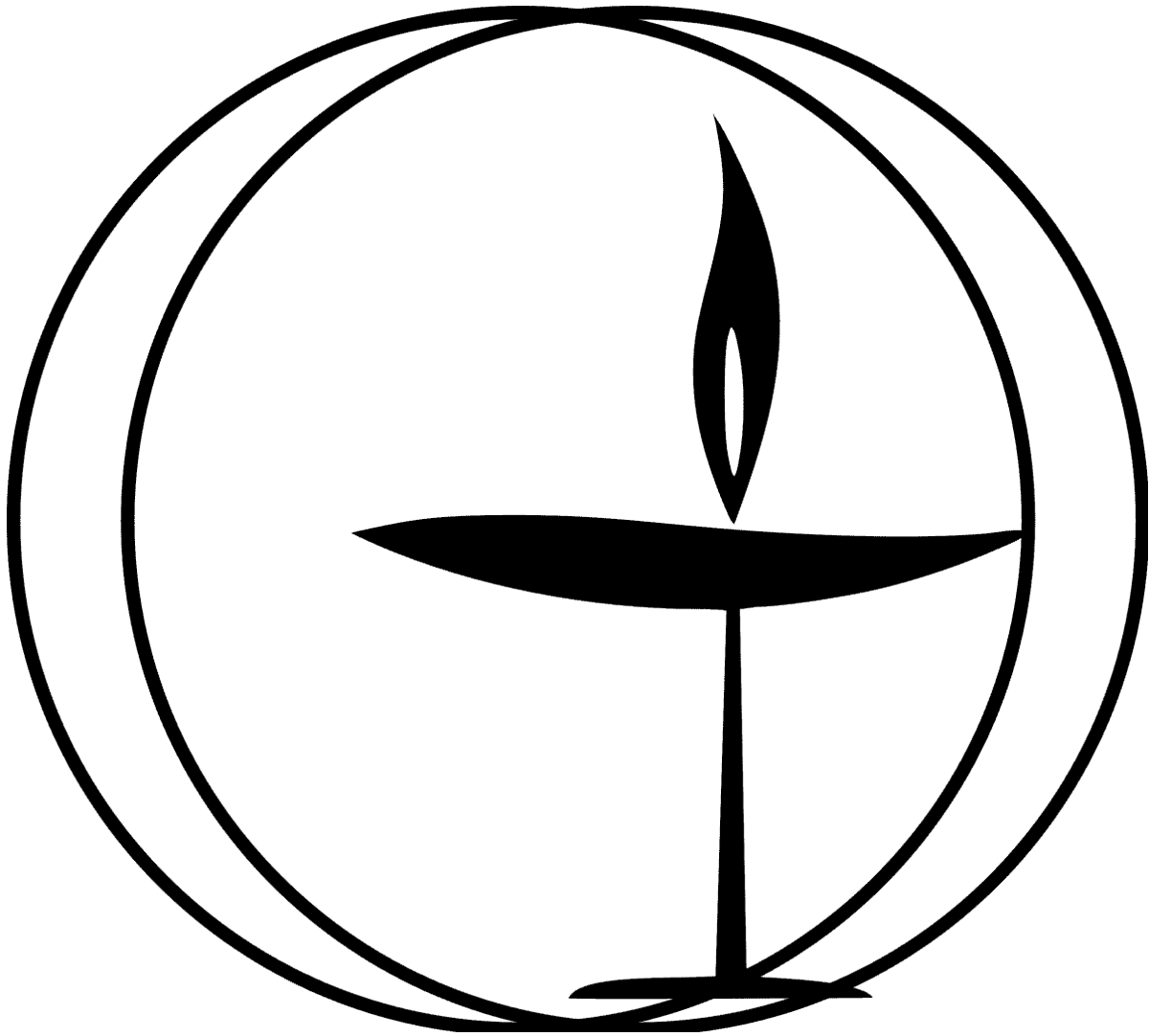


**Unitarian Universalist Church of Brunswick**

**ANNUAL REPORT**  
**July 1, 2023– June 30, 2024**



*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 2023-2024

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## BOARD OF TRUSTEES

### 2023-2024 List of Members

Name	Year Joined	Term Expires
David Kew, Chairperson beginning 2021	2018 (to complete D. Damour 2 <sup>nd</sup> term)	2 <sup>nd</sup> Term Expires 2025
Curt Neufeld, Vice Chair beginning 2023	2023	1 <sup>st</sup> Term Expires 2026
Keary Lay, Treasurer beginning 2023	2023	1 <sup>st</sup> Term Expires 2026
Louise Gephart, Clerk beginning 2023	2021	1 <sup>st</sup> Term Expires 2025
Joanne Allen	2023	1 <sup>st</sup> Term Expires 2026
Bill Clark	2020	2 <sup>nd</sup> Term Expires 2025
Catharine Chase, Vice Chairperson beginning 2021	2021	1 <sup>st</sup> Term Expires 2024
Michael Michaud	2021	1 <sup>st</sup> Term Expires 2024
Faith Woodman	2021 (to complete Sienna Dode term)	2 <sup>nd</sup> Term Expires 2024

### 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

We kicked the 2023-24 church year off on Sept 10, 2023 with our homecoming celebration and a reflection on the gift of welcome. This service included a ritual to welcome Rev. Sylvia Stocker, our Minister Emerita, and Steve Wellcome back to worship following the typical period of separation that accompanies ministerial transitions.

On the afternoon of September 17, 2023 the board of trustees and our minister met at David and Diane Kew's house for the annual board retreat. In addition to having a wonderful pot luck meal together, we discussed how we want to work together and our visions for UUCB. When we discussed how we want to work together, we agreed that while it's helpful to have agendas to keep meetings on track, it's important to have some flexibility and to have time for free flow conversation. We talked about the value of meeting at a table vs. sitting in a circle or in a more relaxed manner. We also talked about how certain meeting formats and practices can be more or less inviting or welcoming to people.

When we discussed our visions for UUCB, we found that our visions encompassed a wide variety of things and there was much overlap. Here are some to the things that we dreamed about: young families want to come to us; vibrant institution; essential in our community; financially secure; wide range of ages; speak with moral clarity; diversity of income, age and sexual orientation; seek out visitors and those we don't know; love and kindness through our community; interaction between youth and adults; homeless crisis in our community; spiritual center for the community; put out more chairs; healthy community; connect with other churches

and groups; people move to other committees so that they have the opportunity to do a variety of things; schedule meetings at times that are inclusive; grow; be the opposite of Florida; be open and inviting to marginalized communities; address climate change; serve families rather than ask things of them; see that we're not as open and inclusive as we think we are; be the go to place for social justice and spirituality; no parents as religious exploration teachers. As I read through this list 8 months later, I am awed at how many of these visions we have fulfilled or are moving closer to.

On September 23, 2023 we installed the Reverend Doctor Kharma Amos as the 33rd minister to serve our congregation. The heart of this ceremonial, celebratory service was the covenant that Reverend Amos and the congregation took up as we entered into a relationship based on mutual trust, commitment and vision.

On October 14, 2023 six members of the board plus Rev. Kharma attended a Joint Board Retreat put on by the UUA New England Region and hosted at the UU Community Church in Augusta.

On October 25, 2023, a mass shooting in Lewiston put Maine in a spotlight that no one wants to be in. Among many things, this event helped us to see how important this community is to us.

Our Safety Committee received a \$19,269 FEMA grant to add cameras on the outside of the building, an intercom system for communication between the AV room and RE, a motion detector light on the back of our building, upgraded locks and blackout curtains to rooms, protective film to windows, and to complete two first aid training events at. At a December 3, 2023 congregational meeting, the congregation voted to approve spending this money.

We presented the Mike Heath Award to Jud Caswell. The proclamation from the board read as follows:

When UUCB, along with the whole world, was forced into an unprecedented time of confusion, fear, loss of life, and rapidly changing guidelines governing nearly every aspect of our lives; Jud poured his heart, technical wizardry, and myriad other gifts into supporting our transition to online worship and community life. Whether he was arranging and singing hymns with his family, providing technical assistance for members needing connection, spending countless hours editing videos, or ensuring that Sunday worship went "live" each week; Jud was a significant force behind our community's thriving during the pandemic.

Our 2023 Holiday Fair, led by Lisa Durell was a huge success. In addition to building community and being great fun, the fair raised over \$10,000 for the church.

We were saddened to hear that Nell Bretton, our Music Director for 2022-23 decided to leave us at the end of the summer. After a careful search, Will Bristol was chosen to be our new Music Director beginning in January 2024. Will has been a true blessing to us.

On February 25, the Board of Trustees held a listening session as a follow up to concerns about our safety and about how we balance safety with being welcoming that were expressed at our December congregational meeting.

April 6, 2024 marked the 10th anniversary of the day we started holding services in our new building after the old church burned on June 6, 2011.

Our pledge drive was extremely successful with commitments of over \$296,000 in addition to over \$28,000 in commitments toward the expansion of our RE program.

We are growing. We added 23 new members this year and expanded the number of chairs in the sanctuary from approximately 145 to 187 to accommodate the members, friends, and newcomers that attend each Sunday.

### **THANK YOU**

This is my third and last year as the chairperson of your board of trustees, and it has been a wonderful experience for me. When you first elected me to this position, my brain was telling me that I was up to the job, but my heart hadn't caught up. I was terrified to make a mistake or lead this organization that means so much to me down the wrong path. I did make mistakes, and I found that each mistake was an opportunity for someone else to step in and help. You did step in and help. At this point, my heart is overflowing with the love and care you've shown toward me.

It's hard to express how important it has been to me to receive your notes, calls, smiles, pats on the back, and that look of, "I'm here with you!" that so many of you have shared with me. I expect that our minister, staff, and other congregational leaders feel similar support. You are an amazing congregation. Keep it up.

David Kew  
he/him/his  
UUCB Board of Trustees Chairperson

## **MINISTER'S REPORT**

### **Introduction**

I am once again filled with gratitude when I look back over the last year (Sept 2023-June 2024). This is my second year as your minister, and I don't think I could be any happier about that. In my first year, I spent a lot of time getting to know you and learning about and experiencing the congregational and worship life of the community. This year, I've felt more free to brainstorm and suggest new things, all while trying to be careful to preserve and honor the most important rituals and traditions of this congregation. I have tried to strike a good balance, though doubtlessly there have been areas for improvement. I have appreciated all of the ways that you have supported and collaborated with me. I look forward to more shared ministry in the future.

This report is long because a lot is happening. I hope it will be a useful record in the future.

### **General Report**

This report aspires to capture some of the major activities I have been engaged in, as your minister, either alone or with others. I know that committees will also have reports that cover some of these things, and I imagine they will do so from a different perspective.

**Board of Trustees:** The Board of Trustees and I attended the UUA Regional Event for Boards at the UU Community Church of Augusta at the beginning of the church year. This was a great opportunity to meet and learn from others, and to spend some focused time in conversation as a board+minister. The BOT convened a special congregational meeting to approve the receipt of

a safety/security related grant, which was approved; and they also held a follow-up listening session to engage with the variety of feelings/thoughts about safety/security. This is an area where we are feeling our differences of perspective and approach more acutely, and we will continue to be in conversation with one another moving forward. The question of what is enough, in terms of preventative security measures, remains an open one. The board is striving for balance.

**Committee on Ministry:** One of the primary activities of the Committee on Ministry last year and this year is the facilitation of my Final Fellowship Renewal process. This is the third, and, if all goes according to plan, final year that I will have to apply for renewal before being granted Full Fellowship. I am grateful to the Committee on Ministry for their work to compile a review based on the detailed information submitted by committees and individuals. Another important role of the COM is to provide space for consultation in which we can talk confidentially about big picture issues affecting our community. They have provided helpful guidance on many topics throughout the year. I'm grateful for their wisdom.

**Communications:** I continue to submit a monthly column (i.e., "Spirit of Life") to the local newspaper. On the third Friday of every month (generally), this appears in the Brunswick Times Record. I hope it continues to be good exposure in our broader community not only to our congregation, but to some of the values and thinking of UUism. The Communications Team helped us purchase and begin using OWL Technology this year to expand our abilities to engage with hybrid/multi-platform meetings to include both in-person audiences and on-line attendees in a more integrated fashion. It's working very well for those using it, and we encourage more to take advantage of it.

**CPE Supervision:** This year, we had the pleasure of working with a Clinical Pastoral Education intern. Dr. Carla Sherrell worked with UUCB from September - February (and some beyond) to complete this final component of her requirements for ordination in Metropolitan Community Churches. Dr. Carla's focus areas were around the intersection of spirituality and justice, pastoral/spiritual care, and the emerging field of virtual ministry. Dr. Carla worked primarily with the Pastoral Care Associates, the Working for Justice Steering Group, individuals in our community to whom she provided direct pastoral care, and with weekly supervision with me. I am always a better minister when I am engaged in active learning, and this experience definitely contributed to this for me on many more topics than those directly in our learning covenant. I'm grateful for all of the love and wisdom Dr. Carla shared with us.

### **Larger Community & Networking:**

I am a natural networker and firm believer in the power of working together. I think most things are made better by partnership with others and including more of our community (when appropriate) in the projects that matter to us. The fact that UUCB has such strong relationships in our community and values the power of collaboration ... was a major appeal in my search for a congregation, and I am not at all disappointed. Some of the collective programs, events, and conversations we have been in (and in some cases initiated) are so rich and making a difference in our community. Here are some of the groups I've been working with this year:

- **Bowdoin College** - We are intentional about trying to nurture our long-time relationships with Bowdoin College. We were one stop on their Congregation Crawl this year, during which groups of students visited various faith communities. I attended the President's reception with many of the leaders of our community. Our most direct engagement this year has been through the BAIC, with the new Contemplation in Action Group, the first (annual) Inter-faith harmony week at Bowdoin, and in partnership with faculty and staff

bringing programs to a larger audience in Midcoast Maine. I also worked alongside some students to support their efforts for a student led vigil at Bowdoin to Prevent Gun Violence, and a student-led vigil in support of a Ceasefire between Israel/Hamas and to mourn the extraordinary loss of civilian life in Gaza. We've been asked to partner on a program this summer, as well.

- **Brunswick Area Interfaith Council** - The BAIC is experiencing a "come back" at this particular stage in its existence. I'm glad to have added another UUCBer, Faith Woodman, to represent us at regular meetings. There were several notable BAIC efforts this year. One was the creation of a contemplation and action group that is meeting to discern how we might offer our wider community various opportunities to engage in contemplative practices together. As noted, Bowdoin college has been a key player in that effort. The second was the first Interfaith Service of worship that BAIC had hosted in many years. Our service, focused on being in solidarity with the suffering in the Middle East, was not without controversy or challenges to plan, and it ended up being a very well attended and meaningful event that promoted peace and collaboration among people of various faiths. It gave us a huge boost of energy and inspiration. Out of that effort, even more ideas have been birthed about collaborative projects our congregations might partner in through BAIC. Primary among those is a very exciting community wide sign project that came from ideas at UUCB (Thank you, Cathey Cyrus and Betty Robinson, and WFJSG Members!) and became more when we invited our friends to join us. We recently applied for a grant from the Town of Brunswick to help support our "Love, Peace, Justice - Together" sign project, and will carry on with the project whether or not they are able to provide financial support. Several BAIC meetings this year included presentations and conversations about key issues happening in our community with regard to providing services for those in need, welcoming our immigrant neighbors, or working together on housing solutions. BAIC is becoming my favorite interfaith organization to work with, and it is a significant community resource.
- **Brunswick Pride Committee** - I was honored to join the Brunswick Pride Committee this year. In addition to planning and hosting the 3rd annual Brunswick Pride celebration, the group is working to offer other opportunities in the coming year. One thing UUCB is contributing to this year's festival is a Brunswick Pride Community Choir, led by Will Bristol. Essentially, we are inviting all singers in our larger Midcoast community to join us on our regular choir practice the week before pride to learn two songs (+/-) to sing at the gazebo on the mall during the festival. This is a great showcase for us (our choir is the backbone), and a great support to our community in bringing singers together to create what didn't exist before. And, we have initial ideas about a joint project with our Art Committee for June of next year.
- **Building Bridges Maine - Curtis Memorial Library - UUCB Partnership** - since almost the time I arrived, I have been in conversation with CML about doing some collaborative programming that would offer resources to our community this year (in the lead up to a likely-contentious and polarizing election). We all believed we would need support in staying connected as a community across our many differences. We hosted two events (listed in special events) and already have plans for another Red/Blue workshop in early Fall, as well as a film screening that will help engage more of our community in conversation next year.
- **Habitat for Humanity** - We continue to partner with Habitat for Humanity and are recognized as one of their strongest congregational supports. Along with Cuffy Chase, I attended the Faith Leaders Breakfast this year to learn more about current efforts. And, I joined our enthusiastic team for the Habitat for Humanity Walk and am so proud of the long-term support our congregation has offered. The many dedicated volunteers from UUCB that support Habitat are MVPs for the organization.

- **The Gathering Place (TGP)** - We supported the Gathering Place this year with our Santa Project, providing approx \$1K in gift cards as holiday gifts for their guests. We also send TGP 80% of our budgeted Benevolence funds to benefit those with immediate essential needs and provide connections to larger support systems. And, we are in communication and partnership with TGP staff throughout the year as needed to try and support those in our community experiencing homelessness.
- **Maine Council of Churches** - This year, I was honored to be among the readers for the statewide MLK observance, "Committed to Listen." Reading selections were from Dr. King's autobiography, and they showed the changing views he had with regard to gun ownership and violence throughout his life. We were happy to host MCC's stand-up comedy fundraiser at UUCB this year. And, we are so grateful all year round to have the partnership and resources of the MCC.
- **Maine Humanities Council** - In a reschedule from last year, MHC's Maine Speaks program grant allowed us to bring Judith Casselberry as a guest speaker for worship. MHC has also been generous in providing us with some books for a series next year, and we are planning to apply for another of their supportive grants in the next program year. They have also been a helpful conversation partner!
- **Maine Gun Safety Coalition** - We joined our friends at the MGSC (and others) in grief, outrage and action following the worst mass shooting in Maine's history in Lewiston. I spoke as a faith leader at the Rally to End Gun Violence in Augusta shortly after the shooting and attended many rallies and lobby sessions following that. Many UUCBers, including me, submitted testimony on numerous gun safety bills. And Lynn Ellis' dedication is noteworthy as she has carried the gun safety banner for UUCB for many years, and was instrumental in the work this year. We celebrate the legislative victories that took place, after much hard work, and hope to sustain our commitment to ending gun violence in the future. I'm so proud of ALL the UUCBers who are active in this effort.
- **Maine Peoples Alliance / Multi-faith Justice Maine** - I have met and kept in contact with Rev. Jodi Cohen Hayashida, who is leading a state-wide engagement of faith communities on various justice issues. One of their major efforts this year was the Poor Peoples Campaign Rally that was held simultaneously in 32 states and DC. I attended the rally in Augusta and helped lead a section of a ritual alongside other UU leaders. There were a number of other UUCB folx there. I'm looking forward to more as this organization continues to develop.
- **MUUSAN (Maine UU State Advocacy Network)** - I stay as active as I can in MUUSAN matters and attended one of their gatherings this year. I submitted testimony on a few bills, and also opened the Senate in prayer. UUCB folx provide a lot of the people-power at MUUSAN, and I am grateful for that.
- **The Teen Center** - The big transition at the Teen Center this year was the retirement of Jordan and the welcome of Taylor as the director of the program. We continue to have a dedicated group of UUCB supporters who provide snacks, food, and encouragement. It was lovely to attend the Hi-Bye Reception with so many of them and to witness how valued they are to the Teen Center.
- **Wabanaki Alliance** - Our congregation formally joined the Wabanaki Alliance this year and continued to invest in ongoing relationships and joint advocacy on behalf of Tribal Sovereignty for the Wabanaki Nations. I attended the Indigenous Peoples Day Rally at the Capitol in Augusta, while others in our WFJ group were present for local celebrations in Brunswick.
- **Unitarian Universalist Ministers Association (UUMA)**. I meet monthly with the UUMA ministers (retired, parish, community, etc.) from Southern Maine. This time of collegial connection provides vital resources and support that flow in many directions - we receive and we give. UUCB will be the in-person party site for our end-of-year meeting. Once



per year, we meet with the UUMA Northern Maine Cluster for a joint meeting (this year in Augusta). There is also an annual retreat of the Northern New England (ME, VT, NH) UUMA ministers. I was able to attend one day of that retreat this year and would like to work it into my annual practice eventually. Also, there is a lovely tradition that UU ministers in Maine support the congregations of other ministers who are on sabbatical. I know you benefitted this when Rev. Sylvia was on sabbatical many years ago, and it was my pleasure to lead worship and preach at the UU Ellsworth Congregation this year while their minister was away.

**Music:** We began this church year with the resignation of our Music Director, Nell Britton, as she planned to redirect her vital energies toward preparing for and welcoming their new baby. We conducted a thorough search that began with the establishment of a Music Discernment Task Force, including the minister, board chair, worship committee chairs, music committee chair, and a rep from the personnel committee. We surveyed the choir and others involved with the music program and did our own discernment to determine what we learned, and what we really thought UUCB needed moving forward. During the (4 month) time of transition, we were blessed by the generosity of Heidi Neufeld and Derek Herzer, former long-time leaders of music here, who agreed to lead the choir and provide music. We were also delighted with the continued gifts of Ross Miller, who conducted our Intergenerational Holiday Orchestra. After much discernment, we conducted a thorough search, and had multiple qualified candidates. After a series of interviews, we offered a call to Will Bristol to serve as our new Music Director, and he began his work with us in January. Already, we are enjoying Will's many gifts. The choir is growing, more opportunities are being created for ensembles of singers and other instrumentalists, and music is being intentionally integrated more thoroughly into RE programming and other aspects of congregational life. I have continued to enjoy the few times we have had a UUke Jam (UUers with Ukuleles gathering to make music mostly for fun) and joining the recorder ensemble. We have a wealth of musical resources here and should not take for granted our incredible riches.

**Pledge Team:** I very much enjoyed working with the Pledge Team this year - who did an amazing job! We utilized the 10-year anniversary of our building dedication for inspiration for our "Still Building" campaign. We took a risk and included not only an ambitious increase in our operating budget to sustain our current work/growth, but also a three-year "heart gift" to expand RE (including Adult RE and enhancing RE programming). Both goals were essentially met (at least enough to allow us to move forward), and the positive energy generated was palpable.

**Religious Exploration:** Our formal RE program is directed by Toben Cooney-Callnan, as our Director of Religious Exploration, and geared towards children and youth. However, we are all engaged in ongoing education and formation throughout our lives. In our congregation in the past and this year, Adult RE has been less structured, and includes a mix of one-time workshops, short series, and extended engagements throughout the year. Next year, since we will be able to expand our RE program to incorporate spiritual formation throughout the lifespan, we will be able to develop a more robust and intentionally planned series of programs that appeal to a variety of learning styles and interests, in addition to all ages. For adults this year, we continued to have Chalice Circles throughout the year. I facilitated a 12-week series called "Wednesday Wisdom Gatherings" from January - March of 2024. This session was an engagement on Karen Armstrong's Twelve Steps to a Compassionate Life, and it was held exclusively on zoom. (This was also "timely" spiritual work for 2024.) There were about 12-15 of us who met throughout the winter in this highly practice-based session to explore and learn to integrate compassion in the fullness of our lives; we also developed quite a community. Please see Toben's report for the real scoop on RE this year, *and* I want to let you know that we are

working very closely together to envision what his expanded position will include, and how we will live into this amazing opportunity for growing and deepening our spirituality, individually and together.

**UUCB Staff:** I have never been as excited about a staff team as I am about the Staff Team we have right now. Behind the scenes, Tony and Mary Sulkoski do an extraordinary job of keeping our building clean, tidy, and functional. Shirley Bernier had increased hours this year and is able (how? I can't really say) to manage an extraordinary load of administrative duties, including building, bookkeeping, and calendar oversight. Toben Cooney-Callnan continues to care for our young ones with such a full and generous heart, and I'm jealous of all the fun they have! Will Bristol is a talented, tender, easy-going, and thoughtful addition to our team. We had a staff retreat this year, have a work-day scheduled in June to calendar for next year, and we are excited about offering a new fun event (that might make a little \$) in our Last Hoorah & Haha Open Mic Fundraiser. I am most optimistic about the fact that each of the people on our staff understands their work to be about much more than a "job" ... i.e., whether or not they would use these words, it is clearly a calling in which they find and make meaning. I am often moved by the open-hearted care they have for the members and friends of our community, as well as the depth of experience and gifts they bring in their particular areas of expertise. We are excited about working together, and I hope you are also feeling good about the gifted people who help guide and support our shared ministries.

**Welcoming Congregations:** "Welcoming Congregations" is the program of the UUA that focuses on and supports the full inclusion of LGBTQ+ persons in congregational leadership and life. UUCB became an official "Welcoming Congregation" many years ago, through an intentional process of education, conversation, and some voting (I believe). In the many years since then, the UUA has re-envisioned this program to focus on welcoming, not as a status to achieve but as a process to renew through ongoing commitments and practices. We have reconvened a group interested in this for several conversations this year and have more work ahead to determine the best next steps for us. Thanks to Sharon Brown for her passion in re-energizing this work.

**Working for Justice:** One of the important things that happened at UUCB this year, which fits both the category of Adult RE and Working for Justice, was in small groups using the Sacred Ground: Conversations about Race programming. We had three Sacred Ground groups active throughout the year, and six dedicated facilitators leading these sessions. I'm encouraged by the racial justice work being engaged, and the potential for all of us to deepen our commitments to this in actionable ways in the future. I believe we have an opportunity in the next year to reflect on how we approach various justice issues in ways that contribute to our education, formation, advocacy, and work for justice both inside our congregation (and ourselves) and in the wider world. Please see the WFJ report for more information from each of the focus-groups and their work for justice through advocacy, witness, partnership, and more.

**Worship:** The Worship Committee added a new practice this year of gathering for 30 minutes before our regular meetings for a time of reflection on the following month's theme. This has been a wonderful source of ideas, nuances, and questions that I believe have made our experience of worship much more rich. The Worship Committee has been engaging in a sustained conversation about how we can create multicultural worship that truly honors the variety of our faith experiences and traditions. We will continue this conversation into next year as we think more intentionally about the kind of culture we *want* to create here at UUCB, and how we do that.

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

- **Trans Day of Remembrance** - in partnership with Beth Israel, First Universalist of Yarmouth, Allen Avenue UU in Portland, Maine TransNet and the Sexuality, Women and Gender (SWAG) office of Bowdoin college, we held our second Trans Day of Remembrance service in which we honored the approx. 40 individuals whose lives were lost to anti-trans violence in the previous year.
- **11th Annual Vigil to Support Victims and Survivors of Gun Violence** - We again hosted an event to honor the victims and survivors of gun violence. We joined with the national program this year, streaming the service from St. Mark's in DC. And, we had aligned non-profits working on gun safety to table at that event.
- **Blue Christmas** - This service was hosted by the Pastoral Care Associates this year, and focused on offering a contemplative service that makes room for the fuller range of feelings people have during the holidays—especially those who are grieving or who experience holidays as times of depression or anxiety.
- **Christmas Eve (2 services)** - As is our tradition, we had two Christmas Eve services this year. The first was a child-friendly family service, which featured a No-Rehearsal Pageant by Toben, and the second was a traditional service with the choir. We used our new LED candles (an accessibility measure) for both services, thus having no wax spillage or injuries (that we are aware of).
- **Spirit Feast** - our uniquely UUCB Springtime community feast (we did not hold separate services for Maundy Thursday or Passover or Eid al-Fitr, but invited our community to share about their religious, cultural, or familial heritage through their food). This was intergenerational and included readings, games, music, and dance in addition to food and nurturing conversations.
- **Vespers Service - The Highlands.** I'm not sure where to put this but want to record that I led a vespers service at the Highlands retirement community, which I really enjoyed doing. There were quite a few UUCB folx there, as well as some UUers who haven't yet made their way to us.

### Special Events

The following special and/or notable activities took place this year:

- **Homecoming & Covenanting with Rev. Sylvia Stocker** - In September, we welcomed Rev. Sylvia Stocker and Steve Wellcome back to the congregation following their time away as a standard aspect of ministerial transitions. We included a covenanting ceremony between me and Rev. Sylvia as part of worship and are thrilled to have both of them more active in the congregation.
- **Installation Service** - In September, it was my deep honor to be installed as the 33rd minister of this congregation. The Installation Planning Committee went well above and beyond with flowers, food, and so many little special touches. I am deeply grateful to the congregation for the beautiful gift of fabric art made by Cathy Worthington. It's as if my office wall was made for it! I loved that we had so many spiritual leaders from our UU region, local interfaith colleagues, and guests from near and far, including my small biological family. It was a special joy to have both Rev. Sylvia Stocker and Rev. Justine Sullivan contribute their voices to the occasion. I was and am humbled and grateful.
- **Interfaith Harmony Week at Bowdoin College** - UUCB had a booth staffed by me and Tammis Donovan, who serves on staff at Bowdoin.
- **RE Family Mixer** - a super fun potluck and mixer for families and children engaged with Religious Exploration.

- **Navigating the Descent to Dark** - a guided meditative experience to welcome the solstice, led by Alexa Gilmore.
- **National Homeless Persons Memorial Service** - an annual service that moves locations in Brunswick and is generally sponsored by Tedford Housing. We hosted last year, and I attended and led a prayer at the service hosted by St. Paul's this year.
- **Peaceful Means** - an intergenerational workshop at UUCB on Non-violent Communication using music, games, and interactive exercises. Led by Peaceful Means, the musical duo of Heather Pierson and Leah Boyd.
- **"Our Hearts are Breaking: Solidarity with the Suffering in the Middle East."** This was the interfaith worship service sponsored by BAIC. The UUCB choir performed at this service, and I convened the planning group from BAIC, and worked with all participants.
- **Depolarizing Within** - a program of Braver Angels supported by state affiliate Building Bridges Maine, Curtis Memorial Library, and UUCB. Registration for this event exceeded capacity.
- **Skills for Disagreeing Better** - a program of Braver Angels supported by state affiliate Building Bridges Maine, Curtis Memorial Library, and UUCB. Registration for this event exceeded capacity.
- **Longfellow Days** - several of the Longfellow Days events (e.g., Book Launch, Poetry Open Mic/Birthday Bash for Henry, Lecture about Samuel Longfellow and UU Hymnody, the annual ecumenical service, and a few other gatherings took place at UUCB.
- **Focus on Palestine** - an event to focus on the history and current experience of Palestinians, including a lecture by Fatteh Azzam on Citizenship, excerpts from the Gaza Monologues, music and poetry, and a communal debkeh (dance).
- **SoUUps On** - a feast sponsored by our Membership Committee that invites our entire congregation to bring soup, breads, salads and eat a communal meal. We ran out of bowls for soup this year!
- **Entering the Narrows: Poetry for Strength and Solace** with Mikhu Paul and Claire Millikin (climate justice focus), co-sponsored by Working for Justice.
- **Last Hoorah & Haha** - open mic event featuring UUCB staff, a 50/50 raffle, and a few showing off shenanigans, led by UUCB staff.

### Other Obligations of Minister

- Treasurer, Brunswick Area Interfaith Coalition
- Committee Member, Brunswick Pride Committee
- Local Board Member, United Way's EFSP (Emergency Food and Shelter Program) for Lincoln and Sagadahoc Counties

### Professional Development

This year, much of my professional development time was spent with a continued focus on racial justice. Among other things, the following programs were very important to me:

- **Finding Freedom: White Women Taking on Our Own White Supremacy** - This 12-week course was offered to UU leaders through the UU Women's Federation and was taught by a former teacher/colleague, Evangeline Weiss and Kari Points.
- **New Ancestors Coaching Group** - This 12-week session was an intense exploration of how we – as white women professionals – could do more to integrate racial justice in our work and our personal lives. Convened and guided by Evangeline Weiss and Heather Arnold-Renicker. I have covenanted to continue twice monthly peer-support sessions in the coming year to sustain a focus on this work.
- **Who Do We Choose to Be? Facing Reality | Claiming Leadership | Restoring Sanity** a conversation on a new book of Margaret Wheatley, offered by The BTS Center.

This was quite a challenging “wake up” to our place (decline) in the natural lifecycle of civilizations ... alongside the question, “How then, will we choose to live?.”

### **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:**

- Roger Juhlin (Grandchild of David Juhlin) was born on January 26, 2023 to Molly Juhlin and Bob Zager
- Wesley Roland Bernier (Grandchild of Stephanie and Ren Bernier) was born on December 1, 2023 to Alex Bernier and Kristina Jablonski

#### **Deaths & Memorial Services:**

- Jean Wood (September 1, 1922 - October 2, 2023) - Joint memorial service with Ken at UUCB on November 18, 2023
- Ken Wood (January 11, 1924 - October 20, 2023) - Joint memorial service with Jean at UUCB on November 18, 2023
- Weld Henshaw (October 27, 1937 - October 4, 2023) - Memorial service at UUCB on December 9, 2023
- Sally Steele (October 11, 1946 - December 22, 2023) - Memorial service at Harvard UU on February 3, 2024
- Monique Sondheim (d. April, 2024) - Memorial service held in Florida, another celebration of life TBD in Brunswick
- Nancy C. Dorian (1936 - April 24, 2024) - Memorial service at UUCB on June 15, 2024
- Ann Spencer (1954-May 17, 2024) – Memorial service TBA

#### **Interment:**

- Val Heath - Ashes interred on May 18, 2024 at Harrington Cemetery in Bristol, Maine.

#### **Marriages:**

- None

#### **Child Dedications:**

- None

#### **High School Graduations:**

- Sam Caswell graduated from Brunswick High School and will be attending Lawrence University in Appleton, Wisconsin to study choral music education.
- Wesley Haynes graduated from Brunswick High School and will be attending Bowdoin College to major in mathematics.

#### **College Graduations:**

- Janet Fournier - graduated with her BA from UMA, 45 years after beginning that educational journey at the age of 18.

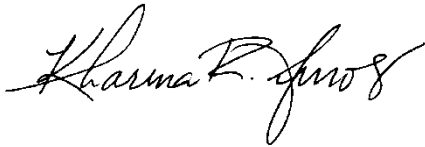
#### **Retirements:**

- Michael Greene - retired this May from Mid-Coast Hospital where he has spent the last five years of his much longer career as a Registered Nurse.

## Conclusion

This has been a difficult year in the world. It would be sufficient to mention only the realities of the Lewiston Shooting and the Israel-Hamas War as illustrations. It is also a time of growing polarization in the United States as we face the upcoming presidential election. I have tried to build in discussions and resources for us all year long that will help and strengthen us, and I know we will need one another more than ever, no matter what transpires in our nation or the broader world. And, because multiple things can be true at once, it has also been a wonderful year in the life of our congregation. We are experiencing growth, not just numerically (though, that too) but in depth and character and joy. We come together to celebrate the sublime beauty in the world, at the same time as we mourn the existential crisis facing the environment (to name just one existential thing). This is life. And life is made more full and rich and meaningful in community. I am so honored to serve as your Minister, and grateful for all the life we are able to celebrate together. Thank you for your open hearts, agile minds, excellent questions, and brilliant creativity. This world is better – so much better – because of you.

Gratefully,

A handwritten signature in black ink, reading "Kharna R. Amos". The signature is fluid and cursive, with the first name "Kharna" being the most prominent.

Rev. Dr. Kharna R. Amos  
Minister ([minister@uubrunswick.org](mailto:minister@uubrunswick.org))

## ART GALLERY

Pat Spock .....	joined 2019, stepping down 2024
Ed McCartan.....	joined 2014
Deborah Zorach.....	rejoined 2021 stepped down 2023
Sharon Brown.....	joined 2020
Sally Horne.....	rejoined 2021 stepped down 2023
Anne Merrifield.....	joined May 2022
Carol Evans .....	joined May 2022
Sandra Kimball.....	joined April 2023
Paul Peranteau .....	joined 2022
Linda Gustafson.....	joined April 2022
Cathy Meany.....	joined June 2023
Joanne Allen, Chairperson.....	joined 2017

### Purpose

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

### Activities 2023-2024

We organized a schedule of monthly displays.

We hosted shows for:, UUCB Members and Friends, UUCB children, Barbara and Craig Snapp, Rita Erskine, Jeri Kelsey, Elizabeth Pardoe, Phyllis Hartzler, Judith Schuppen, and the UUCB Gallery Committee. In June we will exhibit Joanna Pool's work. We plan a summer exhibition with fiber arts from Members and Friends.

We gained some new members. We reviewed our procedures and responsibilities. We sold and auctioned off the last of Martha Lentz's photographs. All funds went to the church's general fund.

We shared artwork in the Parish Messenger each month. We have sporadically shown artwork before and after the services on our screens.

### Goals for 2024-2025

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 artwork 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 would like to recruit some new members.

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**

Thank you to Debbie Zorach and Patricia Spock for your thoughtful and steady efforts to help the committee select artists and to display the work.

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**

### **Building and Grounds members are:**

Catharine (Cuffy) Chase (Co-chair)	Jessica Tracy
Susan Snow (Co-chair)	Carol Briggs
Pollyanne Melton (2023)	Jon Allen (standby help and consultant)
David Juhlin	Shirley Bernier
Maryli Tiemann	Tony Sulkowski (sexton)

### **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.

**Highlights for 2023-2024**

- planning for the use of the property on the south side of the church
- fine tuning the newly installed solar inverter
- clearing of the RE rooms and establishing a task force to deal with the archival material
- reorganizing the storage space
- modifying the rental guidelines so they are more user friendly and providing clarity to UUCB sponsored events
- refinishing the ledge along the walkway at the front of the church
- interacting with the Safety Committee to implement new procedures and make necessary changes to the existing locks, doors and lights

**Meeting Schedule**

Building and Grounds meets on the 4th Thursday of each month

Respectfully submitted  
Catherine Chase

**CARING NETWORK**

**Network Members**

Name .....	When Started
Penny Elwell, Facilitator .....	2013
Sharon Brown .....	2013
Adair DeLamater.....	2016
Kathy Jacques .....	2024

The Caring Network continues to carry out its mission which is to facilitate concrete assistance and support for members of our church community with specific short-term needs. This assistance and support provided by volunteers within our church community might consist of any of the following.

- Preparing and delivering meals
- Providing transportation (shopping, medical appts, etc.)
- Visiting person at home or in a facility, just for a chat or a check-in; making a phone call
- Providing occasional errands.
- Provide visit/support to a family who is welcoming a new child

Respectfully submitted  
Penney Elwell

## CHALICE CIRCLES

### Facilitators

Linda Mallard  
Pat Moore  
Jim Spicer

Tom Rumpf  
Lucy Ijams

Chalice Circles have been a “ministry” of this congregation for more than a decade. The Circles are organized to both increase the number of people in the congregation who know each other, and to deepen individuals’ spiritual understandings. Each circle has 6-10 participants who share their thoughts and feelings about a designated topic once each month from October-June. The groups are convened by trained facilitators.

This past year, sign-ups/registrations began in September. Three Circles were formed, each considering mostly the same monthly themes from “Soul Matters” that guide our minister, Kharma Amos, in creating her Sunday services. The facilitators met regularly several times to choose readings and questions for upcoming Circles. Twice, alternate themes that did not appear in “Soul Matters” were chosen.

Evaluation of this year's Chalice Circle program by participants and facilitators will take place soon. In addition, we need new facilitators to enable expansion of the schedule and number of Chalice Circles being offered in September. You can ask questions of, and express interest to current Facilitator Convener, Lucy Ijams: [lijams@comcast.net](mailto:lijams@comcast.net) or 207-406-2304.

I want to thank the team and acknowledge their steadfast contributions to this ministry.

Respectfully submitted,  
Lucy Ijams

## COMMITTEE ON MINISTRY

### Committee members for 2023-24:

Tom Rumpf, Chair  
Irene Austin  
Carol Evans

Cathey Cyrus  
Penny Elwell

The Committee on Ministry works to strengthen the quality of ministry within the congregation. The committee advises and supports the minister. It communicates the interests and concerns of the congregation to the minister, and those of the minister to the congregation.

In the 2023-24 church year, the committee developed the third and final UUA Preliminary Fellowship Review for Rev. Dr. Kharma Amos. We received input from many committees and members of the congregation, as well as members of the community that Kharma has worked with this year. The review was transmitted to the UUA at the end of the year, with the full expectation that Rev. Amos will receive approval for Full Fellowship as a Unitarian-Universalist Minister this fall.

Respectfully submitted  
Tom Rumpf

## COMMUNICATIONS COMMITTEE

### List of Members

<b>Name</b> .....	<b>Year Joined</b>
Glenn Williams, Chairperson beginning 2021 .....	2021
Ward Clark .....	2021
Tammis Donovan .....	2021
Mike Heath .....	2021
Sue Michaud .....	2021
<b>Other Participants</b>	
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.

### 2023-2024 GOALS

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

1. Increase internal and external community engagement.
2. Increase social media presence.

### Progress on Goals

#### Internal and External Community Engagement

- Leaders of the Membership Committee and the Working for Justice Steering Group attended our February meeting to discuss how we might be most helpful to their efforts.
- Recognizing the importance of clear communication regarding our collaborative work, the Music Director and representatives of the Worship Committee are scheduled to attend the May meeting of the AV Team.
- We purchased and installed an OWL video conferencing device so that we now have the ability to conduct hybrid Zoom meetings in which remote and in-person participants can see and hear each other very well.
- We continue to expand our use of Google Groups. We now have a total of 18 UUCB groups, including one for committee chairs to facilitate communication among all church leaders.
- In response to a request from the congregation, it is now possible to view Kharma's recorded sermons on our website: <https://www.uubrunswick.org/people/from-our-minister/>

- The *Wayside Pulpit* is a long tradition in which churches (of all denominations) post inspirational messages on outdoor bulletin boards or letterboard. The Communication Committee has been working to bring this tradition back to UUCB. It has been a significant challenge to find a way to add this signage to our presence at the corner of Pleasant and Middle Streets. The Town of Brunswick has very specific code requirements for our zoning district, and we continue to work on creative ways to meet our goal within the existing significant restrictions. We are hoping to have a sign installed by this summer.
- The church's Zoom account has been used extensively by many UUCB groups. There are occasional glitches in setting up meetings, and the process of getting the proper codes can be problematic at times. We have investigated alternatives and concluded that our current setup remains the best option.
- We have had many discussions about the production of the *Parish Messenger*. Our attempts to recruit volunteers to help have been largely unsuccessful. We continue to have questions about readership—how many people read it, in what form etc. We plan to conduct a survey of the congregation as a way to learn more about how valued it is and whether there might be suggestions for improvement.

#### Social Media Presence

- Although this year's budget includes a small amount to pay a person for a few hours per week to serve as Community Engagement Coordinator, we have been unable to make that happen. Before renewing that effort mid-year, we decided to see whether we might find a volunteer from the congregation just to focus on social media. No one has expressed interest, and we have now made arrangements to hire a consultant to provide guidance as to the best way to proceed.
- A new UUCB Instagram "business" account has been activated:  
*@uuchurchofbrunswickmaine*
- We have added a username, *uuchurchbrunswickme*, which gives us an "address" for our Facebook page and can be used in publicity on the website and in written publications.  
<https://www.facebook.com/uuchurchbrunswickme>

#### Ongoing Communication Vehicles

- "Spirit of Life" monthly articles by Kharma in the Brunswick Times Record continue. Past articles are available on our website: <https://www.uubrunswick.org/people/from-our-minister/>
- *This Week at UUCB*
- All-church Email
- Order of Service Inserts
- *Parish Messenger*
- Streaming Services
- Website
- Google Workspace
- Zoom

#### **GOALS STILL NEEDING ATTENTION**

As indicated above, our progress with regard to social media has been slow. We are hopeful that bringing in professional help will enable us to make significant strides in the coming year.

## **ANTICIPATED ISSUES THAT WILL IMPACT THE ONGOING FUNCTIONING OF THE COMMITTEE**

Many of the tasks the Committee is involved with require a great deal of volunteer time and effort. Production of the *Parish Messenger* is one. Staffing the AV booth is another. Website editing and administration of Google Workspace can be time-consuming as well. In the case of our social media goal, there is a need for more expertise than our current volunteers can provide. We have for several years expressed a desire to hire a person to serve as Communications Coordinator or Community Engagement Coordinator. Establishing this position would ease the burden on volunteers and provide expert help where needed.

## **APPRECIATION**

We *DO* appreciate our volunteers, some of whom are listed below.

- Sue Michaud/Rebecca Waddle for making the *Parish Messenger* happen;
- Jud Caswell for providing brilliant AV technical support (and some equipment) as well as time in the booth;
- Mike Heath for setting up the OWL video conferencing device and working to redesign our signage for the Wayside Pulpit;
- Jay Collier for as-needed technical support regarding website and Google Workspace issues;
- Glenn Williams for Google Workspace administration, website editing, and management of our Zoom account;
- Ward Clark for managing SignUpGenius for the AV booth;
- Tammis Donovan and Sue Michaud for working on our social media goals;

and once again, we thank Kharma for her continued active participation and her helpful contributions to the work of the committee. Thanks to Shirley for ongoing administrative support.

Respectfully submitted  
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 local charities while sharing a variety of quality music with the Brunswick area community. Beginning in the 2023-24 season, the charities receive ALL the net proceeds from ticket sales, and the church receives the money from refreshment donations.

We welcomed 3 new members to the task force this year: Janet Fournier, Linda Muller, Elizabeth Forrest. The other members include Susan Michaud (chair since 2014), Donna Susemihl (2015), Steve Eagles (2017), Charlie Evans (2018), and Louise Gephart (2021). We were sorry to lose 2 important members: Irene Austin, an integral part of the committee for 4 years. and just recently, Dan Ellis who has been on the committee since its inception in 2014.

In addition to our concert volunteers, the Concerts had a paid sound technician, Jud Caswell with backups when needed, and kitchen help Linda Mallard and Kathy Jacques, who were so essential to our success. Linda and Kathy have recently retired from the position, and Jim Spicer has volunteered to take over the kitchen duties with help from the committee.

To start off the new 2023-24 fiscal year, we were happy to announce that the previous fiscal year (**2022-23**) resulted in a profit of \$6,203. During that fiscal year, Concerts for a Cause was tasked to split the proceeds three ways. Thus, in September UUCB donated **\$2,608** to UUCB and to each of these charities: **Brunswick Area Teen Center** and **Maine Family Planning**.

The charities are chosen each year by the Concert Task Force, upon board approval, from the list of Charities for Soul that are elected annually by our congregation. The charities chosen for the 2023-24 season were the **Midcoast New Mainers Group** and **Oasis Free Clinics**.

And here was the lineup for the 2023-24 season.

Performer(s)	Genre of Music	Date	
Magic 8 Ball	Americana & Folk	9/30/23	
<del>Sally Rogers/Claudia Schmidt</del>	<del>Singer-Songwriter &amp; Traditional Folk</del>	<del>10/28/23</del>	<del>Canceled</del>
James Keelaghan	Singer-Songwriter	11/18/23	
KindKids Music	Children's Music	1/28/24	
Jud Caswell	Singer-songwriter	2/24/24	
Schooner Fare	Maritime & Folk	3/30/24	
Chris Smither	Blues/Folk	4/20/24	
Renaissance Voices	Choral	5/11/24	
John Gorka	Singer-Songwriter	6/1/24	

THIS season, we needed to cancel the Sally Rogers/Claudia Schmidt concert because of the Lewiston mass shooting. Some of the people who had bought tickets asked for refunds while others donated that money to the charities. In spite of this tragedy, we have had a very successful, varied, and fun concert series. We had the most financially successful season to date, selling **1,326 tickets** mostly from people outside the church and raising **\$12,904** to be divided 2 ways between **Oasis Free Clinics and Midcoast New Mainers**.

We have 8 concerts scheduled for the next 2024-25 season: Pousette-Dart Duo, Sally Rogers & Claudia Schmidt, Novel Jazz Band, David Mallet, Women in Harmony, Guy Davis, House of Hammil, and Susan Werner. 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 also to the members of the task force, Jud Caswell, Linda Mallard, and Kathy Jacques who have worked tirelessly to make these concerts a success, and to Jim Spicer who has taken over the kitchen duties. And a shout out to Shirley Bernier, Gulf of Maine Books, and ticketstripe.com for helping us to sell tickets.*

Submitted by Sue Michaud, Chair

## FINANCE COMMITTEE

### Members:

Keary Lay, Treasurer (2023)  
Paul Peranteau (2016)  
Steve Eagles (2016)  
Jonathan Allen (2018)

Carol Gillespie (2019)  
Cindy Parker (2020)  
Carol Evans (2023)  
David Downes (2024)

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 (FY 24, July 2023 - June 2024):

- Steady payment of pledges, with the real possibility of receiving over \$285,000 this fiscal year, \$15k more than the pledge drive officially predicted.
- Record high support for Charities with Soul-- 20% above budget.
- Holiday Fair proceeds of \$10,800 a spectacular effort!
- Our Investment Account at UUCEF provides important support. Our UUCEF Investment Fund is valued at \$482k as of 3/31/24, up \$34k from last year.
- The Long-Term Maintenance Fund is \$77,662.97.
- The Operating Reserve is \$22,529.45.
- FY24 Pledge Drive has reached \$296k and going by past years results should reach \$306k. The Heart Pledge Drive has reached \$29k of the \$40k goal. This wonderful generosity will allow us to increase Toben's hours to 35 (from 20), and be our full time RE Director.
- Total Assets are \$676k up \$64k from last year. Much of this is from the UUCEF fund.
- FY25 will have a balanced budget for the first time in three years. This budget will include Toben Coonan-Callnan becoming our full time RE Director. We are also paying for our half-time Music Director Will Bristol without extra monies from our savings.

### Areas of continued concern:

- Staff health insurance costs continue to escalate.
- Building operation costs have gone up significantly this year.
- Rentals remain low.

Many thanks to members and friends who continue to provide strong financial support. I am also thankful for the members of this Committee who have provided strong support and guidance to the incoming Treasurer over the past year.

Respectfully submitted,  
Keary Lay, Treasurer

## FUNDRAISING STEERING GROUP

### Members:

Betsy Williams, Convener  
Maryli Tieman  
Susan Babb

Diane Kew  
Penny Elwell

### Purpose:

In December 2023 the Board approved creation of the Fundraising Steering Group. Its purpose is to provide a supportive structure for the generation and implementation of fundraising events for the benefit of UUCB's operating budget.

### Charge:

- To encourage generation of new fundraising ideas, from within the group and the congregation at large.
- To provide support for the development and implementation of new fundraising ideas.
- To help all fundraising event planners navigate the church calendar and liaise with other church events/entities.
- To help recruit workers for all fundraising events.
- To keep fundraising front of mind for the congregation through ongoing communications.

At our first meeting in January 2024 the steering group established two goals for all fundraising events: making money for the operating budget and building community. We agreed that we will participate in planning and implementation of events to the degree each of us wants to. We also agreed that we would meet on an as-needed basis, not a set monthly schedule.

At our first meeting we set a goal for this year of finding an alternative to the spring auction, which did not have continuing leadership. The following ideas were reviewed: Spring Concert & Dinner with Ambrosia and other UUCB musicians, A Murder Mystery Dinner, a UU Bookstore Bookfair, and a silent, or online auction. The one which rose to the top was hosting a Murder Mystery Dinner. This will be a Steering Group event with Shirley Bernier and Maryli taking the lead. As we fleshed out details, we decided we needed more time to plan this event and so scheduled it for November 2<sup>nd</sup>.

Linda Gustafson joined us in March to discuss a long list of fundraising ideas she had considered. It was great to have her enthusiasm. Many of her ideas were the type of community building events we have had in the auction. If we do an auction in 2025, I'm sure we will revisit her suggestions.

Lisa Durell attended our March meeting as well requesting help recruiting an "External Marketing" person for the Holiday Fair. We brainstormed ideas and agreed to help connect her with a few younger UUCBers who might have interest and skills for this job.

The UUCB staff asked for our opinion about having a 50/50 raffle at their end-of-year talent show. We conferred about entrance fees for the show as well as raffle ticket prices. Final decisions and all operations related to this event will be done by the staff.

Going forward, the Steering Group has set a goal of raising \$5,000 a year, in addition to the Holiday Fair. We would like to see a fall event and a spring event, both focused on community building as well as fundraising, to meet this goal.

Respectfully submitted,  
Betsy Williams



## HOLIDAY FAIR

Chair: Lisa Durrell

With the help of scores of UUCB'ers

The Holiday Fair is a fun, festive event with the goals of building community and raising funds for the church. The UUCB handicrafts table sold a wide variety of items from knitted hats to ornaments. The café sold soups and coffee in take-home paper containers. Eats and Treats sold a variety of baked goods, packaged in small quantities. A large white elephant department, a tools area, and the jewelry room all offered gently used items. UUCB-made wreaths greeted visitors upon entering. Church musicians provided background instrumental music from the altar area. The seventeen vendors (three from UUCB)) sold their work in the sanctuary. A few departments sold remaining items on Sunday after church.

Alongside the traditional treasured departments, new things tried this year included: lawn signs, youth involvement (youth-made posters, workers, stilt walker! Kids' Creation Station providing activities for children), craft workshops, compostable lids for the coffee, Sit-a-Spell rooms, new foods including jarred dried soups, refrigerator magnets made from brooches of the past, and featured holiday and children's sections in white elephants. Some unsold used items were contributed to organizations helping New Mainers and the unhoused. Also completed were a week-by-week an easy-to-use spreadsheet for media marketing, as well as a detailed paper trail for future Fair Chairs.

For two pandemic years (2020,2021), the Fair was not held. In 2022 Robin Hansen resurrected the Fair with all the pre-pandemic departments which brought in profits of just under \$7000.

In early 2023 Lisa Durrell took on the role of Holiday Fair Chair with the goals of increasing the fair's profits, as well as involving more people who were new to the fair and to the church. Each department was urged to add new ideas. The church community was filled with palpable energy, involvement, enthusiasm, and fun. In the end, the profits were \$11,400.

Things to consider next year: increasing involvement of younger members, locating places for unsold used items, establishing areas to eat hot soup, extending fair hours until 3:00, having department co-chairs to extend the institutional knowledge, and exploring a way to use credit cards.

The huge success of the fair was due to combined effort, creativity, and teamwork of longtime and new UUCB'ers. A big thank you to all for making it happen!!

Respectfully submitted  
Lisa Durrell

## MEMBERSHIP COMMITTEE

### Committee members (date joined)

Karen Reinert (2014)

Leigh Peranteau (2015)

Betsy Roper (2018)

David Juhlin (2019)

Donna Tompkins (2019)

Erika McKenney (2021)

Vicki Simpson (2023)

Anne Spencer (2023)

Carol Drake (2023)

Judy Strano (2023) (Co-Chair)

Sarah Fabian (2023) (Co-Chair and Secretary)

### Committee Meetings

The Membership Committee meets at UUCB at 12:30 pm on the first Thursday of each month.

### Committee 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

Every Sunday one or two committee members staff the visitor's table, providing a place for first-time (or repeat) visitors to get a name tag, ask questions, and generally be greeted by our congregation. We provide information about UUCB and display sign-up sheets for upcoming activities. Visitors are invited to request a permanent name tag and previously requested name tags, which are printed by Nancy Meikle, are available for pick-up. Pronoun stickers continue to be made available. Karen Reinert sends a note of welcome to everyone who signs up to receive UUCB emails and Shirley Bernier adds these folks to a spreadsheet for future tracking and follow-up.

All membership committee members are involved in watching for visitors each Sunday and reaching out to make new folks feel welcomed and included.

#### Newcomer's Chat

A Newcomer's Chat is held after the service on the first Sunday of every month to provide an opportunity for newcomers and returning visitors to meet informally in a small group and learn more about UUCB. One or more committee members plus a member of the board run the Newcomer's Chats.

#### Annual Count of UUCB Members for UUA

Leigh Peranteau headed up the annual count of members to provide Shirley Bernier with an accurate count to be reported to the UUA in February. In 2024 we reported 232 members.

#### You & UU Class

The You and UU class provides an orientation to the history and principles of the Unitarian Universalist denomination and to UUCB in particular. Vicki Simpson and Kharma Amos organized the 3-hour class which was held on March 9, 2024 with 8 non-members in attendance along with Kharma, Vicki, and other members.

### Circle Suppers

Circle Suppers provide an opportunity for members to share a meal and conversation in an informal setting. Volunteer hosts open their homes to approximately 6-12 people, depending on their available space, provide a main dish, and coordinate the meal contributions of the guests. This year Circle Suppers/Brunches were held on October 13 and 14, 2023, on Christmas, and on April 5, 2024. Thank you to the hosts who open their homes for these gatherings and to Judy Strano who coordinated the Christmas gathering at the church.

### All Church Picnic

The All Church Picnic is an annual event scheduled in the late spring, weather permitting. The 2023 picnic was canceled due to inclement weather. This year the picnic is scheduled for June 1, 2024 at the home of Janice Thompson and Jeremy Jones who have graciously offered their beautiful home in Harpswell for the event.

### Brown Bag Lunch

Brown Bag lunches are generally scheduled for summer Sundays after church for members to gather informally to relax and listen to music on the Brunswick common. Members bring their own lunch and lawn chair. A brown bag lunch was held on July 9, 2023 and a second one was canceled due to inclement weather. Dates for summer 2024 have not yet been set.

### SoUUPs On

SoUUPs On is a well-attended annual event held in late winter immediately following a Sunday service. This year's SoUUPs On was coordinated by Leigh Peranteau and held on March 3, 2024. Volunteers provided tables full of soups, desserts and breads, enough to feed a full house. The SoUUPs On event is a heartwarming example of a congregation spontaneously working together on the day of the event to share the responsibilities for set-up and clean-up in addition to enjoying a delicious selection of homemade foods

### New Member Recognition

Donna Tompkins organizes contact with new members, ensuring that everyone who signs the book is contacted by a membership committee member to be personally welcomed into the congregation. A new member recognition ceremony was held during the Sunday service on April 7, 2024. 25 new UUCB members were recognized as having signed the book in the previous year.

### Communications

Betsy Roper continues to write the announcements that go into the weekly church email, orders of worship and the Parish Messenger.

### **Special Activities**

#### 10 Year Celebration

April 2024 was the 10-year anniversary of the opening of the new church building. Betsy Roper spearheaded this event, working with the Worship committee to provide a celebratory service on April 7, 2024.

#### Women's Group

Judy Strano continues to organize a monthly women's meeting on the 4th Thursday of each month. The topics range from serious to light-hearted. These have been very well attended and much enjoyed by the participants.

Respectfully submitted  
Judy Strano

## PASTORAL CARE ASSOCIATES

### **Members:**

Rev. Kharma Amos,  
Julie Dahmer (Chair, 2019-),  
Irene Austin,  
Joel Austin,  
Jane Danielson,  
Mary Larson,

Sue Loeb,  
Renee Manomaitis,  
Annee Tara,  
Samantha Nord  
Faith Barnes - Joining us in May:

### **Mission Statement:**

Our mission 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.

### **Covenant:**

We 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 our committee comprised a solid team of caring committee members to serve the various pastoral care needs of the congregation. We thank retiring member Betty Wurtz for her many years of pastoral care to our congregation. Faith Barnes became a member of the committee this spring, quickly joining a subcommittee charged with identifying community resources. The pastoral care team meets monthly and 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. The team also provided support for those whose needs came to our attention indirectly.

We read and follow up on the Joys and Concerns written in the book on Sunday mornings and include those sent to us at [uucbjoysandconcerns@gmail.com](mailto:uucbjoysandconcerns@gmail.com). Anyone who would like to share a need for pastoral care may also contact us at this email address. Your information will remain confidential unless directed otherwise.

Pastoral care associates contact the Caring Network 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.

The pastoral care team has participated in training to help us better understand and respond to issues related to dementia and Alzheimer's disease. This training was provided by Suzie Wren, representing the Alzheimer's Association of Maine. We plan to offer information and training to the congregation, as well as the wider community, in the coming year.

### **Appreciation:**

With deep appreciation for the time and thoughtful caring that pastoral care associates devote to so many in our church community each year, and for their commitment to this mission.

Respectfully submitted,  
Irene and Joel Austin

## PLEDGE TEAM 2024-2025

### **Committee members**

Joel Austin,  
Nathan Haynes,  
Diane Kew,

Cindy Parker,  
Kristen Pett

### **Committee purpose**

To raise the funds necessary 1) to cover the operating costs of UUCB for fiscal year 2024/25 and 2) to expand the religious exploration program to include offerings for all ages

### **Goals accomplished**

- Established theme: *UUCB is Still Building*
- Set clear, two-part messaging:
  1. Need a 10% pledge increase from last year to cover operational cost of church, including the requirement to cover 100% of music director's cost for the 2024/25 fiscal year
  2. Need a "heart gift" to expand the religious exploration program
- Publicized the campaign widely via in-church announcements and testimonials, church bulletin inserts, emails, phone calls, Parish Messenger articles, and a table presence in Fellowship Hall to inform people of drive's purpose, goals, status, and ways to pledge & donate
- Reached out to *all* members of the UUCB community to request a pledge; wrote personal thank you notes as well as pledge drive commitment letters to *all* donors
- Created Google Pledge Drive folder with templates to use for future drives including pledge drive letter, pledge card, pledge drive How Tos, Parish Messenger articles, and ongoing pledge drive data analysis
- Finished pledge drive with \$295,000 for operating budget and \$29,000 for RE Heart Gift

### **Goals for FY 2025/26**

- **Add 1-2 more individuals to pledge team** = 6-7 total (excluding minister)  
Ideally, members will be creative, fun, organized, straightforward (aka able to be upfront/honest about our financial request), skilled at communicating orally (in order to make pledge phone calls and announcements in church), skilled at communicating in writing (so as to write articles, thank you notes, emails, etc.), able to meet deadlines, attend meetings, and follow through on commitments, and overall consider the pledge drive as an exciting opportunity to operationalize our vision. Pledge team members do not need to have any previous experience!
- **Next year's meetings:** once in Sept, Nov, Jan; weekly in Feb, March, April; once in May
- **New To Do items:**
  - Establish a covenant for pledge committee members around keeping financial knowledge confidential and agree who will have access to that information
  - Meet with finance committee to better understand things they think we should know and/or coordinate about and vice versa
  - Meet with webmaster to plan dissemination and collection of pledge drive info
  - Recruit someone with access to ICON/financial data to serve on pledge team in order to provide background info on pledgers
  - Coordinate with "You & UU" new-member class to get on their class calendar close to the end of the session to discuss importance of pledging and how to do it
  - Revise materials used in pledge drive
  - Establish a work/calendar flow for letters, creation of materials, etc.

**Special thanks to ...**

**Kharma Amos** for joining in our adventure and offering to support us in any way possible  
**Joel Austin** for being a sage, steady member who willingly did whatever was needed to spread the load

**Nathan Haynes** for working us into his busy schedule and providing us with positive energy, good questions, and assistance whenever possible

**David Kew** for providing guidance, enthusiasm, and support from behind the scenes

**Diane Kew** for taking copious notes so that future pledge teams will have a template to follow and for functioning as de facto chair

**Keary Lay** for providing us with a clear financial goal to work with

**Cindy Parker** for being the historical memory of the pledge drive and for analyzing past and present data so we could see trends, etc.

**Kristen Pett** for working wonders with words and thinking big to push new ideas to the forefront

Respectfully submitted  
Diane Kew

## RELIGIOUS EXPLORATION COMMITTEE

### Members

Marsey Caswell, chairperson (pro tem)

Hilary Clayton

Alyson Dame

Louise Gephart (Board Liaison)

Alexis Nolan

Kristen Pett

Rebecca Waddle

Bradley Nord

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

This year, the RE program has continued to strengthen and grow. We have added new committee members. The number of families participating in Sunday morning program has grown too, with programming expanding to respond to this growth. This year, Toben has been able to create more age-specific programming to meet this need. Sunday morning classes were separated into different age levels as needed. Our programming offerings to our older youth were also robust, and featured sessions of Our Whole Lives (OWL) as well as a large group participating in the Coming of Age (COA) program. The RE program and our young members have increased their connection with the wider church family as well, with meaningful participation in services including the Christmas Eve services, a Coming of Age Service, and our youth-led RE service in May.

We are excited about this growth and thrilled that the congregation has spoken in support to further increase RE opportunities. Next year, our Heart Pledges will allow Toben to act in a more full-time capacity. We are not certain about what this will mean for our RE committee. We have briefly discussed a change in format and/or adding members but will wait for Toben's guidance after he and Reverend Kharma have had time to talk through their vision for our programs. We will meet again in August for a retreat to discuss our goals for the coming year.

Finding volunteers and teaching staff continues to be a challenge at times. Toben has been successful in recruiting church members to fill our requirements, and we will continue to seek

help from our talented and generous community in the coming year. We have, however, been unable to hire community members to serve in more consistent, weekly roles in leading our youth. With the change in Toben's position, it's unclear if that's something we'll continue to pursue.

The RE Committee continues to look for ways to connect our youth and RE programming with the wider congregation. Increasing the visibility of our programming in areas outside of the RE space is a special focus, as we believe that will encourage volunteerism and help us to grow our program and bring new families into our church.

Overall, this was an exciting growth year for our RE program. The committee can take little credit as Toben is the force and vision behind this growth. Our committee members have busy schedules with many having young children. However, they are generous with their time and we have fun in our fellowship, listening to Toben's ideas and looking for ways to offer support, helping to set-up events, or volunteering for Sunday assistance. Toben is an amazing, creative, energetic director who we are lucky to have! He is increasing his visibility within the congregation as a whole. We would love to assure that he has adequate support from our committee and administrative staff as he extends his role in the coming year.

Respectfully submitted  
Marsey Caswell, RE Chair

## **SAFETY COMMITTEE**

### **Committee Members:**

Jennifer Butterworth, chairperson beginning January 2022,

Jon Allen beginning January 2022,

Rev. Diane Fisher, beginning April 2023.

Michael Michaud has been serving as the committee's liaison to the Board since January 2022.

### **Purpose:**

The purpose of the Safety Committee is to implement the Safety Policy (April 2015) of the church which is as follows:

Building Safety: To protect the church building, occupants and grounds from fire and other sources of physical hazard consistent with state and local safety codes. The safety policy further outlines the following areas related to building safety to guide the committee's work:

- Entrance and Egress
- Protection from Physical Hazard
- Protection from Fire Hazard
- Communicating in Emergency Situations
- Occupancy
- Use of Hazardous Materials
- Americans With Disabilities Act Requirements

Personal Safety: To protect all those who use church facilities and attend programs on church property from harmful people, events, situations, interactions and relationships. The following areas are outlined in the safety policy to guide the committee's work:

- Physical Hazards and Emergency Communication

- Dealing with Disruptive Behavior
- Use of Alcoholic Beverages
- Religious Education
  - Selection and Training of Staff and Volunteers
  - Transportation [of Children and Youth]
  - Child Care and Religious Education Activities
  - Preventing and Responding to Abuse
  - Registration and Information about Children and Families

In implementing the Safety Policy of the church, 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**

On September 7, 2023, we received notice that we were awarded a \$19,269 FEMA grant. This consists of (a) adding cameras on the outside of the building, an intercom system for communication between the AV room and RE, and motion detector lights to the back and side of our building; (b) upgrading locks and adding black out curtains to rooms that are deemed safe places; (c) adding protective film to windows yet to have these added, and (d) hosting two first aid training events at UUCB. On December 3, 2023, the congregation voted to accept the grant and allow the safety committee to move forward with its implementation. To date, the bulk of the grant has been implemented - specifically, the cameras, intercom system, black out curtains, and protective film have been installed or added, and locks have been upgraded. The motion detector lights are scheduled to be installed June 5<sup>th</sup>. We will be addressing implementation of the first aid training during FY24-25.

After two unsuccessful attempts to conduct a fire drill in the fall, we will have our first drill on Sunday, May 26, 2024. We will be implementing the Evacuation Plan that was developed with support from committee chairpersons, ushers and greeters, and the Brunswick fire department in the spring of 2023. While our building is amazingly constructed to minimize damage due to fire (for details refer to <https://www.uubrunswick.org/wp-content/uploads/2022/11/Fire-Safety-of-UUCB-Building.pdf>), it is important to prepare for the unlikely event through routine fire drills. This first drill will be our opportunity to practice and make any revisions to the Evacuation Plan based on member feedback. The Evacuation Plan is available at <https://www.uubrunswick.org/our-work/committees/safety-committee/>.

### **Future Efforts**

The Safety Committee will continue to work towards developing procedures and recommending policies addressing safety as outlined in the Safety Policy and to continue to address the recommendations stemming from our October 2022 CISA self-assessment and April 2023 Security Assessment First Entry (SAFE) report. Specific areas of focus in the upcoming year include:

- Finishing up grant activity, including first aide training, and paperwork
- Conducting an annual fire drill
- Developing procedures and training related to disruptive behavior
- Pursuing background checks of all employees and volunteers per safety policy
- Coordinating safety policy actions related to RE
- Drafting a safety procedures manual for the church



## **Appreciation**

We are very appreciative of Mike Michaud's participation in the Safety Committee as the board liaison, We extend our thanks to Susan Babbs for participating in, and contributing to, many of our committee meetings (held the first and third Tuesdays of each month) and to Susan Snow, our Building and Grounds liaison with whom we continue to collaborate to ensure all safety equipment and materials are maintained and routinely inspected. Finally, we thank our church members and Board of Directors and Kharma for supporting our efforts and giving thoughtful input to the safety issues surrounding our church.

Respectfully submitted  
Jennifer Butterworth

## **SANTA PROJECT 2023**

This was the second year after the covid hiatus that we have collected gift cards at Christmas time for the folks at the Gathering Place. In 2022 we were able to give them about a \$1000. in Hannaford gift cards this year through the generosity of our congregation at UUCB we were able to give the Gathering Place \$1380, for distribution to their patrons. These gift cards are much appreciated as they give folks a chance to buy snacks or prescriptions at Hannaford which is near the Gathering Place. Thank you for your generosity.

Respectfully submitted  
Sharon Brown  
Santa's elf

## **WORKING FOR JUSTICE STEERING GROUP (WFJSG)**

### **CO-CHAIRS**

Cheryl Martin and Bonnie Wood

### **BOARD OF TRUSTEES LIAISON**

Faith Woodman

### **MEMBERS**

Joanne Allen,	Margaret Duston	Sue Kennedy	Jill Scherer
Kharma Amos,	Steve Eagles	Diane Kew	Judy Smith
Irene Austin,	Stan Eller	Nancy Kurtz	Carla Sherrell
Joel Austin,	Lynn Ellis	Jean Lay	Susan Snow
Susan Babb,	Diane Fisher	Cheryl Martin	Thea Spires
Faith Barnes	Louise Gephart	Renee Manomaitis	Rob Stuart
Carol Briggs	Carol Gillespie	Pat Moore	Donna Tompkins
Cuffy Chase	Kathy Glennon	Stephen Majercik	Rebecca Wells
Ward Clark	David Gustafson	Peter Nimkoff	Betsy Williams
William Clark	Robin Hansen	Samantha Nord	Bonnie Wood
Cathey Cyrus	Bette Horton	William Rixon	Stephen Wood
Jane Danielson	Pete Horton	Betty Robinson	Faith Woodman
Grace Denker	Gretchen Kamilewicz	Tom Rumpf	Betty Wurtz.

**PURPOSE:** The Working for Justice Steering Group organizes and supports social justice initiatives that express the UUCB's choice 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 Focus Groups which committee members may join. Focus Groups, with respective contact people, are listed below followed by descriptions of each Focus 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 (2023) Gretchen Kamilewicz (2024)  
Indigenous Concerns: Cathey Cyrus  
MUUSAN (Maine Unitarian Universalist State Advocacy Network): Betsy Williams  
New Mainers and Immigrant Justice: Cathey Cyrus  
Teen Center: Carol Briggs (2023) Joanne Allen (2024)

### **CO-SPONSORED OR HOSTED**

#### **BY THE WORKING FOR JUSTICE STEERING GROUP AS A WHOLE**

"Focus on Palestine" on Sunday, February 18, 2024, 2:00 PM to 4:30 PM (co-sponsored)  
"Palestine Hijacked," a lecture and discussion with Thomas Suarez on Sunday, April 21, 2024, at 2:00 PM (hosted)

### **BLACK LIVES MATTER**

This year the Black Lives Matter focus group offered Sacred Ground, an eleven-session curriculum of readings and videos on the history and legacies of racism in this country. In three small groups of six to seven people, each led by two co-facilitators, UUCB participants reflected on the narratives of these histories which we carry with us today. The small group 90-minute sessions afforded opportunities for open conversation and development of a deeper, shared understanding. The Sacred Ground curriculum was adapted by St. Paul's church as an interfaith program for use in the wider Brunswick/Bath communities. We plan to offer the program again to UUCB in the 2024 – 2025 church year.

### **CHARITIES WITH SOUL**

In September 2023, a task force of six WFJSG members (Stephen Wood, Nancy Kurtz, Betsy Williams, Faith Woodman, Stan Eller, and Cathy Cyrus) researched the history of Charities with Soul (CWS) and investigated whether the program should continue and, if so, what form it should take whether legacy charities should exist, and which ones should qualify for this status. Ultimately, the task force recommended to the full WFJSG that the process remain in its present form, except that Habitat for Humanity should no longer be a legacy charity because UUCB supports it with much larger sums of money through its annual fund-raising walk. These conclusions were unanimously approved by the full WFJSG, and the recommendations passed on to the Board of Trustees.

Nominations for the five optional 2024-2025 Charities with Soul were submitted by church members. Organizations qualified if they supported some element of our mission statement and served a local environmental or human endeavor. The congregation voted for five nominated charities to accompany our seven legacy charities. These charities are Brunswick Area Teen Center, Immigrant Legal Advocacy Project, Maine Gun Safety Coalition, Big Brothers Big Sisters, and Maine Family Planning.

### Gifts from UUCB to the charities for 2023-24

Month	Charity	Amount Given
July	Midcoast Hunger Prevention*	\$726.50
August	Habitat for Humanity*	\$1,032.50
September	Tedford Housing*	\$451.75
October	Midcoast New Mainers	\$1,205.14
November	The Gathering Place*	\$1,242.21
December	Maine Gun Safety Coalition	\$1,306.43
January	Oasis Free Clinic*	\$955.91
February	Four Directions*	\$1,434.43
March	Maine Family Planning	\$1,253.95
April	Immigrant Legal Advocacy Project	\$1,825.72
May	Wabanaki Reach	\$1,078.04
June	Unitarian Universalist Service Committee*	Amount not known at time of publishing
5 <sup>th</sup> Sunday	Minister Fund	\$477.76

\*Legacy charities

### GUN SAFETY EDUCATION AND AWARENESS

For over a decade this group has focused on raising awareness of the public health crisis of gun violence in our country. We followed the steps outlined in the UU General Assembly's 2014 Action of Immediate Witness – Affirming Congregational Commitment to Gun Violence Prevention as stated below:

**BE IT RESOLVED**, That the 2014 General Assembly endorses renewing the focus and call for congregational commitment to work for gun violence prevention initiatives.

**BE IT FURTHER RESOLVED**, That the 2014 General Assembly encourages member congregations to take action, such as:

1. Urging the Center for Disease Control to study and publish data on gun violence;
2. Working for gun safety, background checks and a ban on assault weapons on a national, state, and municipal levels;
3. Reaching out to partner with interfaith groups and community activists;
4. Speaking with police, local public health professionals, elected officials and candidates for office; and
5. Speaking out in local forums, town meetings and media.

Members of UUCB joined with MUUSAN, Maine Council of Churches, and the Maine Gun Safety Coalition to work for the passage of gun safety laws in Maine. In the 2024 legislative session, bills passed that enhance background checks and a 72-hour wait period for the purchase of firearms. Maine has a high rate of suicide and every step we take has the potential to save lives.

Each December we, as a community, lift up all lives lost to gun violence on the anniversary of the 2012 school shooting at Sandy Hook Elementary School. We will continue to raise this issue and carry on with this event. In the Spring of 2024, following the tragic mass shooting in Lewiston, this focus group increased in size to 12 participants, and joined with members of the MUUSAN Gun Safety Action team to bring our voices to the Statehouse by: testifying on gun safety bills; writing letters to the editor; and joining others for advocacy days. Several members of this focus group helped prepare cable locks to be distributed to schools who have taken up the call for education on safe storage of firearms.

## **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 the past year, Habitat completed 71 projects for 110 homeowners with an average project cost of \$954. Volunteers contributed 4,256 hours which is worth over \$135,000.

UUCB has supported Habitat in several ways. Over this past year seven members volunteered each week at the ReStore, going out on the truck to pick up donations, cleaning donations for resale, and handling customer payments. We also participated in Habitat's annual fundraiser, "A Walk to Build", which was held this year on May 5, 2024. Twenty church members walked and fundraised, so far raising \$12,668. The total collected by the Walk is now at \$51,453.

## **IMMIGRANT JUSTICE**

This focus group works with organizations that help the immigrant population and acts as a liaison between UUCB and these organizations. Focus group members identify volunteer opportunities; are a source of information and communication about needs and resources; help connect offers of help with areas of need; and oversee and coordinate the UUCB efforts. Thank you to all the UUCB volunteers who make immigrant justice work possible through their dedication and leadership. These volunteers provide transportation, mentorship, literacy services to both children and adults, job coaching, and administrative assistance to Midcoast New Mainers Group (MCNMG). The heartfelt welcome to the immigrant community would not be possible without all your help! Although United Way has increased its involvement to bring together the many groups that serve the immigrant community or other populations who need services around housing, job searches, social services, and more, MCNMG and faith communities continue to play an important role in helping New Mainers.

The year's most pressing issues were housing, transportation, mentorship, job coaching, English language tutoring for both adults and youth, childcare, and communication.

### Housing

The delay in occupancy of the 60 housing units on the Landing has been frustrating for the asylum seekers and those working to assist them in their transition to Brunswick. Currently, 44 of the 60 families have arrived and are settling into their apartments on Nimitz Drive on the Brunswick Landing. Once the families arrive, they work closely with the employees of the Immigrant Resource Center (IRC) at the Welcome Center on the Landing. At the Welcome Center they get connected to English Language Learner (ELL) classes, receive a health screening through Oasis Clinics, and are introduced to local resources.

Issue to be resolved: We need more affordable housing in Brunswick. Due to the delays in units coming online and to the lack of available affordable housing in Brunswick many new Mainer families are settling in Bath.

### Transportation

The lack of public transportation between Bath and Brunswick has necessitated a cadre of volunteer drivers to provide transportation. MCNMG administers a site where drivers can sign up to transport new Mainers to ELL classes, medical appointments, and daycare.

Issue to be resolved: Work with United Way and MCNMG to appeal to the Brunswick and Bath town governments to develop public transportation between Bath and Brunswick.\

## **INDIGENOUS AWARENESS**

This focus group evolved from a 2016 community-wide meeting at UUCB to discuss moving the town of Brunswick beyond its celebration of Columbus Day to an acknowledgement of Indigenous Peoples' Day. Efforts over the next weeks and months resulted in the Brunswick Town Council passing a resolution in September 2017 recognizing the second Monday in

October as Indigenous Peoples Day. The resulting UUCB focus group alerts the congregation to ways it can learn from and support the efforts of the Wabanaki Alliance Tribal Coalition (WA), Wabanaki REACH and Midcoast Indigenous Awareness Group (MIAG) and to raise awareness of issues, both past and present, faced by the Wabanaki Nations in Maine – particularly those efforts to move the state of Maine to acknowledge the inherent sovereignty of the Wabanaki.

Most of the WFJ Indigenous Awareness Focus Group's attention this year was directed to actions in support of getting State recognition of Wabanaki tribal sovereignty. Many related bills were submitted to the 131st legislative session, and with Maine Unitarian Universalist State Action's (MUUSAN's) excellent information packets, UUCB folks were active to become informed, write letters to legislators and give testimony on specific bills.

In support of efforts by the Wabanaki Alliance, the Wabanaki Alliance Tribal Coalition is actively encouraging groups across the state to become members of the Wabanaki Alliance Tribal Coalition to deepen the *public* expression of support for tribal sovereignty. The Coalition membership is made up of faith-based, justice, conservation, education groups, etc. as well as businesses of all kinds who work in support of the Wabanaki Alliance efforts. The Wabanaki Alliance is a nonprofit organization of Wabanaki nations in Maine (the Houlton Band of Maliseet Indians, Mi'kmaq Nation, Passamaquoddy Tribe (at Motahkmikuk and Sipayik), and Penobscot Nation.) The Alliance was formed in 2020 to educate the people of Maine and to advocate for recognition of the inherent sovereignty of the Wabanaki Nations.

In November 2023 WFJSG voted to join the Coalition and presented a proposal to the UUCB Board of Trustees to also join which resulted in the UUCB Board also becoming members of the Coalition in December of 2023. As of April 2024, there are more than 270 Maine groups who have joined the Coalition. Twenty-seven of those members are faith-based and six are UU related.

Legislation of particular importance this year was the passage of LD 2007 (*An Act to Advance Self Determination for Wabanaki Nations*). The original bill would have enacted comprehensive measures in support of tribal sovereignty, and many UUCB folks reached out to legislators, wrote letters and testified in support of that original version. A greatly abbreviated version of the original bill was ultimately passed and signed into law by the Governor. The consensus amendment grants tribal courts criminal jurisdiction and ensures that the Penobscot Nation can certify relevant measures from a law already passed last year. The bill was the result of hours of discussion and negotiation among the tribal chiefs and the Governor's office to find "an issue of common ground." Representatives of the Wabanaki Nations made it clear that the consensus amendment is "a step forward" but is not the end to the push for self-determination.

WFJSG co-sponsored a UUCB event at the request of poet and scholar, Claire Milliken (Raymond) and Wolastoqey poet and activist, Mihku Paul (Maliseet). *Entering the Narrows* was offered at UUCB on Saturday, 3/30/24 and included poetry reading and discussion related to the reality of global warming and other present and daunting social justice issues. The event also featured the screening of the four-minute film *Putep Qotatokot-te-Elewestaq* (The Whale Was Speaking) produced by Mihku Paul and Professor Dawn Nye of University of Maine Farmington. The poets wished to raise awareness of the enormous challenges the world faces and to offer the support and courage that comes with being in community in the midst of these realities.

### **MAINE UNITARIAN UNIVERSALIST STATE ADVOCACY NETWORK (MUUSAN)**

The goals of the MUUSAN focus group are:

1. 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.

2. To encourage and support direct advocacy of selected bills through communication with our legislators, attending rallies and lobby days, writing testimony, writing letters to the editor of local newspapers.

In the fall of 2023 MUUSAN formed five Action Teams based on the top justice issues identified by informal surveys of state-wide congregational members. The Action Teams were Democracy, Gun Safety, Climate, Wabanaki Sovereignty, and Housing/Homelessness. Many members of UUCB joined one or more of these teams. There was particular interest among UUCBers in the Gun Safety Action Team (12 members participated) and the Wabanaki Sovereignty Action Team (5 actively participated).

The UUCB MUUSAN Focus Group added four new members this year for a total of 12 members. We met regularly during the legislative session of January to April. Steve Eagles joined Betsy Williams as co-chair of the Focus Group. Betsy Williams acted as UUCB's Congregational Legislative Liaison (CLL) with MUUSAN, bringing advocacy requests from the Action Teams back to the Focus Group. Weekly action items were posted on our Legislative List which consists of UUCBers interested in being informed of bills requiring action. This list grew this year to 43 people.

Individual advocacy by UUCB members was impressive! Fifteen people responded to a MUUSAN survey indicating they had done some direct advocacy this year. All bills received some advocacy from UUCBers---Ten wrote or delivered testimony in support of the Wabanaki Sovereignty bill and four in support of gun safety bills. Four had Letters to the Editor published and others reached out to their legislators with emails, phone calls and postcards. One successful after-church postcard writing campaign in support of the National Popular Vote, generated over 25 postcards to legislators which were distributed as part of a mass mailing by the League of Women Voters.

Thank you to everyone who participated in public policy advocacy this year. We look forward to building on this momentum next year.

### **TEEN CENTER SUPPORT**

Members include Carol Briggs (also a member of the Teen Center Advisory Board), Joanne Allen (treasurer), Cuffy Chase, Pat Moore, Susan Snow, Betty Wurtz and Donna Tompkins.

This focus group supports the Brunswick Area Teen Center with snacks, meals, and financial assistance. We want to help support young people form community as they grow and face the challenges in their lives.

We help the Director of the Teen Center and the teens by: Providing snacks collected monthly at UUCB; providing a monthly meal; keeping UUCB informed about the Teen Center activities; helping at the holidays with gift cards and gifts; providing financial support for needs, such as driving lessons; and donating funds to a Teen Center Scholarship for post-secondary education.

Jordan Cardone retired as the director and Taylor Carter became the new director of the Teen Center. A move from People Plus to the Coffin School is anticipated next year.

### **HEARTFELT THANK YOU FROM THE CO-CHAIRS**

Cheryl Martin and Bonnie Wood wish to thank the fifty-one members of the Working for Justice Steering Group for their impressive accomplishments during the 2023-24 church year! We appreciate your willingness to step up whenever needs arose.

## WORSHIP COMMITTEE

### **Committee members:**

Stephanie Bernier (several years as an employee, 2021+ volunteer)  
Mary Larson (2020),  
Pat Moore (2018),  
Ward Clark (2021),  
Suzanne Sargent (2023),  
Stephen Majercik(2023),  
Sienna Dode (2012 on and off) ,  
Lucy Ijams (2020),  
Cindy Parker (2016, 2023)  
Co-Chairs – Stephanie Bernier since 2022, Mary Larson since 2020

### **Purpose**

The Worship Committee assists the minister (or other Worship Leaders) 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**

#### **•Understand multicultural misappropriation in an effort to be more culturally appropriate in our worship services in order to truly welcome all.**

\*We continue to delve into our worship service habits as we aim to be more sensitive, welcoming, and culturally appropriate in the topics and components of our worship services.

This is a goal that we will continue to strive for in our worship services through readings, discussions and observation.

#### **•Explore Soul Matters themes provided by the UUA so that we can deepen worship experiences for our congregation**

\*We have met 30 minutes prior to each monthly Worship Committee meeting in order to share our thoughts and experiences about each of the 10 Soul Matters themes (Welcome, Heritage, Generosity, Mystery, Liberating Love, Justice & Equity, Transformation, Interdependence, Pluralism, and Renewal). These discussions enhanced our understanding of the multiple interpretations of each theme and allowed us to search for meaningful components of worship services, most specifically for those when our minister is away.

We will continue to explore the Soul Matters themes proposed for the 2024-25 calendar year.

#### **•Provide an opportunity for members of the WC to give feedback about worship services to provide direction for future services as we continue to try and meet the needs of our wonderfully diverse congregation.**

\*The Worship Committee feedback form has been set up for us by Kharma in order for us to note our reactions and thoughts about each of the services. We try to have honest discussions about these comments in our Worship Committee meetings so that we can offer the best worship experiences to our very diverse congregation.

We are still trying to find the best way to have discussions about and evaluate our services as well as how to process feedback from the congregation.

**•To take part in Worship Committee retreats, aside from our monthly meetings, so that we can delve into deeper conversations about creating the best and most meaningful worship services to a diverse congregation.**

\*We took part in a half day worship retreat which Kharma planned to help members of the committee deepen our understanding of all of the components that go into creating meaningful worship services for varying spiritual types.

Hopefully in the next church year we will allot more time for our committee to meet in this way.

**•Appreciation**

\*The Worship Committee has worked very well together on the goals above. We are incredibly grateful for the direction that Kharma has given us. As Worship Associates we have more responsibility for tasks in the services and a greater understanding of the significance of those tasks.

We very much appreciate the dedication of the Music Director, other musicians, RE Director, and AV team who make it possible for us to provide excellent worship services in person, live-streamed, and recorded.

Respectfully submitted,  
Stephanie Bernier and Mary Larson



# APPENDIX

**UNITARIAN UNIVERSALIST CHURCH OF BRUNSWICK**

**ANNUAL CONGREGATIONAL MEETING**

**JUNE 9, 2024**

**AGENDA**

1. Call to order: Mike Heath, Moderator
2. Chalice Lighting: 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, 2023
  - Financial Statements Treasurer's Report: Keary Lay
  - Finance Report and Budget Presentation for 2024-2025  
MOTION: To approve the Board-approved 2024-2025 budget
5. Nominating Committee Report and presentation of candidates: Glenn Williams
  - Open Trustee Positions
  - Officers
  - Moderator
  - Nominating Committee
6. Charities with Soul Report and Motion
7. Proposal to add parking to south side of building
8. Recognition of outgoing Board Members
9. Volunteer Appreciation
10. To consider any other business, as appropriate and agreed to by the assembled congregation.
11. Closing Words and Adjournment: Mike Heath

**UNITARIAN UNIVERSALIST CHURCH OF BRUNSWICK**  
**Minutes**  
**Annual Business Meeting of the Congregation**  
**June 11, 2023.**

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

A count by the Clerk verified a quorum: (82 members in the sanctuary, along with additional members on several Zoom screens--visible today only in the control room).

Rev. Dr. Kharma. Amos welcomed all and offered opening words.

David Kew, Board Chair, read the UUCB Mission Statement and Congregational Covenant.

Minutes of the Congregational Meeting of June 5, 2022 were **unanimously approved**.

David Kew presented the outgoing Trustees (3) and made laudatory comments about each person and their work: Cindy Parker, Jessica Tracy, and Rebecca Waddle.

**Nominating Committee Report**

Meeting attendees considered persons named by the Nominating Committee (no seconds needed) for several positions:

Nominating Committee Positions:

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)

Open Trustee Positions for 2023-24 (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

Moderator Position • Mike Heath - (1 year term 2023- 2024)

The Moderator called for discussion, and hearing none, called for a vote, and **all nominations were confirmed unanimously**.

**Finance Report and Budget Presentation for 2023-2024**

Treasurer Cindy Parker summarized the year by saying that pledges have been steady and at a higher rate than in the past, with the largest pledge drive total to date, of \$261,000; Charities with Soul and the Plate revenues were 40% over budget, with strong fund-raising and a good return from our Investment Account. Despite this, we are proposing a third year of a deficit

budget as we continue to maintain fair wages and benefits for our staff and meet rising building costs without returning to full building rentals since the pandemic. Dipping into our Operating Reserve makes this possible. We have reason to hope, however, that the increased membership and strong pledges will be joined by robust fund raising and a return to full rentals, making this the last year of a deficit budget.

**MOTION:** To approve the Board-approved 2023-2024 budget as presented in the Annual Report. The **motion passed (no second needed) unanimously.**

**To consider whether the Congregation wishes to support MUUSAN's resolution in support of the inherent sovereignty of the Wabanaki Nations in Maine.**

Cathey Cyrus, speaking for the Social Justice Committee summarized the reasons for the resolution. Attendee questions and concerns were many and Ms. Cyrus, accompanied by other Committee members, responded—discussion was extensive. When discussion ceased....

Faith Woodman made a motion, as follows:

“That the Unitarian-Universalist Church of Brunswick adopt and endorse the November 17, 2022 Resolution by the Maine Unitarian Universalist State Advocacy Network in support of sovereignty for the four Maine Wabanaki Tribal Nations.”

Ms. Woodman's motion was duly seconded. Moderator invited further discussion, but none surfaced, and moderator called for a vote: **the motion passed unanimously.**

Moderator assured that no further comments or discussion were pending or needed at this time, offered closing words, and adjourned the meeting at 12:06 pm.

Respectfully submitted,  
Bill Clark, Clerk

### Unitarian Universalist Church of Brunswick

	FY24	FY 25
Account	As Approved	Standard Plus RE at 35 Hours
<b>Revenues</b>		
INTEREST INCOME	200	200
INVESTMENT INCOME	22,000	22,800
OFFERING REVENUES		
Charities With Soul	13,000	18,000
Gift	5,000	5,000
Offset Fees	150	150
Plate Church Only	13,000	18,000
Pledge Payment	270,000	306,000
Heart Pledge		28,750
<b>SubTotal OFFERING REVENUES</b>	<b>301,150</b>	<b>375,900</b>
FUND RAISING INCOME		
Clynk Returnables	500	500
Concerts for a Cause-net of expenses	4,800	3,200
Holiday Fair-net of expenses	8,000	10,000
Other Events-net of expenses	8,000	8,000
<b>SubTotal FUND RAISING INCOME</b>	<b>21,300</b>	<b>21,700</b>
EXTERNAL INCOME - UUA Snow Fund	950	950
PROGRAM INCOME		
RE Plate	100	100
<b>SubTotal PROGRAM INCOME</b>	<b>100</b>	<b>100</b>
RENTAL INCOME		
Printer/Copies		
Room/Premise - Current	5,000	5,000
<b>SubTotal RENTAL INCOME</b>	<b>5,000</b>	<b>5,000</b>
<b>Total Revenues</b>	<b>350,700</b>	<b>426,650</b>
<b>Expenditures</b>		
<b>SubTotal OPERATIONS</b>	<b>14,775</b>	<b>17,915</b>
<b>SubTotal OUTREACH EXPENSES</b>	<b>17,050</b>	<b>22,130</b>
<b>SubTotal PROGRAM EXPENSES</b>	<b>37,486</b>	<b>39,227</b>
<b>SubTotal PROPERTY</b>	<b>23,980</b>	<b>27,220</b>
<b>SubTotal STAFF</b>	<b>280,966</b>	<b>319,958</b>
<b>Total Expenditures</b>	<b>374,257</b>	<b>426,450</b>
<b>Other Revenues</b>		
Bank Interest	300	300
<b>Total Other Revenues</b>	<b>300</b>	<b>300</b>
<b>Other Expenditures</b>		
Credit Card Charges	500	500
<b>Total Other Expenditures</b>	<b>500</b>	<b>500</b>
<b>Other Financial Sources-Uses</b>		
Transfers In	11,000	
Transfers Out		
<b>Total Other Financial Sources-Uses</b>	<b>11,000</b>	
<b>SUMMARY BELOW</b>		
<b>OPERATING SUMMARY</b>		
<b>Total Revenues</b>	<b>350,700</b>	<b>426,650</b>
<b>Total Expenditures</b>	<b>374,257</b>	<b>426,450</b>
<b>Total Other Revenues</b>	<b>300</b>	<b>300</b>
<b>Total Other Expenditures</b>	<b>500</b>	<b>500</b>
<b>Total Other Sources/Uses</b>	<b>11,000</b>	
<b>NET OPERATING EXCESS/LOSS</b>	<b>-12,757</b>	<b>0</b>

## **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.

### **2023-2024 Board of Trustees**

(9 members, elected to 3-year terms, limit of 2 consecutive terms)

David Kew, Chairperson beginning 2021 (2<sup>nd</sup> term ends 2025)

Curt Neufeld, Vice Chair beginning 2023 (1<sup>st</sup> term ends 2026)

Keary Lay, Treasurer beginning 2023 (1<sup>st</sup> term ends 2026)

Louise Gephart, Clerk beginning 2023 (1<sup>st</sup> term ends 2025)

Joanne Allen, (1<sup>st</sup> term ends 2026)

Bill Clark, (2<sup>nd</sup> term ends 2025)

Catharine Chase, (1<sup>st</sup> term ends 2024)

Michael Michaud (1<sup>st</sup> term ends 2024)

Faith Woodman (filling vacancy term ends 2024)

There are two Trustee openings to be filled by election at the Annual Meeting 2024. Two current Trustees are seeking a second term.

**Moderator:** The Moderator presides at all meetings of the Congregation and is elected for a 1-year term (maximum of 3 consecutive terms). Mike Heath served as moderator for 2023 – 2024.

**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.

### **2024 Nominating Committee**

Glenn Williams – Chair (1<sup>st</sup> 2-year term expires 2024)

Betsy Roper – (1<sup>st</sup> 2-year term expires 2024)

Irene Austin – (1<sup>st</sup> 2-year term expires 2024)

Stephanie Bernier – (1<sup>st</sup> 2-year term expires 2024)

Cindy Parker – (1<sup>st</sup> 2-year term expires 2025)

## **NOMINATIONS FOR 2024-2025**

### **Nominations for Open Trustee Positions (4)**

Joel Austin

Nathan Haynes

Michael Michaud (Second Term)

Catherine Chase (Second Term)

### **Officer Nominations for 1 Year Terms**

- Curt Neufeld — Board Chair
- Joel Austin — Vice Chair
- Keary Lay — Treasurer
- Louise Gephart — Clerk

### **Nominations for open Nominating Committee Positions (4)**

Glenn Williams — Chair (2<sup>nd</sup> 2-year term ends 2026)

Betsy Roper — (2<sup>nd</sup> 2-year term ends 2026)

Irene Austin — (2<sup>nd</sup> 2-year term ends 2026)

Stephanie Bernier — (2<sup>nd</sup> 2-year term ends 2026)

### **Nomination for Moderator Position (1)**

Mike Heath

## **UUCB PROJECT SOUTH**

### **Project History:**

When our church was designed after the fire, there was an overwhelming consensus among all involved that the church must be universally accessible. ADA access is part of the building, but there was not enough room for on-site accessible parking. Project South began in 2019 when a new land survey revealed that UUCB parcel included a piece of land roughly 25' by 75' on the south side of the building. With the blessing of the Board of Trustees, the Building and Grounds Committee began to explore handicapped parking as the first phase of developing this parcel.

The Board of Trustees is asking the congregation for approval to complete this mandate in two phases. Phase One involves paving an area that will provide accessible staff parking, and Phase Two involves improving the remainder of the area as green space.

### **Phase One:**

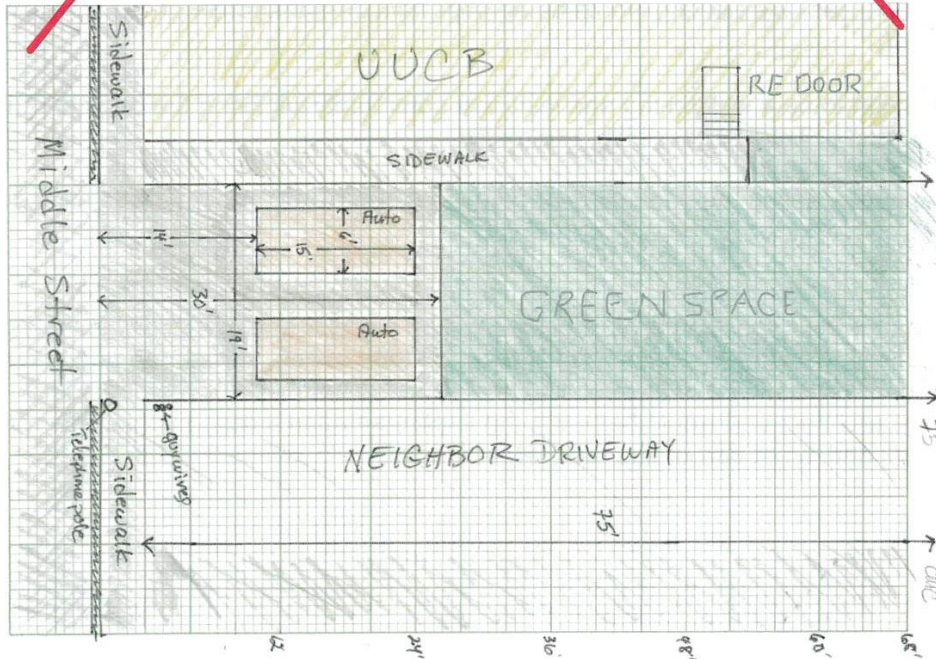
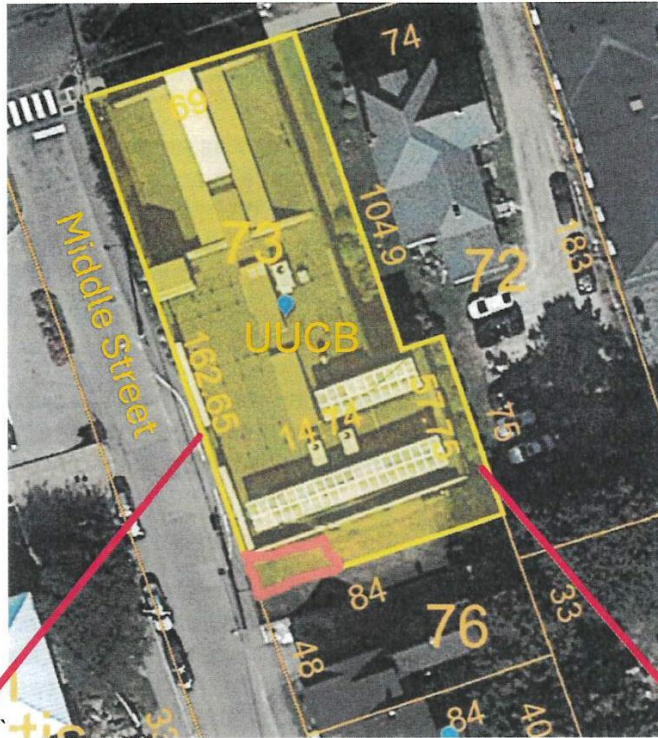
- We have approval from our neighbors, Mr. and Mrs. Heiss, and approval and permits from the Town of Brunswick to create a paved area 30' deep and 19' wide off Middle Street. This area will provide accessible parking for weekly staff and Sunday congregational use. This area is designed to fit two cars. This area can also serve as an outdoor area to set up tables and chairs for outdoor activities.
- Safe and accessible parking would be an important demonstration of our commitment to our staff.
- Our mission to be a welcoming and inclusive community will bring the original Building Team's vision of Total Accessibility into reality.

At our annual meeting, we request congregational approval to proceed with Phase One.

### **Phase Two:**

The vision for the larger portion of this area will be a green space with picnic tables, a quiet spot with Minister Emeritus Brad Mitchell's stone bench, shrubbery, or any number of other possibilities. One of the Building and Grounds committee's members is a landscape architect and would help with the implementation if called upon. This will be future work and is not part of this request for funding.





Project South Phase One Schematic Layout



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