



## **Warrant and Annual Reports 2014-2015**

### Covenant

In devotion to truth, searching along many spiritual paths,  
We honor the living legacy of our faith in the human  
Potential for goodness and in the God of limitless love, in  
whom we are one.

We unite in faith,  
To celebrate the sacred as it reveals itself within and  
Among us;  
To promote spiritual growth and to care for those in need;  
To honor and protect the natural world, which inspires  
Wonder and sustains life;  
To walk together in peace, committed to justice and  
compassion in our world.

First Parish in Milton, Unitarian Universalist  
535 Canton Avenue, Milton, MA 02186  
617-698-6329 - [www.fpmilton.org](http://www.fpmilton.org)

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FIRST PARISH IN MILTON (UNITARIAN UNIVERSALIST)  
Warrant / Notice of the ANNUAL MEETING of the Parish  
Scheduled for MAY 17, 2015

May 6, 2015

To the Members of First Parish in Milton:

Please be advised that the annual meeting of the members of First Parish in Milton who are eligible to vote on Parish affairs will be held in the Parish Hall of said Parish on Sunday, May 17, 2015 starting at 11:45 a.m., to consider the following:

Article 1: To read together the Covenant of the Church.

Article 2: To hear the reading of the call for the meeting.

Article 3: To hear the reading of the roll of new members elected to membership by the Parish Committee since the last Annual Meeting, and to record the names of all members present at this Annual Meeting.

Article 4: To hear and secure approval of the minutes of the last Annual Meeting [the actual reading of the minutes may be waived by unanimous consent].

Article 5: To hear and act upon the recommendation of the Parish Committee that the formal name of the Corporation be changed from "First Parish in Milton (Unitarian)" to "First Parish in Milton (Unitarian Universalist)", to reflect the name popularly and publicly used by this church for the past 30+ years, and that the Articles of Organization on file with the Secretary of the Commonwealth be amended accordingly. [By statute, Massachusetts General Laws Chapter 180, Section 7, a two-thirds vote of the members of the Corporation entitled to vote on Parish affairs is required for passage.]

Article 6: To hear and act upon the annual reports of the Minister, the Parish Committee, the Treasurer, the Trustees of the Parish Funds, the Milton Residents' Fund and Parish Members' Fund Coordinator, the Director of Congregational Life and Administration, the Transition Team, the Music Director, and all Committees as listed in the order of the Annual Report.

Article 7: To hear and act upon the proposed Budget for the fiscal year ending in 2016, as submitted by the Treasurer.

Article 8: To hear and act upon the report of the Nominating Committee, and to elect Officers, Parish Committee and other Committee members.

Article 9: To hear and act upon such other business as may properly come before the meeting.

This Notice shall be given at least seven (7) days before the 17<sup>th</sup> day of May 2015, by mailing a copy hereof, electronically and postage prepaid, to each member of the Parish at the last known address of such member, together with a copy of the Treasurer's Report, the proposed budget for the next fiscal year and the report of the Nominating Committee.

Respectfully,  
Richard Venable, Clerk

For the PARISH COMMITTEE - Chris Pitt, Chair, Kathy Fagan Bauer, Chris Clifford, Tony Dutzik, Walt Hagenbuch, Ann Hallett, Ruth Hannon, Eric Miller, Carolyn Newman

## Annual Report of the Parish Committee

It has been a busy year for your Parish Committee.

Even before the summer, a series of issues demanded the immediate and direct attention of the Parish Committee. The first of these was the need to choose and engage an Interim Minister to help lead the congregation during the transitional period between the departure of Rev. Parisa Parsa and the installation of a new settled minister. In short order, an Interim Task Force (Marsha Maurer, Laurie McCorry, Jen Erbe-Leggett, Eric Miller and Carolyn Newman) was formed to apply for, vet, interview and present a recommendation a candidate to be our Interim Minister. Within two weeks of the Annual Meeting, this lightning-quick search committee had recommended and engaged its unanimous first choice, Rev. Henry I. (“Hank”) Peirce, a lifelong UU just completing a two-year interim stint at First Parish in Westford MA. With the help of Personnel Chair Tracey Robinson and Treasurer Kathy Fagan Bauer, a contract was completed by the end of May, and Hank agreed to start on August 15, just in time for the annual Parish Committee Retreat.

With the interim minister engaged, the Parish Committee turned to the resolution of two thorny questions relating to the housing of our ministers. At the beginning of the tenure of the Rev. Laurie Bilyeu, in 1997, the Parish purchased a single family residence on Waldo Road to serve as a parsonage for our ministers going forward, making it possible for them to satisfy the strong preference of our congregation that the minister of First Parish reside in the Town of Milton. When Parisa Parsa began her ministry with us in 2004, she expressed what has become a prevalent position among the UU ministry, the desire to build up some equity in a home. This point was not resolved in her initial contract. The discussion was revived at each of her several contract renegotiations, and was discussed in earnest last year, but never settled. With her decision to move to the next phase of her career, the issue took on a new urgency, and the Parish Committee was finally able to reach a mutually satisfactory outcome.

The difficulty of that contractual issue influenced the next big decision, what to do about the parsonage. Our interim minister decided to live in the home that he and his family had made in Medford, where he was the settled minister before going to Westford and then coming to Milton. The questions for the Parish Committee were whether to hold on to the parsonage through the anticipated two-year transition period until we learned whether our next settled minister would want to live there, and if so, whether to rent or mothball it, whether to renovate or just maintain, or in the alternative to sell it now. The parsonage was a serviceable residence, but in need of modernization. Like many other areas of our campus, much maintenance had been deferred over the years. Also, after inquiring at the UUA, we learned

that many if not most incoming UU ministers, given the choice, now choose to arrange for their own housing rather than live in a church-owned parsonage. The Parish Committee sought the advice of parish member and real estate broker Ruth Heiden, and also discussed the pros and cons with our Trustees of Parish Funds. Ultimately the decision was made to sell the parsonage. Thanks go to Ruth Heiden for guiding us through the sale process and to Roger Gray, for going well beyond his position as Chair of Buildings and Grounds to coordinate the clean-up and fix-up of the property to prepare for showing and closing. Also key to the smooth success of this process was Kiki Giatis, whose job as Director of Congregational Life and Administration took on new and unexpected dimensions during this period. Kiki approached it all with the patience and perseverance of a problem-solver, and the sale closed without incident in October.

These initial challenges took the Parish Committee through the summer. With the fall came the real beginning of learning parish life without Parisa. A Transition Team (Jen Erbe-Leggett, Brian Kelley, Gillian Najarian, Patricia Ostrem and Ian Torney) was chosen to serve the sensitive behind-the-scenes role of the committee on ministry during the interim period, acting as a liaison between the interim minister and the congregation, and generally monitoring the pulse of the congregation during the transition. Opportunities for members of the congregation to express their opinions about who we are and where we are going were envisioned. A Bridging Committee organized by PC member Walt Hagenbuch, with the help of India Ennis and Sandy Kohler, scheduled a series of gatherings to begin to envision life after Parisa. A very excellent report synthesizing comments recorded during these sessions was prepared by Sandy Kohler. Rev. Hank challenged us with good-natured humor at every opportunity.

Financially, the year began on the edge, which made campus maintenance a special challenge. A deficit budget was adopted at the Annual Meeting. A list of imminent major repairs loomed, including the organ bellows, crumbling paving, the oil furnace believed to be on its last legs. Rodent sightings in the kitchen and the Link were frequent. But persistent and dedicated efforts by Sexton Kevin Harnden kept the campus ship-shape. Pledge payments were slow well into the fall. But the Treasurer was patient, carefully managing our thin cash cushion, until reminders kicked in and ultimately the pledge payments picked up. Ruth Hannon, with many volunteers, put together an extremely successful auction night as a Fall Fun Raiser. A well-organized effort by the Stewardship Task Force (including Tony Dutzik, Dave Leggett, Alfredo Padilla, Dottie Pitt, Mike Bello, Tracey Robinson, Brigitte Miller, Laura Sauter, David Morse, as well as Kiki, Kathy and Hank) produced a near record Stewardship Drive, and finished earlier than in recent years. There is of course still room for improvement on these fronts, but tremendous progress was made this year. The record-breaking winter of 2015 produced monumental volumes of snow that had to be removed from the parking lots and the roofs. Ice

dams caused leaks in the halls and the Minister's office. The additional expenses smashed the regular maintenance budget, requiring a small supplemental bailout from the endowment. But thankfully the furnace survived one more year. We end the year with a small cash surplus, provisions made for replacing the furnace, converting from oil to gas, finishing the repaving of our driveways and parking areas, and replacing the main doors to the meetinghouse and the parish hall. The Parish Committee's long-term goal of improving the congregation's ability to have meaningful conversations about money and stewardship also made progress.

The second half of the year was largely consumed by the election of a Minister Search Committee. In February, we entertained our Ministerial Settlement Representative from the UUA, and then in March decided upon and implemented a procedure for nominating and then electing the Search Committee. Electronic voting, strongly encouraged by the Transition Team, was successfully used for the first time at First Parish for the MSC election. The elected Search Committee (Debbie Alsebai, Charlie Franich, Franc Graham, Elise Henricks, Jim May, Brigitte Miller and Tracey Robinson) was charged in April. The search process itself will start during the summer, and continue through next fall and winter.

As we near the end of this church year, special thanks to Rev. Hank for shaking things up, to Director Kiki for reminding us which locomotives are coming first down the track and being the first to stare them down, and to Miriam for doing literally everything else, taking on an important new RE role while keeping the office afloat.

With the election of the Minister Search Committee, the first stage of the transition period comes to a close. In the next, we will be encouraged to experiment, to try out new ways of doing things, fresh approaches, and new paths. Rev. Hank will continue to challenge us, will urge us to have fun, to continue to get to really know one another. The Parish Committee's task will be to find ways to enable those efforts and continue to strengthen and deepen the spiritual and social roots of our faith community. Your active participation in these efforts will be the key to our success.

May it be so.

Chris Pitt  
Chair

## Annual Report of the Interim Minister 2015

### Weddings:

- August 30<sup>th</sup>, 2014 in Upton, MA Jessica Brand & Duncan Johnson
- May 30<sup>th</sup>, 2015 in Hunter, NY Stephanie Breed & John Darga (anticipated)

### Funerals:

- October 12, in Somerville for Andrew Strathdee (a non-member)
- October 25<sup>th</sup> in Chelmsford for Rick Lee (a non-member)
- December 12<sup>th</sup> at 1<sup>st</sup> Parish for Robert Mittendorf\*
- December 30<sup>th</sup> a graveside funeral service for Norma Post, performed as a collegial courtesy for the United First Parish Church Quincy.
- January 10<sup>th</sup> Helen Walters (a non-member)
- February 26<sup>th</sup> at 1<sup>st</sup> Parish for John Garland\*
- March 21<sup>st</sup> at 1<sup>st</sup> Parish for Veronica Mulqueen, mother of Jennie Mulqueen
- March 31<sup>st</sup> in Arlington for William Dotson, performed as a collegial courtesy for the 1<sup>st</sup> Parish in Cambridge

\*denotes membership at First Parish Milton

### Dedications:

#### Guest Preachers at 1<sup>st</sup> Parish:

- Rev. Colin Bossen
- Rev. Susan Chorley UU Urban Ministry
- Ms. Laura Graham from the MBD

#### I represented 1<sup>st</sup> Parish at the following events:

- Installation of Rev. Robin Bartlett October 26<sup>th</sup> 2014 in Sterling, MA
- Installation of Rev. Rebecca Froom at UFPC April 12<sup>th</sup>, 2015

#### In my role as minister

- Weekly Video Chat "The VUU" a production of the Church of the Larger Fellowship
- Bi-monthly meetings of the Mass Bay UU Minister's Association
- Fraters of the Wayside Inn January 25<sup>th</sup> & 26<sup>th</sup>, 2015
- Unitarian Universalist Society for Ministerial Relief Nov. 6<sup>th</sup>, 2014
- Society for the Propagation of the Gospel May 21<sup>st</sup>

## Report:

The interim minister's job has many facets to it, some of them are obvious. To celebrate worship services, to attend to the pastoral needs of the membership, to perform rites of passage, to provide spiritual leadership, and to teach. The work of the interim also includes five developmental tasks which will aid the congregation during this time of transition. The tasks are thus listed:

- 1. Coming to Terms with History*
- 2. Discovering a New Identity*
- 3. Shifts of Power/Leadership Changes*
- 4. Rethinking Denominational Linkages*
- 5. Commitment to New Leadership and to a New Future*

Much of the work early in the church year was to help members grieve the loss of Rev. Parisa's ministry and for me to understand the system of this church, to discover how this church works and to assess those systems, whether they be by-law centered or the unspoken systems of families. What I learned was how well you have been served by your ministers and by your staff. This church community values each other and the relationships that have been built here. People truly care about each other and they care about this church, though like many churches in this era they have had a difficult time shifting from a volunteer base to a staff base in the daily management of the congregation. Because of the large financial holdings First Parish has not had to face this issue as directly as other congregations with fewer assets have. However, having a professional staff is great, but it leaves people believing that someone else will do the work that they should be doing and can cause frustration with the staff if the tasks of the volunteers aren't clearly defined.

The work for the coming year that the leadership and I will work to address, besides the remaining Interim Ministry tasks is to help strengthening the committee structures, and to bring the congregation closer together with both work and joy, both of which will create a healthier and happier community ready to fulfill this church's mission. All of which will hopefully leave the church with a renewed vision, prepared for new growth and new professional leadership and ready to embrace the future with anticipation and zest.

Yours in faith,

Rev. Hank Peirce



04/14/15  
Accrual Basis

First Parish  
Profit & Loss  
July 2013 through June 2014

	Jul '13 - Jun 14
Ordinary Income/Expense	
Income	
4000 · Pledges Rec'd (GJ)/Income	213,199.04
4100 · Fundraisers	24,599.69
4200 · Sunday Collections	15,326.19
4300 · Endowment Income	199,499.70
4400 · Miscellaneous Income	4,361.84
4560 · Yoga Income	1,357.00
4600 · Rents	36,985.00
Total Income	495,328.46
Gross Profit	495,328.46
Expense	
6100 · ADMINISTRATION	43,747.62
6190 · INSURANCE	11,621.75
6200 · COMMITTEE	22,186.61
6300 · COMPENSATION	301,077.08
6400 · CONTRIBUTIONS	27,633.12
6500 · BUILDING/GROUNDS	25,202.74
6600 · MAJOR Repairs	31,120.84
66900 · Reconciliation Discrepancies	28.52
6700 · UTILITIES	30,258.89
Total Expense	492,877.17
Net Ordinary Income	2,451.29
Other Income/Expense	
Other Income	
8000 · Investment Activity	106.57
Total Other Income	106.57
Net Other Income	106.57
Net Income	2,557.86

04/28/15  
Accrual Basis

First Parish  
Balance Sheet  
As of June 30, 2014

	<u>Jun 30, 14</u>
<b>ASSETS</b>	
Current Assets	
Checking/Savings	
1040 · Bank of America	37,404.55
1050 · Capital Repairs Checking	16,784.55
Total Checking/Savings	<u>54,189.10</u>
Accounts Receivable	
1200 · Pledges (amt pledgd) Cur Year	-1,308.96
1250 · Other Accounts Receivable	-2,000.00
Total Accounts Receivable	<u>-3,308.96</u>
Other Current Assets	
1300 · Unearned Pledges/Income	-3,042.96
1500 · PREPAID	3,755.25
Total Other Current Assets	<u>712.29</u>
Total Current Assets	<u>51,592.43</u>
<b>TOTAL ASSETS</b>	<u><u>51,592.43</u></u>
<b>LIABILITIES &amp; EQUITY</b>	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 · Accounts Payable	4,882.02
Total Accounts Payable	<u>4,882.02</u>
Other Current Liabilities	
2200 · Other Liability	378.79
Total Other Current Liabilities	<u>378.79</u>
Total Current Liabilities	<u>5,260.81</u>
Total Liabilities	5,260.81
Equity	
3000 · Opening Bal Equity	82,160.95
3100 · Retained Earnings	-38,387.19
Net Income	2,557.86
Total Equity	<u>46,331.62</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><u>51,592.43</u></u>

04/28/15  
Accrual Basis

**First Parish**  
**Profit & Loss**  
July 2014 through March 2015

	<u>Jul '14 - Mar 15</u>
Ordinary Income/Expense	
Income	385,034.92
Gross Profit	<u>385,034.92</u>
Expense	
6100 · ADMINISTRATION	33,852.87
6190 · INSURANCE	8,596.00
6200 · COMMITTEE	12,345.01
6270 · Yoga Expense	2,700.00
6300 · COMPENSATION	202,096.81
6400 · CONTRIBUTIONS	18,204.33
6500 · BUILDING/GROUN...	20,259.43
6600 · MAJOR Repairs	22,324.33
6700 · UTILITIES	18,723.96
Total Expense	<u>339,102.74</u>
Net Ordinary Income	45,932.18
Other Income/Expense	
Other Income	
7030 · Other Income	2,392.20
8000 · Investment Activity	4.90
8900 · Passthrough Activity	1.00
Total Other Income	<u>2,398.10</u>
Other Expense	
8010 · Other Expenses	37,500.03
Total Other Expense	<u>37,500.03</u>
Net Other Income	<u>-35,101.93</u>
Net Income	<u><u>10,830.25</u></u>

04/28/15  
Accrual Basis

First Parish  
Balance Sheet  
As of March 31, 2015

	<u>Mar 31, 15</u>
<b>ASSETS</b>	
Current Assets	
Checking/Savings	
1040 · Bank of America	41,008.38
1050 · Capital Repairs Checking	12,884.11
Total Checking/Savings	<u>53,892.49</u>
Accounts Receivable	
1200 · Pledges (amt pledgd) Cur Year	59,749.29
Total Accounts Receivable	<u>59,749.29</u>
Other Current Assets	
1300 · Unearned Pledges/Income	-62,347.75
1500 · PREPAID	3,755.25
Total Other Current Assets	<u>-58,592.50</u>
Total Current Assets	<u>55,049.28</u>
<b>TOTAL ASSETS</b>	<u><b>55,049.28</b></u>
<b>LIABILITIES &amp; EQUITY</b>	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 · Accounts Payable	-2,112.59
Total Accounts Payable	<u>-2,112.59</u>
Total Current Liabilities	<u>-2,112.59</u>
Total Liabilities	<u>-2,112.59</u>
Equity	
3000 · Opening Bal Equity	82,160.95
3100 · Retained Earnings	-35,829.33
Net Income	10,830.25
Total Equity	<u>57,161.87</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><b>55,049.28</b></u>

# FY 2016 First Parish Proposed Budget for Annual Meeting May 17th , 2015

Voted at 2015 Annual Meeting

Annual Meeting

Proposed 2016 Budget

Notes

REVENUE	Components	Total	Proposed 2016 Budget	Notes
Pledges and Collection Plate (Congregation)		209,422	215,000	
Collection Plate (estimated)		17,000	17,000	
<b>Total Unrestricted:</b>		<b>151,500</b>	<b>180,000</b>	5% Endowment Draw
Unrestricted Funds	*			
Directed Music	*			
Directed Major/Capital Repair	*		100,000	
Minister Housing Allowance			24,000	
<b>One Time Unrestricted (Audit):</b>		<b>5,000</b>		
<b>Total Restricted (Barry Fund):</b>		<b>6,000</b>	<b>9,430</b>	
Grants and Fees		3,000	0	None received this year
Rents (estimated)		41,000	41,000	
Special Fees (SW Space)		2,000	2,000	
Yoga Fees		3,900	3,900	
Fundraisers		5,000	10,000	\$11,000 raised FY15
Fees for RE Programming		3,000	1,250	reflects FY 15 revenue
<b>Totals:</b>		<b>446,822</b>	<b>603,580</b>	
<b>EXPENSES</b>				
Denominational Dues (Donations)		22,500	25,000	
Staff Compensation		266,656	306,249	primarily benefit changes/min.housing allowance
<b>MINISTERIAL SEARCH FUNDS</b>				
Minister Search Committee			15,000	travel, etc. FY 16 only
General Administration		40,766	40,800	committee expenses
Building and Grounds - Upkeep, Maintenance, Insurance		82,650		includes accounting and technical contractors
Insurance		12,500	13,500	
Utilities		20,000	24,000	
Annual Major Repairs		30,150	13,548	one year decrease due to capital expenses (below)
Buildings and Grounds Campus Maintenance		20,000	26,000	Barry funds supplement FY 15 expenditures
<b>Committee Expenses</b>		<b>7,376</b>	<b>7,376</b>	
Caring		37		
Finance		1,475		

**FY 2016 First Parish Proposed Budget for Annual Meeting May 17th, 2015**  
 Voted at 2015 Annual Meeting

	Annual Meeting	Proposed 2016 Budget	Notes
Hospitality	1,180		
Membership	590		
Ministry/Transition Committee	369		
Parish	1,844		
Social Action	1,881		
Music	6,417	6,417	Music Committee and Contract Musicians
Religious Education Programming		13,867	
Religious Education Committee	3,688	3,688	
Child Care	2,705	2,976	
Yoga	3,541	3,600	
Youth-Adult Committee	1,967	1,967	
Worship		3,639	
Worship Committee	2,459	2,459	
Summer Worship & Music	1,180	2,000	
Audit	4,917	4,917	moved to fy 2017
Capital expenditures in FY 2016		100,000	one time expenses: paving, boiler, etc.
Annual contribution to Capital Expenses reserve		8,000	begin building reserve fund for major expenses
Totals:	448,789	603,580	
Brought Forward	0	0	
Total Brought Forward + Revenue	446,822	603,580	
TOTAL EXPENDITURES	446,822	603,580	
NET	0	0	

Other Notable Income and Expense outside the Operating Budget  
 Milton, Swift and Parish Funds - Restricted Funds

	FY2015
Income from Funds	53,825
Expense from Funds	53,825
NET	0

## **Report of the Trustees of Parish Funds:**

The total market value of the endowment at 12/31/2014 was \$6,039,069 comprised of \$4,347,708 of Unrestricted funds and \$1,691,361 of Restricted funds. The \$6,039,069 was \$550,030 more than the market value at 12/31/2013 of \$5,489,039, a 10.0% year-over-year increase. The year-over-year change in the endowment was primarily attributable to the realization of net gain from the sale of the Parsonage of \$260,000 (as the proceeds were \$512,016, as compared to the cost of \$230,000) and a final bequest of \$100,000 from the Estate of Alison Barry as well as investment returns and the effect of disbursements and expenses. Excluding the net proceeds from the sale of the parsonage and the bequest, the net increase in the endowment was \$190,030 or a 3.46% increase which compares favorably to the 2014 inflation measure of 1.7%.

Two of the three investment managers met or beat their respective benchmarks while one did not. The one that lagged was more broadly invested than the other two. The best place to be in 2014 -from a return standpoint - was in domestic equities. That said the Trustees of Parish Funds still have confidence in the manager who lagged for 2014. It is notable that despite recent strong market performance over the past three years of 11.39%, 29.60% and 13.41% for 2014, 2013 and 2012 respectively, the endowment continues to increase primarily through bequests. We continue to support the notion of reducing the drawdown from the unrestricted portion of the endowment to 4.0%.

With guidance from the UUA and Investment Policy Statements from other congregations and non-profits, the Trustees have adopted a draft of an Investment Policy Statement to be circulated in the near future.

The Trustees would like to express their appreciation to Diane Ferrari for her devoted service to the beneficiaries of the Milton Residents' Fund and the Parish Members' Fund.

04/30/15  
Cash Basis

Community and Parish Funds  
Milton Residents Fund Profit and Loss Standard  
January through December 2014

	<u>Jan - Dec '14</u>
Income	
Milton Residents Funds	13,927.32
MR Client Gifts Income	
St. Michael's	1,500.00
St. Mary's Church	1,000.00
Peabody Funds	200.00
Milton Helping Hands	4,275.55
Milton Academy/Fellowship Group	447.07
Kiwanis	500.00
Individual Donations	3,000.00
First Parish Church	6,129.84
First Parish and First Congrega	568.25
Diggs Charity	5,000.00
Congregation Beth Shalom	35.00
Council on Aging	1,463.00
Copeland Funds	35,000.00
Gov. Stoughton Funds	10,900.00
Holiday Gifts Program	3,645.00
Total MR Client Gifts Income	<u>73,663.71</u>
Total Income	87,591.03
Expense	
Admin for Milton Residents Fund	
Holiday Gift supplies	89.10
Bank Fees and Errors	74.00
Consulting	187.50
MR Meeting Expenses	114.38
Office Supplies	439.10
office telephone	990.52
Postage	337.00
Total Admin for Milton Residents ...	<u>2,231.60</u>
MR Gifts to Clients	
Copeland Grant	
Fuel/heat assist	9,672.43
Housing	4,982.00
Medical	2,516.27
Utilities/non heating	16,512.35
Total Copeland Grant	33,683.05
Gov. Stoughton Grant	
Heating grant	9,271.14
Housing	2,400.00
Gov. Stoughton Grant - Other	500.00
Total Gov. Stoughton Grant	<u>12,171.14</u>
Milton Residents Fund	
Holiday Gifts	1,200.00
After school program	80.00



04/30/15  
Cash Basis

Community and Parish Funds  
Milton Residents Fund Profit and Loss Standard  
January through December 2014

	<u>Jan - Dec '14</u>
Auto	4,494.63
Computer repair	200.00
Education	925.00
Fuel	2,200.65
Housing	7,901.00
Medical	200.00
Milton Helping Hands	6,575.55
Milton Senior Activity	255.00
Sports	370.00
Summer Camp	1,360.00
Summer School	300.00
Taxes	400.00
Utilities	1,853.63
Water	736.80
Total Milton Residents Fund	<u>29,052.26</u>
Total MR Gifts to Clients	<u>74,906.45</u>
Total Expense	<u>77,138.05</u>
Net Income	<u><u>10,452.98</u></u>

3:11 PM  
04/30/15  
Cash Basis

Community and Parish Funds  
Parish Members Fund Profit and Loss Standard  
January through December 2014

	<u>Jan - Dec '14</u>
Income	
Parish Members Funds	<u>14,877.96</u>
Total Income	14,877.96
Expense	
Parish Members Gifts	
1 time Gift	600.00
1/4 Grants	3,600.00
YE Fund Balance	<u>9,000.00</u>
Total Parish Members ...	<u>13,200.00</u>
Total Expense	<u>13,200.00</u>
Net Income	<u><u>1,677.96</u></u>

## Staff Reports

### Director's Report

Last year everything was new to me. By August 2014, I was the church's institutional memory with the departure of Rev. Parisa Parsa and Emma Jean Moulton. It was a bit of a shock after only 10 months on the job. Miriam (Febres) Saavedra moved into the full time role of Religious Educator and Office Administrator. Rev. Hank Peirce joined us in mid-August as Interim Minister and Tim Steele now serves as Music Director. It has been a year of change for both the congregation and the staff.

#### Infrastructure

July and August found us among wires, cables, and upgrading our hardware (thanks to a donation) and software (primarily through Tech Soup). This meant that we all had the same version of Office products and access to our major programs on all key machines. Our IT consultant, Peter Gatsoulis, likes working with non-profits and knows the ins and outs of systems and software as well as being able to make our dollars stretch. We have a short phase 2 to do this summer to be really functional.

By the early fall, it became clear that we needed to change course with our outside accountant. Liz McKersie has become our bookkeeping consultant as of January 2015. She has kept our week to week financial operations going. She has also helped us untangle some nagging reporting and posting issues. Over time we want her to look at ways we might streamline our use of QuickBooks and also better ways of managing the information and reporting. We already have financial reporting and have identified ways to improve during the next fiscal year. I want to also sing the praises of outgoing Treasurer, Kathy Fagan. She has shown her determination to work through budgets and cash flow in challenging times, upgraded financial software and was an advocate for the office infrastructure to be updated. She is collaborative, thoughtful and enjoys a good laugh. The work is not always easy and Kathy spends time here each week to make sure vendors are paid and we have funds for the next payroll. Thank you for all you have done, Kathy.

We have learned more about the current database and about the variety of places the church and the staff have created or updated lists and small databases. Stewardship, finance, religious education data, committee membership all has small databases that are stored separately. The current church database is only used to confirm church membership and produce the directory. We are in the midst of collecting updated information to produce a more accurate directory in the near future. Charlie Franich has been very helpful in accumulating information during coffee. We have come to the

conclusion that the current database is not best suited to our needs. So we will be on the hunt for what might work best for all the data. The good news is we have some temporary ways to manage the data, and we actually have data.

### **The Museum, the Parsonage, the Snow**

We continue to try to figure out how to manage a large campus with antique structures and a tendency to defer maintenance. I am personally grateful to our Buildings and Ground Chair, Roger Gray, who cares deeply about our “antique”. The building is also in use a great deal. During the week, the nursery school is in session downstairs. Music Together, a toddler music program, uses our Parish Hall six mornings and some afternoons each week. Monday through Thursday there are evening users. It does help provide income to the budget but it also means more wear and tear to the building. We are very blessed to have Kevin Harnden, our sexton, take such good care of the building and has also be helpful with keeping tabs on our various contractors and vendors. We were able to do two major repair projects this year. The organ repair was done over the summer and the parking lot behind the office was repaved in the fall. When the Parish Committee made the decision to sell the Parsonage, it meant work needed to be done to prepare the property for sale. We learned how many contractors we knew to make sure we had the place in good repair as it went on the market. It was a bit of an unexpected summer project. We continue to have other smaller building issues that we have fixed during this fiscal year. During the organ repair we witnessed a flooding issue in the basement during a massive rainstorm in the Meetinghouse. We had a sump pump failure in the Children’s Church which required a replacement of the pump as well as repair to the heating unit. We replaced some lavatories and tended to a squirrel problem in the attic of the Meetinghouse. We dealt with mice problems in the late summer with traps and clean up by Kevin Harnden, our sexton, and the Hospitality Committee. Our latched doors wanted to stop latching as the weather got cold. And then there was the snow. We spent a great deal of time, energy and money to do snow removal both our parking lots and our roof at one point. Kevin shoveled walkways and used snowmelt every day for over 7 weeks. It was a very difficult winter and we are happy to be watching the grass get greener and the buds bloom.

### **Committees, Communications, and Membership**

I continue to sit with committees that are involved in the finances, administration and membership of the congregation. These include Parish Committee, Finance, Trustees, Personnel, Membership, Buildings & Grounds, and the Stewardship Team. First Parish has many talented, thoughtful and hardworking lay leaders. Being present at these meetings has been helpful. One benefit is being able to identify the interconnections between committees and share information. Chris Pitt, as chair of the Parish Committee, has led ably through the first year of interim ministry. I am grateful for his work in what often is

referred to in UU lay leadership as “herding cats”. The Parish Committee did remarkable work in introducing the congregation to the Ministerial Settlement process and a new method of selecting the Search Committee. We all owe the Hospitality Committee, led by Jen Pinkus and Anita Penta, a debt of special gratitude this year. On more than one occasion, the Committee itself provided coffee and small treats when no one had signed up. The Stewardship Team, led by Tony Dutzik, worked on the stewardship campaign and annual pledge drive this year. It also added a few members. I handled all the “back room” work and communications for the Stewardship Team again. The weekly email blast continues to be one of our key ways to communicate with the congregation as well as announcements both written and verbal on Sunday morning. We have been using our First Parish Milton Facebook page more than just to post announcement. Hank, in particular, has been posting pictures he has found in our historic boxes around the church. We defined our snow communication plan and given our winter, got it down to a science so we have announcements via television, the website and Facebook. We did some redesign and updating of the website over the summer and try to provide updated information. Charlie Franich broadened his role as Membership Chair, to coordinate getting articles published in the Milton Times and MyTown Matters. Thanks also to Charlie, Patricia Ostrem, Leslie MacPherson Artinian, and Amy Norton for authoring those articles. We see newcomers many Sundays. Rev. Hank and I facilitated a half-day First Parish Orientation and building tour in March with 6 participants.

The Director of Congregational Life & Administration position is widely varied, challenging, full of competing needs and challenges, chaotic, too much to do, too little time. And at the same time the job is rewarding and fun. I have the pleasure of working every day with Miriam, Kevin and Hank. First Parish Milton is full of kind and interesting people. I am looking forward to next year’s adventures.

**Blessings,**

**Kiki Giatis, Director of Congregational Life & Administration**

## First Parish Music Committee Report – 2014-15

This has been a fun and exciting year in many ways for the music program at First Parish. It has been my honor and pleasure to serve as music director/organist and work with so many talented and committed individuals. I feel we have been able to maximize our resources to make music a highly meaningful and effective part of our worship and church life.

The Meetinghouse Choir, with a roster of 28 members, has sung for three Sundays a month throughout the year and has done an outstanding job. Thanks go out to each individual who gives so much of their time on a weekly basis, as well as a special thanks to those individuals who have contributed solos during the year: Tamara Ryan, Grace Allendorf, and Peter Smith (our Hunsaker soloists); Miguel Rodriguez, Claudia Wellington, Jeff Stoodt, Isabella Scott, Franc Graham, Jennie Mulqueen, Katherine Steele, Jen Erbe Leggett, Pat Neves, Phil Lima, and Erin Rogers. Joel Hiller has led several multigenerational services throughout the year and has done a remarkable job. In addition Peter Smith has provided several piano preludes, and Frank Grimes and Liam Hines have been guest musicians. A new concert series was begun this year at First Parish called Milton Community Concerts. Four concerts were presented, two of which raised money for charity.

Here is a list of some notable musical events from the past year (2014-15):

September 13 – A memorial concert for bass-baritone T. Stephen Smith

December 7 – Frank Grimes, guest violist

December 24 – Two Christmas Eve services: Children’s Choir Pageant (led by Joel Hiller) and late service with Meetinghouse choir (WWI remembrance)

January 10 – “Dueling Divas” (MCC concert featuring sopranos Jane Shivick and Sarah Callinan)

February 1 – Phil Lima, baritone, sings “I Have a Dream” by Lee Hoiby

February 8 – “Opposites Attract” (MCC concert featuring accordionist Cory Pesaturo and vocalist Bethany Worrell)

March 1 – Luminaria (womens ensemble), guest choir

March 15 – Choir exchange with UCC Norwell: Combined choir singing in the morning in Norwell, and at First Parish for an afternoon MCC concert: “Raising the Roof”. Money raised for The Conversation Project (Institute of Healthcare Improvement)

April 5 – Easter Service with Liam Hines, trumpet and Meetinghouse Choir

May 16 – “Sing For Their Supper” (MCC benefit concert featuring 10 area singers raising money for Milton Food Pantry and Milton Residents Fund)

June 7 – Unity Sunday with First Congregational Church

Respectfully submitted,

Tim Steele

## Annual Report for the Office Administrator & Religious Educator

I started at First Parish back in March of 2013 as the temporary administrative assistant, never to imaging being where I am right now. Today I serve as the Office Administrator & Religious Educator and I have also joined the church. I would like to start by saying thank you for this great opportunity to serve First Parish as both the Office Administrator & Religious Educator and for welcoming me as warmly as a new member.

This year has been one of connecting, growing and learning. As the administrative assistant I connect with the congregation through the weekly emails as well as responding to phone calls, emails, and messages. I maintain the forever changing church calendar and I manage rentals of the church property for weddings, classes and events. I divide my time between office work and RE work. As the Religious Educator I've had the privilege to work and connect with some amazing women on the RE Committee. With gratitude and admiration I say thank you to Becky Stiles, Donna Drewes, Bridget Sitkoff, and Brigitte Miller for their hard work and dedication to the RE Program. Words cannot begin to express my gratitude to Lisa White who bravely stepped in to the roll of Religious Exploration Committee Chair this year. Her commitment, diligence and good nature set the tone for a wonderful year. Thank you all!

The Religious Exploration program held 18 Sunday School classes, 6 Children's Church Services and 5 interactive workshops during Sunday mornings this past year. As well as hosted yearly events such as Parents Welcome Back Breakfast, teacher training, Halloween Party, Holiday Craft Night, Easter Egg Hunt, Seder Dinner and a Common Hearth workshop for parents and kids.

Any given Sunday morning we have 5 different classes running at once. This would not be possible without teacher volunteers. I want to acknowledge and say thank you to the teachers who gave up sitting in the service and dedicated their time to teach: Bridget Sitkoff, Tasha Bello, Julie Baker and Becky Stiles for teaching Spirit Play; Sue Korman, Suzanne Glazer, Dana Clancy, Debbie Alosebai, Dara Woods-Calkins, Lori Humphreys and Brigitte Miller for teaching Small Group Ministries. Thanks to Donna Drewes, Jonathan Baum, Nicole Manny, Lauri Webster, and Andy Crum for teaching and organizing Neighboring Faiths. Amy Givens and Paul Casaz for teaching OWL, Diane Johnson and Matt Najarian for teaching the Coming of Age class and Beth Greenawalt for facilitating the COA parent class; also a warm thank you to all our substitute teachers and parent volunteers. Thank you, thank you, thank you, the RE program would not be able to happen without you.

Special thanks go out to Brian Bauer (known to some as the baby whisperer), our Nursery coordinator. Brian never skipped a beat; he kept the nursery running smoothly and kept the babies happy. Brian will be greatly missed as he will be going on to college. We wish him the very best. Thank you our talented and lovely Myrtle Flight who brought creativity and imagination to our workshops. Last but not least our spectacular Children's Church trio led by the wonderful Leslie MacPherson Artinian, our talented musician Joel Hiller and the ever energetic Jen Leggett. This past year was truly full of blessings and wonderful people.

Looking forward, the RE Committee is looking into a new curriculum for 3 through 6 grade, adding a couple of new workshops and hopefully reinvigorate adult small group ministries. We are still in search of a few devoted committee members who are looking to make a difference while having fun. A lot of planning and brain storming will be happening during our yearly retreat in June where we will emerge refreshed and ready to take on the coming year.

Look for more amazing things to come from the Religious Exploration Program.

Respectfully submitted by Miriam Saavedra

## **Committee Reports**

### **Report of the Buildings and Grounds Committee**

“The B&G team is committed to the preservation of our historic campus. We look to care for the facilities so they remain safe, accessible, functional and beautiful for generations to come.”

The First Parish Buildings and Ground website continues to be maintained with our current conditions report, energy audit reports, and engineering and master plan reports among others.

Facilities work completed this year:

#### **Parsonage**

The Parish Committee elected to sell the parsonage last fall. The BG team helped prepare the parsonage for sale, doing some minor repairs and general clean up.

#### **Landscape and snow removal**

In the fall we completed the trimming of trees on campus and completed spring and fall clean up. The winter arrived and snow fall stress our ability to keep up. We spent more time, money and energy on snow removal than in any time in recent memory.

#### **Safety**

Annual town inspection completed and minor repairs made after town report. Fire alarm inspection completed. Fire extinguisher inspection completed

#### **Interior**

With the increase use of our facility by some new tenant, we continue to do minor painting and repairs to try and keep up.

#### **Organ Blower Room and Blower: Completed**

The organ blower and blower room in the basement of the meetinghouse was removed and completely rebuilt.

This should last us 20+ years!

### **Repaving Back Parking Apron**

The rear parking apron was removed, a new crushed stone base coat was put down and 2.5 inches of new paving was put down. We also used the opportunity to remove the concrete walkway to one of the link entry doors, regarded the pitch and put down pavement.

### **Children's Church**

Replaced sump pump as previous one failed.

### **Next items on our Major repair List**

#### **Repaving remaining Campus: \$40,000-50,000k estimated**

The conditions of our parking and driveways have deteriorated to the point where they need to be completely replaced. We have estimated from a few qualified paving firms and are ready to move forward once funding is secured. When completed this will not only create a safer environment but additional curb appeal which should continue to enhance our ability towards rentals.

#### **Furnace Replacement: \$40,000 estimated**

The existing oil furnace needed several repairs this past winter that cost us a few thousand dollars. Due to the age of the oil furnace, the ongoing cost of maintenance, the unpredictability of oil cost we are recommending conversion to a high efficiency natural gas furnace. Over a number of years the annual fuel savings should allow the new gas system to pay for itself.

Once again Kevin Harnden has done a wonderful job day in and day out keeping our facilities running, breaking down and setting up for every event; doing snow removal; taking out the trash and anything we ask of him. He keeps our campus in tip top shape. Kiki Giatis has been a very supportive of BG this past year she has been terrific. We could not do it without them!

**Respectfully submitted,**

**Roger W. Gray**

**Chair, Buildings and Grounds**



## Caring Committee Annual Report

The Caring Committee is a nine-member committee that met monthly from September through June. Committee members remain in contact with each other, the minister, and Director of Congregational Life and Administration through email updates in between meetings.

This year there were no ongoing needs requiring care giving managed by a website (such as Lotsa Helping Hands), but needs were met for twelve parishioners. These ranged from meal delivery, sending cards, running errands and providing rides, dropping off flowers, cookies and snacks, or just reaching out with phone calls. This year there were not as many situations where the committee reached out to congregants, which is more common when there is a situation which requires ongoing needs.

The Caring Committee submitted an article on volunteerism to the *Milton Times* and to *Our Town Matters* in January, helping to spread the word that providing care to your “community of choice” enriches the giver as much as the receiver.

This year the Caring Committee joined with the Youth Group to undertake a new project. With the input of the current and last youth advisor, sixteen First Parish youth were identified who were actively involved with First Parish before they transitioned on to college or gap years. “Care packages” were put together and mailed to these students to be timed with the weeks they would be preparing for and taking finals. The message sent was that these youth are missed and that the community remains here for them.

The work of the Caring Committee could not be done without the generosity in time and effort of this wonderful congregation.

Respectfully Submitted by

Amy Norton, Chair

June Scott

Leah Gallivan

Mark Whall

Natalie Monroe

Christine Horgan Dumais

Ellen White

Amanda Tobey

Vickie Falcon-Vinke

## **Report of the Finance Committee**

Now that the responsibility for the Annual Budget Drive has been removed from our duties, the Finance Committee has been meeting monthly with the Treasurer, reviewing not only the revenues and expenses of First Parish, but our financial practices as well.

Last spring, the Annual Meeting included funds in the budget for an audit to be performed this year. In preparation for this, we discovered that the Treasurer was spending too much time correcting the work of our accounting firm. That firm has been replaced with a new bookkeeper (at a financial savings), with whose help we plan to perform the audit in FY17.

In preparation for the FY 16 budget proposal, we have also been discussing the creation of a separate Capital Budget account, into which we would contribute annually from the operational budget, in order to build a reserve to address major capital projects (roof, boiler, etc.) as they arise. This will be discussed as part of the budget presentation at the Annual Meeting.

Finally, our most pressing concern is to work with the Treasurer to recommend an operating budget to the membership. To maintain our staff, pay our denominational dues, and maintain our historic buildings requires 90% of our operating budget of approximately \$500,000 per year. All of our programming activities (RE, Music, Worship, and other committees) subsist on the remaining 10%. To fund this lean operational profile, we count on contributions from the membership. Unfortunately, pledges and plate collections account for less than half of the revenue needed annually. While we have maintained a level of rental income, the size of our Parish Hall does limit its usefulness for rental space. This has created an undue reliance on the endowment, to which the Trustees will undoubtedly speak, and makes each annual budget more challenging. Our issue lies not on the expense side of our ledger, but on the revenue side. This is something that we as a congregation need to address.

I want to thank members Harris Collins, David Leggett, David Morse and Hale Smith as well as Treasurer Kathy Fagan Bauer and Administrator Kiki Giatis for a productive year.

Glenn Pavlicek

## **Hospitality Committee**

The hospitality committee continues to oversee the social hour. Coffee and food are always appreciated, but most importantly, social hour is a time for our community to connect with each other. Hosting social hour can be as simple as putting out coffee and apple juice.

This year, we tried to staff social hour with voluntary sign-ups. The approach wasn't entirely successful so we've decided to return to the "Choose or Be Chosen" method. We'll send an email to everyone in September to make sure you know which Sunday you're scheduled to host. This process will ensure there are no surprises and let people make any necessary changes early.

Members of the committee have maintained the format of having a different hospitality committee member coordinate the host teams each month. In an effort to make hosting less daunting for people, we continue to simplify the instructions for the host teams.

The church year began with a mouse infestation in the kitchen. Thanks to the diligent work of the staff and a good clean-up by the committee, we said goodbye to our uninvited guests. The committee has since purchased containers to keep food securely stored. And we appreciate that our Sunday hosts have been diligent about using those containers.

Thank you to everyone who has hosted the social hour this year! And a special thank you to Kiki, Miriam and Kevin for all their support.

Jen & Anita

## Annual Report of the Membership Committee—2015

Promoting growth at First Parish both spiritually and numerically continues to be the overall goal of the Membership Committee. Our areas of focus are three-fold: 1) to warmly and consistently welcome any visitors who find their way to our door; 2) to help current members deepen their experience of meaningful membership; and 3) to more effectively engage the larger community with an inviting message about who we are and what we offer at First Parish.

Our trusty team of Sunday morning greeters, including our Parish Committee greeters, has again done a stellar job throughout this year of engaging visitors and making them feel welcome. It has helped that many members of the congregation have also been keeping their eyes peeled for newcomers in our midst and making sure that the greeting team is aware of their presence. A heartfelt thank-you to Debbie Alsebai, Julie Blackburn, Beth Gray-Nix, Elise Henricks, David Leggett, Brigitte Miller, Ian and Donna Torney, Richard Venable and Lisa White for another job very well done.

As a result of those efforts, we welcomed 5 new members to First Parish in the fall and had six attendees at our spring orientation sessions, at least some of whom will be stepping in to membership just prior to our Annual Meeting on May 17<sup>th</sup>. Thanks to Reverend Hank, Kiki, and Tracey Robinson for providing them with the big picture of what it means to be a Unitarian Universalist and a member of First Parish.

Over the course of the church year, the Membership Committee has “shown our colors” at Celebrate Milton in October, has provided a Membership Brunch during the Handcrafting Justice Crafts Sale in December, has collaborated with the Youth Group to stage an Intergenerational Games night in February, and will collaborate with Buildings and Grounds to stage our End of the Year Picnic in June. Each of these efforts has involved contributions from many community members beyond our committee, and we are very grateful for all the help.

In addition this year, Membership has coordinated a new initiative to expand our outreach to the larger community by posting a once-a-month article in the local media authored by a different church committee each month to highlight some aspect of church life at First Parish. Thus far we have had six articles posted in the Milton times and on the 02186MyTownMatters website, with hopefully one or two more to come.

Given the fact that we are in the middle of a major congregational transition and have seemingly lived half of this church year buried in a mountain of snow, it feels great to be reaching the spring in such good congregational shape. As our search for a new settled minister now begins to ramp up, may we each be inspired to put our best congregational foot forward in the coming year and let our light shine brightly.

Respectfully submitted,

Charles Franich, Chair  
Tasha Bello  
Marianne Cummings  
Kiki Giatis, ex officio

Myrtle Flight  
Ruth Heiden  
Deb Larson Venable

## **Annual report (2014-2015) from the Personnel Committee**

Last summer, Personnel assisted the Reverend Parisa Parsa with yearend reviews and wrapping up personnel changes before she concluded her tenure at FPM at the end of July as well as providing support for the Director of Congregational Life with the drafting of the annual letters of agreement for staff. After the decision regarding the appointment of an interim minister, the reverend Hank Peirce, the committee assisted with the letter and played a in providing some orientation for Rev. Hank as the church year started in September. In the spring we worked with the Finance Committee on recommendations for the compensation budget for FY2016 and will assist with the normal yearend process for performance reviews and annual staff appointment letters.

Respectfully submitted,

Tracey Robinson, Chair

Nancy Devine, Matthew Najarian, Dottie Pitt, Judith Darrell Kemp, Dianne Fallon-Johnson

Personnel members for 2015-2016

Matthew Najarian

Dottie Pitt

Judith Darrell Kemp

## **RELIGIOUS EDUCATION COMMITTEE**

### **CLASSES**

We have 78 children enrolled in RE classes this year. From Spirit Play, Passages, and third-through sixth-grade Small Group Ministries to Neighboring Faiths, OWL, Coming of Age, and Youth Chat, it takes a village to facilitate our classes and provide the rich offerings so many of our children benefit from. We will be formally thanking all of our wonderful teachers on Children's Celebration Sunday, June 14.

### **CHILDREN'S CHURCH**

We continue to hold Children's Church the first Sunday of every month. Huge thanks to Leslie MacPherson Artinian, Jen Erbe Leggett, and Joel Hiller for taking this on and making it happen.

### **EVENTS**

The RE Committee hosted a Halloween/Dia de los Muertos party, a Holiday Craft Night, the Easter Egg Hunt, Seder dinner, and a Common Hearth evening with a parenting workshop for adults and yoga for kids.

### **NURSERY**

The nursery provides a safe place for our youngest parishioners and visitors. Brian Bauer has done an excellent job this year coordinating babysitters.

### **YOUTH GROUP/YAC**

The youth have been very active this year, offering their services in a variety of volunteer efforts, from Father Bill's and Community Servings to sending care packages to First Parish college students, hosting social hour, and recycling bottles and cans. They've also built a strong sense of community in their group with social events such as laser tag and sleepovers.

\*\*\*\*\*

The committee consisted of several fewer members this year than it has in the past; we will be adding two or three new members for next year so that we can continue to have a vibrant and energetic RE program.

We are all indebted to Miriam Saavedra, who so ably and cheerfully keeps the RE program running!

Respectfully submitted,  
Lisa White, Chair

## **SOCIAL ACTION COMMITTEE REPORT**

Social Action activities took place throughout the church year, but there were only two Social Action Committee meetings this past year.

After getting First Parish (FP) involved with the Jericho Rd. project a few years ago, Elise Henricks and Carolyn Newman have continued to recruit and refer FP volunteers and to conduct fundraising for this program.

During the past few months, FP has initiated contact with the Milton Food Pantry for the purpose of having FP members volunteer for the Sat. AM food stocking/distribution project. It is expected that this project will be helped by FP volunteers during the next church year.

One again, the church hosted the Handcrafting Justice fair just before the Christmas Holiday. This project benefits individuals from impoverished countries who provide homemade goods for sale to the community.

The FP Christmas Gift program, in operation for over 20 years, provided children's gifts to families in need in Milton, most of who are involved with the FP social worker.

FP cooked and served for six dates at Fr. Bill's Shelter in Quincy. Special thanks to the FP Youth Group for taking the lead for two of these dates. Over 1000 meals were served at Fr. Bill's.

Elise Henricks has taken the lead, once again, on organizing the First Parish community to participate in the Mother's Day Walk for Peace. This is the primary fundraiser for the Louis D. Brown Peace Institute. Families of First Parish both walk and make donations to the Walk. This year the fundraising goal was \$1500.

## **Transition Team**

Our special committee was formed at the behest of the Parish Committee to exist for the two-year period that our parish is led by Interim Ministry. Our committee's members are: Brian Kelly, Ian Torney, Patricia Ostrem, Gillian Najarian, and Jen Erbe Leggett, de facto Chair.

This committee has met monthly, and has quickly come together to support and serve through this special task. After review of UUA advice and history, we wrote the following as our 'mission' or guiding statement, to keep us on task and help clarify our role in the congregation:

### **Mission/Purpose/Charter/Role**

**To support both the congregation and the interim minister through the two-year transition to our next settled minister.**

#### **How will we do that?**

- **We will serve as advisors to the interim minister, helping him settle in and get to know the congregation, both as individuals and as a whole, and to be extra sets of eyes and ears for him as we go through our transition process together.**
- **We will serve as ambassadors to the congregation, helping them understand the process of transition as set by the UUA, as well as the specific First Parish plan for the two-year transition period as set by the Parish Committee.**
- **We will serve as ambassadors *for* the congregation, being a liaison to both the minister and the Parish Committee with parishioners' suggestions, thoughts, and concerns about the transition.**

To that end, we have accomplished the following so far:

- ❖ We hosted multiple successful 'Hang-outs with Hank' that were opportunities for the parishioners of the church to get to know Hank a little better.
- ❖ We have spent much time answering Hank's questions about parish needs and issues, and have helped him to get to know the congregation more expediently
- ❖ We have established ourselves in a bridge role between Hank and the Parish: listening to feedback about the transition and changes it brings, and supporting all while opening up direct lines of communication with Hank
- ❖ We were actively involved in the Ministerial Selection Committee election process managed by the Parish Committee

We have enjoyed our work and roles in this way, and look forward to continuing this work throughout the transition period.

Submitted respectfully by your Transition Team



## Annual Report of the Worship Committee: FY 15

The Worship Committee began its year with much that was new. Our group met in retreat in the summer as we have in the past, but on this July day, with a new Chair and without Parisa Parsa as minister of the congregation. We had lost one member (Kim Perez-Gern) and added a new one (Jim May) and with so much that was unknown, we set a goal at our retreat of getting to know each other better. In addition to planning for worship, we also engaged in activities which were both humorous and deeply engaging, believing that to know each other better would serve us well in the year to come. Unfortunately, our interim minister, Hank Peirce, was not able to join us at our retreat.

1. **Worship Services:** At our retreat, the overarching question we asked ourselves was “What does the congregation need from worship this year?” We decided that drawing upon what we had already established would offer stability and – hopefully -- comfort to members. We chose to work with our interim minister on monthly theme-based worship services, tie the themes into worship in Children’s Church, and to do at least four lay-lead services. We also agreed to continue to offer Communion monthly.
2. **Interim Period/Who Does What:** The first eight-months of the year became a time of adjustment. The Worship Committee quickly realized how much Parisa Parsa had done for First Parish, and attempted to anticipate gaps, with varying amounts of success. One of the most obvious stress-points was the incomplete roster of members volunteering to serve as weekly ushers and Coffee Hour hosts. At the most recent meeting, it was decided that in 2016, we would return to an earlier model for volunteering: Choose or Be Chosen.
3. **Ministerial Search Committee and Membership:** Two long-term members of the Committee – Joe Ayoub and Melinda Collins – have completed their terms and will rotate off the committee at the end of this year. Jennie Mulqueen, currently working on a M.Div. degree, has decided to take a leave of absence from the WC. Two other members, Jim Mays and Elise Hendricks, were chosen for the Search Committee to choose a settled minister for First Parish, which means their ability to participate on the WC will be limited. Three new members will need to be added to the committee going into next year. Several names have been suggested and will be approached.

I believe that the worship life of First Parish this past year has been rich and full. Though our constituency has changed, the services have been engaging both to the current members of the congregation and to the new faces that have appeared in the pews. We drew up a list of “must-do” services at our retreat, and over the course of the last several months have done them.

I would like to thank Joe and Melinda as they leave the group, for all the extraordinary work they did while on the committee, and I send my ongoing gratitude to Jennie, Jeff, Elise and Jim. I am grateful for the opportunity to lead the committee this year and I am excited about our work together in the coming year.

Respectfully submitted,  
Leslie C. MacPherson Artinian, Worship Committee Chair

## **YAC – Youth Adult Committee**

YAC has had a productive and exciting year! We have been able to complete numerous projects as well as have joined forces with many committees in order to accomplish many activities for the church community as well as the wider community. This year we have accomplished the following...

### **Serving the Church:**

- Annual Pancake Breakfast
- Hosted one of the Sunday RE workshops
- Hosted spaghetti dinner and game night with the Membership Committee
- Created care packages for college age youth with Caring Committee
- Hosted a First Parish Social Hour
- Church Haunted House
- Met with the Bridging Committee about youth experiences in the church
- Easter Egg Hunt with Religious Education
- Youth led Sunday service

### **Serving the Community:**

- Two dinners cooking and serving at Father Bill's
- Volunteered making meals at Community Servings

### **Social Activities/Fundraising:**

- Trip to Houghton' Pond
- Youth hike in the Blue Hills
- Ongoing Returnable Fundraiser
- Gift wrapping fundraiser
- Lazer Tag outing

### **Current Members:**

Debbie Alsebai, Dianna Wilson, Julie Baker, Sara Elizabeth Santa Cruz

### **Members for Next Year:**

Dianna Wilson, Sara Elizabeth Santa Cruz, still recruiting adult members!

## Nominating Committee Report

5/12/2015

<u>Committee</u>	<u>Name</u>	<u></u>	<u>Title</u>	<u>Term Ends</u>
Parish	Chris	Pitt	Chair	2016 (NEW)
	Chris	Clifford	Vice Chair	2016 (NEW)
	Carolyn	Newman	Clerk	2016 (NEW)
	David	Leggett	Treasurer	2016 (NEW)
	Ruth	Hannon	Member	2016
	Ruth	Heiden	Member	2018 (NEW)
	Walt	Hagenbuch	Member	2016
	Ann	Hallett	Member	2017
	Eric	Miller	Member	2016
	Allison	Zippay	Member	2018 (NEW)
Moderator	Open		Moderator	2016
Buildings & Grounds	Roger	Gray	Chair	2017
	JB	Clancy	Member	2016
	Chris	Clifford	Member	2016
	Beth	Gray-Nix	Member	2017
	Andy	Strang	Member	2017
	Richard	Venable	Member	2017
Caring	Amy	Norton	Chair	2017
	Christine Horgan	Dumais	Member	2016
	Vickie	Falcon-Vinke	Member	2017
	Leah	Gallivan	Member	2015
	Natalie	Monroe	Member	2016
	June	Scott	Member	2017
	Amanda	Tobey	Member	2017
	Mark	Whall	Member	2016
	Ellen	White	Member	2016
Finance	Glenn	Pavlicek	Chair	2017
	Harris	Collins	Member	2017
	Dave	Leggett	Member	2017
	David	Morse	Member	2017
	Hale	Smith	Member	2017

<u>Committee</u>	<u>Name</u>	<u></u>	<u>Title</u>	<u>Term Ends</u>
Hospitality	Jen	Pinkus	Co- Chair	2016
	Amy	Kavadlo	Co-Chair	2017
	Christa	Ayoub	Member	2016
	Marie Laure	Brown	Member	2016
	Pat	Neves	Member	2016
	Anita	Penta	Member	2016
	Claudia	Wellington	Member	2016
	Mark	Whall	Member	2016
	Allison	Zippay	Member	2016
Membership	Deb	Larson Venable	Co- Chair	2016 (NEW)
	Richard	Venable	Co-Chair	2016 (NEW)
	Tasha	Bello	Member	2017
	Julie	Blackburn	Member	2017 (NEW)
	Marianne	Cummings	Member	2016
	Susan	Mallon	Member	2017 (NEW)
	Tucker	Smith	Member	2017 (NEW)
	Open		Member	
Music	Patricia	Ostrem	Chair	2017
	Tim	Steele	Ex-officio	2017
	Brian	Kelley	Member	2016
	David	Morse	Member	2017
	Mark	Ostrem	Member	2017
	Miguel	Rodriguez	Member	2017
	Anne	Walters	Member	2017
	Claudia	Wellington	Member	2016
	Bebe	Williamson	Member	2017
	Personnel	Open		Chair
Judith		Darrell Kemp	Member	2016
Matthew		Najarian	Member	2016
Dottie		Pitt	Member	2016
Religious Exploration	Lisa	White	Chair	2017
	Eve	Davison	New	2017 (NEW)
	Donna	Drewes	Member	2016
	Bridget	Sitkoff	Member	2017
	Becky	Stiles	Member	2016

<u>Committee</u>	<u>Name</u>	<u></u>	<u>Title</u>	<u>Term Ends</u>
Social Action	Open		Chair	
	Katie	Collins	Member	2016
	Eve	Davison	Member	2016
	Nancy	Devine	Member	2016
	Pat	Gallivan	Member	2016
	Elizabeth	Menne	Member	2015
	Karl	Pastore	Member	2016
	Amanda	Tobey	Member	2015
	Donna	Torney	Member	2016
	Ian	Torney	Member	2016
Trustees	David	Morse	Chair	2016
	Melinda	Collins	Member	2016
	Roger	Gray	Member	2017
	Marsha	Maurer	Member	2017 (NEW)
Trustees (cont'd)	Scott	Mclsaac	Member	2017
	Hale	Smith	Member	2017 (NEW)
Worship	Leslie	MacPherson Artinian	Chair	2016
	Jeff	Stoodt	Member	2016
	Marsha	Mauer	Member	2017 (NEW)
	Susan	Batson	Member	2017 (NEW)
	Myrtle	Flight	Member	2017 (NEW)
	Open		Member	
	Open		Member	
Youth Adult (YAC)	Open		Co- Chair (A)	
	Shareen	Alesebai	Co- Chair (Y)	2015
	Open		Adult Member	2016
	Sara Elizabeth	Santa Cruz	Ex-Officio	2016
	Dianna	Wilson	Member	2015
	Caty	Casaz	Youth Member	2016
	Allegra	Denoooyer	Youth Member	2016
	Eva	Hiller	Youth Member	2016
	Grady	Stoodt	Youth Member	2016
	David	Casaz	Youth Member	2016
	Max	Harris	Youth Member	2016
	Ruby	Baker-Poveromo	Youth Member	2016

## Rites of Passage, New Members and Vital Statistics

### Funerals & Memorials

September 27, 2014	Frances Field
December 12, 2014	Robert Mittendorf
February 26, 2015	John Garland
March 21, 2015	Veronica Mulqueen

### New Members during FY2015

Laurie Bilyeu  
Franc Graham  
Mary Lalonde  
Miriam Saavedra  
Hale Smith  
Tucker Smith  
Donna Torney  
Ian Torney

Members officially joined in November 2014, March 2015 and April 2015.  
Membership Sunday was held on December 6, 2014.

### Population

(based on UUA certification 1/30/2015)

Members: 191  
Friends: 50  
Staff (who are not also members): 4  
Children enrolled in RE: 78  
Additional children participating in RE: 10  
Total congregational constituency: 333