

June 14, 2015

Annual Report

First Parish in Waltham, Universalist Unitarian, Inc.



Please bring this Report to the Annual Meeting

The First Parish in Waltham, Universalist-Unitarian, Inc.

WARRANT

The legal voters of The First Parish in Waltham, Universalist-Unitarian, Inc. are hereby notified that the Annual Meeting of the Corporation will be held in Whitcomb Hall on Sunday, June 14, 2015, at 12:00 noon to act on the following articles:

Article 1. To receive the reports of the Minister, Director of Lifespan Religious Education, President of the Board of Managers, Commissioners, Clerk, Treasurer, Assistant Treasurer, auxiliary organizations, and the Trustees of Permanent Funds.

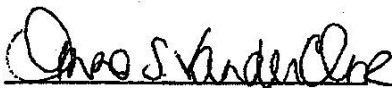

Article 2. To receive the report of the Nominating Committee, and to elect members to fill open positions.

Article 3. To request from the Trustees of Permanent Funds the sum declared at this meeting necessary to fund the 2014-2015 budget deficit, should one exist.

Article 4. To vote on the budget proposed by the Board of Managers for the year beginning June 1, 2015.

Article 5. To transact any other business which may legally come before the meeting.

By order of the Board of Managers **May 21, 2015.**

President

Clerk

Posted: May 21, 2015



Our Covenant

Love is the spirit of this church and service is its law. This is our great covenant, to dwell together in peace, to seek the truth in love, and to help one another.

Our Mission

The mission of First Parish in Waltham is to be a welcoming, compassionate, and inclusive community of all ages, seeking spiritual growth and fellowship through worship, free inquiry and service, while striving for a just, peaceful and sustainable world.

In our vision, First Parish will be a place:

- Which has many meaningful social, cultural, and educational programs for all ages, resulting in dynamic energy visible to ourselves and to the greater community.
- Which has increased its membership and broadened its diversity.
- Where children, youth, and adults are developing and nurturing their spirituality.
- Which has enhanced its stewardship of our physical plant in a manner consistent with our environmental principles.
- Which has greater financial support from its members and relies less on its endowment for operating expenses.
- Which has social action programs that connect us to our values, and to other churches and the world community.
- Which is a safe and supportive environment for all.

Adopted June 5, 2005

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STAFF REPORTS

President's Report

This year's Board of Managers has consisted of the following members:

Martha Creedon - Music & Worship Commissioner

Dan DeHainaut - Finance Commissioner

Elisse Ghitelman - Membership Integration Commissioner

Pam Penton - Religious Education Commissioner

Barry Stearns - Property Commissioner

Dimitry Zarkh - Community Outreach & Social Justice Commissioner

In addition, Peter Duane has served as Clerk, Leslie Gildersleeve as Assistant Treasurer, and Bill Simpson as Treasurer. The Board generally met the fourth Monday of each month. All meetings are open to members of the congregation.

The work of the Board this year has been guided by goals set last summer at a retreat held early in the church year. The underlying theme for this year has been sustainability. We need to grow our membership and increase our base of financial support in order for First Parish to be the vibrant and thriving congregation we envision for ourselves. The congregation took a leap of faith by approving a 2014-2015 budget that provided additional staff resources for growth. Without growth, we will be unable to sustain that level of spending, so the next year or two are critical. To that end, we need every member of the congregation to support and assist us in achieving the Board's goals.

A. Organize Lifespan Religious Education for Growth

1. Create a sustainable volunteer structure for life-long learning/ lifespan religious education
2. Director of Lifespan Religious Education (DLRE) to work with the Religious Education Committee to recruit teacher volunteers and provide training for volunteers on classroom management and education techniques
3. Create structured opportunities for small group interactions.

Progress made: With the support of Lynne Weygint, our new DLRE, an Adult Religious Education Committee was formed to support life-long learning. Several programs were conducted during the year: Book Group on Theme of the Month, Monthly Film on Theme of the Month, Soul Matters Group, a Climate Change program, ongoing Meditation Group, several Soul Collage sessions, and conversations after Sunday service. In addition, the Adult RE Committee conducted a survey of the congregation to determine interest in future programs.

B. Support a Sustained, More Connected Community

1. Create opportunities for social interaction and gatherings to maintain existing connections and welcome new people
2. Explore congregational support for summer worship

Progress made: Several Friday night game (and pizza) nights were held. Fifth Friday Shabbat dinners continued through the year in the homes of various members. A survey was conducted to determine support for and interest in summer worship, and a plan has been made for the summer of 2015.

C. Leverage Staff Resources

1. Explore capabilities, interest and time available of new staff to support volunteers
2. Evaluate professional development needs of staff and support them by allowing time and providing funding for training, if possible
3. Re-form the Personnel Committee

Progress made: Rev. Marc is working with staff to determine the extent to which they have time available to tackle additional responsibilities to support volunteers and to provide opportunities for their professional development. Emily Weidman has joined Martha Creedon and Donna VanderClock on the Personnel Committee, and regular meetings have resumed.

D. Marketing and Promotion

1. Support and develop the MAP committee:
2. Develop and coordinate church calendars
3. Improve scope and timeliness of church web site
4. Develop resources for community promotion of all church activities
5. Explore staffing configurations for ongoing promotional work

Progress made: The MAP Committee was unable to attract more active members this year, but there is now interest from 2-3 people to join the Committee going forward. Despite the lack of people, a new church website is in the process of development and a series of banners is in the process of being ordered, including one to hang between the columns over the main entrance. In addition, a new sign for the front of the building has been designed and will be constructed once necessary approvals are received from the City of Waltham. A laminated monthly calendar was created by Pam Penton and is visibly displayed on Sunday mornings in the vestibule for the benefit of members and friends attending the service. This is in addition to the electronic calendar provided on the website. Special thanks to Ron Adams for his work on this Committee. Thanks also to Martha Creedon for being First Parish's unofficial social media person, regularly tweeting and posting online about FP events.

E. Create, Strengthen and Sustain Community Partnerships

1. Serve as a venue for events with outside groups
2. Continue to host Waltham Connect
3. Make ourselves more visible at outside events by having church t-shirts
4. Jones Partnership Committee to work on creating stronger partnerships and connections between First Parish and grant recipients
5. Continue looking for ways to appeal to a wider segment of our community

Progress made: Many groups used First Parish to host their events through the year, including a concert by the Back Bay Bell Ringers in December organized by Barry Stearns. A successful Waltham Connect event on climate change was held in March. Nancy Lawrence and Rev. Janet Parsons led a discussion about diversity at Ferry Beach.

F. Leadership Development and Succession Planning

1. Plan for Board turnover of four positions at the end of the church year
2. Support use of committee structure to continue to promote system of succession for all leadership roles
3. Leadership Development and Training

Progress made: Early in the year, the Nominating Committee chair was invited to a Board meeting to discuss upcoming vacancies and how the Board plans to support the transition in leadership. The Board manual was updated, and we have all agreed to schedule meetings with our successors to assist in the transition. Elisse Ghitelman served as the Board's representative on the Nominating Committee. Committees continue to support the work of most Commissioners, and a volunteer fair was held in September to solicit new members. Several members attended a Safety Workshop and one attended the Small to Mid-Size Congregations Workshop, both offered by the New England District of the UUA.

G. Branding/Marketing the Property

1. Improve signage
2. Make interior spaces more welcoming
3. Improve exterior spaces

Progress made: As previously reported, banners and new signs are in the process of being created. The Harrington Room received a facelift with new paint and curtains, courtesy of Leslie Gildersleeve. The COG design landscaping plan is being implemented.

H. Financial Stewardship

1. Identify and pursue sources of new or increased funding
2. Continue to improve tracking and management of budgeted income and expenditures
3. Develop policies and procedures for various kinds of restricted donations
4. Open discussion of fossil fuel divestment

Progress made: Rent revenue is up with the rental of our parking lot during the week, the use of the building by B'nai Or of Boston, and other rentals. In addition, members of the Board are currently negotiating a new lease with the Waltham Day Care Center, which will result in a higher rental payment. Financial report formats are being streamlined, and three meetings were held to discuss the 2015-16 budget and its challenges. Finally, the Trustees had several meetings with members of the congregation about their plans to put some of the permanent funds under professional management, for the sake of the sustainability of the endowment and continuity of management.

In other business:

- A very successful fundraising auction and community showcase was held in October, raising more than \$8,000 to benefit the congregation. Many thanks to the Auction Committee – Sue Adams, Amy Eastwood, Sue Genser, Leslie Gildersleeve, Jim Ohm and Joel Weddig – for their many hours of hard work! And thanks also to those who donated and bid for auction items and services. Special thanks to those who open their homes to provide dinners and other similar items, creating social opportunities in addition to raising funds. Next year's auction is scheduled for Saturday, October 17. Please put that date on your calendar now!
- The sabbatical working group was re-formed to oversee planning for and monitor the second half of Rev. Marc's sabbatical, from April 1 to August 1, 2015. Thanks to Karen Klein, Joyce Wilbourn, and Muffy Young for their participation.
- The Board applied for and was awarded a Jones Partnership grant to improve the sound system in the sanctuary.
- The Ted Jones Scholarship was awarded to Rev. Janet Parsons for the two year period 2013-2015.
- The proposed wording on a new sign for the front of the building provoked a discussion on the longstanding controversy surrounding First Parish's legal name – Universalist-Unitarian – and our identity as a Unitarian-Universalist congregation. Some members are concerned about respecting the history of our origin, and others are concerned that we create confusion for those who might be interested in attending. After discussing feedback received by members of the congregation, the Board voted to approve the following wording on the sign: "Unitarian Universalist Congregation."
- The annual retreat was again held at Ferry Beach the last weekend in May. A group of nearly 50 people enjoyed a wonderful weekend together. Thanks to Joan Smith and Dan Taylor for their work planning for and organizing another very successful weekend.

First Parish continues to be enriched by being a teaching church. The recently ordained Rev. Janet Parsons is completing her time with us, and we have benefited greatly from her many gifts, especially during the second half of Rev. Marc's sabbatical. We wish Rev. Janet all the best as she assumes her new role in August as settled minister of the Gloucester Unitarian Universalist Church.

I am grateful for the dedication and hard work of our church staff: Rev. Marc Fredette, Lynne Weygint, Emily Soule, and Richard Farina.

Finally, I feel privileged to have served for four years as your Board President, working with my fellow Board members, who continue to inspire and impress me. They, along with so many other members of the First Parish community bring their vision, creativity, energy, and thoughtful perspectives to the life and work of this congregation.

Respectfully submitted, Donna VanderClock, President

Minister's Report

"Church is a place where you get to practice what it means to be human."

-- James Luther Adams

"I'm reminded of a back-seat conversation with my then six-year-old granddaughter, who had never, to my knowledge, been in a church. She suddenly asked, out of the blue, "Do you have a JOB?" "Yes," I said. "What is it," said she. "I'm a minister," said I. "What's THAT?" said she. Hmm. Three seconds to come up with a short answer, understandable to an unchurched six-year-old. "I help people figure out how to live good lives." "Oh," she said. End of conversation."

- Susan G. LaMar

Dear Members of First Parish in Waltham,

By the time you read this, I will be two-thirds of the way through my sabbatical. What follows are my thoughts about this church year, written as I began my sabbatical at the beginning of April.

I've spent time this year trying to make sense of what it is we do here, in language simple enough for a child to understand, and yet precise enough to satisfy my sense of call and make me glad about serving as your minister. Both quotes above seem to capture the right kind of idealism with which to begin this, my ninth annual report. I believe we measure up nicely with both ideas. Ours is a church where we get to practice all that it means to be human, and, at the same time, set time aside to make sense of what that means. Ours is a church which welcomes us as we are, we who are at times worried, at times tense, at times joyful, at times living with sadness. As for the second quote, I can only hope that you see my ministry reflected in this simple explanation, for everything that I do as your minister should mirror this sentiment.

If you're reading this, at the Annual Meeting on June 14th, perhaps I am with you to welcome our newly elected leaders, to thank those who are completing terms and stepping down, and hopefully to take a little time to celebrate the accomplishments of this past year. If not, it will feel odd to be elsewhere; but I leave knowing that the church is in good hands, and the congregation is healthy and thriving. Each of you is responsible for that. So please accept my congratulations on the very good work you are doing, and also my gratitude for allowing me the privilege of walking with you on this, our shared spiritual journey.

We've just completed our third church-year cycle in which monthly themes have provided a framework for meaning-making – one that all members of the church, adults and children, can use to help think about the big questions, alone or in conversation. One of the principal advantages to organizing our programming around themes is the possibility to delve more deeply into the subjects introduced each month, and to provide a common thread that can be woven through our worship, our Lifespan programming, and even through many of our committee meetings. Our themes this year have included Risk, Renewal, Grace, Wonder, Integrity, Faith, Resilience, Revelation, Tradition, and Revelry.

This year, theme-based ministry has been the inspiration behind several new programs. The small group called **Soul Matters** continues to meet monthly. I can't encourage you enough to consider joining one of the Soul Matters sections next fall. The format of this meeting provides a safe space in which participants get to discuss insights, personal stories, or inspirations drawn from each month's theme. Beginning in October, I've led a **monthly book group**. The book for each month has been chosen with that month's theme in mind. The monthly meeting provides a departure point for great conversations. And last but not least, the **Sunday Matinée**, which has met on the third Sunday of each month, has shown films selected with each month's theme in mind. Each of these programs offers different ways of being together.

I'm happy and proud to report that the congregation has fully reclaimed its role as a teaching church, which is a win-win situation for ministerial students in formation, for First Parish, and for the future of our denomination. Janet has been transformed by her experiences with us and we have been transformed by these experiences too. I owe a debt of gratitude to Janet for her willingness to step up and assume some of my more critical responsibilities during the sabbatical. This was completely beyond the call. We will miss you Janet!

Our Sunday “Share the Plate” program is now in its eighth year. Your generosity is inspiring! As of April 1 the Share the Plate program has collected and distributed over \$2,000 since last June. This year’s recipients included New Start (rehabilitation of re-entry residents), Neighbors Who Care, Waltham Boys and Girls Club, Healthy Waltham, One World Play Project, REACH Beyond Domestic Violence, Waltham Land Trust, and GWARC. Additionally, your generous contributions to the to the Minister’s Discretionary fund have made it possible to disburse over \$4,500 since this time last year. Someone once said that silent gratitude isn’t of much use to anyone, so let me send you this “shout out” of thanksgiving for the many generous ways you touch the lives of others in healing ways.

This year we welcomed with joy two new members: Maria Reuters and Ben Kreider, who both signed the Membership Book in late March. We have also had the pleasure of getting know some wonderful newcomers to First Parish. I’ve met quite a few folks who’ve just moved to the area, some who have lived in the area for a long time but who are just finding their way to us, and also a fair number of young adults, mostly from Brandeis University. If you think of yourself as a newcomer to First Parish, please know that we’re very glad that, out of all things you could be doing with your time, you’re choosing to spend some of it with us. Welcome to First Parish. I’d be happy to meet with you to answer any questions you might have about this fine church community when I return to church in August.

We also sent our prayers and condolences to the family of Dr. Nathaniel Brackett, a longtime pillar of First Parish, who died at his home in Bath, ME on January 4, 2015. Dr. Brackett was 91. He is survived by his five daughters: Deborah Carmel of Sandwich, MA., Elizabeth Brackett of Minneapolis, MN., Binney Brackett of Limerick, ME, our very own Margaret Bailey of Waltham, MA., and Rebecca Brackett of Waldoboro, ME; and eight grandchildren.

In August we welcomed Lynne Weygint who accepted the new 30 hour/week position as *Acting Director of Religious Education* (DLRE). Lynne brings with her years of experience as Director of Religious Education at First Parish in Lexington. Please see Lynne’s annual report for highlights of this year’s RE program. It was a pleasure to welcome Lynne to our staff team, which has been a source of collaboration and support since we first convened last September. With rare exception the staff team, including Office Manager, Emily Soule, DLRE, Lynne Weygint, Music Director, Todor Stoinov, Intern Minister, Janet Parsons (and me) have met each Monday morning throughout the church year. Convening weekly staff meetings has until now not been possible for a host of reasons. This year we were able to find a time when we were all available. The benefits of meeting with the staff each week has had helped us all serve the congregation more thoughtfully and more creatively. With the retirement of grounds keeper, Dennis Ratzlaff, last July, Richard Farina was hired to fill the position on September 1. Richard is competent, motivated, and very committed to the care of the church’s physical plant. We are lucky to have found him.

Janet Parsons is completing her second year as intern minister at First Parish, and was ordained on March 22, 2015 at the Unitarian Society in Winchester. We have been blessed with such a talented and enthusiastic intern minister. Janet has enriched our community life greatly, even as we have helped her prepare for ministry. I hope you take pride and satisfaction in reclaiming the congregation’s role as a “Teaching Church,” and in doing so helping to shape tomorrow’s Unitarian Universalist ministers.

As Janet takes her leave, Rebecca Sheble-Hall, candidate for UU ministry and Andover Newton graduate, is prepared to begin a part-time ministerial internship with us next fall. Becky is a longtime member of the UU Area Church in Sherborn, and is currently running the local street ministry program, “Chaplains on the Way.” I’m looking forward to another fantastic internship.

Next year brings us more challenges and opportunities. Our commitment to growth is beginning to bear fruit, so we mustn’t lose sight of the plan. We are also committed to reducing dependence on the endowment, and we have to find ways to honor both of these long term commitments. We must be in this for the long haul. Doing so will only be possible if we have faith in the future, and in our capacity to adapt and grow.

Every year you as members, friends, leaders, and the staff of this congregation teach me the most important lesson of this work: that ministry is much less something I provide for you, and much more something we create together in the shared space of pulpit, pew, and parish. So thank you, each and all, for everything. Thank you for the gifts you each bring and share with one another and with me. Thank you for making this sabbatical time possible, thanks to all of you for your support, encouragement, helpful feedback, and well wishes, but most of all for your commitment to First Parish. It is an honor to serve as your minister. I'm looking forward to seeing you in August!

Much love,



Rev. Marc S. Fredette

Report from the Director of Lifespan Religious Education

Children and Youth

This year our Sunday morning Religious Education (RE) program for children and youth included the following three classes: Rainbow Seekers (1-3 grades), Chalice Keepers (4-6th grades), and the UU Explorers (7-9th grades). The senior high youth group (9th-12th grades) did not meet this year, though continued with their monthly commitment to the Chesterbrook and Dana Court Learning Centers after school programs.

The religious education theme for the year, "What Do You Stand For?" was chosen last spring, as were supporting curricula. "What Do You Stand For?," published by Free Spirit Publishing, is a character building activity guide/curriculum that is in keeping with Unitarian Universalist (UU) 7 Principles and UU values. The Rainbow Seekers used the Unitarian Universalist Association's (UUA) Tapestry of Faith curriculum, "Moral Tales," for the fall, but teachers found the stories included in the curriculum not very engaging for this class. In preparation for the RE Show, the class used a picture book, "The Hero In You," for several class sessions and developed a skit for the show about Rachel Carson, who was one of the book's heroines. After the RE show in March, the class began using the curriculum "Stories About God." Many thanks to Candace Holman and Daria Gere for teaching the Rainbow Seekers this year.

The Chalice Keepers used the UUA's "Sing to the Power" curricula for most of the year, and like the Rainbow Seekers, developed a puppet show as part of the RE Show based on a session from the curriculum about bullying. Thank you to Rachel Learned, Deb Wild, and Scott Tougas for teaching the Chalice Keepers their "Sing to the Power" sessions this year.

Beginning in January, the Chalice Keepers took a 9 week hiatus from "Sing to the Power" to take the 4-6th grade section of Our Whole Lives (OWL), a lifespan human sexuality curriculum developed by the UUA and the UCC (United Church of Christ). Many thanks to Elisse Ghitelman and Dan Taylor, trained OWL facilitators, who led the class all snowy winter!

The UU Explorers used the curriculum described above, "What Do You Stand For?," for most of the year. For their spring term, the class had a social action focus that they chose and planned. They supported neighboring Mary's House, a temporary shelter for women and their children, by collecting donations of gently used and new children's clothing from the congregation. The class was taught by Pam Penton, Cheryl Learned, and Dimitry Zarkh – thank you to all!

In addition to their Sunday morning classes, the Explorers were instrumental in producing the 6th annual RE Show, performed on March 15, 2015. They designed the scenes, choreographed the dances, and wrote some of the musical numbers. It was a fantastic show, and was very well received by the congregation. Adult directors included Rachel Learned, Pam Penton, and Scott Tougas, but many more helped as needed – a true congregational effort!

As noted above, the Senior High Youth Group did not meet on Sunday evenings this year as they have in the past. Very early in the church year, both long-time advisors stepped down from their advising role, and interest in meeting among the youth was too low to support a youth group experience. The Religious Education Committee and I are hoping to collaborate with another local church, probably First Parish in Watertown for senior high youth group next year. A huge thank you to Jane True and Liz Penton for their many years of youth advising.

In addition to Sunday morning programming, the RE Committee (with the Membership Committee) hosted another Fall Fair in October, and several Family + Friend events for the congregation to enjoy over the course of the year.

The RE Committee also reviewed safety practices and hosted a meeting for families to discuss the church's role in taking care of children and youth after classes have ended on Sunday mornings. As a result, the Committee proposed that we create two play areas for children: one indoors on the stage, and another in a corner of the lower parking lot for fair weather days. Both areas will be developed over the summer.

Many thanks to RE Commissioner Pam Penton for her years of service to both the committee and to the overall health of the program. And thanks to committee members Rachel Learned, Daria Gere, Candace Holman and Deb Wild – great work, team!

Adults

In September I facilitated a group of parishioners interested in discussing adult religious education programming. The group generated a long list of programs they would like to attend or lead, and from that meeting an Adult Programs Task Force formed and met monthly for the rest of the church year. The task force created a survey for the congregation's input into future adult programs, and 30 parishioners responded. The task force is currently reviewing the survey results and planning next year's program. Thanks to task force members the Rev. Janet Parsons, Deb Wild, and Amy Eastwood for their continued commitment to adult programming. And thanks, too, to the many who led adult programs this year: Bee Fortin, Michael Levin, Emily Weidman, Deb Wild, Dimitry Zarkh, Liz Penton, and of course to ministers Marc Fredette, and Janet Parsons. Included under the adult programs umbrella is the social class for adults with special needs which met once a month under the guidance of three special education teachers. The participants enjoyed making crafts and socializing together. We will continue this class next year.

Summary

As my first year with you winds down, it has been an interesting one of observation and information gathering, planning and discussion. I have really enjoyed working with you. And there is more work to do! Though the program for children and youth is very small (9 families with 15 children and youth registered this year), there is room for creativity and support for thinking outside the box – something that is exciting for me both personally and professionally. Formalizing adult programming by creating the lifespan religious educator position shows a recognition of and commitment to lifelong learning that is exciting, too. I look forward to the work ahead with energy and enthusiasm.

Respectfully Submitted, Lynne Weygint, Director of Lifespan Religious Education

Intern Minister's Report

It is with a mixture of joy and sadness that I approach the end of my time here at First Parish as your intern minister: joy in the relationships we have created and the good memories I will take with me, and sadness that it has to end so soon!

My second and final year among you has been busy and happy. On a personal note, I had my high-stakes interview with the Ministerial Fellowship Committee of the UUA back in early December, and was honored to be granted preliminary fellowship among UU ministers. This enabled me to go into search, and I have so appreciated your support as I navigated the search process over the ensuing months. Your joy at my ordination, and the presence of so many of you at the ordination service, helped make the occasion a beautiful and meaningful one, and I will remember your participation always. I was called to the settled ministry at the Gloucester UU Church on May 17, and am grateful to you all for being along on the journey with me.

Here at First Parish, my priority for most of my year was preparing to step into Rev. Marc Fredette's very large shoes as he began the second half of his sabbatical on April 1. Marc and I planned carefully, and I am grateful for his hard work and care in organizing everything so well. The transition has been smooth, thanks to his efforts and to your trust and great competence in participating in First Parish's shared ministry.

Here are some of the highlights of this year:

Worship

I led worship here at First Parish on 10 occasions, and participated in almost all other worship services. We continued this year with our monthly themes structured around the Soul Matters curriculum, and the themes provided us with rich and varied opportunities to explore each topic. Having multiple weeks to explore theological topics such as resilience, integrity, grace, faith, wonder, revelation, risk, tradition, and coming up – revelry! – offer depth and a variety of voices to consider each topic from very different perspectives. Speaking as a worship leader, it has been challenging and engaging, and a wonderful opportunity for creativity. I hope you all have enjoyed it as well.

Lay leaders continued the fine First Parish tradition of offering a wide variety of worship topics, particularly around the holidays of earth-centered traditions. We celebrated Samhain, Winter Solstice, and Beltane. Music Sunday, despite needing to be postponed due to a blizzard, was a rousing success, as well as services where our youth and children offered their voices and talents. We also enjoyed a service led by participants at General Assembly, a service with a Buddhist theme, and a poetry service here during the annual Ferry Beach retreat. All these, in addition to excellent guest worship leaders, have helped create a worship tapestry of song, story, and intellectual and spiritual growth.

Pastoral Care

It has been a pleasure to work closely this year with our Pastoral Care Team of Deb Jose, Alice Taylor, and Bill Vanderclack. They have met monthly to ensure that the pastoral needs of the congregation are being met, and rise to every occasion with grace and compassion. Beyond our official Pastoral Care Team, the congregation as a whole does a wonderful job of caring for one another with meals, rides, and support. Much of this takes place without any formal organizing and I'm always grateful to hear about how well and generously you share your time with each other.

Adult Programs

With the support of our Director of Lifespan Religious Education Lynne Weygint, a new Adult Programs Steering Committee was formed and met monthly to plan events as well as to gauge the interests of the congregation and find ways of offering programs that would enrich the adults here at First Parish. Members conducted a survey of the congregation and dug through the archives to get a sense of programming in past years.

One of the big accomplishments for this year was that our stellar Waltham Connect program now has a real home within Adult Programs. It is wonderful to know that Waltham Connect will continue to offer one or two events a year that draw in the entire Waltham community. A Waltham Connect evening on climate change drew a large crowd, including the mayor and a number of city councilors. These people not only came to make an appearance, but stayed for the whole event and the conversations afterward, which was a tribute to the excellent content of the presentations.

Community Building

A priority of mine this year was to create opportunities to spend time in small groups getting to know one another better by discussing worship services, current events, and whatever else is in the hearts and minds of members and friends. I began to offer conversation groups after worship to further explore themes brought forward during the worship services. I named these conversations 'Reflections' and over time attendance grew. We experimented with holding Reflections in different locations, trying to balance the visibility and inclusivity of gathering during coffee hour in Whitcomb with the relative quiet and focus offered by meeting in the Harrington Room. I advocate continuing to use both locations to build interest and make it clear that all are welcome.

As the year went on and social justice issues became important to address, our Reflections sessions often centered around particular current events topics, such as the events taking place in Ferguson, Mo. and New York City, and the anniversary of the Voting Rights March in Selma, Alabama.

In addition to our Soul Matters group, we also conducted monthly book groups with a book chosen to fit the theme of the month, and Reverend Marc held movie screenings to fit the theme of the month as well. I have carried on with the book group since Rev. Marc's sabbatical began. All this has added up to a sense of the congregation spending time together in new ways, getting to know one another better and being able to have conversations about potentially difficult topics in a trusting and open setting. Certainly, I have gotten to know many of you much better, and have enjoyed and valued our time together as we confront difficult topics and share stories from our pasts.

Multicultural Engagement

The conversations about racism, relations with law enforcement, and the civil rights movement were also part of an ongoing effort to help First Parish to explore what it means to be a multicultural community. There is a strong wish here to be a more diverse congregation, but it is difficult to know how to achieve this. It's not enough to just open our doors and invite others in. We have to be prepared to engage with people different than ourselves. Nancy Lawrence and I began to explore this topic with you last spring at our Ferry Beach retreat. Since then, through our conversations in small groups, our group trip to see the movie 'Selma', our book group choice of the book *Waking Up White*, I have sought to offer opportunities to begin to be able to discuss challenging topics, and to get to know ourselves and each other better. This is work to create a foundation for you to move forward into taking more risks, and as Sister Simone Campbell of the Nuns on the Bus put it at last year's General Assembly, to be people who walk toward trouble – in other words, to be people who are willing to engage, to seek out others who are different, and to reach across barriers. In a similar vein, Deb Jose supported this work this year by offering a four-session Spanish conversation group, ending with a

marvelous dinner in a Mexican restaurant at which the participants ordered their food in Spanish. The waiters are probably still laughing, but we reached out and took chances, and took baby steps in being involved in our community in a different way. The conversation about understanding the depth of our privilege and working to cross boundaries will continue, in the short term at Ferry Beach again, and hopefully in the long term through your continued efforts.

Thank You!

It has been a real pleasure to work with our staff here at First Parish. Emily, Lynne, and Todor care deeply about their work and about the congregation, and week in and week out bring all they have to their work. We are also blessed to have an excellent sexton, Richard, who accomplishes a great deal during the wee hours of the morning. Rev. Marc served as an excellent supervisor throughout my time here at First Parish, offering insight and wisdom, and his own example of hard work and integrity. I will always be grateful to him!

It has been a great pleasure working with so many of you as lay leaders, and experiencing the level of care, hard work, and ingenuity you bring to your stewardship of First Parish. Many thanks to the Board of Managers for their hard work and their response to challenges, always with good humor and grace.

Finally, I would like to thank the most excellent Intern Lay Committee for their steadfast support of me during the past two years. They tend to work behind the scenes, offering advice, support, and great compassion for the intern minister as he or she transitions from student to minister. I trusted their advice and greatly enjoyed their company along the way. Many thanks to Dimitry Zarkh, who chaired the committee, Marianne Cutter, Bee Fortin, Dan Taylor, and Joyce Wilbourn for being there with me this year.

Respectfully submitted, The Reverend Janet Parsons, Intern Minister

Rites of Passage

I conducted no Rites of Passage for members of First Parish this year. I did conduct the following services for non-members:

Interment Service for Robert C. Duncan, Boothbay Harbor, Maine, July 23, 2014

Memorial Service for Frank Maccarone, at First Parish, October 4, 2014

Memorial Service for Betty Joyce Kimball, Joyce Funeral Home, April 2, 2015

The Wedding of Luke Allen and Elizabeth Eiler, at the Whittemore-Robbins House in Arlington, October 11, 2014

COMMISSIONER REPORTS

Finance Commission

The Finance Commission began the year with new people in key positions (Treasurer, Assistant Treasurer, and Commissioner) and the challenge of managing a budget that included investments in congregational growth that could not be maintained unless that growth materialized. Fortunately, the new leadership team's predecessors remained involved in the Finance Committee and smoothed the transition in many ways, while still giving the new team room to grow. Gratitude will be a recurring theme of this report, and the first thanks go to last year's outgoing Treasurer, Jim Griffith, Assistant Treasurer, Joel Weddig, and Commissioner, Jim Ohm.

Besides their wisdom and support, the previous year's leadership team bequeathed us a superb Finance Committee, and second but in no way lesser thanks go to its other members. In addition to Joel and the Jims there are Alice Taylor, David Wilbourn, and our accountant, Ellen Todd, and of course rounding the committee were two of the best teammates a rookie Finance Commissioner could have hoped for, our Assistant Treasurer Leslie Gildersleeve and Treasurer Bill Simpson.

Continuing the previous years' Finance goals of increasing the transparency and professionalism of the church's accounting system, we worked with our accountant to restructure the church's books. Such transitions are never easy or quick, and we're grateful to all the Commissioners for their patience, flexibility, and diligence in rolling with the changes and keeping their commission budgets on track.

At the beginning of 2015 the Trustees of the Permanent Funds put forth a proposal to commit a portion of the funds to professional management by an outside firm. The issue was discussed during several congregational focus groups that also gave the congregation the opportunity to discuss the broader issue of the long-term stewardship and use of the funds. We're grateful to the Trustees, Nancy Amstutz, Fred Ruland, and David Wilbourn, both for their dedicated and highly successful management of the funds and for their clear and forward thinking about Trustee succession. These are conversations that we expect will continue in the next church year.

The Commission continued to work to clarify our accounting procedures for multi-year projects. Here thanks are due especially to our Property Commissioner, Barry Stearns, for showing the way in taking the long view of building maintenance and grounds improvement. It's worth noting that it was a significant increase in rental income that contributed the most to reduce our projected FY '15 deficit, as you'll see when you examine our Treasurers' reports and budgets.

As we looked at other ways to reduce the FY '15 deficit and create an FY '16 budget that was closer to balancing, it was clear that Ways and Means, primarily in the guise of our annual Auction, was a crucial area of potential growth. Big thanks are due to this year's Auction Committee for producing a fun and lucrative event and for deciding that, despite the ever-present specter of volunteer burn-out, an even better event is possible in October 2015. So Finance Commission kudos to:

Sue Adams

Amy Eastwood

Sue Genser

Leslie Gildersleeve

Rachel Learned

Jim Ohm

Joel Weddig

Here's hoping that next year's Finance report has twice as many organizers to thank and that everyone in our church family can be proud of their contribution.

The other rich field for budgetary growth is, of course, our annual stewardship campaign. The Board of Manager's expectation was and is that our investments in the infrastructure for growth (a list headed by our new Director of Lifespan Religious Education position and maintenance and improvement of the building and grounds) will support an increase in membership, which will in turn yield increases in stewardship pledging. We also know that pledge increases lag behind membership growth, which in turn lags behind the up-front investments that prepare us for growth: That is the tricky path we are traveling this past year and next

The pledge news is better than it may appear at first glance. Churches lose pledging members, to geography, to life circumstance, and of course to mortality, and this year especially we were not exempt from those losses. A church needs to keep growing just to stay the same size. So it is good news that thanks to new members, new pledges, and generous increases in longstanding pledges, we expect this year's stewardship total to be close to last year's. And thanks to a generous matching pledge for new contributions, we may have one of the best pledge drives of the past five years.

Thanks, then, to our 2015 Stewardship Team:

Marc Fredette

Leslie Gildersleeve

Janet Parsons

Donna VanderClock

And thanks for special assistance from Sue Adams, Alice Taylor, and Joel Weddig.

If the presence of two ministers, settled and intern, on that first list surprises you in any way, then it's a good time to point out that Rev. Marc and (now) Rev. Janet have been enormously supportive to all the Finance Commission's activities. And if the thought of ministers talking about, ahem, money is strikes you as unseemly, then it's time to share a more personal observation.

I took on the job of Finance Commissioner a year ago with no particular love of or interest in finance. Happily, over the year I've learned that in the context of this church community the management of money—the discussion and setting of priorities, the discipline of honest accounting, the stewardship of previous generations' gifts, the exercise of generosity and sacrifice, and the preservation of resources for future generations—is a practice of our commitment to one another and to the world. My wish is for everyone in the congregation to be more mindful of that practice.

Finally, a word on next year's budget, the preparation of which is an enormous group effort that comes disproportionately from our Treasurer, Bill Simpson. The particulars are summed up skillfully in Bill's introduction to the budget. Let me emphasize that the coming year is the second in a two-year experiment in funding growth for First Parish. Our better-than-budgeted income in 2014-15, due mainly to increases in rentals and non-pledge gifts, will allow us to again fund some of the experiment by spending down our operating cash cushion.

But we've also had to ask the Trustees of the Permanent Funds for a disbursement that, in dollars if not in percentage of principal, would be one of the highest of the past six years. This is clearly a short-term solution that cannot be sustained in the medium, let alone the long, term. Making this investment in growth pay off will require the combined effort of all our members and friends. Still, I'm confident that we have the resources to do this together. Let's get to work!

Respectfully Submitted, Dan DeHainaut

Membership Integration Commission

The Membership Integration Commission is charged with a variety of responsibilities related to welcoming newcomers and creating opportunities to connect with each other.

This past year's committee includes Sue Adams, Marianne Cutter, Peter Duane, Sue Genser, Nancy Lawrence, David Sandison and Cynthia Salamanis. Our incoming commissioner, Sue Genser, has already enlisted a great group of folks to be on the Membership Committee for the coming year. If you have ideas about how we can be more effective at bringing new people to our church, welcoming visitors, or providing opportunities for members and guests to find greater connection, we invite you to attend a meeting of the Membership Committee and help us to grow and enrich the life of this congregation.

The Committee welcomes volunteers to work with us to organize activities, as well as the volunteer efforts that we organize to support the work of the congregation. Every member of this congregation does the work of this commission when they greet visitors, chat with a newcomer at Coffee Hour, or participate in programs.

The Committee and Commissioner have worked on the following this year:

Basic Hospitality and Greeting: The committee has continued to make sure that there is Coffee Hour every week, that people are greeted as they enter the service, and that there is a Welcome Table to greet newcomers, collect their contact information, and help them meet people in the congregation

Game Night: Dan Taylor hosted Game Nights almost every month this church year. He alternated between Friday nights, when he cooked his amazing pizzas, and Saturday nights, when we had make-your-own tacos. We played a wide variety of games and welcomed people of all ages.

Ferry Beach Retreat: The Membership Committee continues to be the commission charged with running the retreat which is now consistently held the weekend after Memorial Day. In 2014, the Committee also helped to organize programming for the retreat, while Joan Smith and Dan Taylor organized sign ups and acted as liaison with Ferry Beach. In 2015, Dan and Joan are taking care of all of the logistics for the retreat. This year, we will have the largest number of attendees that we have had at Ferry Beach. Having the retreat run for two full days, and including two nights stay at Ferry Beach has made this event more valuable for all who can attend. There is money available every year to subsidize the cost of attending for anyone who needs help, by talking with the minister.

Community Meals: The Membership Committee hosted a number of different lunches for the Religious Education parties and fairs in order to allow the Religious Education committee to put their energy into organizing activities for these events. Rev. Marc Fredette, and director of Lifespan RE, Lynne Weygint, hosted a Young Newcomers' Breakfast at the prompting of the committee. The Membership Committee hosted only one potluck dinner this year, after the decorating for the Winter Holidays, and a number of other groups hosted several dinners. These included the Canvass Dinner, fundraisers for Acacia in Kenya and the Community Day Center of Waltham and the Fifth Friday Shabbat Dinners that were hosted at members' homes.

New UU Class: Due to limited sign up, the Committee did not run the new UU class this year again.

Respectfully submitted, Elisse Ghitelman, Commissioner

Music and Worship Commission

MUSIC

Irene Kallow Fund: This year marked the second year that First Parish used funds from the Irene Kallow Fund. See the Music Committee's annual report for details.

Staff: Many thanks to our Music Director, Todor Stoinov, who directs our Choir and who provides and arranges for music for our worship services. Our worship services were enhanced this year with a dozen guest musicians and musical groups as well as the First Parish Choir and other musicians of all ages from First Parish. Guest musicians performed on Baroque flute, mandolin, guitar, bass, cello, harmonica, piano, sax, violin, and drum.

Choir: The choir performs each month under the direction of Music Director Todor Stoinov. Rehearsals are held every week that the choir is not performing in the service. The choir performed a variety of musical pieces at eight Sunday worship services this year. This year's budget supported a continuation of choir workshops with Jane Ring Frank.

Music Sunday: The relentless snow this winter caused postponement of Music Sunday from February to March, but it was worth the wait! Music Sunday explored the theme of "faith."

First Parish members and youth: In addition to the choir, other First Parish members and youth shared their gifts of instrument maintenance, composition, song, and guitar at several worship services. Musical selections included pieces written by members Bill Weber and Bee Fortin.

Music Committee: Please see the Music Committee's annual report for this year's highlights. The committee has room for 2-3 new members in the coming church year.

WORSHIP

Worship services: Theme-based ministry is now well-established in worship and other areas of congregational life. This year's monthly topics were:

September - Risk
October - Renewal
November - Grace

December - Wonder
January - Integrity
February - Faith

March - Resilience
April - Revelation
May - Tradition
June - Revelry

We had more guest worship leaders this year due to Rev. Marc's sabbatical and the happy news that our intern minister was "candidating" in Gloucester. Several people stepped in to serve as Worship Associates, acting as liaisons between the guests and Office Manager Emily Soule while putting their plans together, and assisting as needed during worship.

Member-led worship: I'm grateful to the many people who offered their time and talents to create Sunday and other special worship services to the congregation. Dawn Marie Costorf provided invaluable advice to me throughout the year, led three services, and was available as well to the other volunteer worship leaders named below.

- Sunday, October 26 (Samhain) (Dawn Marie) - Memorial to honor and remember the dead - writing names on Tombstones - very well received
- Saturday, December 20 (Winter Solstice)(Dawn Marie) - Smaller circle than last year, but well received
- Sunday, January 18 (Dimitry Zarkh) - General Assembly overview - inspiring!
- Sunday, February 22 (Pam Penton/Lynne Weygint) - RE Service - well received
- Sunday, March 22 (Emily Weidman/Michael Levin/Elisse Ghitelman) - Buddhist service - very nice, accessible insight into Buddhist practice
- Sunday, May 3 (Dawn Marie) - Beltane Intergen Service - Maypole Dancing returns to the Triangle - well received on a day with perfect weather
- Sunday, May 31 (Karen Klein) Ferry Beach weekend -Poetry service in the Chapel (hasn't happened yet at the writing of this report, but Karen always puts together really thoughtful services)

Summer Worship Survey: I worked with Rev. Marc, Janet Parsons, and Dawn Marie Costorf to create and distribute a survey to assess the level of interest and commitment from the congregation regarding summer worship. We received a lot of great feedback that at the time of this writing is being incorporated into plans for the summer of 2015.

Sanctuary

Thank you to the Tougas family for their support of Sunday sanctuary setup (a.k.a. “churchmouse”) duties on most 3rd Sundays of the month. I received some support from others, but more help will be needed in 2015-16.

Flowers

Thank you to Joyce Wilbourn for encouraging me to re-establish the Flower Committee this year. Grace Curtis (Sep-Oct), Joan Bone (Nov-Dec), Joyce Wilbourn (Jan-Feb), Karen Klein (Mar-Apr), and Evelyn LeBlanc (May-Jun) each took responsibility for identifying donors for two months. This made a huge difference to me and I am very grateful. I hope this is something that can be continued into the future.

Thanks as well to everyone in the congregation who donated arrangements for Sunday services. Finally, thanks to everyone – especially Leslie Gildersleeve - for coming together to decorate the sanctuary for the Christmas season. Timing was slightly more challenging this year due to the bell ringer concert, but our church really looked beautiful throughout the holiday season.

Sound

Thanks are due once again to the Dan DeHainaut for continuing to maintain and manage the sanctuary sound system throughout the entire church year. He was assisted this year by Scott Tougas and Bill Simpson.

IN CLOSING

I'm completing my final term as Music and Worship Commissioner, and want to say that it's been an honor to serve on the Board of Managers. Together with my dedicated and thoughtful colleagues on the board, I've been privileged to work under the leadership of President Donna VanderClock. Rev. Marc, interns Sarah and Janet, and former M&W Commissioner Roberta Trudeau provided invaluable guidance to me as well. I've enjoyed this time together – a lot of fun is included in our accomplishments! I pledge to work closely with the incoming Commissioner as needed to support the transition.

An incredible amount of dedication goes into making First Parish such a wonderful place. It's my opinion that every single one of us in the congregation has a role to fill, and the exact nature of our roles will change over time. What you do will change and so will how you do it. You'll connect with people and learn new things, develop new skills, find new voices inside and outside of yourself. The amount of time and financial resources you can spend will ebb and flow depending on many life and congregational circumstances. To me, church is not a spectator sport and it's not a social club, but a place of spiritual discovery and life practice. The important thing is to stay involved, to make it a priority to contribute what and when you can, and above all, to appreciate what each of us brings, because taken together, that makes a great community with tremendous potential for making a difference in our world.

Respectfully Submitted, Martha Creedon

Property Commission

Property issues continue to take up a large portion of our annual budget. To underscore, at least in part, why it's crucial to provide upkeep to our systems in a timely manner rather than ignore maintenance, put off needed repairs, or try and get by using a band-aid approach, just 3 projects (the Sanctuary entrance landing, Phase II of the alarm system, and a deferred payment for the upper parking lot repairs) will wipe my entire Capital Expense budget line out and probably make a significant dent in my R&M line item too. Nonetheless, there was a fairly significant number of projects that did get completed this year. Here is a recap of tasks that were completed over the past 11 months:

- Administrator/DLRE office renovated
- New lighting in Undercroft (thanks Dan DeHainaut)

- Outer west side of Sanctuary scraped and painted
- Re-glazing of hall windows—the parlor windows are next
- Sections of outer wrought iron fence scraped, primed, and spray painted (thanks Ron Adams)
- New threshold for office entrance door
- Phase one of new alarm system completed (new fire control box installed)
- Broken water supply line in upstairs ladies room repaired
- Water damage in ceilings of Chapel and Room 6 repaired
- COGDesign landscape fundraising successful enough to begin landscaping work
- Lots of landscaping, much done by the Garden Committee (primarily Leslie and Amy)—digging out and moving shrubs, digging out plants and replanting, amending soil, weeding, adding new shrubs, etc.
- RE room 8 insulated and paneled, work continues on Room 9
- New blinds for office hallway (tremendous help with summer heat build-up)
- New renters secured
- New signs for Chapel, Day Care, and upper and lower parking lots (thanks in part to MAP and Ron)
- New LED lights where appropriate
- New Sanctuary wi-fi thermostat (thanks Dan D. and Bill V.)
- New (used) snow-blower bought and utilized extensively this past winter (with a grateful contribution from the Clothing Exchange)
- Several doors re-aligned and sanded so as to close properly
- New batteries installed in emergency lights
- New indirect hot water heater installed
- New curtains, new paint job, new cabinet/door knobs, and new outlets in Harrington Room (thanks in part to Leslie and Dan DeHainaut)
- Parts of hall wall and trim painted
- Burst radiator pipe in Choir Room repaired—water damage still to be addressed
- Shoveled 7 feet of snow off church roofs
- Water well in upper parking lot rebuilt, larger holes and depressions filled in
- New coaxial cable installed (thanks Dan) by mailboxes for new faster internet
- New wiring in place (thanks again Dan) for better wi-fi reception throughout church and Day Care

The Property Team is always open to anyone who would like to help out with property related tasks that emerge. No meetings to attend, just a willingness to pitch in on your time frame. I welcome and appreciate everyone who has volunteered in the past year(s), either on the sanctioned Property Stewardship Days or finding time within your personal schedule when I ask for help.

Respectfully submitted, Barry Stearns, Property Commissioner

Religious Education Commission

The Religious Education Committee this year was led by our new DLRE, Lynne Weygint and consisted of Pam Penton (commissioner), Daria Gere, Rachel Learned, and Candace Holman. The Committee meets monthly at the church. This year our meetings were the second Tuesday of the month. We welcome input from all who are concerned about Religious Education at First Parish and invite anyone who is interested to come to a meeting and see what we do and how they might get involved in our programs.

In my final year as commissioner we seem to have solved our recent space challenges with our current class structure. Although we have redesigned our library into a classroom, we have not been able to attract young families and have waited to staff the class. The Adult Social Class for Special Needs Teens and Adults, is still a

small group, but have their own room, sharing with the Clothing Exchange. The Jr. Youth group/UU Explorers continue to be a strong active force. This year with the retirement of the long-time Sr. Youth Group Leaders, Liz Penton and Jane True, the two groups attempted to combine their activities. The UU Explorers have taken an active role participating in services at First Parish and helping design a member-led service in February. They continue to provide lunch for each Stewardship Day and help serve dessert at the Stewardship Dinner. They worked actively with the Social Action Committee and Acacia in Kenya on their annual fundraiser, and they increased communication with the girls. They are also completing a clothing collection to support the residents of Mary's House next door to the church. The Youth Group has secured another Jones Partnership grant this coming year and plan to work with other youth at the Chesterbrook and Dana Court Housing Development.

Our goals this year were to maintain our current full schedule of activities, and attract more participation from the congregation as classroom volunteers and support at our parties and fairs. Despite our small volunteer base, we have been able to present another Musical Presentation "What Do You Stand for?", Friends and Family events, three successful parties, and a Fall Seasonal Fair. We will continue to try to increase participation in our committee over the next year.

It has been a growing year with our new Director of Lifespan Education, Lynne Weygint. Our Adult Education offerings are flourishing with her leadership. The Youth and Children's programs are continuing to struggle with attendance. We have not attracted any new families this year and have not successfully worked on a good marketing plan yet. The committee is still trying to attract more volunteers to lead our classes and have more intergenerational experiences. The Committee is already working on their plans for next year and will return to the study of Judaism and Christianity. The Youth Group will attempt to separate into a Jr. and Sr. group with new leadership. Most of our Sr. Youth will participate in the OWL program next year which will be a combined group with Watertown.

We thank the whole congregation for the many ways in which they have helped support this ministry of our church and look forward to another exciting year.

Respectfully submitted, Pam Penton

Social Action and Outreach Commission

The Social Action and Outreach Team had an active and successful year. We built upon the partnerships we have in the Waltham community, making First Parish a major part of social justice work in our city. We continued to strengthen our partnerships with both WATCH CDC and Waltham Community Day Center. We are developing new partnerships with Boys and Girls Club and the Waltham Partnership for Youth. We are supporting Acacia in Kenya in multiple ways, including a large number of FPW members who are going to Kenya this year.

The highlights of the year for Social Action and Outreach Team include:

1. Giving Tree collected a large amount of needed goods for the homeless population at the Bristol Lodge as well as several other community organizations, thanks to tireless work by Sue Genser and the generosity of our members.
2. A lay-led service dedicated to our participation in the UU General Assembly was warmly received by the congregation and has led to our ongoing work to expand WATCH ESL classes in cooperation with other area congregations. This is a challenging effort that we are taking into the next year.

3. Waltham Connect held a terrific event this spring dedicated to climate change and local activism. This well-attended community event brought FPW members into partnership with several local climate action and sustainability leaders and has led to ongoing discussions on this important subject.
4. FPW members Michael Levin and Bee Fortin organized a workshop on climate action, centered on the teachings of Joanna Macy, which was well attended by both FPW members and community members. This workshop was instrumental in fostering strong interest in climate change action this year at FPW.
5. We now have a strong partnership with Community Day Center in Waltham. We helped the Center raise significant amounts of money in two fundraisers, allowing them to offer additional services at the new Fulton Street location. The Ted Jones ongoing partnership grant has helped solidify the connection between our organizations, as members of FPW, such as Roberta Trudeau, volunteer at the Center. Our lunch service at the new location opening was noteworthy both for its excellent and tasty food as well as the numbers of guests and VIPs we served.
6. A Social Service Project for First Parish Junior Youth was led by Pam Penton and Dimitry Zarkh and focused on helping the children at the nearby Mary's House – a shelter for victims of domestic abuse. First Parish youth have chosen to raise money for needed items by serving lunch to FPW members. In addition, a children's clothing drive is ongoing as well. Finally, the youth are collaborating on a short film about Waltham to be taken to Kenya this summer by FPW members.
7. Our strong partnership with WATCH CDC continued this year with a great Waltham Immigrant Experience event. In recent years, this has become a large annual event that has seen Whitcomb Hall filled to the brim with every kind of world food being offered. The panel discussion this year was better than ever, with real life stories of immigrant life in Waltham, including successes as well as challenges.
8. Our ongoing collaboration with the Ted Jones Partnership Fund grants resulted in a slate of grants this year that align well with the social outreach work at FPW. Hard work by the grant committee and ongoing outreach by FPW members, has made this program a true success story in Waltham.

The First Parish Social Action and Outreach Team is looking forward to the new church year and more involvement from the congregation in setting the core issues and working on them. Partnerships with Ted Jones Grant Program, Waltham Connect, Waltham Day Care Center and WATCH Community Development Corporation are sure to make this an exciting year!

Respectfully submitted, Dimitry Zarkh

COMMITTEE CHAIR REPORTS

Archives Committee

In spite of record snow falls in the winter of 2015 we managed to meet almost every Thursday to continue our work on documenting, organizing and storing artifacts relating to the history of First Parish.

We received donations from several current and former members and friends of the church:

- From Mary Arnold, two copies of a Service of Worship conducted by the Unity Club on Feb. 9, 1930, and a 250th Anniversary Program.
- From Reverend John Cummins, Universalist - his installation announcement card on May 23, 1954 and a dedication Announcement card for New Chapel and Education Facility on June 2, 1963.
- From Fred Robinson, several documents regarding the Chapel.
- From Joanne and Jane True, papers relating to the Abbott Children's Library
- From Sue Adams, a box of items gathered during her tenure as Chair of several Commissions and President.

Rev. Marc also donated a cart on which to store the refurbished office desktop computer. Bill VanderClock prepared that machine and is currently working on a laptop generously provided by Muffy Young and Dan DeHainaut. We are very grateful for the donation of a laptop by Kyle Schuler as well.

We have provided research assistance at the request of several parishioners, such as information on :

- Adult RE activities from the 1990's
- A brief description of the Choristers
- Biographical information on Stephen Kilgore

Jan has done extensive research on the Hill Homestead and formal activities surrounding the death of President Abraham Lincoln. Keep an eye out for potential displays in the sanctuary on these or other topics.

Among other things, Lois is working on identifying people in photographs, labeling them as she progresses.

Amy continues to organize the audio recordings of services and a log of our activities.

We encourage members and friends who are sorting through their homes and treasures to pass along any and all items related to First Parish.

Respectfully Submitted, Amy Eastwood, Jan Bernsee, and Lois Peterson

Committee on Ministry

The Committee on Ministry was established to pay attention to the various ministries of the church, with a view to noticing when things are going well, and, if disharmony crops up, to work with all parties to mitigate difficulties. The Committee, which is appointed by the Board of Managers with advice from the minister, has three members this year. Sue Adams is in the second of a three year appointment, and Lois Peterson and Mary Benard are in their first years. The Committee meets monthly with the minister, generally the first Monday of the month. It also has a relationship with the Pastoral Care team and the Board, and plans for the coming year include greater visibility through outreach to the larger congregation.

The Committee this year has also met with our Intern Minister throughout this iteration of the Senior Minister's sabbatical. We have undertaken a five year review of the "Guidelines Concerning Behavior and Conflict in the Church", a policy statement adopted by the Board in 2010 in consultation with a larger group of interested parties. We expect to make several revisions, and release the updated policy in the next church year.

Respectfully Submitted, Sue Adams, Chair

Garden Committee

See Property Commissioner Report

Intern Committee

The Intern Minister Support Committee of First Parish is tasked with working with the intern/student minister to help him or her develop into a successful UU minister and get the most out of their internship.

Using above criteria, our committee has had a very successful year. We have met with Janet Parsons regularly throughout the year, advising her on accomplishing her demanding learning plan and giving her feedback on a variety of jobs and tasks she has undertaken at First Parish. We have gotten to know Janet well, while at the same time, she has become an indispensable part of the life of our congregation.

Janet has negotiated her second year of internship with a string of successful accomplishments. She graduated from her seminary school last year with excellent grades. The second year is in many ways more challenging, as it includes the very demanding ordination process as well as the trying candidating effort, as new ministers apply to lead their chosen congregations.

Janet was well-prepared for her appearance in front of the UU ministerial fellowship committee. She had practiced her sermon in front of the intern support committee to gain valuable feedback and get experience preaching in front of a small group. She worked hard to prepare her supporting educational paperwork. We note with great pleasure that she has received the highest grade possible from this demanding group, clearing the way for her ordination.

The Ordination of Reverend Parsons was conducted at her home church of Winchester, which was well attended by members of FPW, including the intern support committee, who delivered a summary of her accomplishments during her internship. This was a truly inspiring event, with several noted local ministers, including our own Reverend Marc delivering accolades and charges to the new minister. The Intern committee is proud to have participated in this great event.

Finally, Reverend Parsons successfully candidated at the Universalist Unitarian Church of Gloucester, which culminated with an overwhelmingly positive vote by that historic congregation. Reverend Parsons wanted to lead an urban ministry and the congregation that called her is a perfect match for her talents and professional goals.

The Intern Minister Support Committee provided the needed basis of support and feedback that has helped Janet Parsons, who came to our church two years ago as a bright and hard-working student, become Reverend Parsons, who is leaving us to lead a congregation of her own. As part of the work of the committee, several more people have become knowledgeable and experienced about the minister support work. This allows our new incoming intern minister a larger number of experienced congregants to choose her support committee from.

Overall, this fourth year of the new minister support committee, has been the most successful as we built a track record of helping two student ministers through a difficult and challenging process. The benefits to the congregation are clear for all to see - participation in formation of a new generation of UU ministers, gaining a wonderful friend in the process and enjoying a different, developing voice at the pulpit. The future intern support committee is looking forward to working with our new intern minister, Rebecca "Becky" Sheble-Hall. We are grateful to Reverend Marc for moving the congregation to a teaching status several years ago and working hard to choose excellent student ministers for our congregation. We are all enriched from the experience.

Respectfully submitted, Dimitry Zarkh

Jones Partnership Committee

The Jones Partnership Committee of the First Parish Waltham continues to fulfill its role. It dispenses the funds to various organizations, primarily not-for-profits, that apply for grant money and use the money in projects and ways that coincide with the First Parish's values and mission.

This year 2015 the JPC received 20 grant applications and distributed checks to 18 organizations. Attached is a list of recipients and the amounts they received. The total amount funded was \$23,182.00.

During this 2015 year, the JPC chair, Terry Grobe, moved to Berkeley, CA, which left the committee without leadership. Amy Eastwood agreed to chair the committee in Terry Grobe's absence.

Amy, as the new chair of the JPC, continues to refine the organizational structure and plans to establish routines with the Board and Finance Committee. As a newer committee of the Parish, the JPC has annually strengthened its role and systems to work with both the community and the Parish.

Currently the JPC is casting a "wide net" in terms of outreach for grant applications in Waltham. The purpose is to have a significant presence in the City. The JPC would like Waltham to know The First Parish, its values and mission. In the future, there may be a time to narrow the scope of organizations supported, but only after the Parish's presence in the community is more firmly established.

Two challenges face the Jones Partnership Committee. One is to ensure that the partnership aspect of the grant recipients with the First Parish is realized. This means that Parish sponsors work closely with the JPC to implement this process. The partnership aspect has improved from the earlier years, but is still needs to grow. A second challenge is to work with sponsors to request a summary of how the grant money was used. The JPC believes that the grant money is used for its intended purpose; however, organizations and sponsors need to formally report back. The Jones Partnership Committee is moving forward on both challenges.

We want to extend a special thank you to our First Parish Sponsors. We also welcome ideas and suggestions from our congregation about their favorite organizations and activities.

Respectfully submitted by Nancy Lawrence, Amy Eastwood, and Bill VanderClock.

Marketing and Promotion Committee

In 2014 MAP began a complete revision of the church's website adding new material and revising its appearance to reflect more contemporary expectations. We continued that work throughout the current church year.

In conjunction with the landscaping project we initiated last year with the Property Commission, we developed plans for a new ground sign to replace current signage on the School Street frontage. Once we have City approval, we'll be able to construct that sign to join the banners we have also created as promotional elements for use on our banner display site near the intersection of School and Church Streets. These new banners will coordinate with direct mail advertising we have begun developing for use in the next church year.

The committee is part of the Membership Commission. Members are Elisse Ghitelman, Ron Adams, and Jim Griffeth with part-of-the-year help from Pam Penton and Charnan Bray.

Respectfully Submitted by Ron Adams

Membership Committee

See Membership Commissioner's Report

Music Committee

The Music Committee formed in 2010 to support the music program at First Parish.

This year was the committee's second year to use the Irene Kallow bequest for its intended purpose of supporting and enhancing the music program. Half of the interest from those funds is being saved for musical instrument maintenance, and half toward programming or materials at the recommendation of the committee. The committee used its discretionary funding this year to offer a singing event to the community free of charge. Facilitated by song leader Joanne Hammil and timed to top off Waltham's REACH Beyond Domestic Violence "Say Hi to Your Neighbors Week," the event was a great success. We are already thinking about Community Sings for next year, and hope to once again be a part of REACH's Small Actions campaign to end domestic violence.

As in previous years, the committee monitored comments in the Music Suggestions box and coordinated two workshops for the First Parish Choir. Workshops were facilitated by professional musician Jane Ring Frank.

As FY15 ends, the Music Committee has four members: returning members Carla Hillyard and Ron Adams, and new members Katie Gullotti (chair) and Muffy Young. This is one member less than the planned five-person committee. Two additional spots will open in the fall as Carla and Ron end their two-year terms. Many meetings also include valuable guidance from the Music and Worship Commissioner and Rev. Marc. Please talk to any member of the committee if you're interested in joining this thoughtful, musically diverse team! The committee meets monthly at First Parish from 7pm to 8pm.

Respectfully submitted by Katie Gullotti, Chair

Nominating Committee

The First Parish Nominating Committee met with several commissions this past year, Religious Education, Membership, Property, Music & Worship, and Finance, to gather information on the roles each commission performs and to develop candidates for various offices and positions needed to be filled. We will continue this next year as well.

We began work on an all-church survey to gather information about our members' abilities and their interest in serving on a commission and plan to finish that work and distribute the survey some time next Fall/Winter.

Nominating Committee also reiterates that every member of the church is needed to serve on some commission/committee and/or should be active in volunteer work.

Respectfully submitted, Jane True, Chairperson

Alan Bone

Amy Eastwood

Elisse Ghitelman – Board of Managers Representative

Bob Goggin

Karen Klein

Bill VanderClock

Pastoral Care Team

We met monthly and opened our meetings with a reading or with a reflection on pastoral care. During meetings, we discussed how best to support those members needing professional or lay ministerial care. One or more of us visited and/or spoke by phone with several members of our congregation who cannot attend church or who are going through difficult times. We participated in a Safer Congregations workshop with follow up work with other members of our congregation. We spent part of several meetings considering preparation/coverage for Rev. Marc's sabbatical. During Rev Marc's sabbatical, we continue to monitor the FPW pastoral care phone line daily, with follow up to all matters brought to our attention.

Respectfully submitted, Pastoral Care Team

Deb José, Alice Taylor, Bill VanderClock, Rev. Marc Fredette, and Rev. Janet Parsons

Personnel Committee

The Personnel Committee increased its membership with the welcome mid-year addition of Emily Weidman, who has a background in human resources. Our work in support of our committee charge included the following:

1. **Staff performance appraisals:** We monitored the performance review schedule, checking in with Rev. Marc to ensure that reviews were taking place.
2. **Develop salary recommendations:** As in the past, our compensation recommendations were developed using the UUA's guidelines for a small church (< 150 members) in Geographical Index 5. We also took into consideration the approximately 1% increase in the CPI-U for Boston for the period March 2014-March 2015, reviewed changes in staff responsibilities, and as in the past couple of years, continue to address internal inequities. We reviewed our recommendations with the Committee on Ministry and the Finance Committee prior to presenting them to the Board of Managers in April.
3. **Maintain and revise as needed job descriptions** for all non-ministerial staff.
4. **Review personnel policies and procedures** in the areas of salary, fringe benefits and terms of employment and revise as necessary; present recommendations to the Finance Committee and Board of Managers. We completed a comprehensive review of the Personnel Manual and found no necessary updates.
5. **Provide one or more Personnel Committee members for any "Search Committee"** created to hire staff. Assist in interviewing and making recommendations to the Board of Managers. We assisted in the search for and hire of a new religious education professional, the Lifespan Director of Religious Education (LDRE).
6. In addition, this year we drafted letters of agreement for part-time child care staff providing services on Sunday mornings.

Respectfully submitted, Martha Creedon, Donna VanderClock, and Emily Weidman

Property Committee

See Property Commissioner's Report

Religious Education Committee

See Religious Education Commissioner's Report

Social Action and Outreach Committee

See *Social Action and Outreach Commissioner's Report*

AUXILIARY ORGANIZATIONS

Acacia in Kenya

Acacia in Kenya partners with community leaders in Mumias, Western Kenya as they care for and educate young women at St. Elizabeth Lureko Girls' School. The school provides a high school education, morning chai and lunch for 300 girls (we began with 18 girls in January 2005). There is also a dormitory that houses 80 students for boarding and another dormitory that is in the process of being built, which will house over 100 students.

Acacia in Kenya has been an official outreach project of First Parish Waltham since 2006. As the project has grown, more donors and volunteers from beyond First Parish have participated. We are a separate 501(c)(3) organization, but we will remain connected with First Parish Waltham.

Board Members - The board members include Joyce Mohr (President and Treasurer), Sammy Lutomia (Vice President), Amanda Willey (Secretary), Danielle Hanson, Dyane Mohr and Candy Hutchison. Our meetings are held quarterly in various locations. Our annual meeting is held in September. The Social Action Team and Acacia in Kenya cooperate wherever and whenever possible to make it easier for members of First Parish to get involved.

Communications - Members of the congregation are kept updated via a Facebook page, website, Courier announcements, an all-church Friday calendar, and flyers posted to church bulletin boards. Anyone interested in receiving more information should see our website www.acaciainkenya.org or contact acaciainkenya@yahoo.com.

Fundraising - A total of \$23,383.85 was donated during the 2014 calendar year.

The Youth of First Parish Rock!!- Lulu Ohm, Chandra Penton and others have done a great job of collecting tooth brushes and school supplies to bring to Kenya in July 2015. They reached out to their school communities and others to successfully collect many items.

Sewing Project - Amanda Willey, her sister Georgia and First Parish member Donna Vanderclock have continued the sewing project this year. In the summer of 2014 about 400 pads were donated. This summer only about 150 pads will be donated. Part of our 2015 trip to St Elizabeth's will be to determine how successful the project has been and if it should be continued. It has been difficult to maintain the project and will require additional volunteers if it is to continue. The teachers have commented that because of access to these pads the girls are able to come to school every day. If you are interested in volunteering for this project please contact acaciainkenya@yahoo.com.

Post-Secondary Student Sponsorship

Saida Mung'ai

She is in her second year of a Bachelor of Science program in Agriculture and Biotechnology at Masinde Muliro University of Science and Technology.

Peninah Nambiro

She is in her second year of a Bachelor of Science program in Chemistry and Biology at Masinde Muliro

University of Science and Technology.

Gwendolyn Wandera

Gwendolyn is a third year first semester in a Bachelor of Science program in Education and Extension at Egerton University.

Roselyne Ajuma

Roselyne is a third year first semester at Moi University taking Bachelors in Education Science (Biology and Chemistry)

High School Sponsorship- Acacia supported 19 girls this year and their performance was impressive as they remained in the top 10 of their class. Some of them have maintained the top position in their various classes for the whole year. One of the girls has completed form IV, and four form I girls are going to be added to the program.

Form I – 4 students

Form II – 5 students

Form III – 4 students

Form IV – 6 students

Sammy Lutomia's July 2014 trip to Kenya- Sammy visited in July, met with the whole school, and distributed sanitary pads from Amanda and Georgia. The girls were very delighted with the new material that was used. A survey was taken to get feedback from the girls. Sammy was able to meet Elizabeth Amunze, our first AIK sponsored student, who completed her undergraduate degree from Masinde Muliro University with a second class upper division. She is now teaching within the community and she is a great inspiration to the girls of our community.

General Assembly connection- During the 2014 convention Joyce Mohr and Danielle Hanson were able to connect with Wayne Silver, the director of American Friends of Kenya, and arranged for the transport of books and science supplies.

International Girls' Day event at Malden High School- On October 11, 2014, board member Danielle Hanson coordinated an event celebrating International Girls' Day, where Acacia was the highlight of the event. We were able to make a connection with the Mayor of Malden.

Building new toilets- In the fall of 2014, the toilet blocks at St Elizabeth were damaged due to heavy rains and Acacia was able to raise enough funds for them to rebuild the toilets.

Foldscope and Ted Jones Grant- First Parish Member Deb José found out about Foldscopes, and persevered through the process for a grant for not just one, but two of them. From their website www.foldscope.com: “Foldscope: Microscopy for everyone: We are a research team at Prakash Lab at Stanford University, focused on democratizing science by developing scientific tools that can scale up to match problems in global health and science education. Here we describe Foldscope, a new approach for mass manufacturing of optical microscopes that are printed and folded from a single flat sheet of paper, akin to Origami.”

Once we knew that we would have these two foldscopes and would be able to bring them July 2015, we began to think about how we could maximize the impact on science education we could have by giving these tools. This was also an opportunity for connecting our communities. We are very grateful to the Ted Jones Fund grant committee for sharing our vision and providing funds that will help us provide additional supplies to the science program to make the most of this opportunity. Anna Gostyle and Deb Jose presented the project at the May 2015 fundraiser and at our October 2015 celebration of International Day of the Girl, we will be able to share stories and pictures of the project.

Annual Fundraiser- Many thanks to the many people who helped before, during, and after the May 2nd Annual fundraiser. We had a successful and fun event. Approximately 30 attendees had the opportunity to learn more about Acacia in Kenya, share a Kenyan meal, and listen to the drum circle play. We are so pleased to have raised \$2218. Another \$6000 has been pledged for the summer.

Summer 2015 trip to Kenya

We have five First Parish members joining us on the trip. Joyce Mohr, Pam Penton, Chandra Penton and Anna Gostyle. This trip is celebrating our ten year anniversary and promises to be an exciting trip. If you have interest in joining us on a future trip to visit St. Elizabeth, please contact Joyce Mohr.

Vision

We seek a more hopeful and just world. By partnering with community leaders dedicated to the care (food, clothing, and basic supplies) and education of young women who might not have the opportunity to attend high school we believe that we can make the world a better place – one student at a time. (Acacia in Kenya vision)

Respectfully submitted by Joyce Mohr, President and Treasurer.

Clothing Exchange

We have had a productive 58th year downstairs. We have paid our \$4000 pledge and will be making a pledge for 2016 shortly after our final meeting. We have had many repeat customers and many new customers. We have noticed increased participation by our church members. We have helped many people fill their needs cheaply. We have passed along many items to places like The Day Center and the Waltham library, some paid for and some not. We have received many donations from church members (thank you!) and from community members.

We were only open one Sunday this year in the fall. The weather and the lack of opportunity got in the way in the spring.

We have many volunteers from within the church and from the community and we are very thankful to them for all the work they do.

We had two big problems this year with the back parking lot. First we had competition for the parking spaces by other groups using the church on Tuesdays. We have signs saying the parking is reserved for customers but that does not seem to be the total answer.

Then we had a reduced parking lot size due to the snow storms we had. In addition the walking areas were treacherous and icy for weeks. Our customers are older and have a hard time dealing with snow and ice. There was a woman who broke her ankle and she will be a long time recovering. She was a day care center worker, but she was using the door we use to enter the Clothing Exchange.

Respectfully submitted, Susan and Joel Weddig, Directors

REFERENCE

Treasurer

Proposed Budget 2015-2016

Notes About The Proposed First Parish Waltham Budget for 2015-2016

Overview

- In order to fund expansion of the church's programs and needed capital expenses for our property, last year's budget proposed greater expenses than income, with a deficit of about \$27,000, to be funded by decreasing the "cushion" of cash in our bank account. Due primarily to higher than expected income, we actually drew down our bank account by about \$7,000 less than projected, leaving us with a comfortable margin in the account.
- For the coming fiscal year, if we were to keep the draw from the endowment unchanged, net income minus expenses would be about a \$17,000 deficit.
- Our remaining cash cushion is insufficient to fund this projected deficit, so we are proposing an \$11,000 increase on the draw from the endowment. Although this takes us farther from our goal of a sustainable draw from the Permanent Funds, the proposed distribution is lower than the distributions from 2011-2012 and 2012-2013.
- The remaining estimated deficit of about \$6000 will be funded by drawing on the remaining cash cushion in our bank account.

Formatting

- In order to reduce the complexity of our budget document, we have merged a number of line items into larger categories. In particular
 - Payments for prior year pledges have been combined with current FY pledges (both for next year and in the history).
 - Day care rent has been merged with other rentals, both for next year and in the history.
 - Gifts/offerings includes Steeple lighting (for all years) and Buddhist Meditation Group offerings (for this year and next year's budget).
 - Except for Property, commission expenses have been aggregated to a single line (Property has been left itemized). Details of commission budgets are included separately.
 - Several line items have been aggregated into "Board Expenses and Board-Level Committees" (including leadership development, Archive Group, and Pastoral Care).

Income

- Projected combined pledge and gift/offering income is approximately the same as last year's budget, although there is an increase in gift/offerings and decrease in pledges, reflecting our actual experience in this fiscal year and the results of the stewardship drive to date.
- Budgeted rental income has substantially increased. Our rental income this year was much higher than projected, and we expect much of this increase to continue.
- We have also increased the goal for Ways and Means (primarily the Fall Auction) by \$2,000 to \$10,000 total.

- Overall, we have budgeted about \$14,500 more in regular income than last year's budget.
- We have received a \$2182 Jones Partnership grant for enhancements to the sanctuary sound system. This is included in the "Other Income" section.

Personnel Expenses

- The Personnel Committee has recommended a 1% cost of living increase for staff.
- Other increases in personnel expenses are due to increases in retirement contributions, insurance contributions, and professional expenses, offset by a decrease of \$5136. The \$5136 was money that was in the budget last year for Sarah Hawn's severance pay, but there is no corresponding item in this year's budget.

Non-Personnel Expenses

- The Property expense budget has increased by about \$4000.
 - The largest change in a line item is a \$4000 increase in the Property Insurance budget. The reason is that last year's figure was adjusted for the fact that we had pre-paid a portion of the year's bill by making a single annual payment. This year's budget is based on paying the full year insurance premium.
 - The other large change is a substantial increase in budgeted electric expenses, based on a very large increase in electric rates.
 - Offsetting the increase in other property expenses, the Property Capital Expenditures line item has been reduced. Note that this may require postponing some proposed property improvements.
- In order to reduce our deficit, commissioners have agreed to a 10% reduction (compared to their baseline requests) in Commission budgets other than Property. Baseline budget requests were similar to last year's budget, with the exception of Religious Education (increased due to the expansion of lifespan RE), Finance (reduced due to elimination of a number of bank service charges), and Board-level expenses (reduced because the Buddhist Meditation Group is now under lifespan RE).
- The \$2182 we expect to spend from our Jones Partnership grant is listed in the "Other Expenses" section as item "Projects Funded by Grants."

There is also a line item under Other Expenses labeled "Landscaping Project Net Expense". This is listed but has a \$0 amount, because we expect any landscaping project expenses to be funded by special fundraising.

First Parish in Waltham, Universalist - Unitarian, Inc. 2015-2016 Budget

| Bill Simpson, Treasurer | 2010-2011 | 2011-2012 | 2012-2013 | 2013-2014 | 2013-2014 | 2014-2015 | 2014-2015 | 2015-2016 | 2015-2016 | 2015-2016 |
|-------------------------|-----------------|-----------------|-----------------|-----------------|----------------|---------------|----------------|-----------------|----------------------------|-----------------------------|
| <i>Income</i> | Actual Receipts | Actual Receipts | Actual Receipts | Actual Receipts | Adopted Budget | Actual Income | Adopted Budget | Proposed Budget | % Change from prior budget | \$ Change from prior budget |

Regular Income

| | | | | | | | | | | |
|--------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|-------------|---------------|
| Pledges | 110,321 | 110,387 | 104,902 | 106,867 | 123,000 | 106,819 | 114,500 | 112,000 | -2.2% | (2,500) |
| Rentals | 15,918 | 18,844 | 22,490 | 25,282 | 21,923 | 34,228 | 22,225 | 35,000 | 57.5% | 12,775 |
| Gifts/Offerings | 5,491 | 4,669 | 5,704 | 5,414 | 5,000 | 10,317 | 5,850 | 8,000 | 36.8% | 2,150 |
| Ways & Means | 423 | 300 | 0 | 9,525 | 6,000 | 10,002 | 8,000 | 10,000 | 25.0% | 2,000 |
| Clothing Exchange | 4,000 | 4,000 | 4,000 | 4,000 | 4,000 | 4,150 | 4,000 | 4,000 | 0.0% | - |
| Subtotal Regular Income | 136,153 | 138,200 | 137,095 | 151,088 | 159,923 | 165,516 | 154,575 | 169,000 | 9.3% | 14,425 |

Other Income

| | | | | | | | | | | |
|---|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|---------------|----------------|
| From General Endowment | 124,730 | 138,610 | 142,753 | 122,079 | 122,079 | 122,079 | 122,079 | 133,079 | 9.0% | 11,000 |
| From Endowment Restricted Purpose Funds | 7,200 | 2,100 | | 6,180 | 6,180 | 6,180 | 6,180 | 6,180 | 0.0% | - |
| Subtotal Income From Endowment | 131,930 | 140,710 | 142,753 | 128,259 | 128,259 | 128,259 | 128,259 | 139,259 | 8.6% | 11,000 |
| Net Other Income minus Expenses | | | | | | 2,371 | | | | |
| Jones Partnership Grants | | | | 1,910 | | | | 2,182 | | 2,182 |
| Other Grants/Special Fundraising | 825 | 825 | 850 | 1,630 | 1,000 | 900 | 6,036 | 900 | -85.1% | (5,136) |
| Sub. Other Non-Endowment Income | 825 | 825 | 850 | 3,540 | 1,000 | 3,271 | 6,036 | 3,082 | -48.9% | (2,954) |

| | | | | | | | | | | |
|---------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|-------------|---------------|
| Total Income | 268,908 | 279,735 | 280,698 | 282,887 | 289,182 | 297,047 | 288,870 | 311,341 | 7.8% | 22,471 |
|---------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|-------------|---------------|

| | | | | | | | | | | |
|-----------------------------|----------------|--------------|--------------|-----------------|----------|-----------------|-----------------|----------------|-------------|---------------|
| Income Minus Expense | (9,684) | 1,394 | 2,579 | (13,360) | 0 | (19,442) | (26,743) | (5,712) | -79% | 21,031 |
|-----------------------------|----------------|--------------|--------------|-----------------|----------|-----------------|-----------------|----------------|-------------|---------------|

| | 2010-2011 | 2011-2012 | 2012-2013 | 2013-2014 | 2013-2014 | 2014-2015 | 2014-2015 | 2015-2016 | 2015-2016 | 2015-2016 |
|-----------------|-----------------|-----------------|-----------------|-----------------|----------------|------------|----------------|-----------------|----------------------------|-----------------------------|
| <i>Expenses</i> | Actual Expenses | Actual Expenses | Actual Expenses | Actual Expenses | Adopted Budget | Actual YTD | Adopted Budget | Proposed Budget | % Change from prior budget | \$ Change from prior budget |

| | | | | | | | | | | |
|--------------------|---------|---------|---------|---------|---------|---------|---------|---------|------|-------|
| Personnel Expenses | 180,413 | 200,697 | 183,930 | 187,752 | 185,520 | 201,063 | 202,064 | 204,959 | 1.4% | 2,895 |
|--------------------|---------|---------|---------|---------|---------|---------|---------|---------|------|-------|

| | | | | | | | | | | |
|------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| Property Expenses | | | | | | | | | | |
| Electricity | 4,495 | 4,600 | 3,971 | 5,099 | 4,400 | 6,208 | 4,600 | 7,050 | 53.3% | 2,450 |
| Fuel oil | 14,475 | 16,520 | 8,162 | 3,553 | 4,500 | 4,079 | 3,800 | 3,800 | 0.0% | - |
| Gas | 841 | 671 | 3,690 | 5,875 | 4,300 | 4,434 | 3,700 | 3,950 | 6.8% | 250 |
| Grounds Upkeep | 2,068 | 1,038 | 1,735 | 3,071 | 2,200 | 2,380 | 3,200 | 3,200 | 0.0% | - |
| Cleaning Service | | | 7,080 | 8,080 | 7,980 | 7,440 | 8,200 | 8,040 | -2.0% | (160) |
| Snow Removal | 5,000 | 600 | 2,600 | 2,300 | 2,200 | 5,100 | 2,600 | 2,900 | 11.5% | 300 |
| Property Insurance | 6,514 | 4,181 | 5,373 | 7,549 | 6,297 | 6,962 | 3,375 | 7,387 | 118.9% | 4,012 |
| Repairs & Maint. | 6,226 | 2,910 | 8,266 | 6,454 | 6,650 | 6,831 | 6,800 | 7,100 | 4.4% | 300 |
| Supplies | 2,125 | 1,991 | 1,555 | 1,851 | 1,800 | 2,188 | 1,900 | 2,100 | 10.5% | 200 |
| Trash removal | 2,522 | 2,066 | 2,178 | 1,849 | 2,150 | 1,932 | 2,180 | 2,300 | 5.5% | 120 |
| Water & Sewer | 2,322 | 1,454 | 1,977 | 2,344 | 1,950 | 1,979 | 2,050 | 2,200 | 7.3% | 150 |
| Capital Expenditures - Total | 16,350 | | 7,674 | 10,229 | 11,440 | 19,543 | 19,440 | 16,000 | -17.7% | (3,440) |
| Subtotal Property Expenses | 62,937 | 36,031 | 54,261 | 58,255 | 55,867 | 69,076 | 61,845 | | | |

| | | | | | | | | | | |
|-----------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|------|-------|
| Expenses funded outside of budget | | | | 1,721 | | 2,193 | | | | |
| Total Property Expenses | 62,937 | 36,031 | 54,261 | 59,976 | 55,867 | 71,269 | 61,845 | 66,027 | 6.8% | 4,182 |

| | | | | | | | | | | |
|---------------------------|-------|-------|-------|-------|-------|-------|-------|-------|--------|---------|
| General Overhead Expenses | | | | | | | | | | |
| Office Expense | 9,303 | 7,052 | 7,726 | 5,064 | 8,078 | 5,781 | 6,990 | 6,990 | 0.0% | - |
| Telephone | 2,369 | 2,389 | 2,328 | 2,775 | 2,550 | 3,316 | 2,700 | 2,700 | 0.0% | - |
| UUA APF Contribution | 6,496 | 8,918 | 5,235 | 6,780 | 6,780 | 6,540 | 6,540 | 3,180 | -51.4% | (3,360) |
| MA Bay Dist. Contribution | 2,204 | 2,337 | 2,299 | 2,147 | 2,397 | 2,071 | 2,071 | 1,007 | -51.4% | (1,064) |
| GA Expenses | 500 | 1,951 | 1,229 | 670 | 990 | 1,274 | 1,860 | 1,860 | 0.0% | - |
| Contingency | 0 | 380 | 936 | 25 | 1,000 | 0 | 500 | 500 | 0.0% | - |

| | | | | | | | | | | |
|------------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| Retreat Subsidy - Net | 1,713 | 3,206 | 704 | -95 | 1,000 | -3,269 | 1,100 | 1,100 | 0.0% | - |
| Subtotal General Overhead Expenses | 22,585 | 26,233 | 20,457 | 17,366 | 22,795 | 15,714 | 21,761 | 17,337 | -20.3% | (4,424) |

Commission Expenses

| | | | | | | | | | | |
|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| Board Expenses and Board-Level Committees | 1,220 | 676.93 | 831 | 1,418 | 1,450 | 2,229 | 2,950 | 1,755 | -40.5% | (1,195) |
| Community Outreach - Total | 498 | 0 | 515 | 703 | 1,360 | 651 | 1,360 | 1,224 | -10.0% | (136) |
| Finance & Stewardship - Total | 832 | 3,428 | 4,442 | 15,074 | 3,980 | 11,128 | 9,100 | 7,605 | -16.4% | (1,495) |
| Membership Integration - Total | 715 | 1,042 | 886 | 943 | 4,000 | 2,005 | 4,119 | 3,690 | -10.4% | (429) |
| Music and Worship - Total | 4,076 | 6,828 | 6,341 | 5,757 | 6,810 | 5,077 | 6,010 | 5,684 | -5.4% | (327) |
| Religious Education - Total | 5,316 | 3,405 | 6,355 | 6,839 | 7,400 | 5,828 | 6,100 | 6,390 | 4.8% | 290 |
| Subtotal Commission Expenses | 12,657 | 15,380 | 19,369 | 30,734 | 25,000 | 26,918 | 29,639 | 26,348 | -11.1% | (3,292) |

Other Expenses

| | | | | | | | | | | |
|---------------------------------|---|---|-----|-----|---|-------|-----|-------|--------|-------|
| Prepaid bills | | | | | | 1,332 | | | | |
| Projects Funded by Grants | | | | | | | | 2,182 | | |
| Landscaping Project Net Expense | | | | | | | | 0 | | |
| Bank Service Charges | | | 102 | 419 | | 194 | 303 | 200 | -34.0% | (103) |
| Subtotal Other Expenses | 0 | 0 | 102 | 419 | 0 | 1,526 | 303 | 2,382 | | |

| | | | | | | | | | | |
|---------------------------------|--------|--------|--------|---------|---------|---------|---------|---------|-------|---------|
| Subtotal Non-Personnel Expenses | 98,179 | 77,644 | 94,189 | 108,495 | 103,662 | 115,426 | 113,548 | 112,094 | -1.3% | (1,455) |
|---------------------------------|--------|--------|--------|---------|---------|---------|---------|---------|-------|---------|

| | | | | | | | | | | |
|----------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|------|-------|
| Total Expenses | \$278,592 | \$278,342 | \$278,119 | \$296,247 | \$289,182 | \$316,489 | \$315,613 | 317,053 | 0.5% | 1,440 |
|----------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|------|-------|

First Parish 2015-2016 Budget Personnel Detail

| | 2014-2015 | 2014-2015 | 2015-2016 | 2015-2016 | 2015-2016 |
|-------------------------------|-----------------------|-------------------|--------------------|----------------------------------|--------------------------------|
| | Actual (Full Year) | Adopted Budget | Proposed Budget | % Change from prior budget | \$ Change from prior budget |
| Salary & Wages Total | 130,163.49 | 125,971.00 | 127,191.92 | 1.0% | 1,221 |
| Minister | | 43,867.00 | 44,545.67 | 1.5% | 679 |
| RE (DRE, DLRE) | | 33,691.00 | 33,922.67 | 0.7% | 232 |
| Office Manager | | 22,365.00 | 22,589.00 | 1.0% | 224 |
| Music Director | | 17,477.00 | 17,477.43 | 0.0% | 0 |
| Maintenance | | 8,571.00 | 8,657.15 | 1.0% | 86 |
| Housing - Minister | 24,000.00 | 24,000.00 | 24,000.00 | 0.0% | - |
| In Lieu of Employer FICA | 5,140.44 | 5,140.00 | 5,243.74 | 2.0% | 104 |
| Insurance | 11,591.97 | 15,338.00 | 13,471.00 | -12.2% | (1,867) |
| Retirement Plan Expense | 10,128.48 | 10,046.00 | 11,982.38 | 19.3% | 1,936 |
| Workers Comp | 485.00 | 1,670.00 | 1,670.00 | 0.0% | - |
| Professional Expenses | 5,764.64 | 7,373.00 | 8,354.57 | 13.3% | 982 |
| Student Intern - Minister | 6,000.00 | 6,000.00 | 6,000.00 | 0.0% | - |
| SS/Medicare- Church's portion | 6,970.64 | 5,888.00 | 6,337.28 | 7.6% | 449 |
| Payroll Service | 818.00 | 708.00 | 708.00 | 0.0% | - |
| Total Personnel | 201,062.66 | 202,134.00 | 204,958.89 | 1.4% | 2,825 |

Notes

Salary & Wages Actual Expenses are not tracked by employee, so the Total is given in the "Actual" column

For 2014-2015, the RE budget includes the former DRE position, the new DLRE position, and severance pay for the former DRE

Board and commission expenses detail

| | 2014-2015 | 2015-2016 | 2015-2016 |
|--|-----------------|--|-----------------|
| | Adopted Budget | Initial Line Items and Total Requested | Proposed Budget |
| Board-Level Expenses | \$2,950 | \$1,950 | \$1,755 |
| Leadership Development | \$750 | \$750 | |
| Archive Group | \$500 | \$500 | |
| Pastoral Care Subcommittee | \$700 | \$700 | |
| Buddhist Meditation Group | \$1,000 | \$0 | |
| Community Outreach - Total | \$1,360 | \$1,360 | \$1,224 |
| Waltham Connect Program | \$680 | \$680 | |
| Community Outreach - Other | \$680 | \$680 | |
| Finance & Stewardship - Total | \$9,100 | \$8,450 | \$7,605 |
| Accounting | \$8,000 | \$8,000 | |
| Fall Auction Expenses | \$350 | \$350 | |
| Finance & Stewardship - Other | \$750 | \$100 | |
| Membership Integration - Total | \$4,119 | \$4,100 | \$3,690 |
| Marketing and Promotion | \$2,619 | \$2,600 | |
| Membership Integration - Other | \$1,500 | \$1,500 | |
| Music and Worship - Total | \$6,010 | \$6,315 | \$5,684 |
| Musicians | \$2,750 | \$2,975 | |
| Guest Speaker | \$1,000 | \$1,600 | |
| Music/Worship Supplies | \$300 | \$300 | |
| Flowers | \$840 | \$840 | |
| Instrument Maintenance | \$1,050 | \$300 | |
| Professional Development | \$70 | \$0 | |
| Music funded by Kallow Fund | \$0 | \$300 | |
| Religious Education - Total | \$6,100 | \$7,100 | \$6,390 |
| Adult RE/Special Needs | \$600 | See Below | |
| Teaching Staff | \$0 | See Below | |
| Library | \$0 | See Below | |
| Youth Curriculum | \$1,600 | See Below | |
| Seasonal Outreach Fairs | \$1,000 | See Below | |
| Play Expenses | \$700 | See Below | |
| Party Expenses | \$200 | See Below | |
| Teacher Appreciation Breakfast and gifts | \$200 | See Below | |
| Jr & Sr Youth Group | \$1,000 | See Below | |
| Support of Aide | \$800 | See Below | |
| Lifespan Classes | \$0 | See Below | |
| Religious Education - Other | \$0 | See Below | |
| TOTAL COMMISSIONS | \$29,639 | \$29,275 | \$26,348 |

2015-2016 RE Budget Request (Line Items Changed for 2015-2016 budget)

Teaching Staff

| | |
|---------------------|------------|
| Nursery | \$900.00 |
| Friendship Finders | \$900.00 |
| Rainbow Seekers | \$500.00 |
| OWL Class | - |
| Sped Support Staff | \$500.00 |
| Jr Youth Group | \$200.00 |
| Sr Youth Group | \$500.00 |
| Classroom Materials | \$1,000.00 |
| Marketing | \$220.00 |

parents pay per child

Special Events

| | |
|----------------------|----------|
| Teacher Appreciation | \$200.00 |
| Fall Fair | \$500.00 |
| Parties | \$200.00 |
| Show | - |

paid by participants

Adult Programs

| | |
|-----------------------------|----------|
| Sped Adult Classes | \$480.00 |
| Buddhist Meditation Expense | \$600.00 |
| Adult Speakers | \$400.00 |

Total **\$7,100.00**

Financial Summary 2014 - 2015

Overview

The “Income Statement – Actuals vs. Budget” reports on income and expenses and compares them with the amounts budgeted last year. All except the last 12 lines are operating income and expenses, which includes all the normally budgeted items. The last section, “Other Income” and “Other Expenses” primarily consists of “pass-throughs” – money collected by First Parish and then passed along to other organizations, such as through Share the Plate and the Jones Partnership grants. This year, the “Other Income” section also included a special collection for Sarah Hawn’s severance pay.

As explained in the budget overview, last year we budgeted for a deficit of close to \$27,000. Primarily due to higher rental income than expected, our actual deficit was lower, a little over \$19,000.

Operating Income

Total operating income was close to \$295,000, about \$11,000 higher than budgeted.

Regular income consists of income from pledges, donations, rentals, and other income other than distributions from the Permanent Funds or other trusts and income recorded in Other Income near the bottom of the Income Statement. Our regular income was about \$165,000, about \$11,000 higher than budgeted, primarily due to much higher rental income than predicted.

Although pledge income was lower than budgeted, much of this shortfall was counterbalanced by much higher than budgeted non-pledge gifts and offerings.

The Ways & Means income (from the Fall Auction) was about \$1500 higher than budgeted, but most of this amount was due to an auction item where we split the income 50/50 with the donor, so there is a corresponding expense under Finance & Stewardship/Fall Auction.

Distributions were made from the Permanent Funds as budgeted, and we received a distribution from the Church School Union Trust as budgeted.

Operating Expenses

Total operating expenses were about \$316,500, a little less than \$1000 over budget. Although we came very close to the budget in overall expenses, there were some sizable differences from the budget in some areas.

General overhead was about \$16,000, about \$6,000 under budget. The largest contribution to coming in under budget was from the Net Retreat Subsidy. (This is retreat expenses minus payments, and the amount varies considerably from year to year because the retreat is close to the end of our fiscal year, and expenses and payments may end up in different fiscal years.)

Commission expenses were about \$27,000, about \$2500 under budget.

Property expenses were about \$69,000, about \$7000 over budget. About half of this was due to the fact that we decided to pay for a full year of property insurance at once (to reduce finance charges and accounting costs) when the budget amount was calculated based on paying only part of the year’s insurance. There was also an unexpected cost due to our extraordinary snowfall, which required hiring a firm to remove snow from the roof. Finally, higher than expected utility costs were only partially offset by lower than budgeted grounds and cleaning costs.

There is a line item Expenses funded outside of budget. This includes items not originally included in the budget. This year, much of this was for the Landscaping Project, for which special fundraising was done.

Personnel expenses, about \$201,000, are by far the largest part of our budget. The total amount was close to the budgeted amount.

Other Income and Expenses

As mentioned above, most of the category “Other Income and Expenses” consists of pass-throughs, but this past year, special fundraising collections, including fundraising for the Landscaping Project is included, so there is net income of about \$2400 in this category (offset by expense items in the Operating Expenses portion of the income statement).

Balance Sheet

Note that there is a line item under Liabilities labeled “Deferred income”. This is not a liability in the way that non-accountants normally think of it. It refers to pledges for fiscal 2015-2016 that were paid in advance, and will be recorded as income for the new fiscal year.

Our cash balance is about \$36,000, \$25,000 lower than a year ago. This is due to our operating deficit from last year and by a difference in the amount of pledges paid in advance between last year and this year (reflected in the Deferred income line item).

The Bank of America Interest Account was closed out this past year and the balance transferred to our main checking account.

There are some formatting changes compared to last year

In previous years, there were a number of subaccounts listed under the “1000 Bank of America” account. These were accounting categories, not actual separate bank accounts, and we have found that these categories have not been recorded consistently over the years, so we have reported only the total Bank of America main account. (A goal for the coming year is to come up with a useful set of subaccounts and use them consistently.)

Some of the subcategories of Current Liabilities have also been merged, so that there is an overall number for Withheld Funds rather than separate items. (This number consists of tax, insurance, and retirement contributions that have been withheld from employees’ pay but not yet paid out.)

Note – the Minister’s Discretionary Account is managed and tracked by the Minister, not by the Treasurer. Because it was previously tracked on our books, a balance is showing on the account, but this is a previous balance, not a current balance. It is the same amount as last year, so it does not affect the year-to-year comparisons.

Income Statement - Actuals vs. Budget
June 2014 - May 2015

| Income | Actual | Budget | Remaining | % of Budget |
|---------------------------------------|---------------------|----------------------|----------------------|----------------|
| 41000 Regular Income | | | 0.00 | |
| 41120 Pledges | 106,819.00 | 114,500.00 | 7,681.00 | 93.29% |
| 41123 Hall Rental | 34,228.39 | 22,225.00 | (12,003.39) | 154.01% |
| 41124 Gift/Offerings | 8,956.60 | 3,100.00 | (5,856.60) | 288.92% |
| 41126 Ways & Means | 9,485.80 | 8,000.00 | (1,485.80) | 118.57% |
| 41127 Clothing Exchange | 4,150.00 | 4,000.00 | (150.00) | 103.75% |
| 41129 Buddhist Meditation Group | 1,360.40 | 2,750.00 | 1,389.60 | 49.47% |
| 41130 Program Fees | 516.00 | | (516.00) | |
| Total 41000 Regular Income | \$165,516.19 | \$ 154,575.00 | \$(10,941.19) | 107.08% |
| | | | | |
| 41000.2 Endowment Income | | | 0.00 | |
| 41140 From General Endowment | 122,079.00 | 122,079.00 | 0.00 | 100.00% |
| 41145 From Restricted Purpose Fund | 6,180.00 | 6,180.00 | 0.00 | 100.00% |
| Total 41000.2 Endowment Income | \$128,259.00 | \$128,259.00 | \$- | 100.00% |
| | | | | |
| 41000.3 Other Income | | | 0.00 | |
| 41128 Church School Union Trust | 900.00 | 900.00 | 0.00 | 100.00% |
| Total 41000.3 Other Income | \$900.00 | \$900.00 | \$ - | 100.00% |
| | | | | |
| Total Income | \$294,675.19 | \$283,734.00 | \$(10,941.19) | 103.86% |
| Gross Profit | \$294,675.19 | \$283,734.00 | \$(10,941.19) | 103.86% |

Expenses

| | | | | |
|---------------------------------------|--------------------|--------------------|-------------------|---------------|
| 60000 General Overhead | | | 0.00 | |
| 60005 Office Expense | 5,781.43 | 6,990.00 | 1,208.57 | 82.71% |
| 60010 UUA APF Contribution | 6,540.00 | 6,540.00 | 0.00 | 100.00% |
| 60015 MA Bay Dist Contribution | 2,071.00 | 2,071.00 | 0.00 | 100.00% |
| 60025 GA Expenses | 1,274.15 | 1,860.00 | 585.85 | 68.50% |
| 60028 Contingency | | 500.00 | 500.00 | 0.00% |
| 60030 Retreat Subsidy - Net | (3,268.75) | 1,100.00 | 4,368.75 | -297.16% |
| 65180 Telephone/Comm | 3,315.75 | 2,700.00 | (615.75) | 122.81% |
| Total 60000 General Overhead | \$15,713.58 | \$21,761.00 | \$6,047.42 | 72.21% |
| | | | | |
| 63000 Commissions | | | 0.00 | |
| 63005 Board Exp / Leadership Dev | 160.06 | 1,250.00 | 1,089.94 | 12.80% |
| 63010 Community Outreach | 359.33 | 0.00 | (359.33) | |
| 63012 Waltham Connect Program | 84.62 | 680.00 | 595.38 | 12.44% |
| 63014 Community Outreach - Other | 206.65 | 680.00 | 473.35 | 30.39% |
| Total 63010 Community Outreach | \$650.60 | \$1,360.00 | \$709.40 | 47.84% |

| | | | | |
|--|--------------------|-------------------|---------------------|----------------|
| 63015 Finance & Stewardship | 0.00 | | 0.00 | |
| 60056 Accounting | 8,711.42 | 8,000.00 | (711.42) | 108.89% |
| 60066 Fall Auction | 1,755.65 | 350.00 | (1,405.65) | 501.61% |
| 63015.4 Late Fees | 75.94 | | (75.94) | |
| 63016 Finance/Stewardship-other exp. | 585.47 | 750.00 | 164.53 | 78.06% |
| Total 63015 Finance & Stewardship | \$11,128.48 | \$9,100.00 | \$(2,028.48) | 122.29% |

| | | | | |
|---|-------------------|-------------------|-------------------|---------------|
| 63020 Membership Integration | 0.00 | | 0.00 | |
| 63021 Membership Integration - other | 1,408.40 | 1,500.00 | 91.60 | 93.89% |
| 60060 Marketing & Promotion | 596.67 | 2,619.00 | 2,022.33 | 22.78% |
| Total 63021 Mem. Integration - other | \$2,005.07 | \$4,119.00 | \$2,113.93 | 48.68% |
| Total 63020 Membership Integration | \$2,005.07 | \$4,119.00 | \$2,113.93 | 48.68% |

| | | | | |
|--|-------------------|-------------------|-----------------|---------------|
| 63025 Music & Worship | | | 0.00 | |
| 63026 Musician | 3,115.00 | 2,750.00 | (365.00) | 113.27% |
| 63027 Guest Speaker | 750.00 | 1,000.00 | 250.00 | 75.00% |
| 63028 Music/Worship Supplies | 599.42 | 300.00 | (299.42) | 199.81% |
| 63029 Flowers | 562.75 | 840.00 | 277.25 | 66.99% |
| 63033 Instrument Maintenance | | 1,050.00 | 1,050.00 | 0.00% |
| 63035 Music & Worship - other | 50.00 | | (50.00) | |
| Total 63025 Music & Worship | \$5,077.17 | \$5,940.00 | \$862.83 | 85.47% |

| | | | | |
|--|-------------------|-------------------|-----------------|---------------|
| 63030 Religious Education | 0.00 | | 0.00 | |
| 63011 Adult RE/Special Needs | 351.96 | 600.00 | 248.04 | 58.66% |
| 6888.1 Teaching Staff | 45.18 | 0.00 | (45.18) | |
| 6888.10 Library | | 0.00 | 0.00 | |
| 6888.2 Youth Curriculum | 1,462.28 | 1,600.00 | 137.72 | 91.39% |
| 6888.3 Seasonal Outreach Fairs | 891.57 | 1,000.00 | 108.43 | 89.16% |
| 6888.4 Play Expenses | 639.80 | 700.00 | 60.20 | 91.40% |
| 6888.5 Party Expenses | 247.89 | 200.00 | (47.89) | 123.95% |
| 6888.6 Teacher Apprec Bfast-Gifts | 199.20 | 200.00 | 0.80 | 99.60% |
| 6888.7 Jr & Sr Youth Group | 1,072.25 | 1,000.00 | (72.25) | 107.23% |
| 6888.8 Support of Aide | 580.00 | 800.00 | 220.00 | 72.50% |
| 6888.81 Childcare | 255.00 | | (255.00) | |
| 6888.9 Lifespan Classes | 82.61 | 0.00 | (82.61) | |
| Total 63030 Religious Education | \$5,827.74 | \$6,100.00 | \$272.26 | 95.54% |

| | | | | |
|------------------------------------|----------|----------|----------|---------|
| 63040 Pastoral Care Subcommittee | 400.00 | 700.00 | 300.00 | 57.14% |
| 63050 Buddhist Meditation Grp Exp. | 1,668.98 | 1,000.00 | (668.98) | 166.90% |

| | | | | |
|--------------------------------|--------------------|--------------------|-------------------|---------------|
| Total 63000 Commissions | \$26,918.10 | \$29,569.00 | \$2,650.90 | 91.03% |
|--------------------------------|--------------------|--------------------|-------------------|---------------|

65000-a Total Property Expenses

0.00

| | | | | |
|------------------------------------|--------------------|--------------------|---------------------|----------------|
| 65000 Property | | | 0.00 | |
| 65100 Electric | 6,207.72 | 4,600.00 | (1,607.72) | 134.95% |
| 65110 Fuel Oil | 4,078.74 | 3,800.00 | (278.74) | 107.34% |
| 65120 Gas | 4,434.46 | 3,700.00 | (734.46) | 119.85% |
| 65130 Grounds Upkeep | 2,380.39 | 3,200.00 | 819.61 | 74.39% |
| 65135 Cleaning Service | 7,440.00 | 8,200.00 | 760.00 | 90.73% |
| 65140 Snow plowing | 5,100.00 | 2,600.00 | (2,500.00) | 196.15% |
| 65150 Property Insurance | 6,962.00 | 3,375.00 | (3,587.00) | 206.28% |
| 65160 Repairs & Maintenance | 6,831.17 | 6,800.00 | (31.17) | 100.46% |
| 65170 Supplies | 2,187.64 | 1,900.00 | (287.64) | 115.14% |
| 65190 Trash Removal | 1,931.89 | 2,180.00 | 248.11 | 88.62% |
| 65200 Water & Sewer | 1,979.06 | 2,050.00 | 70.94 | 96.54% |
| 65210 Capital Expenditures | 19,543.07 | 18,000.00 | (1,543.07) | 108.57% |
| 65211 Signage | | 1,440.00 | 1,440.00 | 0.00% |
| 65212 Capital Expenditures - Other | | 0.00 | 0.00 | |
| Total 65210 Capital Expenditures | \$19,543.07 | \$19,440.00 | \$(103.07) | 100.53% |
| Total 65000 Property | \$69,076.14 | \$61,845.00 | \$(7,231.14) | 111.69% |

| | | | | |
|--|--------------------|--------------------|---------------------|----------------|
| 65400 Exp. funded outside of budget | 2,193.00 | | (2,193.00) | |
| Total 65000-a Total Property Expenses | \$71,269.14 | \$61,845.00 | \$(9,424.14) | 115.24% |

| | | | | |
|-----------------------------------|---------------|---------------|---------------|---------------|
| 65555 Bank Service Charges | 194.00 | 303.00 | 109.00 | 64.03% |
|-----------------------------------|---------------|---------------|---------------|---------------|

66000 Personnel

0.00

| | | | | |
|-------------------------------------|---------------------|----------------------|-------------------|---------------|
| 66001 Salary & Wages | 130,163.49 | 125,971.00 | (4,192.49) | 103.33% |
| 66011 Housing - Minister | 24,000.00 | 24,000.00 | 0.00 | 100.00% |
| 66012 In Lieu of Employer FICA | 5,140.44 | 5,140.00 | (0.44) | 100.01% |
| 66013 Health Insurance | 10,922.05 | 14,741.00 | 3,818.95 | 74.09% |
| 66014 Dental Insurance Expense | 628.25 | 597.00 | (31.25) | 105.23% |
| 66015 Long Term Disability Ins | 41.67 | | (41.67) | |
| 66020 Retirement Plan Expense | 10,128.48 | 10,046.00 | (82.48) | 100.82% |
| 66025 Workers Comp | 485.00 | 1,670.00 | 1,185.00 | 29.04% |
| 66028 Professional Expenses | 5,764.64 | 7,373.00 | 1,608.36 | 78.19% |
| 66029 Student Intern - Minister | 6,000.00 | 6,000.00 | 0.00 | 100.00% |
| 66030 SS/Medicare- Church's portion | 6,970.64 | 5,888.00 | (1,082.64) | 118.39% |
| 66035 Payroll Service | 818.00 | 708.00 | (110.00) | 115.54% |
| Total 66000 Personnel | \$201,062.66 | \$ 202,134.00 | \$1,071.34 | 99.47% |

| | | | | |
|--|-----------------|--|-------------------|--|
| Unapplied Cash Bill Payment Expense | 1,331.50 | | (1,331.50) | |
|--|-----------------|--|-------------------|--|

| | | | | |
|-----------------------|---------------------|---------------------|-------------------|----------------|
| Total Expenses | \$316,488.98 | \$315,612.00 | \$(876.98) | 100.28% |
|-----------------------|---------------------|---------------------|-------------------|----------------|

| | | | | |
|-----------------------------|----------------------|----------------------|----------------------|---------------|
| Net Operating Income | \$(21,813.79) | \$(31,878.00) | \$(10,064.21) | 68.43% |
|-----------------------------|----------------------|----------------------|----------------------|---------------|

Other Income

| | | | | |
|--------------------------------|--------------------|-------------------|----------------------|----------------|
| 71110 Interest Income | 0.10 | | (0.10) | |
| 72100 Jones Partnership Grants | 21,000.00 | | (21,000.00) | |
| 77777 Temporary Funds | 2,006.25 | | (2,006.25) | |
| 77778 Special. Collections | 3,009.15 | 5,136.00 | 2,126.85 | 58.59% |
| Total Other Income | \$26,015.50 | \$5,136.00 | \$(20,879.50) | 506.53% |

Other Expenses

| | | | | |
|-----------------------------|--------------------|------------|----------------------|--|
| 82000 Jones Partnership | 21,000.00 | | (21,000.00) | |
| 87000 Special Collections | 2,644.15 | | (2,644.15) | |
| Total Other Expenses | \$23,644.15 | \$- | \$(23,644.15) | |

| | | | | |
|-------------------------|----------------------|----------------------|---------------------|---------------|
| Net Other Income | \$2,371.35 | \$5,136.00 | \$2,764.65 | 46.17% |
| Net Income | \$(19,442.44) | \$(26,742.00) | \$(7,299.56) | 72.70% |

Thursday, Jun 04, 2015 12:21:59 PM PDT GMT-4 - Cash Basis

Balance Sheet

Total

As of May 31, 2015 As of May 31, 2014 (PY)

ASSETS

| | | |
|---------------------------------------|---------------------|---------------------|
| Current Assets | | |
| Bank Accounts | | |
| 1000 Bank of America | 36,243.93 | 60,804.72 |
| 10050 Bank of America Interest Acct | 0.00 | 518.45 |
| 11000 Ministers Discretionary Account | 2,988.76 | 2,988.76 |
| Total Bank Accounts | \$ 39,232.69 | \$ 64,311.93 |
| Total Current Assets | \$ 39,232.69 | \$ 64,311.93 |
| TOTAL ASSETS | \$ 39,232.69 | \$ 64,311.93 |

LIABILITIES AND EQUITY

| | | |
|-------------------------------------|---------------------|---------------------|
| Liabilities | | |
| Current Liabilities | | |
| Other Current Liabilities | | |
| 20000 Deferred Income | 16,987.00 | 22,325.00 |
| 20050 Withheld Funds | 1,622.88 | 1,021.68 |
| Total Other Current Liabilities | \$ 18,609.88 | \$ 23,346.68 |
| Total Current Liabilities | \$ 18,609.88 | \$ 23,346.68 |
| Total Liabilities | \$ 18,609.88 | \$ 23,346.68 |
| Equity | | |
| 30001 *Opening Bal Equity | 32,707.20 | 33,607.20 |
| 9001 Retained Earnings | 7,358.05 | 15,976.86 |
| Net Income | (19,442.44) | (8,618.81) |
| Total Equity | \$ 20,622.81 | \$ 40,965.25 |
| TOTAL LIABILITIES AND EQUITY | \$ 39,232.69 | \$ 64,311.93 |

Thursday, Jun 04, 2015 03:46:05 PM PDT GMT-4 - Cash Basis

Assistant Treasurer

Part I: Budgeted Income Received by the Assistant Treasurer

| INCOME SOURCES | FY14-15 Year to Date Totals | FY14-15 Budget | FY14-15 % of Budget | FY13-14 Totals Last Year | FY13-14 % of Budget Last Year | FY12-13 Totals 2 Yrs ago | FY12-13 % of Budget 2 Yrs ago |
|----------------------|-----------------------------------|-------------------|---------------------------|--------------------------------|--|--------------------------------|-------------------------------------|
| 14-15 Pledges Paid | \$107,244.00 | \$113,500.00 | 94% | \$104,946.97 | 87.46% | \$103,516.51 | 89.24% |
| Past Pledges (13-14) | \$400.00 | \$1,000.00 | 40% | \$1,910.00 | 63.67% | \$1,385.00 | 46.17% |
| Gifts/Offerings/WBMG | \$8,588.00 | \$5,350.00 | 161% | \$3,713.58 | 82.52% | \$5,303.65 | 117.86% |
| Ways and Means | \$9,485.80 | \$8,000.00 | 119% | \$9,525.00 | 158.75% | \$0.00 | 0.00% |
| Hall Rentals | \$26,561.50 | \$14,000.00 | 190% | \$16,905.00 | 120.75% | \$14,794.00 | 123.28% |
| Waltham Day Care | \$8,164.89 | \$8,225.00 | 99% | \$7,927.02 | 100.05% | \$7,696.17 | 100.00% |
| Steeple Lighting | \$525.00 | \$500.00 | 105% | \$450.00 | 90.00% | \$400.00 | 53.33% |
| Clothing Exchange | \$4,150.00 | \$4,000.00 | 104% | \$4,000.00 | 100.00% | \$4,000.00 | 100.00% |
| SUB-TOTAL | \$165,119.19 | \$154,575.00 | 107% | \$149,377.57 | 93.41% | \$137,095.33 | 91.43% |

| | | | | | | | |
|------------------------------|--------------|--------------|------|--------------|---------|--------------|---------|
| Supplement from Endowment | \$122,079.00 | \$122,079.00 | 100% | \$122,079.00 | 100.00% | \$142,753.00 | 100.00% |
| Church School Union Trust | \$900.00 | \$900.00 | 100% | \$925.00 | 92.50% | \$850.00 | 103.03% |
| From Named Funds | \$6,180.00 | \$6,180.00 | 100% | \$6,180.00 | 100.00% | \$2,478.00 | 100.00% |

| | | | | | | | |
|-------------------------|--------------|--------------|------|--------------|--------|--------------|--------|
| Total Budget vs. Income | \$294,278.19 | \$283,734.00 | 104% | \$278,561.57 | 96.33% | \$283,176.33 | 95.63% |
|-------------------------|--------------|--------------|------|--------------|--------|--------------|--------|

As of May 31st 2015

Respectfully Submitted, Leslie Gildersleeve, Assistant Treasurer

Part 2: Non-Budgeted Income, Donations, Special Projects Revenues

| NON-BUDGETED RECEIPTS & TRANSACTIONS | |
|--|--------------------|
| Retreat | \$4,766.50 |
| Capital Improvements | |
| Special Collections ¹ | \$8,225.40 |
| Advanced Pledges FY15-16 | \$14,805.00 |
| Waltham Buddhist Meditation Group | \$100.00 |
| Temporary Funds ² includes Jones Partnership Fund from Trustees | \$27,810.29 |
| Total Non-budgeted Receipts | \$55,707.19 |

| ¹ Share The Plate and other Special Collections | |
|--|----------------------------|
| \$3,000.00 | DRE Severance |
| \$515.00 | DRE Gift |
| \$492.00 | New Start Project |
| \$100.00 | Neighbors Who Care |
| \$292.50 | Boys and Girls Club |
| \$292.50 | Healthy Waltham |
| \$234.00 | Society for N. Am. Indians |
| \$307.00 | One World Play |
| \$319.00 | Dana Court Learning Center |
| \$311.15 | Waltham Land Trust |
| \$156.00 | GWARC |
| \$2,206.25 | FP Landscaping Project |
| \$8,225.40 | |

| ² Temporary Funds | |
|------------------------------|---|
| \$440.00 | Climate Change Workshop |
| \$820.00 | RE/Fair Trade Market |
| \$100.00 | GA refund |
| \$140.00 | Miscellaneous |
| \$23,182.00 | Jones Partnership Fund, Trustees transfer |
| \$328.60 | Music and Worship Refund |
| \$970.69 | Church Mutual Insurance Claim |
| \$1,204.00 | Refund to Worker's Comp |
| \$425.00 | Church Mutual Insurance Dividend |
| \$200.00 | Social Action for WATCH |
| \$27,810.29 | |

Waltham Buddhist Meditation
\$100 Donation for Floor Cushions

Memorial Fund
\$100 Memory of Inez Ward

As of May 31, 2015

Respectfully submitted,
Leslie Gildersleeve
Assistant Treasurer

Trustees of the Permanent Funds

FISCAL YEAR RESULTS. The year ended 2/28/15 was another positive one for the Permanent Funds, with a return on investment of \$136,770 or 7.1%. That continues a stretch of six consecutive years of positive investment results, averaging 16.7% per year. Expenditure from the funds was \$131,000 or 6.8% of the starting balance, so there was a small gain in the total permanent funds balance to \$1,933,000 at 2/28/15.

Our best performer was Berkshire Hathaway (Warren Buffett) with a 27.3% gain, followed closely by Fidelity Select Health Care at 25.4%. The worst by far, was Vanguard Energy with a loss of 13.9%, as oil prices fell sharply.

At the start of the fiscal year we held an unusually high amount of cash because of the sale of investments in the previous year. Not feeling comfortable putting it back into stocks, we parked \$100,000 in a bond fund, expecting a modest return. Confirming just how unfavorable the bond market is at this time, it earned a mere 0.5%.

No new permanent funds were received, other than the pass-through amounts for Jones Partnership grants.

The buying-power of the funds remained constant because inflation was zero from February to February due to the drop in oil prices. This is the first time that has happened.

IM-PRUDENT INVESTMENT The Trustees continue to work with the Finance Commission and the Board of Managers on budgetary matters, in an effort to reduce dependency on income from the permanent funds. Some progress has been made, and the current pledge drive has been quite successful. Nonetheless, we continue to be well above the prudent range of 4 to 5% for expenditures from endowment funds in the current investment climate.

In an effort to earn the amount needed for the budget, we are forced to an ever higher percentage of investments in stocks – currently 90%. In a more normal portfolio with 60% stocks and 40% bonds, there is some protection against severe losses in a down market. So we are exposed to full stock market volatility – a risky position indeed.

THE ECONOMY First Parish has an enormous stake in the success of the Federal Reserve in slowly raising interest rates without damaging the economy (i.e. stock market). In previous periods of rising interest rates, the stock market has continued to rise for a considerable time.

TABLES INCLUDED: UUI5T1 – Comparative summary of results for five years
UUI5T2 - Detailed investment results for the latest year.
UUI5T3 - Current investment portfolio by categories.
UUI5T4 - Analysis of the Named Funds.
Graph - Permanent Funds compared to Consumer Price Index

Respectfully submitted by the Trustees of the Permanent Funds - David S. Wilbourn, Fred W. Ruland, Nancy C. Amstutz

UU15T1 5 YEAR COMPARATIVE REPORT OF ASSETS & OPERATING RESULTS

SUMMARY OF ASSET ALLOCATIONS

| | 2/28/11 | % | 2/29/12 | % | 2/28/13 | % | 2/28/14 | % | 2/28/15 | % |
|--------------------------------|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|
| Cash & Short-Term Income | 126,148 | 7 | 73,052 | 4 | 52,994 | 3 | 234,772 | 12 | 24,297 | 1 |
| Fixed Assets (Gas Boiler) | - | - | - | - | 64,200 | 4 | 54,900 | 3 | 48,800 | 3 |
| CD's, Bonds, Bond Funds | 50,588 | 3 | 54,341 | 3 | 59,339 | 3 | 11,298 | 1 | 111,848 | 6 |
| Low Correlation Funds | 346,031 | 19 | 316,007 | 19 | 292,970 | 17 | 189,603 | 10 | 205,054 | 11 |
| Equity Securities, Value | 244,412 | 14 | 235,460 | 14 | 286,400 | 17 | 228,602 | 12 | 262,233 | 14 |
| Growth & Blended Funds | 717,048 | 40 | 678,426 | 41 | 656,548 | 38 | 841,126 | 44 | 916,318 | 47 |
| International Funds | 310,224 | 17 | 303,743 | 18 | 296,932 | 17 | 366,264 | 19 | 364,327 | 19 |
| | 1,794,451 | | 1,661,029 | | 1,709,383 | | 1,926,565 | | 1,932,877 | |
| Change in Asset Value | | | (133,422) | | 48,354 | | 217,182 | | 6,312 | |
| Percentage Change | | | -7.4% | | 2.9% | | 12.7% | | 0.3% | |
| Annual Inflation Rate | | | 2.9% | | 2.0% | | 1.1% | | 0.0% | |
| Growth or Loss after Inflation | | | -10.3% | | 0.9% | | 11.6% | | 0.3% | |

SUMMARY STATEMENT OF RETURN ON INVESTMENTS, AND DISBURSEMENTS

| | 12 Months 2/28/11 | 12 Months 2/28/12 | 12 Months 2/28/13 | 12 Months 2/28/14 | 12 Months 2/28/15 |
|--|----------------------|----------------------|----------------------|----------------------|----------------------|
| Opening Assets | 1,578,468 | 1,794,451 | 1,661,030 | 1,709,383 | 1,926,564 |
| Funds Received for Jones Partnership | 15,468 | 21,245 | 23,942 | 24,423 | 25,555 |
| Other Additional Funds Received | 36,297 | 1,740 | 43,054 | - | - |
| Return on Investments (Income+Gain) | | | | | |
| Cash & Short-Term Income | 82 | 32 | 4 | (524) | (48) |
| Depreciation, Fixed Assets | - | - | - | (6,100) | (6,100) |
| CD's, Bonds, Bond Funds | 10,359 | 3,753 | 4,998 | 1,959 | 550 |
| Low Correlation Funds | 50,314 | (4,493) | 30,214 | 42,248 | 20,701 |
| Equity Securities, Value Style | 39,954 | (3,989) | 56,395 | 55,420 | 45,182 |
| Growth & Blended Funds | 142,176 | 14,245 | 38,470 | 187,422 | 78,422 |
| International Funds | 73,339 | (6,481) | 23,189 | 69,332 | (1,937) |
| Total Return | 316,224 | 3,067 | 153,270 | 349,757 | 136,770 |
| Disbursements | | | | | |
| To Church Operating Budget | 124,400 | 134,270 | 141,734 | 127,248 | 122,079 |
| Other Specific Projects Voted | - | - | - | - | - |
| Special Purpose Funds | 6,835 | 4,505 | 9,678 | 9,750 | 8,934 |
| Trustee's Expense | 271 | 198 | - | - | - |
| Expenses Subtotal | 131,506 | 138,973 | 151,412 | 136,998 | 131,013 |
| For Jones Partnership | 20,500 | 20,500 | 20,500 | 20,000 | 25,000 |
| Total Disbursements | (152,006) | (159,473) | (171,912) | (156,998) | (156,013) |
| Closing Assets | 1,794,451 | 1,661,030 | 1,709,383 | 1,926,564 | 1,932,877 |

Components of Return on Investment

| | | | | | |
|------------------------------|---------|----------|---------|---------|---------|
| Income Received | 34,236 | 31,042 | 31,458 | 28,484 | 31,561 |
| Gain or Loss of Market Value | 281,988 | (27,975) | 121,812 | 321,273 | 105,209 |
| Total Return | 316,224 | 3,067 | 153,270 | 349,757 | 136,770 |

As Percentages of Opening Assets

| | | | | | |
|--|-------|------|------|-------|------|
| Total Return on Investments | 20.0% | 0.2% | 9.2% | 20.5% | 7.1% |
| Total Expenditures (Excluding Jones Partnership) | 8.3% | 7.7% | 9.1% | 8.0% | 6.8% |

UUI5T2 INVESTMENT RESULTS FOR THE YEAR ENDED 2/28/15

| Cash & Short-Term Income | VALUE | TRANSACTIONS | | VALUE | TOTAL RETURN | | INCOME | | CAPITAL |
|-----------------------------|-----------|--------------|-----------|-----------|-----------------|------|----------|----------|-------------|
| | 2/28/14 | Date | Amount | 2/28/15 | (Income + Gain) | | Withdraw | Reinvest | Gain (Loss) |
| Bank of America | \$3,855 | Various | | \$4,275 | \$1 | 0.0% | - | \$1 | - |
| Fidelity Money Mkt Accounts | \$231,501 | Various | | \$26,844 | (\$49) | 0.0% | - | \$9 | (\$58) |
| Fidelity Short-Term Bond | - | | | - | - | 0.0% | - | - | - |
| Accounts Receivable | - | | - | - | - | 0.0% | - | - | - |
| Accounts Payable (Minus) | (\$584) | 03/14/14 | (\$6,238) | (\$6,822) | \$0 | 0.0% | - | - | - |
| | \$234,772 | | (\$6,238) | \$24,297 | (\$49) | 0.0% | - | \$9 | (\$58) |

| | | | | | | | | | |
|---------------------------|----------|------------|-----------|----------|-----------|--|--|--|-----------|
| Fixed Assets (Gas Boiler) | \$54,900 | Depreciate | (\$6,100) | \$48,800 | (\$6,100) | | | | (\$6,100) |
|---------------------------|----------|------------|-----------|----------|-----------|--|--|--|-----------|

CD's, Bonds & Bond Funds

| | | | | | | | | | |
|-------------------------|----------|----------|-----------|-----------|-------|------|---|---------|-----------|
| Loomis Sayles Bond Fund | \$11,298 | 05/13/14 | \$100,000 | \$111,848 | \$550 | 0.5% | - | \$4,024 | (\$3,474) |
| | \$11,298 | | \$100,000 | \$111,848 | \$550 | 0.5% | - | \$4,024 | (\$3,474) |

Growth & Income Blended Funds

| | | | | | | | | | |
|-----------------------|-----------|--|---|-----------|----------|-------|---------|---|----------|
| Fidelity Puritan | \$171,332 | | - | \$186,542 | \$18,021 | 10.5% | \$2,811 | - | \$15,210 |
| UUA Gen. Invest. Fund | \$8,749 | | - | \$8,701 | \$371 | 4.2% | \$419 | - | (\$48) |
| | \$180,081 | | - | \$195,243 | \$18,392 | 10.2% | \$3,230 | - | \$15,162 |

Low Correlation Funds

| | | | | | | | | | |
|---------------------------------|-----------|--|---|-----------|----------|-------|---------|---------|----------|
| EatonVance Enhanced Equity 2 | \$66,300 | | | \$71,200 | \$10,150 | 15.3% | \$5,250 | - | \$4,900 |
| Fidelity Convertible Securities | \$123,303 | | - | \$133,854 | \$10,551 | 7.4% | - | \$2,367 | \$8,184 |
| | \$189,603 | | - | \$205,054 | \$20,701 | 10.9% | \$5,250 | \$2,367 | \$13,084 |

Equity Securities, Value Style

| | | | | | | | | | |
|------------------------|-----------|----------|-----------|-----------|----------|-------|---------|-------|----------|
| Berkshire Hathaway 'B' | \$144,725 | | | \$184,263 | \$39,538 | 27.3% | - | - | \$39,538 |
| General Electric | \$76,410 | | | \$77,970 | \$4,230 | 5.5% | \$2,670 | - | \$1,560 |
| Vanguard S&P Index | \$7,467 | 02/17/15 | (\$8,574) | - | \$1,107 | 14.8% | - | \$144 | \$963 |
| DFA Small Cap | \$0 | 02/17/15 | (\$307) | - | \$307 | 8.0% | - | - | \$307 |
| | \$228,602 | | (\$8,881) | \$262,233 | \$45,182 | 20.6% | \$2,670 | \$144 | \$42,368 |

Growth Mutual Funds

| | | | | | | | | | |
|----------------------------|-----------|--|---|-----------|------------|--------|---|---------|------------|
| Fidelity Select Health | \$114,066 | | | \$143,091 | \$29,025 | 25.4% | - | \$553 | \$28,472 |
| Fidelity Select Leisure | \$90,233 | | | \$101,892 | \$11,659 | 12.9% | - | \$1,128 | \$10,531 |
| Fidelity Select Technology | \$82,053 | | | \$90,244 | \$8,191 | 10.0% | - | \$441 | \$7,750 |
| Vanguard Admiral Energy | \$164,373 | | | \$141,480 | (\$22,893) | -13.9% | - | \$3,049 | (\$25,942) |
| Vanguard Growth Index | \$210,320 | | - | \$244,368 | \$34,048 | 16.2% | - | \$2,798 | \$31,250 |
| | \$661,045 | | - | \$721,075 | \$60,030 | 9.1% | - | \$7,969 | \$52,061 |

International Funds

| | | | | | | | | | |
|-------------------------------|-----------|--|---|-----------|-----------|-------|---|---------|-----------|
| DWS Scudder Global Small Cap | \$180,590 | | | \$176,928 | (\$3,662) | -2.0% | - | \$1,652 | (\$5,314) |
| Vanguard Admiral Int'l Growth | \$185,674 | | - | \$187,399 | \$1,725 | 0.9% | - | \$4,244 | (\$2,519) |
| | \$366,264 | | - | \$364,327 | (\$1,937) | -0.5% | - | \$5,896 | (\$7,833) |

Totals

| | | | | | | | | | |
|--------------------------|-------------|--|--|-------------|-----------|------|----------|----------|-----------|
| Starting Portfolio Value | \$1,926,565 | | | \$1,932,877 | \$136,770 | 7.1% | \$11,150 | \$20,411 | \$105,209 |
| Plus New Funds Received | \$25,555 | | | | | | | | |
| Plus Investment Return | \$136,770 | | | | | | | \$31,561 | \$136,770 |
| Less Expenditures | (\$156,013) | | | | | | | | |
| Ending Portfolio Value | \$1,932,877 | | | | | | | | |

UU15T3 INVESTMENT PORTFOLIO AS OF 3/01/15

| Cash & Short-Term Income | Symbol | Shares | Price | Value | Percent of Portfolio |
|--|--------|---------|----------|--------------------|----------------------|
| Bank of America | | - | - | \$4,275 | 0.2% |
| Fidelity Money Mkt Accounts | | - | - | \$26,844 | 1.4% |
| Accounts Receivable | | - | - | \$0 | 0.0% |
| Accounts Payable (Minus) | | - | - | (\$6,822) | -0.4% |
| | | | | \$24,297 | 1.3% |
| Fixed Assets (Gas Boiler) | | | | \$48,800 | 2.5% |
| CD's, Bonds & Bond Funds | | | | | |
| Loomis Sayles Bond Fund | LSBDX | 7,572.6 | \$14.77 | \$111,848 | 5.8% |
| | | | | \$111,848 | 5.8% |
| Growth & Income Blended Funds | | | | | |
| Fidelity Puritan | FPURX | 8,429.4 | \$22.13 | \$186,542 | 9.7% |
| UUA Gen. Invest. Fund | | 1,145.2 | \$7.60 | \$8,701 | 0.5% |
| | | | | \$195,243 | 10.1% |
| Low Correlation Funds | | | | | |
| EatonVance Enhanced Equity 2 | EOS | 5,000.0 | \$14.24 | \$71,200 | 3.7% |
| Fidelity Convertible Securities | FCVSX | 4,045.1 | \$33.09 | \$133,854 | 6.9% |
| | | | | \$205,054 | 10.6% |
| Equity Securities, Value Style | | | | | |
| Berkshire Hathaway 'B' | BRK.B | 1,250 | \$147.41 | \$184,263 | 9.5% |
| General Electric | GE | 3,000 | \$25.99 | \$77,970 | 4.0% |
| | | | | \$262,233 | 13.6% |
| Growth Mutual Funds | | | | | |
| Fidelity Select Health | FSPHX | 605.2 | \$236.44 | \$143,091 | 7.4% |
| Fidelity Select Leisure | FDLSX | 727.1 | \$140.13 | \$101,892 | 5.3% |
| Fidelity Select Technology | FSPTX | 746.7 | \$120.85 | \$90,244 | 4.7% |
| Vanguard Admiral Energy | VGELX | 1,392.0 | \$101.64 | \$141,480 | 7.3% |
| Vanguard Growth Index | VIGAX | 4,345.1 | \$56.24 | \$244,368 | 12.6% |
| | | | | \$721,075 | 37.3% |
| International Funds | | | | | |
| DWS Scudder Global Small Cap. | SGSCX | 4,171.8 | \$42.41 | \$176,928 | 9.2% |
| Vanguard Admiral Int'l Growth | VWILX | 2,577.0 | \$72.72 | \$187,399 | 9.7% |
| | | | | \$364,327 | 18.8% |
| | | | | \$1,932,877 | 100.0% |

ANALYSIS OF THE NAMED FUNDS

| Year & Source | Fund Name | Specified Purpose | Principal 2/28/15 | Restrictions by Donor | | | Accumulated Income, Restricted Funds | | | |
|---------------|-----------------------|------------------------|----------------------|-----------------------|--------|---|--------------------------------------|----------|----------|----------|
| | | | | None | Princ. | Income | 2/28/14 | Income | Expense | 2/28/15 |
| 1961 UU | Alliance Memorial | Flowers | \$200 | | | X | \$179 | \$0 | \$0 | \$179 |
| 1939 U | Fred W. Archibald | Flowers | \$401 | | | X | \$480 | \$0 | \$0 | \$480 |
| 1930 W | Sarah J. Bartlett | Flowers | \$100 | | | X | \$225 | \$0 | \$0 | \$225 |
| 1994 UU | Eaton/Chase Family | Flowers | \$700 | | | X | \$481 | \$0 | \$58 | \$423 |
| 1923 W | Ernest H. Griswold | Flowers | \$295 | | | X | \$423 | \$0 | \$0 | \$423 |
| 1984 UU | Guild Flower Fund | Flowers | \$893 | | | X | \$516 | \$0 | \$266 | \$250 |
| 1992 UU | Risdon Memorial | Flowers | \$3,000 | | | X | \$582 | \$0 | \$58 | \$524 |
| 1962 UU | Sears Memorial | Flowers | \$250 | | | X | \$358 | \$0 | \$58 | \$300 |
| 1990 UU | Deacon Smith Family | Flowers | \$2,263 | | | X | \$243 | \$0 | \$0 | \$243 |
| 1942 U | Walter Stearns | Flowers (\$100) | \$7,000 | | X | [100] | \$118 | \$0 | \$0 | \$118 |
| 1907 B | John C. Haynes | Charity Work | \$7,988 | | | X | \$775 | \$0 | \$0 | \$775 |
| 1875 U | Eunice Harrington | Needy Poor | \$2,662 | | | X | \$258 | \$0 | \$0 | \$258 |
| 1882 B | Lucy Chipman | Poor of the Church | \$944 | | | X | \$356 | \$0 | \$0 | \$356 |
| 1900 B | Sarah A. Davenport | Poor of the Church | \$910 | | | X | \$311 | \$0 | \$0 | \$311 |
| 1725 P | Mills Ripley | Poor of the Church | \$1,102 | | | X | \$422 | \$0 | \$0 | \$422 |
| 1881 U | Polly Sanderson | Poor of the Church | \$2,223 | | | X | \$676 | \$0 | \$0 | \$676 |
| 1955 U | Annie W. Smith | Poor of the Parish | \$11,067 | | | X | \$1,074 | \$0 | \$0 | \$1,074 |
| 1999 UU | Castner Memorial | Music | \$6,283 | | | X | \$1,064 | \$0 | \$350 | \$714 |
| 1992 UU | David E. Clough | Music | \$1,225 | | | X | \$285 | \$0 | \$50 | \$235 |
| 2012 UU | Irene Kallow | Music | \$43,054 | | | X | \$847 | \$0 | \$1,200 | (\$353) |
| 1950 W | Walter F. Starbuck | Music | \$580 | | | X | \$253 | \$0 | \$50 | \$203 |
| 2004 UU | Betty Lee Diggs | Music (Organ) | \$25,000 | | | X | \$6,875 | \$0 | \$2,350 | \$4,525 |
| 1972 UU | Martha Abbott | Children's Library | \$1,400 | | | X | \$136 | \$0 | \$0 | \$136 |
| 1996 UU | Dr. Douglas Butman | Property Maint. | \$30,000 | | | X | \$4,720 | \$0 | \$1,740 | \$2,980 |
| 1966 W | Alice J. Mason | First Parish Guild | \$500 | | | X | \$187 | \$0 | \$0 | \$187 |
| 1942 U | Alice S. Peabody | Sunday School | \$300 | | | X | \$173 | \$0 | \$0 | \$173 |
| 1992 UU | Ted Jones Scholarship | UUA Scholarships | \$8,402 | | | X | \$1,306 | \$0 | \$0 | \$1,306 |
| 1926 W | Alice L. Smith | Pastor's Supplement | \$186,542 | **** | | X | \$584 | \$2,811 | \$2,753 | \$642 |
| 2007 UU | Jones Partnership | Non-Budget Initiatives | ----- | ** | | X | \$49,132 | \$25,555 | \$25,000 | \$49,687 |
| 1913 U | Clara Abbott | ----- | \$500 | | X | Totals: \$73,039 \$28,366 \$33,933 \$67,472 | | | | |
| 1905 W | George L. Almy | ----- | \$500 | | X | | | | | |
| 1921 W | Abby E. Armstrong | ----- | \$300 | | X | | | | | |
| 1923 W | Phineas & Mary Barnes | ----- | \$1,690 | *** | X | | | | | |

| | | | | | |
|---------|------------------------------|-------|-----------|-----|---|
| 1935 B | Mary E. Barry | ----- | \$2,000 | | X |
| 1927 W | Fred & Mary Bryant | ----- | \$2,202 | *** | X |
| 1919 B | Luther & Mary Gilbert | ----- | \$10,000 | | X |
| 1967 UU | Helen M. Howe | ----- | \$6,560 | | X |
| 1900 B | William H. Ireland | ----- | \$4,000 | | X |
| 2007 UU | Ted & Nathalie Jones WCRB | ----- | \$203,891 | | X |
| 1922 U | Mary Gardner Lamb | ----- | \$1,500 | | X |
| 1911 B | Joseph W. Leighton | ----- | \$12,000 | | X |
| 1916 W | Alice & Arthur Mason | ----- | \$4,808 | *** | X |
| 1998 UU | Robinson Family | ----- | \$6,285 | | X |
| 1918 B | Susan E. Tyler | ----- | \$1,000 | | X |
| 1994 UU | Marguerite E. Chase | ----- | \$54,489 | X | |
| 1965 UU | Mary A. Hartwell | ----- | \$5,000 | X | |
| 1996 UU | Daniel B. Hinckley | ----- | \$2,000 | X | |
| 1967 UU | Evelyn G. Sears | ----- | \$10,000 | X | |
| 1980 B | Beacon Property Fund | ----- | \$352,600 | X | |
| 1977 W | Parsonage Proceeds Fund | ----- | \$69,148 | X | |
| 2013 UU | Fixed Assets (Gas Boiler) | ----- | \$48,800 | X | |

Notes:-

- * Income added back into principal
- ** Principal is in the Jones FBO Trust
- *** Held in UUA Common Endowment Fund
Income received quarterly
Principal balances adjusted annually
- **** Principal invested in Fidelity Puritan Fund

Income rate on Special Purpose Funds
:2.3%

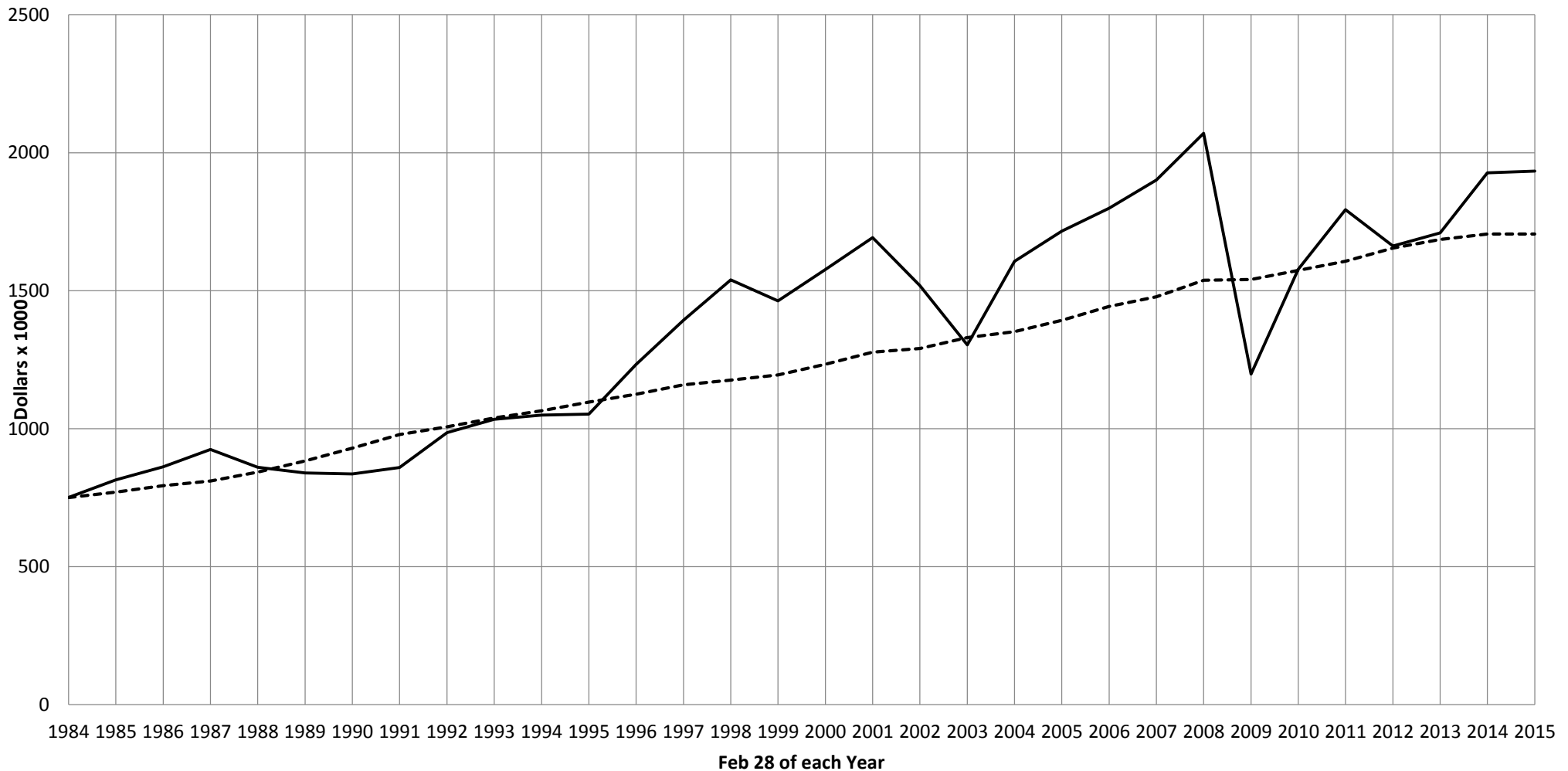
Sources:-

- B=Beacon Universalist
- W=Waltham Universalist
- P=Puritan predecessor
- U=Unitarian before 1958
- UU=Since merger in 1958

| | | | | |
|--|-----------|-----------|--|----------|
| Accumulated Income & Appreciated Value | \$788,320 | \$720,848 | | \$67,472 |
|--|-----------|-----------|--|----------|

| | | | | |
|-------------------------------|--------------------|--------------------|------------------|------------------|
| Grand Total, All Funds | \$1,932,877 | \$1,262,885 | \$264,136 | \$405,856 |
|-------------------------------|--------------------|--------------------|------------------|------------------|

Permanent Funds Compared to Consumer Price Index from a base of \$751,000 in 1984
Solid line = Actual Funds Dashed line = Funds required to keep pace with inflation



On-going comparative records of the Permanent Funds have been kept since 1984 at which time the total funds were \$751,000. Each year we compare the actual funds balance to the amount that would have been needed to keep up with inflation. Although the Consumer Price Index has more than doubled during this period, so have the Permanent Funds. So the buying-power of the funds today is actually greater than it was in 1984. While keeping up with inflation, the funds have also contributed \$3,178,000 to First Parish operations during these 30 years.

Jones Partnership Fund Grant Recipients

ACACIA IN KENYA
2015 Sharing Science

\$1,750

Project Director: Danielle Hanson

Sponsor: Joyce Mohr

The Project: Acacia in Kenya is the recipient of two Foldscopes, and members of First Parish will deliver them to St. Elizabeth Lureko Girls School in Kenya this summer. While there, they will share information about how to participate in the worldwide development of the user's manual, as well as present supplementary science supplies. They will also celebrate ten years of partnership with the school.

Partnering Opportunities: Acacia in Kenya will be reaching out to science educators in the wider Waltham and surrounding communities both before and after the trip, which they will document in detail. They will highlight the project in their May fundraiser as well. Members of the congregation and others will have continuing opportunities to engage with and support the school.

THE CAT CONNECTION
The Cat Connection Shelter Projection

\$750

Project Director: Eva Miller

Sponsor: Evelyn LeBlanc

The Project: The volunteer team proposes to transform the former North Branch of the Waltham Public Library into a cat shelter in 2015. The purpose is to control the local feral cat population through Trap-Neuter-Return-Maintain programs and to facilitate the adoption of stray and abandoned cats and kittens into responsible, permanent homes. Many residents can no longer afford to feed their cats or kittens or are abandoning them. The economy has left the Cat Connection with more cats than ever. The grant can help them provide a shelter to improve the feral cat situation in the City.

Partnering Opportunities: The Cat Connection would acknowledge the First Parish Waltham publicly, such as on its website and Facebook page, provide volunteer opportunities, host open houses and/or visits to the church, and possibly name a space within the shelter.

CHAPLAINS ON THE WAY
Women's Knitting Group at Bristol Lodge Women's Shelter

\$1,500 (second year)

Project Director: Rebecca Sheble-Hall

Sponsor: Shirley Traite

The Project: The ultimate goal is to bring connection to women experiencing crisis and isolation, including connection to faith communities, such as First Parish. There will be a weekly opportunity to knit in a circle of care and conversation. Knitters choose yarn and needles from donated supplies while COTW volunteers teach beginners to knit. Staff chaplains organize and attend each week, offering spiritual companionship and helpful resources. (This group plans to become self-sustaining and is in the process of setting up their organization towards that goal.)

Partnering Opportunities: COTW hopes to expand the circle of support in the community. The volunteers will promote the needs of the group in their churches and among friends. At First Parish specifically, they plan a "Ladies' Tea" and a meditative labyrinth walk, co-facilitated by the FPW ministerial intern. Interested women in the knitting group can be part of the planning also.

CHESTERBROOK COMMUNITY FOUNDATION, INC. \$1,500
Youth Group Project for Chesterbrook and Dana Court

Project Director: Joan Atlas

Sponsor: Pam Penton

The Project: The Jones Partnership Fund will provide funds for two events to be held at the church, to which the Youth Group will invite children from the Learning Centers. Funds will also provide school and art supplies and snacks and water for the two learning centers.

Partnering Opportunities: The Parish Youth Group will continue to conduct drives at the church to gather healthy snacks, school and/or art supplies for the learning centers. They will also plan two special events held at the church, which will involve children from both the Learning Centers and from First Parish.

THE COMMUNITY DAY CENTER, INC. \$2,500 (2nd of 3 years)
Stabilization Program: Counseling, Case Management and Wellness

Project Director: Marilyn Lee-Tom

Sponsor: Dimitry Zarkh

The Project: The project entails hiring and paying a Mental Health Counselor and a Case Manager to provide a stabilization process for the people who utilize the Community Day Center. The goal is to offer “one stop” services for those individuals who need help with mental health issues and substance abuse issues. The goal for each individual is full recovery with no relapse. (Their plan is to attain funds from larger grant sources to support the counselor and case manager, such as the Clipper Ship Foundation, for the long term.)

Partnering Opportunities: There are volunteer opportunities at the Day Center to deepen the connection that already exists with the FPW. The CDC benefits the Waltham community.

FIRST PARISH BOARD OF MANAGERS \$2,182
Sanctuary Sound Enhancement

Project Director: Dan DeHainaut

Sponsor: Donna VanderClock

The Project: The project will complete the final stage of a multi-year program of modernization and improvement of the Sanctuary’s installed sound system. New loudspeakers and an amplifier will provide superior sound suitable for a variety of performances: vocal and musical events, as well as panel discussions and lectures. Labor will be provided by members of the church.

Partnering Opportunities: A superior sound system will enable the church to attract a wider variety of guests and renters, thus increasing potential membership and revenues. First Parish has a long musical history in the community, from the Choristers and Coffee House to current performances of the Choir, guest musicians, and artists participating in our Gala Auction event.

GREATER WALTHAM ARC (GWARC) \$1,000
GWArc Community Service Program

Project Director: Roslynn Rubin

Sponsor: Alice Taylor

The Project: The Community Service Program engages individuals with intellectual and developmental

disabilities in service projects that benefit others in the community. Participation can provide a sense of purpose, pride and accomplishment. GWArc would coordinate opportunities for First Parish members to participate with Community Outreach and Social Justice Commissioner Dimitry Zarkh.

Partnering Opportunities: GWArc will host four community service sessions. Two will be held through their Recreation program and will be open to all. They will work to coordinate schedules so that First Parish members may also participate in intergenerational service events at venues such as the Waltham Community Day Center and the Bristol Lodge Soup Kitchen.

JEWISH FAMILY AND CHILDREN'S SERVICE **\$1,000**
Cooking Without a Kitchen: Cookbook Distribution Project

Project Director: Alison Kaufman

Sponsor: Alan Bone

The Project: The JFCS has created a cookbook in partnership with Project Bread, **Cooking without a Kitchen**, which is designed for homeless families living in hotels without kitchens. Distribution to homeless individuals includes inviting potential users to cooking demonstrations that explain how to use the cookbook and prepare healthy nutritious, delicious meals for those on a very small budget.

Partnering Opportunities: In Waltham 115 families housed in The Home Suites Inn are potential users for the cookbook. To partner with the First Parish, the JFCS could have Hunger and Nutrition staff speak to the parishioners about their work or participate in a "gift card drive" for grocery store gift cards to be distributed with the cookbook at the demonstrations.

THOM/CHARLES RIVER EARLY INTERVENTION **\$1,000**
Trauma Informed Early Intervention

Project Director: Lorraine Sanik

Sponsor: Grace Curtis

The Project: The Trauma Informed Early Intervention approach would enable staff to more effectively engage parents new to the Waltham Home Suites Hotel. The staff would support families of very young children, birth to 3 years old, to move forward from traumatic events. The funds would also support parent discussion groups focused on topics of interest requested by parents.

Partnering Opportunities: The project will bring together family workers from Creative Start and staff from the Home Suites Hotel. Also, Playtime, a program of the Freedman Center for Child and Family Development, with the Hotel staff will provide family activities. Sponsor Grace Curtis attends various functions and donates clothing and shoes for the children. They welcome other parishioners' involvement.

UU MASS ACTION **\$500**
Immigrant Rights Campaign

Project Director: Laura Wagner

Sponsor: Dimitry Zarkh

The Project: Immigrant Rights is one of UU Mass Action's four core campaigns, and its focus is to decrease the vulnerability of the state's immigrant community by the passage of two key bills: the Trust Act and the Safe Driving Bill. Jones Partnership Fund support will allow members to work with community leaders on a variety of fronts to ensure passage of these bills.

Partnering Opportunities: UU Mass Action will work in collaboration with the Immigrant Rights team at First Parish by providing campaign updates and calls to action, as well as by supporting community events sponsored by the church. First Parish has collaborated in the past on the campaign: last year the congregation voted to support the Trust Act. Volunteers will also work in the Waltham community to support passage of a Waltham Trust Act Ordinance.

WALTHAM BOYS AND GIRLS CLUB

\$2,000

Café for Kids Free Dinner Program

Project Director: Erica Young

Sponsor: Sue Genser

The Project: Since many of Waltham children and teens eat one nutritious meal a day at school, the purpose of the program is to help alleviate out-of-school hunger by providing a healthy meal every evening, educate children about nutrition and healthy eating habits, and motivate the community to respond to the problem of childhood hunger. Café for Kids provides an after-school meal each day that school is in session, during school vacations, and summer break.

Partnering Opportunities: The Girls and Boys Club works with Healthy Waltham, Waltham Fields Community Farm, as well as students from Bentley and Brandeis. The First Parish neighbors are invited to plan, source, and serve meals in the program. The program benefits the Club families and the community as a whole. In the past Sue Genser, sponsor, enlisted several First Parish members to serve meals and contribute groceries to the program.

WALTHAM COUNCIL ON AGING

\$500

Senior Citizen Symphony Trip

Project Director: Marybeth Duffy

Sponsor: Amy Eastwood

The Project: The Waltham Council on Aging provides biennial day trips that many Waltham isolated, low-income seniors cannot afford. This grant would provide funds for 30 seniors to attend a Boston Symphony Orchestra performance and dinner at Maggiano's. The event provides a social and cultural opportunity. During the bus ride the Counsel on Aging provides outreach services.

Partnering Opportunities: First Parish member volunteers are invited to be escorts on the trip or volunteer in other ways at the Waltham Council on Aging.

WALTHAM FAMILY SCHOOL

\$1,500

Immigrant Families Learning Together

Project Director: Britta McNemar

Sponsor: Bee Fortin

The Project: The Waltham Family School supports low income, immigrant families by providing educational and social opportunities. This Jones Partnership Fund grant supports transportation for four field trips which are part of the Interactive Literacy component of the program. The trips involve many preparatory and follow-up learning activities, plus the chance to explore different parts of the city and region.

Partnering Opportunities: In addition to involvement with the field trips, First Parish Religious Education team members and Sponsor Bee Fortin are planning an intergenerational event with the Family School at First Parish to celebrate Martin Luther King Day, 2016. Church members have also participated in other events in conjunction with the Family School.

WALTHAM FARMERS' MARKET
Snap Match

\$1500 (2-year grant)

Project Director: Martha Creedon

Sponsor: Martha Creedon

The Project: One in seven Americans uses SNAP, the Federal government's Supplemental Nutrition Assistance Program, formerly known as "food stamps." In 2011, a generous Jones Partnership grant was awarded to the Waltham Farmers' Market to allow SNAP customers to use their benefits at all eligible farmers and food vendors at the Market. Funding this year enables the Waltham to continue supporting SNAP customers, matching SNAP benefits with market tokens to double SNAP dollars up to \$10 per customer per week.

Partnering Opportunities: First Parish has many members that volunteer or play lead roles in the market and many others that regularly shop there in the summer.

WALTHAM HIGH SCHOOL SHOW CHOIR
Waltham High School Show Choir Outreach Expansion

\$1,000

Project Director: Alyssa Navarro

Sponsor: Rachel Learned

The Project: The WHS would like to expand its Show Choir by 25 females and up to 25 males. The JP grant would provide funds for the additional dresses needed for female members. In addition, the group requests the use of Whitcomb Hall for a recruiting event, for which the Parish would waive the rental fee.

Partnering Opportunities: Four Parish members are also members of the Waltham Show Choir. The group, and/or a subset of the group, perform special numbers for the Parish at holiday time, such as Christmas. Planned activities include using the Parish as a venue for practicing and performing, therefore, increasing visibility for FPW in the community.

WALTHAM MILLS ARTISTS' ASSOCIATION
Waltham Mills Open Studios: Print and Media Campaign

\$1,000

Project Director: Liza Bingham

Sponsor: Joel Weddig

The Project: Waltham Mills Artists' Association will hold their Open Studios on November 7 and 8, 2015. The Jones Partnership Grant will help with one of the largest expenditures, the printing and media campaigns. This includes radio ads and the printing of hundreds of handouts for visitors.

Partnering Opportunities: The WMAA will include the FPW on its materials, provide guided tours of member studios, and assist at the annual First Parish Gala Auction in a multi-pronged approach, including the services of an artist-liaison to facilitate communication and coordinate efforts.

WALTHAM PARTNERSHIP FOR YOUTH
Waltham Youth Leadership Council

\$1,000

Project Director: Beth Toolan

Sponsor: Dimitry Zarkh

The Project: Waltham Partnership for Youth is leading the efforts to create a city-wide leadership council for the purpose of preventing peer to peer substance abuse. Currently the efforts are adult-led. The Waltham Youth Leadership Council will utilize "One Voice Youth Empowerment Model" to develop young people's leadership and engagement so that young people can make changes needed in the community.

Partnering Opportunities: First Parish youth who participate in the program will be encouraged to present their work at First Parish as well as make their work part of their Coming of Age requirements.

WALTHAM PHILHARMONIC ORCHESTRA
Community Outreach Program

\$1,000

Project Director: Haig Iskenderian

Sponsor: Michael Levin

The Project: The focus of the Community Outreach Program is to bring classical music listening and performing opportunities to a greater cross-section of the Waltham Community. The goals are to attract student players to the orchestra, host a Student Concerto Competition, offer an exceptional young musician the opportunity to perform as a soloist with the orchestra, and partner with Plympton School in the “Asian Dreamscape” spring concert and produce four free chamber music concerts for the community.

Partnering Opportunities: The Waltham Philharmonic Orchestra will offer a chamber music performance at First Parish Church this year, either as part of a service, in conjunction with another on-going event, or as a separate event for parishioners. The group would welcome the opportunity to strengthen partnership with the FPW.

Nominees for Open Committee Positions

2015 Candidates for Consideration

| POSITION | NOMINEE | TERM EXPIRES (June) |
|---|---|---------------------|
| Religious Education Commissioner (2 years) | Deb Wild | 2017 |
| Membership Commissioner (2 years) | Sue Genser | 2017 |
| Music and Worship Commissioner (2 years) | Bee Fortin | 2017 |
| Finance Commissioner (1 year) | Jim Ohm | 2016 |
| Treasurer (1 year) | Bill Simpson | 2016 |
| Assistant Treasurer (1 year) | Leslie Gildersleeve | 2016 |
| Board President (2 years) | Dan DeHainault | 2017 |
| Moderator (1 year) | Alice Taylor - through 2015 Bill VanderClock | 2016 |
| Clerk (1 year) | Peter Duane | 2016 |
| Nominating Committee (2 years) | Gary Madison | 2017 |
| Trustee of the Permanent Funds (3 years) | David Wilbourn | 2018 |

ELECTED AT SPECIAL MEETING, April 12, 2015

| | |
|-------------------|---|
| MassBay Delegates | Deb Wild, Elisse Ghitelman |
| GA Delegates | Joyce Mohr, Bob Goggin; Ron Adams - Alternate |