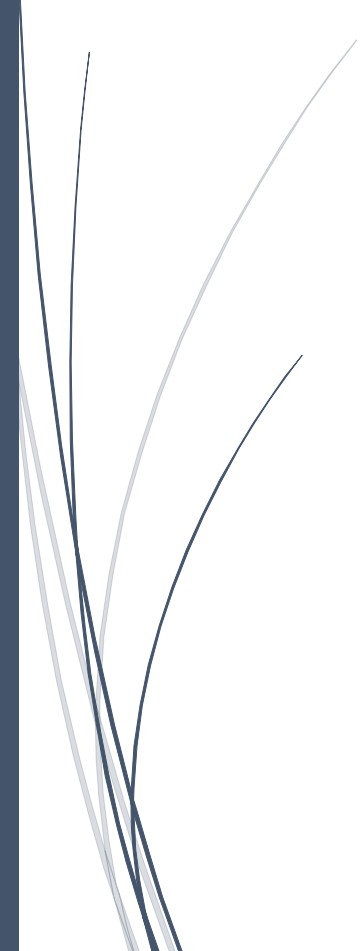


June 12, 2016

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 12, 2016, 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 2015-2016 budget deficit, should one exist.

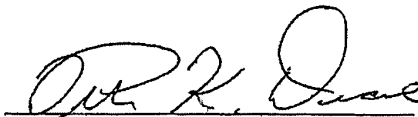
Article 4. To vote on the budget proposed by the Board of Managers for the year beginning June 1, 2016.

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

By order of the Board of Managers **May 25, 2016.**



President



Clerk

Posted: May 29, 2016



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

The voting members of this year's Board of Managers were

Dan DeHainaut – President
Bee Fortin – Music & Worship Commissioner
Sue Genser – Membership Integration Commissioner
Jim Ohm – Finance Commissioner
Barry Stearns – Property Commissioner
Deb Wild – Religious Education Commissioner
Dimitry Zarkh – Community Outreach & Social Justice Commissioner

Peter Duane served as Clerk, Leslie Gildersleeve as Assistant Treasurer, and Bill Simpson as Treasurer. The Board usually met the third or fourth Wednesday of month, and Board meetings continue to be open to all members of the congregation. Next year's meeting schedule will be placed in the church calendar during the summer.

For the past several years the Board has set its goals and priorities for coming year during a late summer retreat. When the new Board gathered last August, we were intrigued to see all of our granular goals for the coming year coalesce into a single theme: supporting and organizing the work of the Marketing and Promotion team to spread the word about First Parish in the wider community. As we eventually summarized it:

“Building on the work of the MaP Team, the Board will develop a unified system for marketing the congregation to the wider community and publicizing its events. A successful system will possess a flexible and durable infrastructure committed to empowering church members and remaining responsive and accountable (through reflection and evaluation) to annual goals established by the Board.”

It was a goal would not be fully realized in nine months, but we've made real progress during the 2015-16 church year. On a practical level, RE Commissioner Deb Wild stepped up to serve as liaison between MaP and the Board and spearheaded an assessment of the church's promotional needs. MaP's own goals and priorities were developed and refined in active conversation with the Board and hence with the church's Commissions and committees.

Moreover, “getting the word out” became the theme of much of our work through the year: opening our doors, shining a light on what we do, and making new connections in the community. Think of Waltham Connect, the Clothing Exchange, the Buddhist Meditation Group, and our developing relationship with B'nai Or – these are among the many ways, old and new, that First Parish opens its doors to the wider community.

But the church has both literal and figurative doors to be opened, and the Board was aware that today a church's “front door” is found on the web and in social media. Thus we requested and received a grant from the Jones Partnership Fund for an evaluation of our current web site and social media presence, and for a web site upgrade. You should see those web site improvements see rolling out by the fall.

Still, much of the work of “getting the word out” is just figuring out what “the word” is – not a simple task for a non-creedal religious community. The church took a big step with our April “Identity Workshop,” where nearly half our active members – including a significant number of our youth – had an engaging conversation about who we are, where we're going, and what we care about. At the end of May the Board called out to the whole First Parish community to recall or review some of that conversation and to reflect

priorities back to the Board: What aspects of our vibrant community mean the most to you, and what kinds of initiatives are you willing to commit your own time and energy to? The Board sees this as a key step in a process of involving the whole First Parish community in setting our goals and priorities for 2016-2017.

At its final meeting of the church year, the Board voted to pursue a Woburn Fund grant to support a direct mail marketing campaign in the fall of 2016. Like the web site improvements, this is an idea that this and previous Boards have been discussing for some time. It's exciting see it come to fruition.

I'll end on a more personal note. I suspect that the role of Board president is one that is always learned on the job, with some anxiety and a few false starts more or less built in. I first want to thank our previous president, Donna VanderClock, for passing me a detailed and extremely well documented baton, making the on-the-job learning far less daunting than it might have been. Thanks to Reverend Marc for offering guidance and support in so many ways. Thanks to the entire First Parish staff team, including its newest member, Chris Johnston, as well as Lynne, Todor, Richard, and – sadly for one year only – our Intern Minister Becky Sheble-Hall. We were truly fortunate to have had all of them on our team.

Finally, thanks to the Commissioners and other office holders whose listing at the beginning of this report may have seemed perfunctory, but who deserve my deepest gratitude as well as yours. Assuming a leadership role in the church demands hard work, but it also requires a leap of faith – not the easiest thing to muster in Unitarian Universalist circles. So thanks to you all, and a special, somewhat sad thanks to those of you who won't be sitting around the table next year: Peter Duane, Sue Genser, Jim Ohm, Alice Taylor, and Dimitry Zarkh. Well done, all of you.

— Dan DeHainaut
May 2016

Minister's Report

“We pledge to walk together in the ways of truth and affection as best we understand them now or may learn them in days to come that we and our children might be fulfilled and that we might speak to the world in words and actions of peace and good will.”

– Pilgrim Covenant, 1606, Plymouth Colony

Dear Members of First Parish in Waltham,

It seems to me that the members and friends of First Parish in Waltham are fulfilling the terms of the Pilgrim Covenant wonderfully. Thank you all for helping one another and our world as we live into the challenging questions of our time. Personally and vocationally I feel blessed to be among people who devote themselves so much and so well to the life of the congregation and to all circles of life and community surrounding it. 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.

As we complete our tenth year of shared ministry one thing is abundantly clear: Parish ministry bears little resemblance to what we think ministry is when we enter seminary. Ministry is a journey, and each of us chooses whether to travel solo or with others toward a common destination. In my experience ministry is so much more than I could have imagined at the outset, and the potential to enter into relationship with each individual in the congregation and with the congregation itself is a great privilege and a greater blessing. What follows are some high points of the year (from the minister's perspective).

- The Board of Managers participating in the Fall Retreat, during which, in a very short span of time, our shared goal for this year was formulated: *Working with and building off the good work of the present Marketing and Promotions Team, the Board will develop a unified system for*

marketing the congregation to the wider community and publicizing its events. A successful system will possess a flexible and durable infrastructure committed to empowering church members and remaining responsive and accountable (through reflection and evaluation) to annual goals established by the Board.

- The diligent and caring work for the life of the congregation and the community by the Commissioners together with chairs and members of our committees for Religious Education, Music, Property, Finance, Marketing and Promotion, Membership Integration, Hospitality, Social Action and Outreach, Pastoral Care, and Worship;
- The time, the creativity, and the thoughtfulness of a relatively small number of church members who devoted themselves to the phenomenal and highly successful Church Auction;
- The quiet, diligent work of the Trustees to ensure that the endowment funds of the congregation are well and properly managed;
- Several well attended Stewardship Property Days, both last fall and this spring, which have provided members and friends the time and space to come together to ‘do the work of the church’ in a very hands-on kind of way, deepening relationships while caring for the church.
- A vibrant and burgeoning, weekly Buddhist meditation program, produced and facilitated by church members, Michael Levin, Emily Weidman, and Elisse Ghitelman. Only Sunday worship consistently draws more people to First Parish on a weekly basis.
- The discreet and outstanding work of the Nominating Committee to responsibly fill upcoming leadership vacancies. We owe the members of the Nominating Committee an unpayable debt of gratitude.
- The time, talent, and creativity, invested in this year’s annual RE Stage Production.
- Two very positive Waltham Connect events; “Multicultural Waltham Connect” on November 10 and “Multiculturalism and Economic Equity” on March 29.
- A church-wide workshop on Identity held on April 4 which engaged over 50 members and friends in an afternoon of soul-search and future-dreaming.
- The launch of a new program called *Taking it Home*. This is a staff collaboration intended to make the good news of Unitarian Universalism more accessible and more visible outside of Sunday and beyond the walls of the church.
- The continual beautification of our building grounds – the incredible landscaping, stationary and rotating signage, and the very recent addition of night lighting for our new sign on the front lawn.
- And last but far from least, we had the most awesome and inspiring Stewardship Pledge Drive this spring, led by an awesome and inspiring campaign team.

Staffing – Yay and kudos to our very own fantastic staff. Although the fall was admittedly challenging with the vacant Office Manager position, we are truly blessed to have found a fantastic Office Manager whose role is evolving as we recognize all the talents and gifts our new Office Manager, Chris Johnson, brings. The combined talents and experience of DLRE, Lynne Weygint, Music Director, Todor Stoinov, Office Manager, Chris Johnson, and Groundskeeper, Richard Farina are a force to reckon with. We are blessed to have such a talented and committed staff team working in support of all facets of church life. In the coming church year, with the Board’s blessing, we will be experimenting with restructuring program staff responsibilities such that staff members will be more effective and responsive to church programs, and hopefully relieve church members from some of the more burdensome responsibilities of church life. Our aim is to have program staff members provide more intentional support to all church leaders.

Programming – We’ve had a busy year being the kind of church that is needed in our world. The various committees will report on the many good things they have done. I will add here the highly successful efforts of DLRE, Lynne Weygint to provide First Parish members with more opportunities for spiritual and faith development by way of a more structured and varied programming for adults as well as for children and youth.

For the coming year, here are some of the programs areas which I think we'll find important to focus on:

- A new arts based Sunday morning program called "Spirit Spark," which will draw on each month's worship theme and use the arts to engage participants with the theme.
- The structure of our Pastoral Care program so that it continues to meet the pastoral needs, both big and small, of church members.
- Our Membership Integration Committee's assistance to new members with meeting people and connecting with programs and activities of interest;
- Our congregational support to members in their efforts to serve the priority needs of the community;
- Our Marketing and Promotions Team's effort to let the wider community know what our church does and how we might be good for them;
- Our church activities that give members opportunity to develop long-term friendships;
- Our spiritual studies programs to help members continue the journeys of spiritual and faith development that fulfill life and build great communities.
- The structure and purpose of the Committee on Ministry given the present demands on the congregation and total membership.

This year, theme-based ministry has been the continued inspiration behind several ongoing programs. Despite the overall success of theme-based ministry, there was insufficient interest to maintain the small group called **Soul Matters** this year. 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, and inspirations drawn from each month's theme. For a second year, I've led a **monthly theme-based book group**. Each month's book has been chosen with that month's theme in mind. The monthly meeting provides a departure point for great conversations. Books we've read together this year have included:

The Gifts of Imperfection by Brenée Brown, (*Letting go*)

Forever by Pete Hammil (*Ancestry*)

The Seven Spiritual Gifts of Waiting by Holly Whitcomb; (*Expectation*)

All the Light We Cannot See by Anthony Doerr; (*Resistance*)

The Book of Salt by Monique Truong (*Desire*)

Between the World and Me by Ta-Nehisi Coate (*Liberation*)

The Green Boat: Reviving Ourselves in Our Capsized Culture, by Mary Pipher (*Creation*)

Learning to Fall: The Blessings of an Imperfect Life by Philip Simmons (*Blessing*)

The Art of Racing in the Rain by Garth Stein (*Simplicity*)

And last but not least, we gathered to watch theme-based films. I first tried showing the films on Sunday afternoons at 3:00 p.m., but that time didn't seem like a good time for most people. The suggestion was made to try hosting a Friday evening viewing and hence the birth of our very own **Friday Night at the Movies**. Films we've watched together this year have included:

Harold and Maude, 1971 (*Letting go*);

The Descendants, 2011 (*Ancestry*)

Juno, 2007 (*Expectation*)

Frida, 2002 (*Resistance*)

The Keeping Room, 2014 (*Desire*)

Harry Potter and the Chamber of Secrets, 2002 (*Liberation*)

Hugo, 2011 (*Creation*)

Babette's Feast, 1987 (*Blessing*)

Our Sunday “**Share the Plate**” program is now in its ninth year. Your generosity is inspiring! As of May the Share the Plate program has collected and distributed over \$2,147 since last June. This year’s recipients included Neighbors Who Care, Waltham Boys and Girls Club, REACH Beyond Domestic Violence, Waltham Land Trust, and Springwell Home Services (for the elderly), and the Waltham Alliance to Create Housing (WATCH). Additionally, your generous contributions to the to the **Minister’s Discretionary Fund** have made it possible to disburse \$2,698 since this time last year. The funds helped to pay rent, utility bills, automobile repairs, emergency lodging for people who otherwise would have slept out of doors, emergency meals to help overflow shelters during the long cold spells last winter, a Ferry Beach scholarship, and gift cards to local grocery stores, and bus tickets. Please know how grateful I am for the many generous ways you touch the lives of others in healing ways.

New Members – This year we welcomed with joy two new members: Alexandra Taylor and Michael Carmody who both signed the Membership Book in April. We have also had the pleasure of getting to 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 faith community.

Saying goodbye to our Intern Minister – Becky Sheble-Hall will be completing her year as intern minister at First Parish in August. We have been blessed with such a talented and enthusiastic intern minister. Becky has enriched our community life greatly. 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. The pool of available ministerial candidates seeking internships was remarkably small this year, and so we will not have a student intern minister in the coming year.

Looking ahead – I’m looking forward to the challenges and opportunities next year will bring. This year’s budget planning process made me acutely aware that we must embrace change as we move forward. 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. And doing so will only be possible if we have faith in the future, and in our capacity to adapt and grow.

I close now with thanks to each and every one. Parish 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. It is a privilege and joy to serve as your minister.

Much love,



Rev. Marc S. Fredette

Rites of Passage

June 1, 2015 – June 1, 2016
(Members' names italicized)

Deaths

Elizabeth D. Castner

Born on February 27, 1919 and died on November 8, 2016
Funeral Service on November 17, 2016

Robert C. Dakin

Born on June 4, 1928 – Missing in Action on November 12, 1950
Funeral Service on December 12, 2015

Virginia “Jini” Burke

Born on September 22, 1950 and died on April 7, 2016
Memorial Service on May 21, 2016

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: Friendship Finders (preschool and kindergarten), Chalice Keepers (3-5th grades), and the UU Explorers (6-8th grades).

We also collaborated with First Parish in Watertown and offered “Our Whole Lives,” a lifespan human sexuality curriculum to a group of 8th, 9th, and 10th graders. Eight youth from Watertown and six from Waltham made up the class, which was offered on the first Saturday of the month from October through May. Trained class leaders from Waltham were Scott Tougas and Elisse Ghitelman. Three other leaders from Watertown filled out the teaching team. This was an excellent collaboration and we will continue meeting once a month next year as a combined youth group.

After much discussion, the Religious Education Committee (Deb Wild, Commissioner, and members Daria Gere and Pam Penton) decided to pay high school aged youth from the congregation to teach two of our RE classes this year. Hiring teachers is becoming a popular way of managing the dearth of volunteers in our congregations with the time to teach RE classes, and on August 30, 2015, several regional colleagues and I led a teacher training for our paid youth teachers. Over 20 youth teachers met here in First Parish in Waltham for the four hour training, which went very well.

Chandra Penton was hired to teach the Friendship Finders, and Amelia Zarkh was hired to teach the Chalice Keepers. Rebecca Taylor continued in her role as Nursery Care provider. Each of these young women have done an outstanding job teaching this year, and I have loved working with them.

Our youngest children, those in the Friendship Finders class, focused on the Unitarian Universalist (UU) curriculum, “Celebrating Me and My World,” while the theme for 3rd-8th graders’ was “Our Jewish and Christian Heritage.” The Chalice Keepers used the Unitarian Universalist Association’s (UUA) curriculum, “Timeless Themes,” which includes bible stories from both the Hebrew and Christian traditions. Many thanks to Amelia Zarkh for teaching this class all year, and to volunteer assistants Deb Jose and Candace Holman. Thanks, too, to Pam Penton for volunteering to assist Chandra in the Friendship Finders class all year.

The UU Explorers used a new (and really fun!) curriculum called “D’Oh God!” Based on episodes of the TV series, “The Simpsons,” the class watched an episode of The Simpsons each week, then discussed the theological and social implications of the episode. In the spring, the Explorers embarked on a path toward social action led by Dimitry Zarkh. Other volunteer teachers include Elisse Ghitelman, Deb Wild, Dan Taylor, Joan Smith, and Martha Creedon.

In addition to Sunday morning programming, the RE Committee hosted several Family + Friends events for the congregation to enjoy over the course of the year, including apple picking, bowling, ice skating and carol singing at the Leland Home.

After reviewing safety practices, the RE 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. The outdoor play area was created by Barry Stearns, and Manny and Justin Kamal by painting a 4-square court on the pavement, and hanging a basketball hoop off of the staircase. The indoor play area has not yet been created.

Rev. Marc and I began a new resource based on the worship theme of the month, “Taking It Home,” in November, 2015. This resource is available in hard copy in the order of service on the first three Sundays each month, and is also accessible by links on the church’s website, through Twitter, and Facebook. We will continue “Taking It Home” next year.

Adults – Many thanks to Amy Eastwood and Deb Wild for their continued support of the many adult programs offered this year. And thanks, too, to the many who led adult programs: Rev. Marc Fredette, Becky Sheble-Hall, Bee Fortin, Michael Levin, Emily Weidman, Deb Wild, Dimitry Zarkh, Jim Ohm, Mary Benard, Kay Lhota, and Rachel Learned.

Among the programs enjoyed by both the congregation and the greater Waltham community were Buddhist meditation on Thursday evenings, two Waltham Connect events (fall and spring), book discussion groups, movie nights, speakers, and SoulCollage®.

Planning Ahead – This year, my second with you, has been a year of discovery and discernment. After attending several local, regional and national workshops, the RE Committee (with leadership from Deb Wild), Rev. Marc and I began discussing the future of the RE program. As a result of our many conversations and the Identity workshop which took place on 4/3/16, we are approaching next year as a year of experimentation.

Next fall our youngest children, those in preschool through 2nd grade will have a combined class that focuses on the 7 Principles of Unitarian Universalism using the new, re-worked curriculum, “Chalice Children.”

For people in 3rd grade and older (8 – 108!), we are introducing an arts based program called “Spirit Spark,” to be held in the Chapel on Sunday mornings concurrent with the traditional worship service. Each Sunday, we will begin together in the sanctuary, and after the first part of the worship service, the congregation will have the choice to remain in the sanctuary for the remainder of the worship service, or to be sung out to the Chapel for the Spirit Spark of the day.

Drawing inspiration from the worship theme of the month, each Spirit Spark session will use the arts (collage, poetry, and mindfulness, for example) to engage participants with the theme.

We will evaluate this new initiative throughout the year, and invite you to walk this experimental path with us.

Conclusion – My work at First Parish would not be possible without the support of Rev. Marc, other staff, the RE Commissioner, Deb Wild, the Board of Managers, and, of course, the congregation. Thank you each and every one - I am very much looking forward to our work ahead!

Respectfully Submitted,
Lynne Weygint
Director of Lifespan Religious Education

Intern Minister's Report

In my May article for the church newsletter, I described the many ways that First Parish has blessed me during my one-year internship here. Looking back on the year, I am filled with those blessings again.

The first weeks and months of my internship were spent becoming acquainted with things: your names, your various roles in the church (each of you has one), and the parts of yourself that you shared with me during fellowship at coffee hour, game night or other church events. I became familiar with how First Parish operates and governs itself by attending meetings of some of the commissions that are charged to help with that: the Committee on Ministry, RE, Pastoral Care and the Board of Managers. And I learned about the many ways this church reaches out in love to the surrounding community, and is a gathering place for discussion on social justice through attending events like: Waltham Connect, the GMO lecture, and fundraisers for Watch, The Waltham Community Day Center and Acacia in Kenya.

Learning to craft and lead worship in our faith tradition was one of the learning goals of my internship. Most of my past experience with this has been in an interfaith setting, where I lead spiritual practices for people who are not Unitarian Universalist. This year I played an increasingly involved role in most worship services and offered five sermons. My love of Unitarian Universalist theology and worship grew and matured because of this experience. I now feel myself firmly planted in the expansiveness of our denomination.

I also feel more firmly planted in my role as a minister. I had experiences this year which taught me about holding personal boundaries, the importance of self-care and the benefit of spiritual direction and supervision. I had several opportunities to engage with ministerial colleagues, both new and old, in our denomination. Representing First Parish in the public square – at a city council meeting or at monthly Waltham Ministerial Association meetings – also helped me grow in ministerial authority.

A few months into this internship, in collaboration with the UUA Director of Ministerial Development, David Petee and Rev. Marc, I converted my half-time internship to full-time by combining my ministry as executive director of Chaplains on the Way (COTW) with my ministry at First Parish. I am grateful for this opportunity which allowed me to bring my whole self to this internship. It also enabled us all to explore how an “indoor congregation” might engage with an “outdoor congregation.”

I am deeply grateful to Marc for his supportive attention to my ministerial growth, and for his insight and encouragement during weekly supervision. My deep appreciation also goes to Sue Adams, Anne Ross, Marianne Cutter, Dan Taylor, Joyce Wilbourn, Elisse Ghitelman and Matt Carriker, who meet with me monthly, encouraging me in times of discernment.

Now, my gratitude is beginning to mix with sadness as I realize how much I will miss being with you next year. Let us hold each other in peace, as we continue the ministries we are called to.

Rebecca Sheble-Hall
Intern Minister

COMMISSIONER REPORTS

Finance Commission

The Finance Committee enjoyed a steady and productive year overseeing the church budget – expenditures and income – and undergoing a structural audit of our fiscal procedures. We move forward with a high degree of confidence that financial accounting at First Parish is sound and proper.

The Auction Committee worked tirelessly over the summer and into the fall to produce a hugely successful church action in October. Over \$10,000 was raised during the evening event.

As of this writing, we are on target to exceed the pledge goal for the year of \$112,000. We are also pleased to report our goal for Gifts and Offerings has been exceeded – in great measure from the generosity of the Buddhist Meditation Group. And income from Rentals has exceeded our goal for the year, raising over \$35,000.

We enjoyed an entertaining and very well attended Stewardship Dinner and Dance in the spring - this year held at the church. From all signs, the dinner was more than delicious and the dance floor was never empty!

Looking ahead to the new fiscal year, we have established a \$115,000 pledge goal – which is nearly fulfilled. We are most heartened by the increases in pledge amounts from last year and with a number of new pledges. There is no doubt that each pledge is vital to the fiscal health of our church. We deeply appreciate such generous support from the congregation.

We are also moving into a period of new fiscal awareness – this coming year will be a “grace” period if you will. We are cutting the draw on the endowment by \$8,000 from last year with the plan of cutting the draw in future years. Our church Trustees have challenged us to get to a level of “sustainability” – in the range of 4-5% of the endowment. In order to achieve this, we will need to reduce the draw an additional \$32,000 - \$37,000. How quickly we do this and by what means will be the challenge for ALL of us. Certainly it requires creative thinking in a number of areas: to better utilize our rental opportunities; provide a welcoming and thriving place for new members; to best meet the needs of present and future congregations; to have an on-going, yearly schedule of fund-raising events – events that are more manageable and smaller in scope than the recent full scale auctions.

The Finance Committee is taking this bold approach of looking not simply one year ahead, but many years ahead. We see challenges and great opportunities as our church continues to evolve, and grow. The common thread is always the congregation, and its dedication to sustaining our vibrant First Parish in Waltham.

Respectfully,
Jim Ohm
Commissioner

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 included Sue Adams, Keith Bocoock, Marianne Cutter, Peter Duane, Elisse Ghitelman, Ben Kreider, Nancy Lawrence, Evelyn LeBlanc, David Sandison, Cynthia Salamanis and Scott Shurr. 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 or contact one of us – and help us to grow and enrich the life of this congregation.

Every member of this congregation does the work of this commission when they greet visitors, or chat with a newcomer at Coffee Hour. One new member who joined this year, told me that what drew him in was that we were not just *welcoming*, but also extremely *caring*. This is a great tribute to all of us.

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.

I would like to recognize and thank several people for their work this year:

Scheduling Greeters – Elisse Ghitelman

Welcome Table – Marianne Cutter, often joined by Peter Duane; also Scott Tougas and Nancy Amstutz.

Coffee Hour preparation – Cheryl Nutile, who makes sure we have coffee supplies each week, Evelyn LeBlanc, who made sure we had Coffee Hour Hosts, and Barry Stearns for outlet repair and replacement.

Coffee Hour clean-up – I saw these people in the kitchen so often that they deserve a special thank you: Jan Bernsee, Keith Bocoock, Elisse Ghitelman, Evelyn LeBlanc, Cynthia Salamanis, Roberta Trudeau.

Game Night: Game Night has become a mainstay of church life, hosted by Dan Taylor on the first Friday of each month. “Game Night” might be a misnomer, as this is primarily a social event, with potluck food and great conversations. Generally Dan makes his amazing pizzas, and others contribute delicious soups, casseroles, salads, and desserts. A few times this year we were joined by musicians and singers! April Game Night was advertised as part of Waltham's “Say Hi Week,” and a few Waltham residents attended.

Young Adult Group: Ben Kreider spearheaded the effort to organize a Young Adult Group for church members and attendees aged roughly 18 to 35. The small but sturdy group held several potlucks and brunches – and even hosted Coffee Hour. Their goal is to build a sense of community, encourage other young people to come to FPW – and, of course, to have fun!

Ferry Beach Retreat: The Membership Committee continues to oversee the retreat, now consistently held the weekend after Memorial Day. This year, Dan Taylor and Joan Smith took care of all retreat logistics. Attendance was slightly down from last year (as a number of regulars had conflicts), but 35 adults, 10 kids, and 3 staff attended – including 4 newcomers. With Dan and Joan at the helm, the retreat has matured and grown, and evolved into exactly what a retreat should be – a mixture of church “work,” social, recreational and play time – and a great collaboration with the Reading UU church. Dan and Joan plan to step down next year, after several years of organizing the retreat. Reminder – there is money available 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. The Committee hosted only one potluck dinner this year, after the Winter Holiday decorating. A number of other groups hosted several dinners, including 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.

Respectfully submitted,
Sue Genser, Commissioner

Music and Worship Commission

Music Committee

Due to low funds, the music committee: Kay Lhota, Shirley Traite, Muffy Young, and chair Katie Gullotti, decided this year to put on our own community sing without the aid of a professional. The group decided to focus on singing rounds. We learned that we can put on our own singing event! There was a great turnout, and it was a fun informal event that lifted spirits in the middle of winter. We also learned to use the marketing and promotion tool kit given to us by MAP. We learned how to contact Discover Waltham and the Trib and how to get the word out on Twitter (OK – that last one just involves asking Martha Creedon to do it, but still, we didn't know that!). We didn't get any new people at the event, but we really enjoyed sharing songs with our known and loved community.

The music committee has since embarked on some new topics involving all things music, such as hymns, choir, and guest musicians.

As we have since 2010, we have a suggestion "pocket" on the bulletin board opposite Chris's office. We welcome your suggestions on all things music, including worship music and ideas for musical events outside of worship. One of the most frequent suggestions we receive is to have more guest musicians who play contemporary and/or upbeat music. However, we have a lot of difficulty finding such musicians at a price we can afford. This is because contemporary musicians often play in a group, and each one of them would need to be paid. Todor has a long list of excellent contacts who play Classical and Baroque music, and we will continue to enjoy their talents. We would just like to add a little more variety, in response to your requests. So if you know anybody who might be willing to donate his or her talents, please contact me or any member of the music committee.

We say goodbye to Muffy Young, who has finished a two-year term on the committee. Thank you Muffy! We will miss you. Katie Gullotti has decided to serve a second two-year term, and Kay and Shirley are in the middle of their first two-year term. We have a need for one or two new members. You do not need to be a musician or have any musical talent or knowledge. In fact, the perspective of someone who does not identify as a musician is always helpful to us.

Many thanks to John Allen and Bill Weber for the long hours of tuning our harpsichord, so that we may enjoy Baroque music on the occasional Sunday.

Worship Committee

Summer worship: we provided worship services in the Chapel on all of the Sunday evenings in August. Last year's intern minister, Janet Parsons, was kind enough to find us student ministers for four of the five Sundays in August. Our own Elisse Ghitelman was the service leader for the fifth. Thank you, Elisse! This coming summer, our current intern minister, Becky Sheble-Hall, will be working with us through the summer and will be organizing summer worship services. Please see Becky if you want to help with summer worship.

During the church year, we were blessed to have three guest ministers in the pulpit: Rev. Ken Reeves, Rev. Eliza Blanchard, and Arlington UU musician and climate activist, Anne Goodwin.

We had four excellent lay led worship services on Sundays: Samhain/All Souls Day, led by Marty Ahrens and team, Social Action As a Spiritual Practice, led by Dimitry Zarkh in collaboration with UU Mass Action, Gratitude as part of the spiral of The Work That Reconnects, led by Elisse Ghitelman of the Waltham Buddhist Meditation Group, and A Celebration of Poetry and Song, led by Karen Klein and team.

Our worship services this year were again guided by our monthly themes. Both Rev. Marc and Becky skillfully and creatively found ways to explore the themes in their services.

The Worship Committee has gone through a bit of a morphing process. Its new name is "Worship

Conversations," and you do not have to commit to a monthly meeting to be part of the conversation. You may attend once, a few times, or many times. Anyone is welcome, and all topics related to worship are welcome. One interest so far is generating ideas related to the monthly themes that could be passed on to Rev. Marc. Another interest is the art and skill of delivering a reading during worship, as well as keeping a list of people who would like to read on Sundays. Worship Conversations is also a place where those who are working on lay led worship services can get support.

Dawn Costorf has stepped down from her role as chair of the worship committee. Thank you, Dawn, for your 3½ years of outstanding work!

We are lucky to have a core group of experienced lay worship leaders, Karen Klein, Marty Ahrens, Gary Madison, and Dawn Costorf, who have lots of wisdom to share about planning and executing lay led services. We are looking to grow this group by welcoming new people who are interested in lay led worship to learn from these experienced people.

There will continue to be a focus on monthly themes next year. The themes for 2016-2017 are:

September	Covenant
October	Healing
November	Story
December	Presence
January	Prophecy
February	Identity
March	Risk
April	Transformation
May	Embodiment
June	Zest

If you have any worship ideas related to the above themes, please bring them to myself, Rev. Marc, or one of the Worship Conversations meetings (times to be announced). We value everyone's input into creating worship for all of us.

Sanctuary

It is always a group effort to prepare the sanctuary for worship each Sunday. Many, many thanks to Dan and Chris Taylor for coordinating the "church mice" this year. The church mice make sure that the candles are ready, the Minister has water to drink, the bell is rung, the correct hymn numbers are posted on the wall, and numerous other details that ensure the service will run smoothly. Thank you to everyone who has been a church mouse this year, especially our regulars, Martha Creedon and the Tougas-Watt family, and of course our coordinators Dan and Chris.

The presence of flowers on the chancel each week enhances our experience of worship. We are lucky to have had five wonderful flower coordinators, Grace Curtis, Joan Bone, Karen Klein, Mary Benard, and Cynthia Salamanis. Each was responsible for two months of the year. This included finding people to donate flowers when needed, keeping track of requests from people who wanted certain dates for honoring loved ones, and making sure that the dedication made it into the order of service each week. Many, many thanks to all five of you.

Our experience of the sanctuary would be very different without the skill and dedication of our sound technician, Dan DeHainaut. Thank you, Dan!

Respectfully submitted,
Bee Fortin
Music and Worship Commissioner

Property Commission

Wrapping up the 2015-2016 church year, there has been plenty going on with church property maintenance and issues that have come up. With the increased age and deterioration of the church come increased repairs and maintenance that really are never ending. There were four Property Stewardship Days scheduled, one being with the Cub Scout Pack that we charter.

- Below is a recap of maintenance that was done this year:
- Front door and trim painted, kitchen door primed
- Cleaned out large areas of Undercroft, project still on-going
- New dumpster lids installed
- Banner hung between columns on Sanctuary landing (twice)
- Old brick removed and new blue-stone installed on Sanctuary landing, large granite steps and bases moved back into place, steps re-pointed.
- Chapel stairs and retaining wall repaired
- Much of ceiling in Room 5 replaced and re-plastered
- Found source of leakage into the Day Care Center and repaired same
- Met with Day Care representatives and finalized 5-year lease arrangement
- Had roof inspected for hail damage from August hail storm
- Part of outer Sanctuary wall painted
- Consulted with Mayor about bench for lower parking lot
- New front sign constructed and installed (thanks to Ron and Andy Adams) and painted
- New motion-sensor light put up, old front sign dug out, cut up and carted away
- Replaced pediment above front door
- Replacement fence rails were cut and installed in the front of the Parish Green
- Gutters cleaned out over the Parlor and hallway and gutter guards installed
- Window glazing and wall painting/scraping done, on the flat roof above the parlor, around the large window overlooking the altar.
- Repair of the sloping portion of the retaining wall with 2 lally columns embedded into asphalt
- New replacement light fixture installed outside the Day Care Center entrance
- Mystery safe in the breeze-way opened
- Wallpaper in the lower walls repaired. Trim, baseboards, chair rail, doors and landing painted
- Two new ceiling fixtures installed overhead above the mail files and office work area
- New table runner in the HR thanks to Leslie, who sewed it
- Emergency light batteries replaced/recharged; we passed the annual building inspection
- Outlets for coffee and tea urns replaced in WH
- Started to oversee Day Care kitchen renovation project, which was one problem after the other
- Handicapped bathroom and women's bathroom both repainted
- New wiring for Chapel Wi-Fi laid out resulting in a free hot-spot and much better reception
- New insulating roman shade for window in the Clothing Exchange (sewn by Leslie) installed
- Phase II of the update to our alarm system completed
- Clogged downspout (causing leak in Sanctuary) cleaned and re-attached properly
- Members of the Lollibot robotic team performed their service project—pew cushions removed and vacuumed, pews dusted and vacuumed
- Leaky spray hose by the kitchen dishwasher replaced
- Kitchen organized and cleaned
- Church's old dishwasher removed and replaced by a donated one from Boy Scout Troop 250

- Leak in one of the oven gas lines repaired
- Two new exit signs installed at the Chapel entrance/exit and at the side office entrance/exit.
- New Parish Green sign completed (to be installed at a later date)
- Two new rainbow flags and corresponding flag poles purchased and put up

Landscaping – Eight dwarf grey dogwoods planted, lots of leaf raking and weeding, bed levelling, tree stump ground down, new front trees braced, 11 large shrubs (arborvitae and viburnum) planted, 30+ smaller bushes planted, 3 trees and stumps cut down, front entranceway garden beds planted, underground wiring installed for front sign light, branches cut up, front lawn bed leveled, sawdust mulch put on Parish Green evergreens, topsoil put on front lawn and re-seeded, cobblestones laid out in front garden bed, pine bark mulch picked up and spread on new lower parking lot plantings, replaced original plant theft by front entrance, discovered more plant theft(!), sprinkler for shade garden assembled.

There is not a Property Committee per se, but rather a Property team I call on when I need tasks done that are either too much for me alone, or that may be too small for a contractor to do. I would love more hands for these tasks, so please let me know of your interest in helping out. Thanks to Dan DeHainaut for all the electrical work, and to Manny Kamal, Dan Taylor, and Scott Tougas for various work done throughout the year. Thanks to Jan Bernsee for faithfully showing up the first Tuesday every month the past several years to close up when we had the Red Cross Blood Drive (since discontinued by the Red Cross itself), and to the Garden Committee of Leslie Gildersleeve, Amy Eastwood, and Joyce Wilbourn for their continued outstanding work on our church grounds. Thanks to Pam Penton and her faithful crew of Youth members who would show up and cook lunch for volunteers on the Property Stewardship days these past few years. Special acknowledgment and thanks goes out to my wife, Leslie, who has been my right-hand helper these past 4 years, from helping pick out paint colors to hanging signs to dropping off paperwork to taking on special tasks (such as the gardening coordinator) to holding wood while I cut it to sewing to measuring to any number of odd jobs that came up (and that continue to come up).

Barry Stearns
Commissioner

Religious Education Commission

This has been a wonderful year for Lifespan Religious Education. The future is promising as well. As we ponder how to “do church” in creative, new ways, we are grateful for the staff and volunteers who contribute so much to lifespan RE. This year has shown us many great examples of how to offer multi-generational options that form our faith, expand our thinking, and develop our shared identity. We really are “a small church with a big heart”.

This is Lynne Weygint’s second year as our Director of Lifespan Religious Education (DLRE) and we are lucky to have her with us. Lynne is smart, experienced, well-connected and visionary. She has reduced the number of day to day tasks for volunteers while expanding our strategic vision. She is introducing options that work well in other congregations. She knows many working on cutting-edge faith formation programs with UU’s all over. Lynne and Rev. Fredette work together beautifully. Lynne’s DLRE report is detailed, my comments are just highlights of an uplifting year.

Thank you volunteers!

Many thanks to the RE Committee Daria Gere and Pam Penton and Amy Eastwood in support of youth/adult programs.

- Our classroom volunteers this year included Deb Jose, Candace Holman, Pam Penton, Elisse Ghitelman, Dan Taylor, Joan Smith, Dimitry Zarkh, and Martha Creedon.

- The Waltham Connect team this year included Dimitry Zarkh, Sue Dawson, Nancy Lawrence, and Deb Jose. Together we sponsored two events focusing on Multicultural Waltham. We have great momentum. In fact, we may need to move to Whitcomb hall to handle the growing numbers who look to us for timely and respectful conversations on critical issues.
- The Buddhist Meditation group continues to be a wonderful faith formation option at First Parish. Thank you Michael Levin and Emily Weidman for your guidance.
- Thanks to Bee Fortin, we offered several Soul Collage® sessions. Bee is taking some time off this coming year; hopefully those of us who love to make cards can arrange some sessions.
- Other active volunteers include Rev. Marc Fredette, Becky Sheble-Hall, Jim Ohm, Mary Benard, and Kay Lhota. Thank you so much for your creativity and support!
- Rachel Learned and a team that put together a great multi-generational play focused on the seven UU principles. It was an inspiring performance and a great example of how people of all ages can combine their talents to create something original and educational.

Collaborations

- Our Whole Lives (OWL) is a collaboration with First Parish in Watertown. Our youths are making new friends and learning a lot together. In support of our new youth teacher initiative, Lynne led a successful teacher training for our youth teachers and several others from other congregations.
- Another exciting collaboration are the **Identity** conversations which began in April. This is a combined program with leadership from the Board of Managers, Marketing and Promotions, Rev. Marc, and Lynne. The conversation will continue online and in person so we can identify projects we can achieve together in the coming year or two. Please help us keep this initiative moving forward. We need your ideas and help.
- Lastly, Lynne describes in her report an upcoming a new lifespan program which will begin this fall. “Spirit Spark” promises to be an exciting new way to provide multi-generational programs that help us actively engage in our faith formation and to collaboration in new ways through the arts.

Deborah Wild
Commissioner

Social Action and Outreach Commission

Social Action and Outreach Team had an active and successful year. We have 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 Waltham American Legion Band. We are supporting Acacia in Kenya in multiple ways, including a successful fundraiser lunch event.

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

1. Giving Tree collected 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. Lay led service dedicated to social justice by Laura Wagner, executive director of UU Mass Action was warmly received by the congregation. Laura held a coffee hour information session on UU Mass Action’s efforts this year.

3. Waltham Connect held two terrific events this year, both dedicated to multiculturalism in our city. First event, held in the fall of 2015 focused on multi-ethnic community relations and what the city can do better to make Waltham more welcoming. At the same time, we celebrated city's multi-ethnic character. Second event, held in the spring of 2016, was focused on economic justice across ethnic lines. This event was widely attended and led to many connections being made between people who don't always spend time together. Waltham Connect is now a joint effort between Outreach/Social Action and RE, with a dedicated team of facilitators.
4. FPW member Rachel Learned organized a well-attended event on GMO foods, giving us direct access to a nationally known expert on the subject, Dr. Belinda Martineau, via Skype. We were able to ask direct questions on subject that is not often discussed in the media.
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. 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 was much appreciated. We also supplied volunteers and warm food on most days the shelter functioned as a night warming space during the winter. This was a critical need that was met by First Parish volunteers.
6. Social Service Project for First Parish Junior Youth this year is focusing on direct action. Our own First Parish Youth Alliance is planning to be at the Waltham's Riverfest, to advocate for subjects important to them, such as Climate Change and LGBT rights. Pluto's planetary status was dropped from the advocacy list after a lengthy discussion.
7. Our ongoing collaboration with Ted Jones Partnership Grants resulted in a slate of grants this year that align well with the social outreach work at FPW. Hard work by the grant commissioners and ongoing outreach by FPW members has made this program a true success story in Waltham.
8. We are developing a new partnership with Waltham American Legion Band, who performed at our recent WCDC fundraiser. Both First Parish and the Band enjoyed the event and we hope to make this an annual occurrence.

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

This year the Archives Team mounted several exhibits, the most significant being a memorial to Betty Castner who devoted countless hours to archival work for the church, including publishing a book celebrating the 300th anniversary of the First Parish congregation. Other exhibits included Patriot's Day and the American Revolution plus information on the church's antique safe and Colonel Ephraim Stearns, who donated it to First Parish.

The Archives are grateful for donations of documents, memorabilia, photos, or otherwise, relating to the history of First Parish. This year we received:

From Joyce and Fred Robinson:

- A photo of the interior of the church after the fire and another photo taken earlier
- A postcard of First Parish with unknown date
- A Manual of the First Parish in Waltham on the occasion of its 220th Anniversary
- A cookbook from the First Parish Alliance 1910 (two copies)
- A book and binder containing additional materials

From Ron Adams:

- A document from the Waltham Day Care Center

From the Property Commission:

- A photo exhibition and ringed binder documenting the upgrade of the church's heating system
- A metal file/storage cabinet

Archivists continue to gather documentation of current church activities, including Orders of Service and notices on other events.

Research was completed and/or continues on Phebe Hanaford, Sergeant Dakin, Hollis Brodrick, Roger Wellington, Harold G. Walley, Charles Bacon, and Maxwell D. Stone – many of whom served in the military. Some are honored on plaques in the Chapel and near the office, and all were either Unitarians or Universalists. We also have filled reference requests for current and former members.

The Archives Team:
Jan Bernsee
Amy Eastwood
Lois Peterson

Committee on Ministry

The Committee on Ministry was established to pay attention to the various ministries of the congregation, noticing both when things are working well, and working with all parties to mitigate difficulties should disharmony crop up. Five members were provided for in the by-laws, but it has in recent years been determined that it works well with fewer members, insofar as other committees and subgroups may be called upon for consultation and support - for example the pastoral care team, the Board of Managers, or the Lifespan Religious Education team. Presently the committee is comprised of three plus the minister. Members are proposed by the committee and the minister with an eye to balance re gender and level of

interest and participation and chosen and approved by the Board of Managers to serve three year terms. The committee meets monthly, generally the first Monday. This has been a wonderful committee, great people to work with and very satisfying to be a part of as we keep a finger on the pulse of our beloved community. Thanks to Mary and to Lois, as well as to Pastor Marc. Sue Adams will rotate off at the end of his church year.

This past year, the Committee continued with a review and updating of the "Guidelines Concerning Behavior and Conflict in the Church" a policy document adopted by the Board in 2010. It also began to work with others in the congregation around "Black Lives Matter", an effort to become engaged in the larger UU movement's participation in anti-oppression and anti-racism efforts and to take a greater role as Allies in the movement that has arisen in the Black community and elsewhere in response to policies of mass incarceration and police violence toward young Black men in America.

Sue Adams, Chair
Lois Peterson
Mary Benard
The Rev. Marc Fredette

Intern Committee

Becky Sheble-Hall began her internship here in Summer of 2015. She had already completed her studies at Andover Newton Theological School, and following her heart, she had accepted the position of Executive Director of Chaplains on the Way, a very special ministry to homeless men and women in Waltham. Becky's calling is to a community ministry, rather than a parish ministry; however, the UUA ministerial credentialing protocol prescribes that candidates for community ministry must also demonstrate competence in parish ministry. Becky's internship here, then, is shared by First Parish and Chaplains on the Way, and she has spent this past year – and will through mid-August – honing her skills as a parish minister through preaching, leading adult programming, and peering into the committees and programs that define a church. Becky will complete her time with us by taking charge of our Summer worship program. She has also led members of First Parish into her outdoor congregation of the homeless, teaching us about compassion using a language of faith and generosity. We have had the privilege of watching Becky grow into her ministry and felt the inexorable pull into understanding of her deep commitment to a ministry of love.

First Parish in Waltham has been a teaching congregation for the past five or six years. We have been blessed to have had three truly outstanding aspiring UU ministers serving and learning here under Rev. Marc Fredette's supervision and the guidance and support of a committee which has specific responsibilities assigned it by the UUA office that oversees the ministerial fellowship process. Our committee has seven members, six are members of First Parish. The seventh is the Rev. Matt Carriker, a UCC minister who serves AGAPE, an LGBTQ-welcoming congregation at Brandeis, and who is an experienced community minister and familiar with Becky's work with COTW. This unusual arrangement has worked wonderfully well. We will celebrate Becky's time with us at a supper gathering at First Parish of both of Becky's communities. Be sure to come!

Sue Adams, Chair
Joyce Wilbourn
Dan Taylor
Elisse Ghittleman
Ann Ross
Marianne Cutter
The Rev. Matt Carriker

Jones Partnership Committee

The Jones Partnership Fund of First Parish Waltham continues to fulfill its role by dispensing funds to organizations, primarily not-for-profits, that apply for grant money to use in projects and programs that coincide with First Parish's values and mission.

In February of 2016 the Jones Partnership Fund received sixteen grant applications for the 2016-2017 cycle and distributed funds to all of them. Attached is a list of recipients and the amounts they received. The total amount funded was \$25,000.

Our recipients of grants for the 2015-2016 cycle and First Parish partners participated in many and varied activities, most notably the Auction Gala in October: they publicized, donated items, attended and participated in the auction, contributing in large part to its success. Other recipients performed or spoke at Sunday services, hosted activities at church for families and children, attended our Waltham Connect events, and improved the sound in our Sanctuary. In addition, other recipients provided opportunities for First Parish members to volunteer in the Waltham and wider community.

Goals continue to include refining the organizational structure and procedures with the Board, Finance, and Marketing and Promotion Committees. We plan to work with Sponsors and recipients on ways to include more church members in activities; this may involve announcements in the weekly church e-newsletter, among other ways.

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

[Please refer to the "References" section of this report to see the grant recipients for 2015-2016.]

Amy Eastwood, Chair
Nancy Lawrence
Bill VanderClock

Marketing and Promotion Committee

In 2015-16 our creation of new exterior signage was completed with a new main ground sign at the front of our property and a new banner over the entrance to the sanctuary. Smaller new banners promoting church wide events were created for the School Street banner display. And a new sign welcoming visitors to the First Parish Green was built and is ready for installation as part of the church's on-going landscape project.

Thanks to a grant from the Jones Partnership Fund redesign of our website is moving forward. After two years of development, we expect to see major work done on the site in the coming year.

The fundamentals of a direct mail campaign are currently being developed in conjunction with the Board. We expect to send out the first mailings this fall.

New First Parish t-shirts have been created and are currently for sale in Whitcomb Hall.

The committee is part of the Membership Commission and meets once a month.

Donna VanderClock
Deb Wild, Board Representative
Barry Stearns
Pam Penton
Ron Adams, chair

Membership Committee

Please refer to the Commission's report.

Nominating Committee

The First Parish Nominating Committee has met throughout the Church year to fill positions of expired terms. While we have had great success in most of the positions, after extensive search for a Social Action Commissioner, we have been unsuccessful. While it is NOT ideal to leave this position unfulfilled, it is our hope that a member may recognize this great opportunity in a Leadership role and fill the Social Action Commissioner position in the Fall (if not sooner). Waltham Connect will continue as well as other community activities, we will just NOT have a Social Action Commissioner.

We continue to work on an all-church survey to gather information about our members' abilities and their interest in serving on a commission/committee 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.

[Please refer to the "References" section of this report to see the nominees for 2016-2017.]

Respectfully submitted,
Jane True, Chairperson
Alan Bone
Amy Eastwood
Bee Fortin, Board Representative
Bob Goggin
Karen Klein
Gary Madison

Pastoral Care Team

The Pastoral Care team spent the last year looking out for, communicating with, and supporting various members of the congregation who had pastoral needs. When appropriate we communicated with the congregation to make everyone aware of folks in need or the loss of community members. The work goes on but the current team members are at the end of our two-year commitment. As always, we are available and will cover the phone when Marc is away. Let us know if you would like to chat.

Deb Jose
Alice Taylor
Bill Vandercluck

Personnel Committee

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. Our recommendations were passed to the Finance Committee prior to presenting as part of the annual budgeting process.
3. **Maintain and revise as needed job descriptions** for all non-ministerial staff. Prior to posting the position of Church Office Manager, we updated the Office Manager job description for improved clarity.
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. No changes to the Personnel Manual were made this year. We are initiating a project to review and reorganize existing personnel records.
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. A major task this year was assisting with the hiring of a new Office Manager. We're pleased that Christopher Johnson joined us in December. Chris successfully jumped right in as the "communication hub of the church's day-to-day operations," with responsibility for a broad variety of functions, including but not limited to: administrative and business communications, website maintenance, database management and record keeping, facilities management including rentals, as well as administrative support for the minister and Board of Managers.

Respectfully submitted,
Martha Creedon
Donna VanderClock
Emily Weidman

Property Committee

Please refer to the Commission's report.

Religious Education Committee

Please refer to the Commission's report.

Social Action and Outreach Committee

Please refer to the Commission's report.

AUXILIARY ORGANIZATIONS

Clothing Exchange

Fundraising – We had a great 59th year. Besides our regular seasonal Tuesday openings, we opened for a Saturday in the fall while the Farmers Market was still open and again in the spring during the Steampunk festival. The spring Saturday opening sales were particularly good so we intend to do it again next year. These extra openings along with online publicity are bringing in new customers. We also benefited from no snowstorm closings (unlike last year!).

The Exchange fulfilled last year's pledge of \$4000 and the volunteers are expected to vote to pledge the same amount for the 2016-2017 year. This year we were able to do an additional donation of \$950 to pay for plastering a basement room that had suffered damage from a water leak.

Community Outreach – We just completed our 59th year of operation. About 100-200 customers visit the Exchange each Tuesday, and we have from 50-60 consigners.

Some of our customers send shoes and clothes to their home countries, including Haiti. After our January and May Clearance sales, most leftover items were given to St. Mary's Church for their free clothes and housewares program (St. Vincent de Paul for low-income families) and some to Goodwill. Susan Burkart brings leftover books, magazines, and videos to the Waltham Crossings Assisted Living.

Church Participation – Special thanks to Joan Bone, Amy Eastwood and Leslie Gildersleeve (as a sub) for joining the volunteer crew. Other church members who helped out weekly: Alan Bone, Joyce Wilbourn, Roberta Trudeau, Doris Speer and Jan Bernsee.

A big thanks to non-church volunteers: Susan Burkart, Yvonne Chiasson, Sandy Nowicki, Helen Mandile, Lodia Bourgeois, and subs Dottie (a sub).

A great lot of appreciation for helping us with the four payrolls (and so much more) to Susan Burkart.

UU Principles – We are feeling good about our work helping the Church, helping the community, and helping the environment by having this space and time for usable items to get to someone who needs them, instead of being tossed. Even the cleaners buy from the Clothing Exchange!

The Waltham Clothing Exchange will open for the 60th! Fall Season on Tuesday September 13 at 10 am. We hope to see more First Parish members and friends participate as customers, consignors, and maybe more!

Respectfully Submitted,
Joel & Susan Weddig, co-directors

ACACIA IN KENYA ANNUAL REPORT FOR 2015 - 2016



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 (from the 18 girls in January 2005). There is also a dormitory that houses 80 students for boarding and another dormitory is in the process of being built that 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. Acacia in Kenya is a stand-alone 501(c)(3) organization but remains an official outreach program of First Parish.

Anyone interested in receiving more information about Acacia in Kenya should visit the official website, www.acaciainkenya.org, or contact acaciainkenya@yahoo.com.

ACACIA IN KENYA BOARD, ADMINISTRATION, AND FINANCES

Board Members

Acacia in Kenya board members include Joyce Mohr (President and Treasurer), Sammy Lutomia (Vice President), Amanda Willey (Secretary), Danielle Hanson, Dyane Mohr, and Candy Hutchison. Acacia in Kenya meetings are held quarterly in various locations. Through 2015, the Annual Meeting was held in September.

In December 2015, with the understanding that Acacia in Kenya President and Treasurer Joyce Mohr has permanently relocated to Maine it was agreed that an active First Parish member should be sought to join the board. This would help continue the strong relationship that Acacia in Kenya has with First Parish Waltham.

Annual Meeting, September 2015

At the Annual Meeting in September 2015, Board president/treasurer Joyce Mohr requested that the month of the Annual meeting be changed to May.

It was agreed that another board member was needed to focus solely on grant writing and fundraising. It was also agreed that one person could fulfill both roles. At the close of the year, the status of the search for this person was still in process, if you are interested or know someone who is we welcome the follow up.

The Treasurer presented the organization's financial report for the months January through July 2015. The Board reviewed it, discussed donations and expenses thus far, called for an estimate of expenses remaining for FY 2015, and clarified anticipated financial needs for FY 2016.

2015 Fundraising (\$25,000 full funds all our budgeted programs)

A total of \$16,490.00 in funds were raised during the 2015 calendar year, including:

May: \$250.00 – stipend from UU Church of Rutland VT
May: \$2,218.00 – direct proceeds from May Annual Fundraiser
October: \$3000.00 – proceeds from October “International Day of the Girl” event and fundraiser
By end of year: \$200.00 – for a new back-up water tank

Chandra and Pam Penton managed a project-specific campaign, a gift “ask” letter, to raise the funds needed to sponsor a second Form 1 student. Their efforts were so successful that they raised funds to sponsor two students.

A “GoFundMe” crowd-sourcing campaign for Acacia in Kenya was attempted but not was successful and so was ended and closed.

ACACIA IN KENYA STUDENTS

High School Sponsorship

Acacia in Kenya supported 27 girls this year:

Form I – 4 students

Form II – 5 students

Form III – 4 students

Form IV – 6 students

Post Secondary – 8 Students

ACACIA IN KENYA COMMUNICATIONS AND OUTREACH

Communications and Outreach with First Parish Waltham

Members of the First Parish Waltham congregation are kept up-to-date on Acacia in Kenya's projects and accomplishments via an Acacia in Kenya website, Facebook page, and, new in 2015, Instagram account. Acacia in Kenya also communicates with the Parish via courier announcements, the all-church Friday calendar, and flyers posted to church bulletin boards.

The First Parish Social Action Team and Acacia in Kenya collaborate wherever and whenever possible to make it easier for members of First Parish to get involved in Acacia in Kenya's endeavors.

Communications, Outreach, and Relationships beyond First Parish Waltham

In May and October 2015, Taxes Plus client Lisa Ruffino updated the Acacia in Kenya marketing brochure (2013), website, and Facebook page with updated data, accomplishments, publicity, and photos, including handwritten testimonials from students, and collected press clippings about AIK.

American Friends of Kenya (<http://afkinc.org/>)

Francis Lutomia represented Acacia in Kenya at this organization's regional meeting in Mumias.

Girl Rising (<http://girlrising.com/>)

This organization reached out to Acacia in Kenya regarding their curriculum for mentoring. [Danielle Hanson/Pam Penton] from AIK followed up with them and the organization contributed to the AIK UN Day of the Girl celebration in October.

Zonta (<http://www.zonta.org/>)

Zonta International invited AIK Board president Joyce Mohr to speak at their event in the fall 2015. They have donated \$1500 to the sanitary pad project and are interested in further involvement.

ACACIA IN KENYA HIGHLIGHTS 2015

Annual Fundraiser—May 2015

The May Annual fundraiser was a fun and successful event, thanks to the many people who helped before, during, and after. Approximately 30 attendees had the opportunity to learn more about Acacia in Kenya, share a Kenyan meal, and listen to the drum circle play.

Unitarian Universalist General Assembly

During the June 2015 convention, Joyce Mohr brought brochures and talked to dozens of people about the work that Acacia in Kenya is doing.

Acacia in Kenya/First Parish July 2015 Visit to St. Elizabeth Lureko Girls School and progress on school buildings

The dormitory construction started in July 2015 (during our visit) is now completed. We dedicated the dorm in memory of Bill Porter and painted the interior. The second dorm (community funded) is also complete.

Four First Parish members — Joyce Mohr, Pam Penton, Chandra Penton, and Anna Gosyle — traveled to Kenya to celebrate Acacia in Kenya's 10-Year Anniversary with the students and community of St. Elizabeth Lureko Girls School. It was such a busy and fruitful trip that it's hard to express how moving it also was, and how happy and amazed the entire community felt throughout the celebrations.

Dozens of photos can be found on the AIK Facebook page and website documenting the First Parish guests hard at work painting dormitories and helping the School get ready for its official dedication. On July 10, 2015, ten years after Acacia in Kenya was launched thanks to the efforts of Joyce Mohr, Sammy Lutomia, and First Parish Waltham, the beautiful St. Elizabeth Dorm was officially opened. Dozens of guests attended, including VIPs – school board members and local politicians. A tree-planting ceremony was also part of the dedication festivities. It is the hope of the community and Francis Lutomia that Chandra will bring her grandchildren to see the tree she planted. The community leaders we work with are not just hardworking and thoughtful but they are also thinking how their actions will impact people not just years but generations from now.

October 11, 2015 International Day of the Girl Child Event & Fundraiser

Acacia in Kenya held its own event at First Parish to celebrate this international UN day of significance. The Girl Rising organization contributed a compelling video on the International Day of the Girl Child. In all, the event was a community success and raised approximately \$3000.00 for AIK.

Sammy Lutomia's December 2015 trip to Mumias

Sammy visited St. Elizabeth Lureko Girls School at the end of December and spoke with students about why school was important to them, what they enjoyed about being in school.

ACACIA IN KENYA PROJECTS

Sanitary Pad Project

The sanitary sewing pad project is in transition and with the Medford Zonta groups generous donation and desire to continue to be involved we are hopeful to transition the project from making pads here in the US to a project where the pads are made in Kenya. Providing sanitary pads continues to be a very high priority. Teachers have reported that because students have access to these pads, they are able and willing to come to school every day.

New (Back-up) Water Tank

An assessment of the Lureko school's water supply determined that a back-up water tank was a new priority. The estimated cost was \$500.00. Acacia in Kenya established a fundraising campaign and raised approximately \$200 to contribute by end of year 2015.

Foldscope and Ted Jones Partnership Grant

First Parish Member Deb Jose found out about and persisted in the grant process that resulted in Acacia in Kenya being granted two Foldscoopes, foldable paper microscopes developed by Stanford University. 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."

Acacia in Kenya is 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. We took the two Foldscoopes to Kenya with us in July 2015, and in December submitted a final report on Acacia in Kenya students' experience with them to the Jones Partnership. Highlights of the report includes [or, A Summary of the report states]:

ACACIA IN KENYA'S BIG DREAM!

Building a Technical School. In July 2015, Acacia in Kenya partners identified a 5-acre block of land selling for \$30,000 and a separate 2-acre block of land selling for an additional \$3,000. A technical school would help further education for the girls who are unable to attend university. While in Kenya, AIK partners met in Nairobi with the director of a fashion school who expressed interest in possibly helping our education team create a fashion/design curriculum for a technical school. By end of year 2015, the status of this idea was "our big dream". As yet, there is not a tentative timeline. We will continue to discuss and dream in 2016, with any goals or timeline to be clarified at a later date.

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.*

REFERENCE

Financial Reports

Treasurer's Report

The financial reports which follow are:

Budget for 2016-2017

Notes on the year-end budget versus actual report

Financial Summary 2015-2016

Assistant Treasurer's Report

Budgeted Income Received for 2015-2016

Non-Budgeted Income, Donations, Special Projects Revenue

Trustees of the Permanent Funds Report

Five Year Comparative Report of Assets and Operating Results

 Summary of Asset Allocation

 Summary Statement of Return on Investments and Disbursements

Investment Results for 201-2016

Investment Portfolio

Analysis of Named Funds

Permanent Funds Compared to Consumer Price Index

Jones Partnership Fund

Grant Recipients 2015-2016

Nominating Committee

Nominees for Open Positions

Treasurer's Report

Proposed Budget 2016-2017

First Parish in Waltham

Bill Simpson, Treasurer

Income

Regular Income

Pledges	115,000	
Rentals	37,000	
Gifts/Offerings	10,000	Includes donations from members of Buddhist Meditation Group
Ways & Means	4,000	
Clothing Exchange	4,000	
Subtotal Regular Income	170,000	

Other Income

From General Endowment	125,079
From Endowment Restricted Purpose Funds	6,180
Subtotal Income From Endowment	131,259
Jones Partnership Grants	2,500
Other Grants and Special Fundraising	825
Subtotal Other Non-Endowment Income	3,325
Total Income	304,584

Expenses

Personnel Expenses

Minister salary	69,231
DLRE salary	34,262
Music Director salary	17,477
Office Manager pay	25,103
Grounds Keeper pay	10,400
Intern	0
Social Security	11,970
Medical Insurance	15,043
Retirement Contributions	11,604
Professional Expenses	8,423
Workers Comp	1,670
Payroll service	1,020
Total Personnel Expenses	206,203

Property Expenses

Electricity	6,100
Fuel oil	3,700
Gas	4,100
Grounds Upkeep	3,350
Cleaning Service	8,040
Snow Removal	3,000
Property Insurance	7,600
Repairs & Maintenance	0
Supplies	2,200
Trash removal	2,370
Water & Sewer	2,200
Capital Expenditures - Total	17,958
Total Property Expenses	60,618

General Overhead Expenses

Office Expense	5,945
Telephone	2,700
UUA APF Contribution	3,000
MA Bay Dist. Contribution	950
GA Expenses	700
Contingency	0
Retreat Subsidy - Net	1,100
Total General Overhead Expenses	14,395

<u>Commission Expenses</u>		
<u>Board-Level Expenses and Committees</u>	1,000	Includes Pastoral Care and Leadership Development
<u>Community Outreach/Social Action</u>		
Waltham Connect	425	
Community Outreach - Other	425	
Community Outreach/Social Action Total	850	
<u>Finance and Stewardship</u>		
Accounting	7,200	Includes accountant hours, QuickBooks, postage. Does not include Intuit Payroll fees
Stewardship dinner	700	Wine, entertainment; food will be pot luck
Bank fees	200	
Finance and Stewardship Total	8,100	
<u>Membership Integration</u>		
Marketing & Promotion	2,450	
Membership Integration - other	700	
Membership Integration Total	3,150	
<u>Music & Worship</u>		
Musician	1,850	Church year: 12 @ 125=1500 No Summer musicians - Sub for Todor (service and choir rehearsal) on his two days off: 2 @ 175=350
Guest Speaker	1,300	church year: 4 @ 250=1000; summer: 3 @ 100 (students)=300
Music/Worship Supplies	400	200 sheet music, 100 candles, 100 misc.
Flowers	440	Christmas and Easter. Other Sundays usually by specific donations.
Instrument Maintenance	0	We will use money in the Kallow fund as needed, and it will be transferred from the named funds at the time of need. We don't need repairs every year, but when we do, they can be expensive. A portion of the interest earned each year by the Kallow fund accrues for this purpose.
Music & Worship - other	950	250 choral workshops (1 @ 250), 300 advertising, 400 special events
Music & Worship Total	4,940	
<u>Religious Education</u>		
Adult RE/Special Needs	0	
Teaching Staff	4,600	Visiting artists, nursery providers, Pre-K to 2nd grade teachers
Library	0	
Youth Curriculum	1,000	Includes all curriculum materials
Seasonal Outreach Fairs	0	
Play Expenses	0	Now funded by donations
Party Expenses	100	
Teacher Appreciation/Breakfast	0	
Jr./Sr. Youth Group	450	
Support of Aide	0	
Lifespan Classes	200	
Buddhist Meditation Group	750	
RE Marketing	50	
Religious Education Total	7,150	
Commission Total (Excluding Property)	25,190	
<u>Other Expenses</u>		
Projects Funded by Grants	2,500	
Landscaping Project Net Expense	0	
Subtotal Other Expenses	2,500	
Subtotal Non-Personnel Expenses	102,703	
Total Expenses	308,906	
Income minus Expense	(\$4,322)	

Notes on the year-end budget versus actual report

Summary

Pledge and rental income were higher than budgeted, and gift income was much higher than budgeted, leading to income more than \$10,000 higher than budgeted.

In addition, expenses in a number of areas were lower than budgeted, leading to a net income (income minus expenses) of about \$16,000, compared to our projected deficit of about \$5700.

Although we ended up with a surplus, this good news is somewhat offset by a high draw from the endowment. Based on our original projections for last year's budget proposal, we requested an increase in the distribution from the endowment of \$11,000 above the previous year. In addition, there was an emergency building repair costing \$11,874, which was funded by a special distribution from the endowment.

As a result of the increased and special distributions, our total draw on the endowment was over \$150,000, much higher than the long-term sustainable level. Our budget for next year aims to roll back most of the increase.

As a result of the income surplus, our bank balance is substantially higher than it was a year ago, and we are going to use part of the extra money to fund a projected deficit in next year's budget. The bank balance on May 31, 2016 was \$61,114.59, compared with \$37,622.93 on May 31, 2015.

Technical notes

Due to the emergency building repair, the Board approved an adjustment to the budget to account for both the repair expense and the special distribution from the endowment. Compared to the budget originally submitted a year ago, the budget numbers in this report have been adjusted by adding \$11,874 for both the income (Endowment Restricted Purpose Funds) and expense (Property: Capital Expenditures) .

The Music Committee requested that \$600 planned to be distributed by the Trustees from the Kallow fund be postponed. That explains why the actual distribution from endowment restricted funds is \$600 lower than the revised budget amount.

By agreement with the Board, if property expenses are lower than budgeted, the surplus is carried over to the next fiscal year. The \$4548.23 surplus in the property budget will be applied to next year's property expenses. The availability of this carryover allowed us to budget 0 for Repairs & Maintenance for next year, with actual expenses to be drawn from the carryover. The \$813.55 actual expense labeled "Expenses Funded Outside of Budget" is from money carried over from a previous Jones Partnership grant.

The budget line items used for preparing the 2015-2016 budget for religious education did not correspond to the categories used in our accounting system, so only the overall RE budget is given in the "Budget" column.

Bill Simpson, Treasurer

Income Statement – Fiscal Year Actuals vs. Budget

June 2015 - May 2016

Bill Simpson, Treasurer

	Actual	Budget	Remaining	% of Budget
Income				
Regular Income				
Pledges	113,243.76	112,000.00	(1,243.76)	101.11%
Hall Rental	36,903.20	35,000.00	(1,903.20)	105.44%
Gift/Offerings	14,827.23	8,000.00	(6,827.23)	185.34%
Ways & Means	\$ 10,452.79	\$ 9,685.00	(767.79)	107.93%
Clothing Exchange	4,000.00	4,000.00	0.00	100.00%
Total Regular Income	179,426.98	168,685.00	(10,741.98)	106.37%
Other Income				
From General Endowment	133,080.00	133,079.00	(1.00)	100.00%
From Endowment Restricted Purpose Funds	17,454.00	18,054.00	600.00	96.68%
Total Income From Endowment	150,534.00	151,133.00	599.00	99.60%
Other Grants and Special Fundraising	900.00	900.00	0.00	100.00%
Total Other Non-Endowment Income	900.00	900.00	0.00	100.00%
Total Income	330,860.98	320,718.00	(10,142.98)	103.16%
Expenses				
General Overhead				
Office Expense	6,504.37	6,990.00	485.63	93.05%
UUA APF Contribution	3,180.00	3,180.00	0.00	100.00%
MA Bay Dist Contribution	1,007.00	1,007.00	0.00	100.00%
GA Expenses	0.00	1,860.00	1,860.00	0.00%
Contingency	0.00	500.00	500.00	0.00%
Retreat Subsidy - Net	1,566.44	1,100.00	(466.44)	142.40%
Telephone/Comm	2,869.58	2,700.00	(169.58)	106.28%
Total General Overhead	15,127.39	17,337.00	2,209.61	87.25%
Commissions				
Board Expenses				
Leadership Development	928.69	1,125.00	196.31	82.55%
Pastoral Care	60.69	630.00	569.31	9.63%
Total Board Expenses	989.38	1,755.00	765.62	56.37%
Community Outreach				
Waltham Connect	42.62	612.00	569.38	6.96%
Community Outreach - Other	578.04	612.00	33.96	94.45%
Total Community Outreach	620.66	1,224.00	603.34	50.71%
Finance and Stewardship				
Accounting	5,457.17	7,200.00	1,742.83	75.79%
Bank Service Charges	204.25	200.00	(4.25)	102.13%
Finance and Stewardship - Other	1,256.27	90.00	(1,166.27)	1395.86%
Total Finance and Stewardship	6,917.69	7,490.00	572.31	92.36%

Membership Integration				
Marketing and Promotion	1,215.26	2,600.00	1,384.74	46.74%
Membership Integration - Other	650.55	1,090.00	439.45	59.68%
Total Membership Integration	1,865.81	3,690.00	1,824.19	50.56%
Music and Worship				
Musician	2,525.00	2,678.00	153.00	94.29%
Guest Speaker	1,150.00	1,440.00	290.00	79.86%
Music/Worship Supplies	352.01	270.00	(82.01)	130.37%
Flowers	414.16	756.00	341.84	54.78%
Instrument Maintenance	0.00	270.00	270.00	0.00%
Music & Worship - other	100.00	270.00	170.00	37.04%
Total Music & Worship	4,541.17	5,684.00	1,142.83	79.89%
Religious Education				
Special Needs	60.00			
Teaching Staff	2,439.00			
Curriculum and Other Materials	1,980.38			
Party and Play Expenses	356.63			
Teacher Appreciation	251.60			
Junior and Senior Youth Group	716.20			
Support of Aide	150.00			
Lifespan Classes	806.75			
Total Religious Education	6,760.56	\$ 6,390.00	(370.56)	105.80%
Property Expenses				
Electricity	6,603.88	7,050.00	446.12	93.67%
Fuel oil	1,720.09	3,800.00	2,079.91	45.27%
Gas	3,043.44	3,950.00	906.56	77.05%
Grounds Upkeep	3,272.25	3,200.00	(72.25)	102.26%
Cleaning Service	8,045.00	8,040.00	(5.00)	100.06%
Snow Removal	2,800.00	2,900.00	100.00	96.55%
Property Insurance	6,740.00	7,387.00	647.00	91.24%
Repairs & Maint.	3,292.56	7,100.00	3,807.44	46.37%
Supplies	2,389.08	2,100.00	(289.08)	113.77%
Trash removal	1,842.00	2,300.00	458.00	80.09%
Water & Sewer	1,833.47	2,200.00	366.53	83.34%
Capital Expenditures - Total	31,771.00	27,874.00	(3,897.00)	113.98%
Total Budgeted Property Expenses	73,352.77	77,901.00	4,548.23	94.16%
Expenses Funded Outside of Budget	813.55	NA		
Total Property Expenses	74,166.32	NA		
Personnel				
Salary & Wages	128,218.71	127,192.00	(1,026.71)	100.81%
Housing - Minister	24,000.00	24,000.00	0.00	100.00%
Health Insurance	12,948.80	13,471.00	522.20	96.12%
Retirement Plan Expense	10,911.57	11,982.00	1,070.43	91.07%
Workers Comp	1,585.00	1,670.00	85.00	94.91%
Professional Expenses	7,404.47	8,355.00	950.53	88.62%
Student Intern Minister	6,000.00	6,000.00	0.00	100.00%
Social Security - Medicare Contributions	11,644.76	11,581.00	(63.76)	100.55%
Payroll Service	1,018.00	708.00	(310.00)	143.79%
Total Personnel	203,731.31	204,959.00	1,227.69	99.40%
Total Expenses	314,720.29	326,430.00	11,709.71	96.41%
Net Operating Income	16,140.69	(5,712.00)	(21,852.69)	

Other Income

Income for Jones Partnership Grants 2016	25,000.00			
Jones Partnership Grant (2015) to First Parish	2,182.00	2,182.00	0.00	100.00%
Share the Plate	2,264.00	NA		
Total Other Income	29,446.00	NA		

Other Expenses

Jones Partnership Grants to Community	22,500.00			
Jones Partnership Grant (2016) to FP income deferred to next fiscal year	2,500.00	2,500.00	0.00	100.00%
Expenses Funded by Jones Partnership Grant (2015)	2,100.58	2,182.00	81.42	96.27%
Share the Plate	2,264.00	NA		
Total Other Expenses	29,364.58	NA		
Net Other Income	81.42			

Net Income	16,222.11	(5,712.00)	(21,934.11)
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Assistant Treasurer's Report

Budgeted Income Received

First Parish in Waltham Universalist-Unitarian
 Assistant Treasurer's Report for the Annual Meeting for Fiscal Year 2015-16\
 Part 1: Budgeted Income received by the Assistant Treasurer

Income	2015-16	2015-16	%	2014-15	% of Budget				
Regular Income	Budget	YTD	YTD	Totals Last Year					
41120 · Pledges (FY 2015-16)	112000	\$113,243.76	101%	\$107,644.00	94%				
41123 · Hall Rental	35000	\$37,471.20	107%	\$34,726.39	156%				
41124 · Gift/Offering/WBMG	8000	\$13,801.23	173%	\$9,113.00	156%				
41126 · Ways & Means *	10000	\$14,177.34	142%	\$9,485.80	119%				
41127 · Clothing Exchange	4000	\$4,000.00	100%	\$4,150.00	104%				
Subtotal Regular Income	169000	\$182,693.53	108%	\$165,119.19	107%				
Other Budgeted Income									
41140 · General Endowment	133079	\$ 133,080.00	100%	\$122,079.00	100%				
Restricted Purpose Funds	6180	\$5,580.00	90.29%	\$6,180.00	100%				
Subtotal Income from Endowment	139259	\$ 138,660.00	99%	\$128,259.00	100%				
Jones Partnership Grants	2182	\$ 2,182.00							
Other Grants	900	\$900.00		\$900.00					41128 · Church School Union Trust
Subtotal Other Non-Endowment Income	3082	\$ 3,082.00	100%	\$900.00	100%				
Total Budgeted Income	311341	\$324,435.53	104%	\$294,278.19	104%				

Notes: Hall Rental includes the Waltham Day Care : \$10,939.20 for FY 16 and \$8164.89 for FY 15. Gifts and Offerings also include Steeple Lighting
 The Waltham Buddhist Meditation Group contributed over \$5550 to gifts and offerings this fiscal year.

* See the Treasurer's report for a better idea of income from the Auction Fundraiser as it has taken into account the expenses incurred.

Respectfully submitted as of May 27, 2016

Leslie Gildersleeve
 Assistant Treasurer

Non-Budgeted Income, Donation, Special Projects Revenues

**First Parish In Waltham Universalist-Unitarian
Assistant Treasurer's Report for the Fiscal Year (15-16)
Part 2: Non-Budgeted Income, Donations, Special Projects Revenues**

NON-BUDGETED RECEIPTS & TRANSACTIONS	
Retreat	\$4,122.50
Capital Improvements	\$11,874.00
Special Collections	\$2,264.00
Advanced Pledges 16-17	\$22,621.90
Temporary Funds includes Jones Partnership Fund from Trustees	\$27,728.74
Total Non-budgeted Receipts	\$68,611.14

As of May 27, 2016

Respectfully submitted,

Leslie Gildersleeve
Assistant Treasurer

Temporary Funds

\$725.00	Event Security Deposits
\$608.00	RE/Fair Trade Market
\$300.00	Workshop Active Hope
\$224.08	Miscellaneous
\$25,000.00	Jones Partnership Fund, Trustees
\$154.16	Energy Plus cash back
\$187.50	Refund OWL payment (Watertown)
\$530.00	Church Mutual Dividend

\$27,728.74

Share The Plate and other Special Collections

\$612.00	REACH Beyond Domestic Violence
\$150.00	Neighbors Who Care
\$366.00	WATCH
\$296.00	Springwell Inc
\$515.00	Boys and Girls Club/Healthy Waltham
\$325.00	Waltham Land Trust

\$2,264.00

Memorial Fund

Trustees of the Permanent Funds Report

Fiscal Year Results – The year ended 2/29/16 was a bad one for the Permanent Funds. There was a *loss* on investment of **\$185,527** or **-9.6%** on the starting balance. This is the first loss after six positive years. Expenses continue, of course, whether or not there is an investment profit. Expenditures for the year were **\$152,734**, approximately \$12,000 over budget because of emergency structural repairs to the church building. So the Permanent Funds balance was down approximately \$317,000 to **\$1,615,438** at 2/29/16.

The investment portfolio's only positive performer was General Electric, which gained 15%. All other investments were down, with the worst one being Vanguard Energy at -25%.

No new permanent funds were received, other than the pass-through amounts for Jones Partnership grants. Note that distributions from the Theodore and Nathalie Jones Charitable Trust were up substantially this year (and for future years) because of new IRS rules relating to mandatory distributions from charitable trusts.

The Long Term – 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 spend well above the prudent range of 4 to 5% for expenditures from endowment funds in the current investment climate.

Everyone knows from past Trustee reports and presentations that the current rate of draw from the endowment is well above the *prudent* rate. Future results depend heavily on probability, and on the success of world economic policies, over which we obviously have no control.

To test the likely outcome of the Church's current financial situation we used a retirement calculator on Vanguard Investments website. After entering the portfolio balance, the rate of withdrawal, and the investment mix, this program runs 5,000 random forecasts based on historical investment results (a statistical technique known as Monte Carlo simulation). It indicated a 75% probability that the endowment would be dissipated within 30 years.

As a church, First Parish has some serious decisions to face, because currently we are relying on luck for sustainability. There are no changes to investment policy that could improve the odds.

Tables Included Below –

UU16T1	Comparative summary of results for five years
UU16T2	Detailed investment results for the latest year.
UU16T3	Current investment portfolio by categories.
UU16T4	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

Five-Year Comparative Report of Assets & Operating Results

UU16T1

SUMMARY OF ASSET ALLOCATIONS

	2/29/12	%	2/28/13	%	2/28/14	%	2/28/15	%	2/29/16	%
Cash & Short-Term Income	73,052	4	52,994	3	234,772	12	24,297	1	53,914	3
Fixed Assets (Gas Boiler)	-	0	64,200	4	54,900	3	48,800	3	42,700	3
CD's, Bonds, Bond Funds	54,341	3	59,339	3	11,298	1	111,848	6	9,770	1
Low Correlation Funds	316,007	19	292,970	17	189,603	10	205,054	11	170,933	11
Equity Securities, Value	235,460	14	286,400	17	228,602	12	262,233	14	256,266	16
Growth & Blended Funds	678,426	41	656,548	38	841,126	44	916,318	47	769,139	48
International Funds	<u>303,743</u>	18	<u>296,932</u>	17	<u>366,264</u>	19	<u>364,327</u>	19	<u>312,716</u>	19
	1,661,029		1,709,383		1,926,565		1,932,877		1,615,438	
Change in Asset Value			48,354		217,182		6,312		(317,439)	
Percentage Change			2.9%		12.7%		0.3%		-16.4%	
Annual Inflation Rate	-		<u>2.0%</u>		<u>1.1%</u>		<u>0.0%</u>		<u>1.0%</u>	
Growth or Loss after Inflation			0.9%		11.6%		0.3%		-17.4%	

SUMMARY STATEMENT OF RETURN ON INVESTMENTS, AND DISBURSEMENTS

	12 Months 2/28/2012	12 Months 2/28/2013	12 Months 2/28/2014	12 Months 2/28/2015	12 Months 2/29/2016
Opening Assets	1,794,451	1,661,030	1,709,383	1,926,564	1,932,877
Funds Received for Jones Partnership	21,245	23,942	24,423	25,555	44,005
Other Additional Funds Received	1,740	43,054	-	-	-
Return on Investments (Income Gain)					
Cash & Short-Term Income	32	4	(524)	(48)	634
Depreciation, Fixed Assets	-	-	(6,100)	(6,100)	(6,100)
CD's, Bonds, Bond Funds	3,753	4,998	1,959	550	(2,078)
Low Correlation Funds	(4,493)	30,214	42,248	20,701	(28,871)
Equity Securities, Value Style	(3,989)	56,395	55,420	45,182	(4,596)
Growth & Blended Funds	14,245	38,470	187,422	78,422	(92,905)
International Funds	<u>(6,481)</u>	<u>23,189</u>	<u>69,332</u>	<u>(1,937)</u>	<u>(51,611)</u>
	3,067	153,270	349,757	136,770	(185,527)
Disbursements					
To Church Operating Budget	134,270	141,734	127,248	122,079	130,330
Other Specific Projects Voted	-	-	-	-	11,874
Special Purpose Funds	4,505	9,678	9,750	8,934	10,451
Trustee's Expense	<u>198</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>80</u>
Expenses Subtotal	138,973	151,412	136,998	131,013	152,734
For Jones Partnership	<u>20,500</u>	<u>20,500</u>	<u>20,000</u>	<u>25,000</u>	<u>23,182</u>
	(159,473)	(171,912)	(156,998)	(156,013)	(175,916)
Closing Assets	1,661,030	1,709,383	1,926,564	1,932,877	1,615,438
Components of Return on Investment					
Income Received	31,042	31,458	28,484	31,561	25,697
Gain or Loss of Market Value	<u>(27,975)</u>	<u>121,812</u>	<u>321,273</u>	<u>105,209</u>	<u>(211,227)</u>
Total Return	3,067	153,270	349,757	136,770	(185,530)
As Percentages of Opening Assets					
Total Return on Investments	0.2%	9.2%	20.5%	7.1%	-9.6%
Total Expenditures (Excluding Jones Partnership)	7.7%	9.1%	8.0%	6.8%	7.9%

Investment Results for the Year Ended 2/29/2016

UU16T2

	VALUE 2/28/2015	TRANSACTIONS Date	Amount	VALUE 2/29/2016	TOTAL RETURN (Income + Gain)	
	\$		\$	\$	\$	%
Cash & Short-Term Income						
Bank of America	4,275	Various		3,620	1	0.0%
Fidelity Money Mkt Accounts	26,844	Various		50,294	5	0.0%
Fidelity Short-Term Bond	-			-	-	0.0%
Accounts Receivable	-		-	-	-	0.0%
Accounts Payable (Minus)	<u>(6,822)</u>		<u>6,194</u>	<u>-</u>	<u>628</u>	<u>0.0%</u>
	24,297		6,194	53,914	634	0.0%
Fixed Assets (Gas Boiler)	48,800	Depreciate	(6,100)	42,700	(6,100)	
CD's, Bonds & Bond Funds						
Loomis Sayles Bond Fund	<u>111,848</u>	Various	<u>(100,000)</u>	<u>9,770</u>	<u>(2,078)</u>	<u>-17.5%</u>
	111,848		(100,000)	9,770	(2,078)	-17.5%
Growth & Income Blended Funds						
Fidelity Puritan	186,542		-	171,452	(11,240)	-6.0%
UUA Gen. Invest. Fund	<u>8,701</u>		<u>-</u>	<u>7,383</u>	<u>(894)</u>	<u>-10.3%</u>
	195,243		-	178,835	(12,134)	-6.2%
Low Correlation Funds						
Eaton Vance Enhanced Equity 2	71,200			61,500	(4,450)	-6.2%
Fidelity Convertible Securities	<u>133,854</u>		<u>-</u>	<u>109,433</u>	<u>(24,421)</u>	<u>-15.9%</u>
	205,054		-	170,933	(28,871)	-14.1%
Equity Securities, Value Style						
Berkshire Hathaway 'B'	184,263			167,713	(16,550)	-9.0%
General Electric	77,970			87,420	12,210	15.7%
Southwest Airlines	-	11/30/15	1,239	1,133	(104)	-8.4%
DFA Small Cap	<u>-</u>		<u>168</u>	<u>-</u>	<u>(153)</u>	<u>-3.9%</u>
	262,233			256,266	(4,596)	-1.8%
Growth Mutual Funds						
Fidelity Select Health	143,091			121,756	(21,335)	-14.9%
Fidelity Select Leisure	101,892			98,342	(3,550)	-3.5%
Fidelity Select Technology	90,244	11/02/15	(50,000)	38,736	(1,508)	-3.7%
Vanguard Admiral Energy	141,480			105,670	(35,810)	-25.3%
Vanguard Growth Index	<u>244,368</u>		<u>-</u>	<u>225,800</u>	<u>(18,568)</u>	<u>-7.6%</u>
	721,075		(50,000)	590,304	(80,771)	-11.5%
International Funds						
DWS Scudder Global Small Cap	176,928			153,397	(23,531)	-13.3%
Vanguard Admiral Int'l Growth	<u>187,399</u>		<u>-</u>	<u>159,319</u>	<u>(28,080)</u>	<u>-15.0%</u>
	364,327		-	312,716	(51,611)	-14.2%
Totals						
			Column			
Starting Portfolio Value	1,932,877		totals	1,615,438	(185,527)	-9.6%
Plus New Funds Received	44,005					
Plus Investment Return	(185,527)					
Less Expenditures	(175,916)					
Ending Portfolio Value	1,615,439					

Investment Portfolio as of 3/01/2016

UU16T3

	Symbol	Shares	Price \$	Value \$	Percent of Portfolio
Cash & Short-Term Income					
Bank of America		-	-	3,620	0.2%
Fidelity Money Mkt Accounts		-	-	50,294	3.1%
Accounts Receivable		-	-	-	0.0%
Accounts Payable (Minus)		-	-	-	0.0%
				<u>53,914</u>	3.3%
Fixed Assets (Gas Boiler)				42,700	2.6%
CD's, Bonds & Bond Funds					
Loomis Sayles Bond Fund	LSBDX	<u>777.9</u>	<u>12.56</u>	<u>9,770</u>	<u>0.6%</u>
				9,770	0.6%
Growth & Income Blended Funds					
Fidelity Puritan	FPURX	8,878.9	19.31	171,452	10.6%
UUA Gen. Invest. Fund		<u>1,086.9</u>	<u>6.79</u>	<u>7,383</u>	<u>0.5%</u>
				178,835	11.1%
Low Correlation Funds					
Eaton Vance Enhanced Equity 2	EOS	5,000.0	12.30	61,500	3.8%
Fidelity Convertible Securities	FCV SX	<u>4,464.9</u>	<u>24.51</u>	<u>109,433</u>	<u>6.8%</u>
				170,933	10.6%
Equity Securities, Value Style					
Berkshire Hathaway 'B'	BRK.B	1,250	134.17	167,713	10.4%
General Electric	GE	3,000	29.14	87,420	5.4%
Southwest Airlines	LUV	<u>27</u>	<u>41.95</u>	<u>1,133</u>	<u>0.1%</u>
				256,266	15.9%
Growth Mutual Funds					
Fidelity Select Health	FSPHX	674.5	180.51	121,756	7.5%
Fidelity Select Leisure	FDLSX	766.4	128.31	98,342	6.1%
Fidelity Select Technology	FSPTX	359.4	107.78	38,736	2.4%
Vanguard Admiral Energy	VGELX	1,428.8	73.96	105,670	6.5%
Vanguard Growth Index	VIGAX	<u>4,401.6</u>	<u>51.30</u>	<u>225,800</u>	<u>14.0%</u>
				590,304	36.5%
International Funds					
DWS Scudder Global Small Cap.	SGSCX	4,421.9	34.69	153,397	9.5%
Vanguard Admiral Int'l Growth	VWILX	<u>2,616.9</u>	<u>60.88</u>	<u>159,319</u>	<u>9.9%</u>
				312,716	19.4%
				1,615,438	100.0%

ANALYSIS OF THE NAMED FUNDS

UU16T4

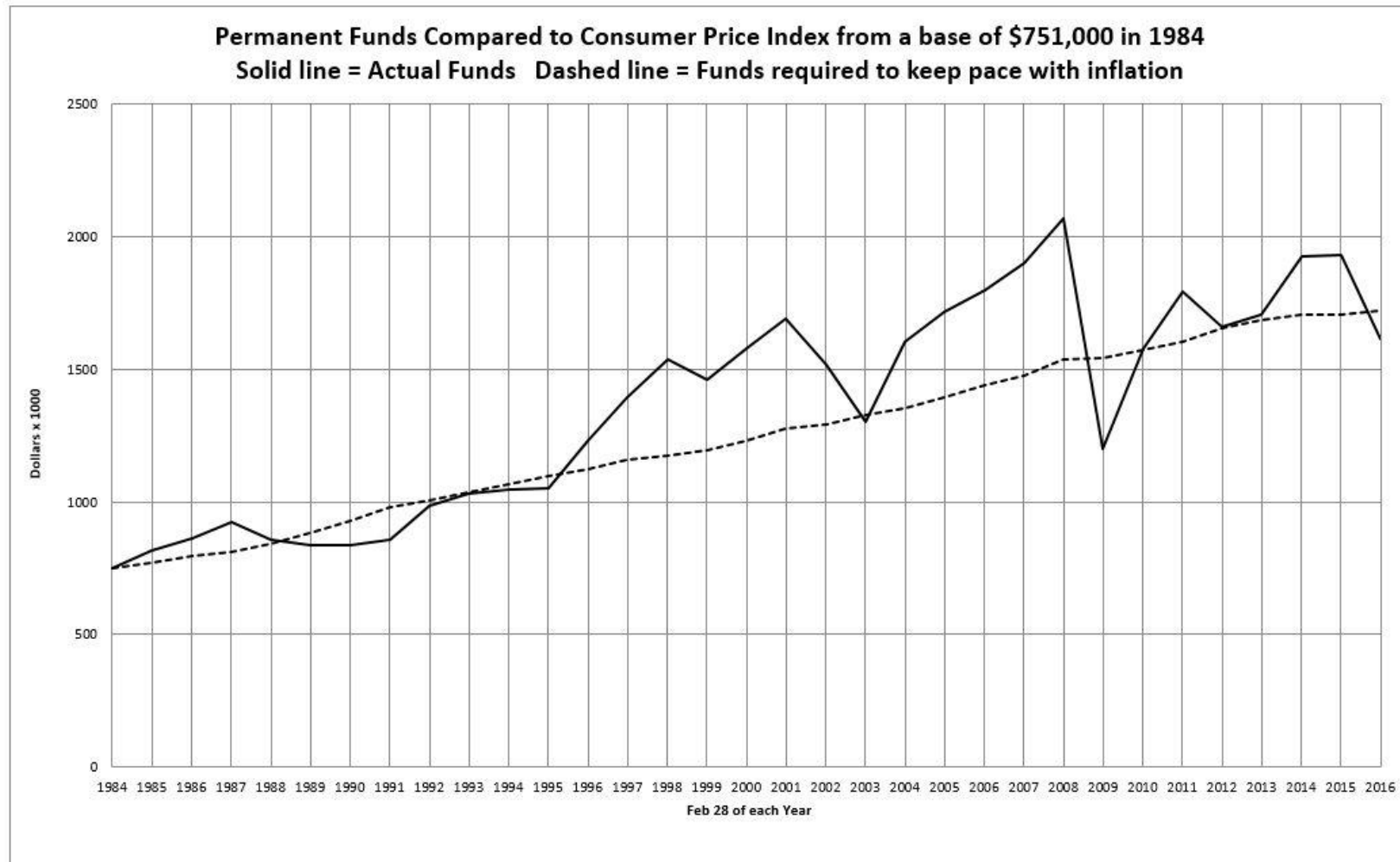
Year & Source	Fund Name	Specified Purpose	Principal 2/29/2016	Restrictions by Donor			Accumulated Income in Restricted Funds			
				None	Principal	Income	2/28/2015	Income	Expense	2/29/2016
1961 UU	Alliance Memorial	Flowers	200			X	184	4	100	88
1939 U	Fred W. Archibald	Flowers	401			X	489	9	0	498
1930 W	Sarah J. Bartlett	Flowers	100			X	227	2	0	229
1994 UU	Eaton/Chase Family	Flowers	700			X	439	15	0	454
1923 W	Ernest H. Griswold	Flowers	295			X	430	6	0	436
1984 UU	Guild Flower Fund	Flowers	893			X	271	20	170	121
1992 UU	Risdon Memorial	Flowers	3,000			X	593	66	170	489
1962 UU	Sears Memorial	Flowers	250			X	306	6	0	312
1990 UU	Deacon Smith Family	Flowers	2,263			X	295	50	0	345
1942 U	Walter Stearns	Flowers (\$100)	7,000		X	[100]	120	2	0	122
1907 B	John C. Haynes	Charity Work	7,988			X	959	176	0	1,135
1875 U	Eunice Harrington	Needy Poor	2,662			X	319	59	0	378
1882 B	Lucy Chipman	Poor of the Church	944			X	378	21	0	399
1900 B	Sarah A. Davenport	Poor of the Church	910			X	332	20	0	352
1725 P	Mills Ripley	Poor of the Church	1,102			X	447	24	0	471
1881 U	Polly Sanderson	Poor of the Church	2,223			X	727	49	0	776
1955 U	Annie W. Smith	Poor of the Parish	11,067			X	1,329	243	0	1,572
1999 UU	Castner Memorial	Music	6,283			X	859	138	350	647
1992 UU	David E. Clough	Music	1,225			X	263	27	50	240
2012 UU	Irene Kallow	Music	43,054			X	637	947	600	984
1950 W	Walter F. Starbuck	Music	580			X	216	13	50	179
2004 UU	Betty Lee Diggs	Music (Organ)	25,000			X	5,100	550	2,350	3,300
1972 UU	Martha Abbott	Children's Library	1,400			X	168	31	0	199
1996 UU	Dr. Douglas Butman	Property Maint.	30,000			X	3,670	660	1,740	2,590
1966 W	Alice J. Mason	First Parish Guild	500			X	199	11	0	210
1942 U	Alice S. Peabody	Sunday School	300			X	180	7	0	187
1992 UU	Ted Jones Scholarship	UUA Scholarships	8,402			X	1,499	185	1,000	684
1926 W	Alice L. Smith	Pastor's Supplement	171,452	****		X	642	3,850	3,871	621
2007 UU	Jones Partnership	Non-Budget Initiatives	-----	**		X	49,687	44,012	23,182	70,517
1913 U	Clara Abbott	-----	500			X	70,965	51,203	33,633	88,535
1905 W	George L. Almy	-----	500			X				
1921 W	Abby E. Armstrong	-----	300			X				
1923 W	Phineas & Mary Barnes	-----	1,434	***		X				
1935 B	Mary E. Barry	-----	2,000			X				
1927 W	Fred & Mary Bryant	-----	1,869	***		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	-----	4,080	***		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. Hincley	-----	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)	-----	42,700		X					
Accumulated Income & Appreciated Value			493,389		404,853		88,535			
Grand Total, All Funds			<u>1,615,438</u>		<u>940,790</u>	<u>262,818</u>	<u>411,829</u>			

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
 = 2.2%

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

Permanent Fund Comparison



- 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 31 years.

Jones Partnership Fund Grant Recipients 2015-2016

THE CAT CONNECTION

\$1,000

Veterinary Care for Feral and Fostered Cats in Waltham

Project Director: Eva Miller

Sponsor: Evelyn LeBlanc

The Project: The Cat Connection grant funds will support veterinary care for cats in the foster home system as well as for feral cats, who are trapped, neutered and released. The goal is to reduce the feral and stray cat population and to provide tame cats with a home.

Partnering Opportunities: The Cat Connection welcomes opportunities to work with the members of First Parish, as evidenced by the recent cooperative project with the Religious Education program. Members could be feeders of cats, provide foster homes, adopt cats, donate goods, or volunteer in other capacities.

CHAPLAINS ON THE WAY

\$1,500

Chaplains on the Way Knitting Group

Project Director: Rebecca Sheble-Hall

Sponsor: Shirley Traite

The Project: The goal of this project is to continue providing emotional and spiritual support to women experiencing the crisis and isolation of homelessness, and to offer a connection to First Parish and other faith communities. It does this by providing a weekly opportunity to knit in a circle of care and conversation. The women choose yarn and needles from donated supplies. COTW volunteers teach beginners and encourage all participants. A staff chaplain organizes and attends, offering spiritual companionship and helpful resources.

Partnering Opportunities: First Parish Waltham members may donate supplies, volunteer time as knitters, and offer a special welcome to women who attend church services or events.

CHESTERBROOK COMMUNITY FOUNDATION, INC.

\$1,500

Youth Group Community Service Project

Project Director: Joan Atlas

Sponsor: Pam Penton

The Project: The church youth group will plan and host a party in the church hall for the children of the Chesterbrook, Dana Court and Prospect Hill low-income housing developments in fall 2016. The Bentley Service-Learning Center will participate in the planning along with Lynne Weygint of First Parish and Joan Atlas of Chesterbrook Community Foundation. In addition, the grant will allocate some funds to the Chesterbrook and Dana Court Learning Centers for snacks and supplies for their regular programs.

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 a special event held at the church, which will involve children from the Learning Centers, their families and volunteers from the Bentley University Service-Learning project. First Parish families are also invited to attend.

THE COMMUNITY DAY CENTER, INC.

\$2,500 (3rd of 3 yrs)

Stabilization Program: Counseling, Case Management and Wellness

Project Director: Marilyn Lee-Tom

Sponsor: Roberta Trudeau

The Project: The project entails supporting 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 First Parish. Members are also invited to attend fund-raising events.

DOWNTOWN WALTHAM PARTNERSHIP

\$2,000

Waltham Riverfest 2016

Project Director: Sarah Hankins

Sponsor: Scott Shurr

The Project: The organization plans to provide a free, family friendly event for all residents of the city to enjoy, as well as to showcase resources and businesses in downtown Waltham. Artists and musicians will demonstrate their talents. Local businesses, private organizations, and volunteers will work together to organize and promote the event to make it inclusive of all people living in Waltham and surrounding areas.

Partnering Opportunities: First Parish members are invited to attend festival events, and the Jones Partnership Fund logo will be prominently displayed on publicity and signage. Several members of the congregation are already actively involved in other capacities.

FIRST PARISH BOARD OF MANAGERS

\$2,500

First Parish Web Site and Social Media Upgrade

Project Director: Donna VanderClock

Sponsor: Dan DeHainaut

The Project: The First Parish Board of Managers requests funds to improve effectiveness of outreach efforts through the Parish website and social media. The project will engage a UU Ministry and Media consultant to evaluate the current website and social media programs. Next the consultant will work with the Marketing and Promotion Committee (MAP) and other First Parish Commissions to determine appropriate changes to the design and functions of the current web site in order to support the church’s presence on social media such as Twitter, Facebook and YouTube. The final goal is to improve outreach and visibility to encourage growth.

Partnering Opportunities: Digital, web and social media are at present the language of outreach and connection, critical as First Parish seeks to connect with the community beyond and to discover the community’s needs. Members can continue to share activities of the congregation on individual media accounts and to refer interested parties to the church web site.

GREATER WALTHAM ARC

\$1,200

GWArc Volunteering and Community Connections

Project Director: Roslynn Rubin

Sponsor: Alice Taylor

The Project: GWArc's patrons are individuals with developmental disabilities. Although this group is usually not asked to give back to the community, this project provides opportunities for the group to volunteer and to help others. This year will build on the success of last year's Jones Partnership Fund supported project. They will expand activities and reach out to new community partners. They expect to host six community service events and to partner, not only with REACH Beyond Domestic Violence, but also with the Downtown Waltham Partnership, and to provide and serve food to a local shelter, among other activities.

Partnering Opportunities: Planned activities such as those mentioned in the application will build connections with First Parish members who also attend. The Sponsor will keep members informed of upcoming charitable and fund-raising events.

HEALTHY WALTHAM

\$2,000

Healthy Kids Summer Program

Project Director: Pam Hess

Sponsor: Muffy Young

The Project: Jones Partnership Grant funds will support an innovative school garden-to-table youth program focused on healthy eating, gardening, and physical activity at the McDevitt Middle School for twenty-five special education students. The pilot program (2 years ago) received positive feedback. As a result, the Healthy Kids Program was invited back to explore ways that other Waltham schools could benefit other Waltham school children. Healthy Kids will partner with the Waltham Fields Community Farm "Youth Crew" as "Healthy Ambassadors" to the younger kids. The program utilizes hands-on, experiential learning that will culminate in a pizza garden with vegetables and herbs for the pizza coming directly from the garden. Jones Partnership Grant funds will help to strengthen the program and build bridges in the community.

Partnering Opportunities: Healthy Waltham will provide First Parish signage near the garden and will publicize the church through the Healthy Waltham web site and the News Tribune. Potential partnerships would be during the fall harvest. Students could come to the church to meet parishioners and share their stories.

UU MASS ACTION

\$800

Immigrant Rights Campaign, Year 2

Project Director: Laura Wagner

Sponsor: Dimitry Zarkh

The Project: Immigrant Rights is one of UU Mass Action's four core campaigns. UU's as a faith organization deepened its commitment to immigrant rights during the Phoenix Justice GA in 2012. This project is the manifestation of Massachusetts' UU's commitment to justice. We are currently half way through the 189th general legislative session. The Jones Partnership helped fund the first half of the project during which the immigrant rights coalition, of which UU Mass Action is a member, filed the Trust Act, Safe Driving and Education Equity Bills. We increased the number of co-sponsors (doubled for Safe Driving!) and are now working to move the bills through their respective committees. We are working to

bring them to the floor for a vote by growing the immigrant rights movement in Massachusetts.

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. In 2016 members of the UUMassAction team participated in a lay-lead service as well.

WALTHAM AMERICAN LEGION BAND

\$500

Waltham American Legion Band Concert

Project Director: Wendy Baisley

Sponsor: Scott Tougas

The Project: The Waltham American Legion Band will provide a concert to First Parish in Waltham at a mutually beneficial time. The band will consist of thirty musicians playing selections from Broadway, popular military compositions and marches, and music from the Great American Songbook. The purpose is to assist First Parish in fundraising and outreach programs.

Partnering Opportunities: The Band hopes to build bridges with members of Waltham and First Parish by providing enjoyable music for all people of all ages, races and economic backgrounds. Members can attend musical performances at the church and at other performance venues.

WALTHAM BOYS AND GIRLS CLUB

\$2,500

Club Café – Free Meal Program

Project Director: Erica Young

Sponsor: Sue Genser

The Project: Since many 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, to educate children about nutrition and healthy eating habits, and to motivate the community to respond to the problem of childhood hunger. Club Café provides an after-school meal each day that school is in session, during school vacations, and over the summer break.

Partnering Opportunities: The Girls and Boys Club works with Healthy Waltham, Waltham Fields Community Farm, and with students from Bentley and Brandeis Universities. First Parish neighbors are invited to plan, source, and serve meals in the program. Last year church Sponsor Sue Genser enlisted several First Parish members to serve meals and contribute groceries to the program. Parishioners can also attend the annual fund raising event.

WALTHAM FARMERS' MARKET

\$1,500 (2nd of 2 yrs)

Snap Match

Project Director: Martha Creedon

Sponsor: Elisse Ghitelman

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 PHILHARMONIC ORCHESTRA

\$1,000

Community Outreach Program

Project Director: Haig Iskenderian

Sponsor: Michael Levin

The Project: The Waltham Philharmonic Orchestra will continue to develop its Community Outreach Program 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, partner with the Plympton School chorus, and produce free chamber music performances for the community in partnership with other local organizations, including First Parish Church. The goal for 2016 is to reach out to a greater cross-section of the Waltham Community than before, both for adding new orchestra members and places to perform.

Partnering Opportunities: The Waltham Philharmonic will plan with Sponsor Michael Levin to perform chamber music as part of a church service, in conjunction with another Parish activity, or as a separate activity. In March of 2016 they performed as part of a lay-led service.

WALTHAM SYMPHONY ORCHESTRA

\$500

Waltham Symphony/First Parish Chamber Music

Project Director: Joan Garniss

Sponsor: Daniel Taylor

The Project: The Waltham Symphony proposes to create a Chamber Music Performance Series at the First Parish in Waltham, to bring high quality chamber music to the First Parish congregation and the citizens of Waltham. The concerts will occur in the Fall and Spring of 2016-17 and will consist of four to eight Waltham Symphony players performing the best in chamber music in a series of two concerts to be presented free, with an opportunity for donations at the door, to be shared with First Parish.

Partnering Opportunities: Members of the congregation can support the activities by attending concerts at First Parish and other venues in the community.

WATCH CITY BIKE LAB

\$2,000

Creating a Community Bike Workshop in Waltham

Project Director: Martha Creedon

Sponsor: Martha Creedon

The Project: The Watch City Bike Lab is a community bike workshop that will provide space, tools, equipment and knowledge to empower people of all backgrounds and circumstances to repair and maintain their own bicycles for free or at nominal cost. The new community resource will promote bicycling and support personal empowerment through knowledge sharing in a safe, supportive environment. The Lab

plans to open in the spring 2016 in a space at the Charles River Museum.

Partnering Opportunities: The Community Bike Workshop expects to develop a presence in Waltham through social media, flyers, and other means. Jones Partnership Fund support would be recognized on all materials. Partnering with First Parish would also include encouraging bike riding in general, participating in group rides, and using the Bike Lab as needed.

WATCH COMMUNITY DEVELOPMENT CORPORATION

\$2,000

The Immigrant Experience

Project Director: Daria Gere

Sponsor: Deb Jose

The Project: *The Immigrant Experience* project is designed to increase understanding of, appreciation for, and integration of the immigrant population of Waltham. The project builds on events held in 2013 and 2014 at First Parish, where church and WATCH members partnered in planning and carrying out the event: cooking, sharing food and conversation, facilitating and participating in small group discussions and conversations, and learning about the lives of immigrants in Waltham. A similar event is proposed for 2016 at the church. This project is especially relevant now, as ICE (Immigration and Custom Enforcement) raids have escalated and presidential candidates debate immigration reform.

Partnering Opportunities: First Parish members can partner by donating materials and time, and of course by attending the event.

Nominating Committee **Nominees for Open Positions**

2016-2017 CANDIDATES	NOMINEE	TERM EXPIRES
Moderator 1 year	Bill Vanderclock	2017
Clerk 1 year	Michael Carmody	2017
Treasurer 1 year	Bill Simpson	2017
Assistant Treasurer 1 year	Leslie Gildersleeve	2017
Membership Commission 2 year	Elisse Ghitelman <i>(completing second year)</i>	2017
Finance Commission 2 years	Joan Smith-Taylor	2018
Property Commission 2 years	Barry Stearns	2018
Social Action Commission 2 years	<i>vacant</i>	2018
Nominating Committee 2 years	Karen Klein Amy Eastwood Bob Goggin	2018 2018 2018
Trustee 3 years	Joel Weddig	2019
Jones Committee 3 years	Bill Vanderclock	2019

Mass Bay Delegates	GA Delegates
Elisse Ghitelman Jane True Marc Fredette Alternate: Sue Adams	Nancy Amstutz Bob Goggin Alternate: Joyce Mohr