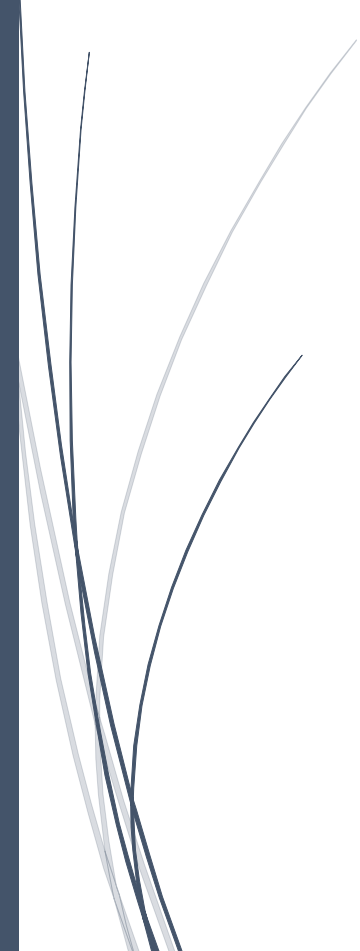


June 9, 2019

Annual Report

2018-2019

First Parish in Waltham, Universalist Unitarian, Inc.



Please bring this Report to the Annual Meeting

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

W A R R A N T

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 9, 2019, at 12:00 noon to act on the following articles:

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

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

Article 4. To vote on the budget proposed by the Board of Managers for the fiscal year beginning June 1, 2019.

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

By order of the Board of Managers **May 22, 2019.**

Dan DeHainaut
President

Michael Carmody
Clerk

Posted: May 23, 2019



*A Welcoming
Unitarian Universalist Congregation*

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

Writing this last of four annual reports as President of the Board of Managers, I'm more inclined than usual toward self-reflection. I'll save that for later and begin instead with a tip of the hat to this year's leadership team.

- Elisse Ghitelman—Membership Commissioner
- Charlie Kelly—Property Commissioner
- Joan Smith—Finance Commissioner
- Shirley Traite—Music and Worship Commissioner
- Deborah Wild—Social Action and Outreach Commissioner

Along with the president, these were the voting members of the Board of Managers for the 2018-19 church year. You'll see each commissioner's report elsewhere in this document.

Two non-voting Board members whose work is indispensable to the life of the church are Donna VanderClock, Treasurer, and Leslie Gildersleeve, Assistant Treasurer. Our board work was ably assisted by the third non-voting member, Michael Carmody, serving as Clerk. Bill VanderClock, Moderator, and the three Trustees of the Permanent Funds, David Wilbourn, Joel Weddig, and Barry Stearns, complete the list of officers of the corporation.

Our Minister, Rev. Marc Fredette, our Community Minister, Rev. Becky Sheble-Hall, and our Director of Community Engagement, Lynne Weygint, joined us regularly at monthly Board meetings. You can, too—the Board's meetings are open to members of the congregation, and the Board president prepares the agenda.

The work of the Board, as I've written in the past, is to balance stability and tradition in our 323-year-old organization with the flexibility and innovation needed to secure its future. It should be no surprise that stability is the easy part of that equation. To focus instead on what's new as you peruse the rest of the First Parish Annual Report, try keeping in mind the Board's key goal areas for the past year:

- Revitalizing and improving the church's organization to support lay leaders and all volunteers;
- Developing and promoting activities that attract and welcome newcomers and more fully engage all congregants in the life of the church; and
- Understanding, communicating, and promoting the financial health and sustainability of the church.

Carried over from the previous church year, these three themes continued to guide the Board's work in 2018-19. But I'll leave the theme-spotting work to you while I offer four observations of where we are as a church in 2019, and where we are headed:

- Our membership numbers are pretty steady, with a very gradual increase over the past several years, as we continue to welcome new members and say goodbye to those who move on.
- Our financial health is good, although we continue to depend too heavily on income from our endowment funds for our operating budget. The recent trends are in the right direction: increasing pledge income and gradually lowering the dollar draw from the endowment.

- We are a small church that, thanks both to the generosity and foresight of past members and the commitment of the current congregation, is able to do a large amount of good in the Waltham community and beyond.
- As an association of people who commit to acceptance, inclusion, and justice in human relations, First Parish is as sorely needed in the world today as it's ever been over the past three centuries.

Looking to the future, I would pay particular attention to those last two points. Thanks to, among many others, our Community Minister, Rev. Becky Sheble-Hall, our church is looking outward to the wider community in ways it hasn't in the past. Looking outward we inevitably see more to be done. That is looking at our future.

Getting back to this church year, we are moving through the first of our settled minister's two three-month sabbaticals for 2019 and 2020. While Rev. Marc recharges his batteries, we've heard a variety of voices during Sunday worship, including those of the Worship Committee and, with a comforting regularity, that of Rev. Becky. Special thanks are also due to the Sabbatical Committee, as well as to the many other members of the congregation have stretched a bit to step into new roles, helping to make this sabbatical period smooth and productive.

While Rev. Marc's sabbatical just completes a circle—we'll be welcoming him back at the start of regular worship this fall—the end of this church year also brings more open-ended changes. We are preparing to say goodbye to Lynne Weygint, who served as our first Director of Lifespan Religious Education and then helped to develop the position of Director of Community Engagement that she has so ably occupied for the past two years. We expect to have a new DCE hired before Lynne's departure, and will mark her retirement more formally (and festively) in the fall. Lynne has contributed tremendously to the life of First Parish, and for me the opportunity to work a little more closely with her this spring has been one of the unanticipated gifts of this sabbatical season.

Next year will be Rev. Becky's third as our affiliated Community Minister, and likely the last of her preliminary fellowship as an ordained UU minister. Thus our relatively new relationship will evolve further at the end of next year. Taking my own advice about embracing change, I'm excited to anticipate what will come next for Rev. Becky, and for her partnership with First Parish.

Right now, though, there are a number of Board transitions to mark—more than in any recent year:

- Elisse Ghitelman completes her current term as Membership Commissioner. She's done a tremendous job helping us all to make “welcoming” not just an intention, but a living practice.
- Shirley Traite steps down as Music and Worship Commissioner. Among the accomplishments that I hope she's mentioned in her own report is the vitality of the Worship Committee that has been so evident recently, particularly this spring during Rev. Marc's sabbatical.
- And Deb Wild ends her current time on the Board, having served stints as commissioner of both RE and of Social Action and Outreach. Deb has been a steady source of wisdom and support to me as I've navigated the role of president.

Which leads me to my moment of reflection on four years presiding on the Board. I suppose that two fundamental questions one might ask the president of a volunteer organization are “Why did they choose you?” and “Why did you say ‘yes?’” While I can't answer the first question, I've thought a bit about the second.

In 2015, my short answer would have been “it was time,” meaning the right time for me to give back to the church, even though it wasn't a particularly convenient time in my life. I also figured I had a few skills that would be helpful in the role, although I was certain that there was plenty that I didn't know and plenty of things I'd need to do for which I had no aptitude at all.

But the deeper answer to “why say yes” is one that I only guessed at in that moment: I said yes to a call to church leadership because I knew I wasn’t going to do the work alone. The president’s job is to help the rest of the Board do their best work for the church, and the rest of the Board were people I knew to varying degrees, all of whom I knew I could trust to do their best for First Parish. That lack of aloneness is crucial to the work of lay leadership, and for me it extended all over the church. If I tried to thank every person whose support, honest counsel, and hard work have made my four years as president of the Board pass so quickly and joyfully, this report would go on for another two pages at least.

So instead I’ll end with a broad thanks, and a promise: We are all blessed to have this church community, and this church community is blessed to have all of us. I continue to be deeply grateful for this. Moreover, I pledge my support, honest counsel, and hard work to the next president and the rest of the Board, and to all the continuing and incoming church leaders. We are all truly blessed to have and to be this church community.

Dan DeHainaut
President, Board of Managers
June, 2018

Minister’s Report

"A church is a place where we try to think, speak and act in Love’s way, not in the way of a fear-filled world. A church is a home for love, a home for brothers and sisters to dwell in unity, to rest and be healed, to let go their defenses and be free from worries, free from tensions, free to laugh, free to cry."

Dear Members of First Parish in Waltham,

If you’re reading this the Annual Meeting can’t be far away, and I wish I could be with you to welcome our newly elected leaders, thank those who are completing terms and stepping down, and hopefully to take a little to time to celebrate the accomplishments of this past year. It will feel odd, not attending the annual meeting, but I leave knowing that the church is in good hands, and the congregation is healthy and thriving. Each of you is responsible for that. So please accept my congratulations on the very good work you are doing, and also my gratitude for allowing me the privilege of walking with you on this, our shared spiritual journey.

The words quoted above by William Sloane Coffin, seem to capture the right kind of idealism with which to begin this report. I believe we measure up quite nicely with Coffin’s description. Ours is indeed a church that speaks and acts with love. Our church continues to be a source of healing and rest for the weary in spirit. Our church continues to welcome us as we are, we who are at times worried, at times tense, at times joyful, at times living with sadness.

These are tumultuous times in our country and the world, and this very fact clarifies the importance of our church community as a place of discussion, of action, of inspiration, and of renewal. The congregation has responded with gusto and commitment. This is a time of vitality and purpose here.

In last year’s report I wondered about what could, or should we be doing differently? As our country wrestles with important conversations about race, law enforcement, spiraling gun violence, and mass incarceration, here in our mostly white and relatively privileged faith community we have begun asking what we could or should be doing differently. Through a series of sermons and an ongoing book group that seeks to help us confront white privilege, institutional racism, many have embarked on the challenging and sensitive work that these conversations require. This is a special moment in history, one in which the entire nation is engaged in dialogues rooted in the longing for spiritual health: conversations about racial equality, talking about and understanding the suffering resulting from centuries of male-centered culture; who is welcome here? What will be our legacy to the “climate kids?” The more church members and friends we

can involve in these conversations and projects the better. No one can do this work alone.

Worship attendance has been up by about 8 percent on average this year. We have welcomed five new members (see who in next paragraph) and others who attend regularly and are considering becoming members. There are new members in our Choir, and the Friendship Finders class for children is thriving. There's a lot of good spirit and good will here!

This year we have welcomed with joy new members, Brenda Asis, Peter Babi, Aislann "Ace" Gullotti, Candace Holman, and Andy LeCompte. The New Member Recognition Ceremony held during worship on March 31 was a source of joy to all attending. We have also had the pleasure of getting know some wonderful newcomers to First Parish who attend regularly and are considering becoming members. 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 families. If you think of yourself as a newcomer to First Parish, please know that we're very glad that out of all things you could be doing with your time, you're choosing to spend some of it with us. Welcome to First Parish. I'd be happy to meet with you to answer any questions you might have about this fine church community. In February 2018 we reported 102 active church members for certification to the national association (UUA). This year we reported 107 active church members. Next February, I'd like to report 115! Please look for ways to let our new members know you're glad they're here.

Without reservation you have extended a warm embrace to our affiliate Community Minister, the Rev. Becky Sheble-Hall again this year. The congregation is maintaining its identity as a teaching church which is of great benefit to Becky, especially during these first few years of ordained ministry. Becky continues to learn and grow, and at the same time takes her new knowledge and experiences and gives them right back to everyone in two religious communities: First Parish and Chaplains on the Way. I owe a debt of gratitude to Becky for her willingness to step up and assume some of my responsibilities during the sabbatical.

And I'm grateful to Rev. Becky and to Daphne Blount for revitalizing our member-led, Pastoral Care Team. For parish ministry to succeed, it must be a cooperative venture, with gifts, talents, and responsibilities shared between the minister and the congregation. I called for your help, creativity and energy, and some have responded. Please remember that here at First Parish in Waltham you will be cared for, and you will be called upon to care for others.

Our Sunday "Share the Plate" program is now celebrating its twelfth year. Your generosity is inspiring! As of May the Share the Plate program has collected and distributed over \$2,971 since last June. This year's recipients included the Emmaus House, the Council on American-Islamic Relations (CAIR), Sanctuary Boston, the Hurley House, the Waltham Boys and Girls Club, WATCH, the Diaper Depot, and the Unitarian Universalist Urban Ministry. Our share the plate collection scheduled for next Sunday, June 16, will go to help provide SNAP vouchers to shoppers on tight budgets at the Waltham Farmers' Market!

Additionally, your generous contributions to the to the Minister's Discretionary Fund have made it possible to disburse nearly \$3,000 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, gift cards to local grocery stores, bus tickets, and contributions to social justice-seeking agencies. Please know how grateful I am for the many generous ways you touch the lives of others in healing ways.

I have happily supervised a dynamic and talented staff team in Lynne Weygint, Chris Johnson, Todor Stoinov, and Richard Farina. I couldn't ask for a better team – a fine group of people with great skills and strong commitment. I am grateful to each staff member for being who they are, and for sharing their talents with us so generously.

As most of you now know Lynne will be retiring before the start of our next church year. With her creative and seemingly boundless supply of energy, the congregation has been reaping the rewards of trying

something new. Lynne came on board as the church's Director of Lifespan Religious Education in July of 2014 and did excellent work in that capacity for three years. As the needs of the congregation have changed over the last five years so has the staff's response. The Director of Community Engagement position was tailored specifically for our needs: the need to be flexible about the fluctuating enrollment in children's Religious Education classes; the need to support church members for whom finding the time to do all they would like to do as volunteers is stymied by the demands of employment, the need to support committee chairs and others in leadership positions overwhelmed by the demands of the volunteer work they've agreed to take on. Thank you, Lynne; you will be missed more than you know.

I'm grateful to the members of the Worship Committee under the dynamic leadership of Marty Ahrens. With Marty, regular committee members, Gary Madison, Sue Genser, Michael Carmody, Karen Klein, and Dan Taylor continue to enhance and enrich our worship experience. Thanks to their continual initiative, creativity, and love of worship, the congregation has been blessed with high quality member-led worship services throughout the year.

I'm also very grateful to Dan DeHainaut for his thoughtful leadership, especially over the past four years in his principal role as Board Chair. Last year, thanks to Dan's efforts, the Committee on Ministry is now meeting regularly. Many thanks to Deborah Jose, Leslie Gildersleeve, Scott Tougas, and Bill VanderClock for all their good work. Thank you to so many members and friends who labor to keep First Parish solvent, relevant, and otherwise upright! And, a special shout out to the members of the Board of Managers, all of whom take seriously their charge to honor our past, care for our present and imagine our future.

By the time of the annual meeting I will have completed a first course in Beginning Spanish – one of the ways I'm hoping to be a better 'me' and a better minister, expanding the possible scope of ministerial outreach here in Waltham. I cannot count the times I've been contacted by someone in need of support or assistance and whose only language was Spanish. I'm grateful to you all for making the sabbatical possible.

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

Much love,



Rev. Marc S. Fredette



rites of passage

June 1, 2018 – May 31, 2019

Deaths/Memorial Services

Lindsey Kempton

Born on February 1, 1988 and died on March 13, 2018– Memorial Service on March 24, 2018.

Sandy Cohen, *Elisse Ghitelman's mother*

Born on March 9, 1932 and died on April 6, 2018 –Memorial Service, July 7, 2018

David L. Stanley, *Kimberly Strafford's step-father*

Born on April 13, 1950 and died on August 18, 2012 – Memorial Service, November 17, 2012

Report from the Director of Community Engagement

Lifespan Religious Education Program

Childcare for Infants and Toddlers: Caring for our very youngest First Parishioners (infants and children through age three) was Chris Taylor in the Children's Library. We welcomed a new child to childcare this year. Many thanks for doing such a great job, Chris!

Friendship Finders: This year our Sunday morning Religious Education (RE) program for children (4 year olds through 5th graders) piloted a "one room schoolhouse" approach that was very successful. They followed a curriculum titled "Picture Book World Religions" by Katie Covey, which focused on Judaism, Islam, Hinduism and Buddhism. This curriculum is easily adaptable to a multi-age group of children with differing developmental needs. The class used two rooms on the ground level of the church and also expanded regularly into the hallway outside their classrooms for more active learning.

Chandra Penton and Justin Kamal, two First Parish high school aged youth, were the paid lead teachers for the Friendship Finders, ably assisted each week by volunteer Pam Penton, a First Parish adult. The class grew to include two new children, with 13 enrolled. An average of six to seven children regularly attended the class, but over the course of the year, we often had ten or eleven children in attendance. Staffing for next year is still being determined.

While planning for next year has begun, with a new DCE starting in mid-August, planning will continue when that individual and I overlap. I hope to adapt the Soul Matters Religious Education packet each month so that our youngest First Parishioners will join the rest of the congregation in considering the worship themes of the month. Those themes are: expectation, belonging, attention, awe, integrity, resilience, wisdom, liberation, thresholds, and play.

Spirit Spark: In its third year, this multi-age program encourages participants to engage with the worship theme of the month through the arts from October through May. Experience taught us that there was little interest in the meditation and mindfulness sessions of the past two years, but Regie O'Hare Gibson's interpretation of the worship theme through poetry and the spoken word remained popular, and were generally well attended, including one middle school aged youth. Regie and I are currently choosing monthly dates for his return next year, beginning in October.

We also welcomed a recipient of a Jones Partnership Grant, visual artist Ann Miller, who led two Spirit Spark sessions on book making. These were also popular and Ann and I have put dates on the calendar for her return on 11/17/19 and again on 1/12/20.

Youth Group: With too few youth enrolled to offer a youth group program of our own, First Parish in Watertown very generously invited our high school aged youth to join in their Sunday afternoon youth group. Two of our high schoolers attended regularly, and were active participants.

Taking It Home: Rev. Marc and I continue to publish a resource based on the worship theme of the month, "Taking It Home." This resource is available in hard copy in the order of service each week, and is also accessible by links on the church's website, through Twitter and Facebook. I hope "Taking It Home" will continue next year.

Adults: First Parish in Waltham continues to offer and host robust programming for adults and interested older youth.

Among the programs enjoyed by both the congregation and the greater Waltham community this year were Buddhist meditation on Thursday evenings, a spring Waltham Connect event centered on after school programming for middle schoolers in Waltham, Equity and Justice for All, Living a Life of Integrity, monthly SoulCollage® sessions, a Soul Matters small group, and two stand-alone events: Diary of a Confused Immigrant, and an Immigrant Justice Accompaniment Training. We also hosted a very successful event on 10/20/18 that included Jones Partnership grant recipient's leadership teams. That same weekend, we co-hosted (with several area churches and synagogues) an event in Lexington facilitated by the Rev. Liz Walker called, "Raising Anti-Racist Children: Strategies for Success."

Rituals: We honored three high school seniors in a Bridging Ceremony on 5/19/19, recognizing and celebrating their journey from youth to young adulthood.

Support of the Committees/Commissions and Ministries of First Parish

In addition to my work with the religious education program, I continued to form meaningful relationships with other leaders in the congregation.

We continue to have new visitors each Sunday, and five new members were honored at a "New Members" recognition ceremony during the worship service on 3/31/19.

I continue to work with leadership of the Jones Partnership Fund Committee.

Chris Johnson and I began work on a Safe Congregation Guidelines last year, and the Board of Managers voted to approve it at the 5/22/19 meeting.

I continue to look for ways to support the work of volunteers, and encourage the congregation to do the same as we move forward and continue to grow. This will be very important when welcoming the new DCE.

Conclusion

As always, my work at First Parish would not be possible without the support of Rev. Marc Fredette, Chris Johnson, Rev. Becky Sheble-Hall, Todor Stoinov, the Board of Managers, and, of course, the congregation.

I have loved my five years here at First Parish in Waltham. I am retiring from a job I love, which is a very good thing. We have done good and important work together over these years, and I think the parish is in excellent health. Thank you each and every one!

Respectfully Submitted,
Lynne Weygint
Director of Community Engagement

Report from the Affiliate Minister

This is my second year serving as First Parish Waltham's affiliated community minister. The Unitarian Universalist Association requires that any ordained minister, who is answering their call to serve outside the church walls, must also form a relationship (affiliation) with a sponsoring UU church. As time goes on, I've come to really appreciate the importance of this prerequisite.

Creating and helping to lead worship services for FPW keeps me grounded and growing in my own faith. Folks in the pews may not think about how their presence there helps grow their ministers, but it sure does! Recently, I gave a sermon about being an "evangelical UU". I believe we have "good news" to share with people who feel wounded by, or shut out of, other faith traditions. The research and writing of that message caused me to dig deep, articulating my personal theology and realizing how it has evolved in the last two years. So my work writing sermons, prayers and centerings for worship inside this church, sustains me spiritually in the ministry I do outside of this church.

The other reason the affiliation is beneficial is that a community minister's mission is to build a bridge from the church to the people outside of it. Specifically for us, that has meant establishing relationships between FPW and Chaplains on the Way (COTW), a ministry to people experiencing homelessness in our city. This year, we continued to grow in that work through the foundation of welcome and inclusion we began to build last year. First Parish offers a particularly warm welcome to people who gather the courage to come through our doors. We now have four members of COTW who also consider FPW a spiritual home. Again this Christmas Eve, we welcomed COTW for an abundant feast in Whitcomb Hall and then invited people to stay for the service. Last summer we joined forces with COTW volunteers and all gathered for a late summer picnic on Prospect Hill.

These kinds of gathering, plus the unconditional welcome into the pews, connects us to a group of folks who have lost many other connections. As we move forward in building this relationship, I will continue to emphasize the importance of mutuality in it. We have a unique opportunity to learn about the dignity of offering collaboration rather than charity.

During Marc's sabbatical this spring, I have spent more time in worship and pastoral care. I helped to gather a pastoral care team, and offered pastoral care to a number of FPW people in struggle, particularly with end of life care. I also wrote and led a memorial service for a former member of our church. Attending weekly staff meetings helps me stay in touch with the pulse of our parish. I've attended most board meetings this Spring and was the FPW minister at Ferry Beach...which I loved!

I am grateful to you for our ministry together this year!

Rev. Rebecca Sheble-Hall

COMMISSIONER REPORTS

Finance Commission

Thanks to many members and friends for your stewardship of our financial resources.

This year we exceeded our budgeted income. Pledges and Gifts & Offerings came in slightly under budget but rental income and fundraising were above budgeted amounts. Expenses in several areas were under budget. Overall, we had a budget surplus (see budget reports for exact amount).

Our fundraising goal was \$8,000, and we raised \$9,203. Fundraising events this year included:

- The second annual “Great Pumpkin Sale,” which raised \$2,103. In October there was a lot of rain, so this was an ok result. Big thanks to Dan Taylor for spearheading this effort for a second year, and to members and friends who assisted in staffing the sale.
- A service auction that raised \$5,396.
- Arts-venue events (Harvey Reid concert, one-man “A Christmas Carol” show, In Good Company show “Hail to the Chief”) totaled \$1,100

Our goal is to have a mix of “internal” fundraisers, mainly attended by members, such as the service auction, and public events, like the pumpkin sale and the arts-venue events, that raise visibility for First Parish along with funds.

Pledge drive: For Fiscal Year 2020, our budgeted pledge income of \$117,000 is lower than the budgeted amount from FY 2019. It’s typical to have a mix of pledge increases, pledge decreases, new pledges, and lost pledges; this year, the total of decreases/lost pledges was greater than the total of the increases/new pledges. We hope this won’t happen every year, but there was no single element this year that seemed unusual. Fortunately, rental income continues to increase, so the total expected regular (non-endowment) income declines only \$1,000 from FY 2019 to FY 2020.

We continue to use our endowment to support our annual operating budget, at a level that is not financially sustainable. Best practice suggests we draw no more than 4-5% from our endowment each year. Our general budgeting philosophy is to maintain our building and strong programming while seeking to increase membership (up to 107 this year) and reduce the dollar amount of the endowment draw each year.

Our FY 2020 total endowment draw (including both restricted and unrestricted funds) will be \$116,580, compared to \$117,580 for FY 2019. Not a huge reduction (0.85%) but given the decline in pledge income, we’ll take it! The endowment total as of the end of the trustees’ fiscal year (2/28/2019) was \$1,814,846, so the FY 2020 endowment draw is 6.4%.

This year finance committee members were involved in projects beyond budget, income/expense, endowment management, and fundraising related work:

- Funding for the air conditioning project (David Wilbourn, Barry Stearns, Joel Weddig): clarified definition of Jones Bequest, communicated with Jones Partnership Fund Committee, conducted info session in advance of the congregational vote to fund the project.
- Listing First Parish as a ceremony venue on The Knot (www.theknot.com), a website for planning weddings (Barry Stearns, Leslie Gildersleeve with Lynne Weygint, Chris Johnson)
- Adding a money market account linked to our checking account, to have an interest-earning “parking lot” for extra cash (Donna VanderClock, David Wilbourn)
- Proposed new Memorial Fund process and policy (Joel Weddig)

- New England regional workshop on stewardship (Joan Smith)
- Legacy giving “Wake Now Our Vision” program (Joel Weddig, Joan Smith): this was a matching program offering 10% match up to \$10,000, for each newly communicated legacy gift plan. We did research but the matching program ended in the fall of 2018.

Sincere thanks to this year’s finance committee, all very active members and a pleasure to work with:

Donna VanderClock – Treasurer

Leslie Gildersleeve – Assistant Treasurer

David Wilbourn, Joel Weddig, & Barry Stearns – trustees

Thank you, thank you, thank you.

Respectfully submitted,

Joan Smith

Finance 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.

As I step off the Board of Managers this year, after seven years as Membership Integration Commissioner, I want to acknowledge the hard work that goes into keeping this church running and appreciate everyone who is a part of the amazing community that is First Parish in Waltham. Over my time in charge of membership, many new folks have become members and enriched the life of this church. The next Board of Managers will have four of these “new” members.

This past year’s Membership team included Marianne Cutter, Peter Duane, Nancy Lawrence, Evelyn Leblanc, Martha Gallagher and Cynthia Salamanis. 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, I invite you to reach out to the new Membership Commissioner to find ways that you can help us to grow and enrich the life of this congregation.

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

This year we again saw a steady stream of visitors, including several families with younger children who have become regular attendees. Several members of Rev. Becky Sheble-Hall’s other congregation, Chaplains on the Way, have also started to attend First Parish as well. We had five new members join the congregation this spring and have many new folks who are regular attendees. As in previous years, he Committee and Commissioner have worked on the following this year:

Basic Hospitality and Greeting: The committee has continued to make sure that Coffee Hour is set up 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

Ferry Beach Retreat: The Membership Committee continues to be the commission charged with running the retreat, which is now consistently held the weekend after Memorial Day. Sue Genser, with help from Marianne Cutter is managing this year’s retreat. Having the retreat run for two full days, and including two

nights stay at Ferry Beach has made this event more valuable for all who can attend. There is money available every year to subsidize the cost of attending for anyone who needs help, by talking with the minister.

Game Night: Thanks to the work of Sue Genser, Peter Duane and Dan Taylor, we had busy game nights once a month this church year. We had more children attending and people played a wide range of games.

Respectfully submitted,
Elisse Ghitelman, Commissioner

Music and Worship Commission

Worship

Theme-based ministry continues in worship and other areas of congregational life. This year's monthly themes were:

- September: Vision
- October: Sanctuary
- November: Memory
- December: Mystery
- January: Possibilities
- February: Trust
- March: Journey
- April: Wholeness
- May: Curiosity
- June: Beauty

We continue to be blessed by Rev. Becky Sheble-Hall who brings a fresh perspective and community ministry which only add to the richness and meaning of worship at First Parish. Becky stepped up to the plate most noticeably during Rev. Marc's sabbatical which started April 1st preaching four services between April and June.

In addition to Rev. Becky, we were privileged to have an excellent line up of guest worship leaders and ministers in the pulpit this year including Regie O'Hare Gibson (twice), Matt Meyer, Rev. Matt Carriker, Rev. Mary Margaret Earl, and Rev. Paul Langston-Daley (who served as a student minister at First Parish in the 1990's under supervision of our former minister emeritus the late Ed Lane).

Worship Committee

I continue to be astounded by the hard work of the Worship Committee. They did a really great job in developing and presenting five extremely thoughtful and moving lay-led services in addition to the Winter Solstice circle held in the chapel.

See the Worship Committees detailed report below.

It should be noted that in addition to the services led by the worship committee, the Ghitelman-Allen family also led a service in February where they shared their extraordinary thoughts and experiences from their late December trip exploring important civil rights locations in Alabama and Mississippi.

Thanks to you all!

Music

Many thanks to Todor Stoinov, our music director for providing music for the worship service, supervising soloists and guest musicians and also directing the choir. Worship was greatly enhanced this year by performances from several guest musicians and musical groups as well as eight performances by the First Parish Choir.

This year's Music Sunday in February was the first but I hope not the last collaboration with the choir of First Parish of Watertown. The combined choirs very movingly sang selections from Paul Winter's Missa Gaia. The music was amazing. Thank you all.

Music Committee

A group of congregants interested in the music program and/or were involved in the formation of the committee when it was initially formed in 2010 met in October to talk about the future of this committee. There was a sense that currently there isn't a great need for the work of the Music committee. The outcome of the meeting was that while the group thought that the current need for the committee is less than it has been in the past, that there still is a need for interested folks to meet on an occasional basis to act as a resource for music related concerns and help make decisions in regards to the Kallow fund money. It was decided for the time being, when the need arises, the Music and Worship Commissioner will call a meeting **open to all interested parties** to decide how to use the Kallow Fund allotment and/or discuss other appropriate issues as these arise.

The committee did not formally convene this church year however in February former members of the committee (Katie Gullotti and Charlie Kelly and I) led the 4th annual round sing which I hope will continue as an annual event.

Finally, thanks to the expert efforts of Sarah Strong of Hadley (an expert dressmaker and my longtime friend), the choir now has 24 beautiful cream brocade stoles (funded by the Kallow Fund) which can be worn over a choir robe or by themselves. The choir wore these Easter Sunday. The stoles look stunning and should last for many years.

Sunday Flowers

Flowers on the chancel each Sunday add to the beauty and meaning of worship, this year we had four wonderful flower coordinators, Joan Bone, Karen Klein, Daphne Blount and Nancy Lawrence. Each was responsible for two months of the year. The job of a flower coordinator can be daunting as it involves keeping track of requests, finding people to donate flowers when needed and making sure that the dedication is listed in the Sunday order of service. Thank you all so much.

Church Mice: Preparing the sanctuary for worship each Sunday is a group effort that could not happen without Dan Taylor's continuing coordination of the "church mice". There are a lot of large and small details which need to happen including making sure all of the candles are ready, the worship leader has fresh water to drink, hymn numbers are posted, the bell is rung as well as many ,many other details that are necessary for a service to run smoothly. To everyone who served as a church mouse this year, you have my heartfelt thanks.

Thank you also to John Allen and Bill Weber for keeping the harpsichord in tune so that it can be enjoyed on an occasional Sunday.

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,
Shirley Traite
Music and Worship Commissioner

Property Commission

- Eradicated several yellow-jacket nests; put the rest on notice
- Fixed undercroft door stoop with fresh concrete, thus preventing unauthorized entry by small furry woodland creatures
- A/C Project
 - Gathered about a dozen estimates over the course of the year
 - Made selection based on FPW's long-term needs
 - Installation to be completed while we're at Ferry Beach
 - Should be able to enjoy Harrington, Office, Minister's Study, and Chapel in comfort, any time of day, all summer long, into the foreseeable future
- Continued refurbishment of wheelchair access ramp railings
- Refurbished front door (repainted, replaced door closer, fixed hinges)
- Annual gutter maintenance
- Acquired free landscapers (Meadowscaping - we were out working and these people just walked up and asked if they could plant stuff in our yard for free)
- Back Harrington Room exit:
 - Built new hand railing
 - Replaced 3 light bulbs, including on previously-unknown motion detector
 - Placed signs indicating emergency exit escape route
 - Replaced rear wooden gate
 - Removed structurally-destabilizing vines from back wall; removed trees so area not shady enough for vines to regrow
- Built benches for Parish Green (aka Triangle) landscaping design
- General Maintenance
 - Replacing light bulbs
 - Swapping air filters in various appliances
 - Purchasing maintenance supplies & equipment
- Installed shelving in Room 10 by sink for Day Care Cleaners
- Had main water pipe break in undercroft repaired and replaced

- Arranged for city to repair iron fence pickets that were bent by city sidewalk plows
- Negotiated new plow contract
- Created Google account for Property Commissioner (fpwproperty@gmail.com), which owns all Property documents and controls online accounts. Will make future handoffs a little bit easier
- Held two successful Stewardship Days (successful in that more than one person attended, and we accomplished several tasks)
- Upgraded Parlor furniture (via generosity of Barry & Leslie, as I was only dimly aware that furniture was even considered 'property')
- Oversaw city's installation of FPW street signs on Main St
- Frozen rodent disposal

Charlie Kelly
Property Commissioner

Religious Education Commission

(Please refer to the Report of the Director of Community Engagement above.)

Social Action and Outreach Commission

Thanks to First Parish, I am beginning to feel like I belong here.”
(a recent refugee fleeing violence in their home country)

Social action continues to be alive and vibrant at First Parish in Waltham. Thank you for your service to our community! Never doubt that even small donations of time, talent and treasure aren't important. Together we are continuing to build awareness that we are the small church with the big heart.

Highlights from this year:

- FPW members continue to sponsor **Jones Partnership** grants. While the Jones team has their own report to share, it is an honor to thank them for their leadership. Many special thanks must go to Amy Eastwood who somehow managed to coordinate a complicated process with grace, style, and humor.
- **Active Bystander Training.** In the current political climate, harassment and assaults on racial and religious minorities, the disabled, and others perceived as 'different' have been more frequent. If you witness a harmful situation, you have choices to make. What should we do? This effective workshop gave us with tools and confidence to stand up to harassers. The workshop was very well attended; offered in cooperation with the Waltham Immigrant Solidarity Committee (WISC) which was formed in response to the Trump Administration's anti-Muslim travel ban and anti-immigrant and racist rhetoric. WISC is subcommittee of Progressive Waltham.
- In the fall of 2018 we offered a **Jones Forum** for all of the nonprofits that received Jones grants over the past ten years. The workshop was a huge success. We want to thank many members of FPW who helped make it so successful. Many thanks to the Trustees who helped us with funding the event and to Lynne Weygint who handled logistics. As one of the participants reported “this

type of experience helps us feel more united and less alone. We discovered that we share many of the same problems and we found ways to stretch and grow. Please do it again!”

- Thanks to Sue Genser’s leadership, our annual **Giving Tree** holiday donation event was also a huge success. We will need a new team to take over this project. Please contact me if you want to help share in a short-term but high impact initiative.
- **Accompaniment Training.** In cooperation with UU Mass Action (a Jones grant recipient), we sponsored a workshop on Immigrant Justice Accompaniment. Laura Wagner UU Mass Action Executive Director provided us with tools and ideas on how we can protect vulnerable refugees and immigrants. Many special thanks to Dimitry Zarkh who coordinated an amazing international luncheon for the participants.
- In March 2019, we offered a **Waltham Connect** on the challenges of parenting and supporting tweens. Panelists were from the Waltham Library, public school system and the Boys & Girls Club. We shared a great conversation about how to help middle schoolers negotiate a tricky and anxious transition. Coming up this fall we hope to offer another Connect on what we can do to address climate change. (hint: there is a lot of good stuff going on but without all of us loudly supporting these initiatives, our leaders will not active as fast as we [and our kids and grandkids] need to move.)

If you have more ideas for upcoming Waltham Connects or want to join the Social Action Team, please feel free contact me. I plan to continue to serve on the team and support our next Social Action commissioner as best I can. We need your ideas, your time, and your talents to continue to grow our impact.

Deborah Wild
Social Action Commissioner (out-going)

COMMITTEE CHAIR REPORTS

Archives Committee

The ongoing task of responding to inquiries and filing materials continues. A special thanks to those who have assisted by donating materials to the church archives.

November 11, 2019 marked the 100th Anniversary of the signing of the armistice agreement that would bring an end to the Great War. This year's exhibit commemorated the April 27, 1919 memorial service held at First Parish to honor Charles E. Bacon. At the conclusion of the service, the children of the Sunday School, assisted by Richard Coombs and Kenneth Smylie, planted a small evergreen tree on the front lawn of the church as a living memorial to Pvt. Bacon. The original tree, which was registered with the American Forestry Association's National Honor Roll, was later replaced by majestic beech tree that graces the front lawn today. A research request form is available in the Archives mailbox.

Respectfully submitted,
The Archive Committee

Jones Partnership Committee

The Jones Partnership Fund of First Parish Waltham continues to fulfill its mission 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 2019 the Jones Partnership Fund received twenty-two grant applications for the 2019-2020 cycle and distributed funds to all of them. The total amount funded was \$36,730.

Our recipients of grants for the 2018-2019 cycle and First Parish partners participated in many and varied activities. A highlight of the year was a Forum held at First Parish in October, which many past recipients attended to celebrate the upcoming tenth anniversary and plan for the future.

Goals continue to include refining the organizational structure and procedures with the Board, Finance, and Social Action Committees. We plan to work with Sponsors and recipients on ways to include more church members in activities.

We greatly appreciate the efforts of our First Parish Sponsors and also welcome ideas and suggestions from members of the congregation about their favorite organizations and activities.

This year team member Bill VanderClock will be stepping down after serving his allotted terms on the Committee. We are grateful for his years of service and especially for his expertise in meeting our technological goals. We also welcome Jim Ohm, who will be replacing Bill and who was a member of the original Jones Partnership Fund task force.

Much gratitude to Leslie Gildersleeve, Deb Wild, Lynne Weygint and Chris Johnson for their invaluable contributions as well. On to another successful year!

Amy Eastwood, Chair
Marianne Cutter
Bill VanderClock
Joan Bone
Jane True

Nominating Committee

The First Parish Nominating Committee has met throughout the church year to fill positions of expired terms. We are pleased to report that Scott Tougas has agreed to become President of the Board of Managers, that Pam Penton will be Membership Commissioner, that Candace Holman will lead the Social Action Commission, and that Brenda Asis will be Music and Worship Commissioner. Joyce Wilbourn, Pat Lash, and Gary Madison have agreed to continue serving on the Nominating Committee, and Jim Ohm will replace Bill VanderClock on the Jones Partnership Fund team.

Thank you to everyone who has served, continues to serve, and will serve; we appreciate your energy, expertise, and support of our congregation.

Respectfully submitted,

Amy Eastwood, Clerk
Jim Griffeth
Karen Klein
Pat Lash
Gary Madison
Joyce Wilbourn
Deborah Wild, Board Representative

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. With the upcoming retirement of Director of Community Engagement Lynne Weygint, we reviewed the job description and found no need for significant changes.
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. Review of the Personnel Manual is underway.
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. Director of Community Engagement, Lynne Weygint, will be retiring at the end of the summer. At the time of writing this report, our hiring process is well underway. We anticipate that there will be a two-week overlap when a new hire is on board to work with the outgoing Director.

We will miss Lynne Weygint's creative energies as a key member of our staff, but wish her all the best in her upcoming retirement. Congratulations, Lynne!

Respectfully submitted,

Martha Creedon, Chair
Walter Beebe-Center
Donna VanderClock

Worship Committee

This year's Worship Committee consisted of Michael Carmody, Sue Genser, Karen Klein, Gary Madison, Cynthia Salamanis, Dan Taylor, and myself. We were assisted and supported by Music and Worship Commissioner Shirley Traite, our clergy, Rev. Marc Fredette and Rev. Becky Sheble-Hall, Affiliate Minister, and Lynn Weygint, Director of Community Engagement. Office Manager Chris Johnson managed to handle our announcements and irregular orders of service. And Music Director Todor Stoinov was incredibly gracious and flexible in handling our requests for special music.

We started planning our services at a retreat held at Gary and Marty's house on August 19.

Our first service, on October 28, was a blend of Samhain, Day of the Dead, and All Souls/All Saints Day. Sue Genser took the lead in re-working the Litany of Remembrance created by a much earlier Worship Committee, and turning it into a more powerful responsive reading. Michael Carmody and Katie Gullotti brought many in the congregation to tears with their rendition of Doc and Rosa Lee Watson's "Your Long Journey." The main ritual of the service was based on "This Sacred Thread" by Heather Janules, remembering those who have gone on before, who loved us, taught us, and hurt us. Attendees were asked to go to one of four easels set up around the sanctuary, and write thoughts to, or about departed loved ones while Michael played the piano. The ritual closed with the end of the reading remembering those who have gone before, honoring the circle of life and death, and our place within the sacred thread.

The Winter Solstice service on the evening of Friday 12/21 was next. We were graced with Bill Weber's beautiful harp music. Katie Gulotti led the chants. We had two rituals. The first one was reflective, a reminder that the dark is a time to dream and ponder. Glass beads were distributed as holders for intentions for change. Our second ritual was based on the idea that we act in the light. People were invited to call out their thoughts on what we as individuals or together can do to make the world a kinder, happier, more just place. A candle was lit for each. As is traditional, the body of the service closed with a reading of Susan Cooper's poem "The Shortest Day. Pam and Chandra Penton drummed and participated in the readings as did Katie, Shirley and Worship Committee members. Special thanks to Shirley for decorating the chapel.

Our third service, on January 13, was on science. Michael Carmody wrote a skit about a child's continuous questions of "Why" that was performed by Peter and Alexa Duane. Dan Taylor's piece was "Faith! What is it?" He has faith in the scientific method. I wrote "We could be wrong." (Science expects mistakes.) Gary wrote about "Post-Modern Anti-Science." Sometimes the urge to separate out cultural influences has led some to distrust scientific conclusions. Jim Griffeth joined us to talk about "Science, Religion, and Human Curiosity" tying Genesis to the Big Bang. Karen wrote about "A Prayer for the Planet" and climate change. Dan and Chris Taylor sang Tom Lehrer's "The Elements" as our postlude.

The next lay-led service was scheduled for February 10. The Committee put out a call through Shirley Traite for someone else to take this service. We are incredibly grateful to Elisse Ghitelman, and John and Jacob Allen, for not only taking it on, but more importantly, crafting an incredibly powerful service about their Civil Rights Tour in Alabama and Mississippi. Their stories were deeply moving. Liturgical dancing by Karen Klein and friends intensified the experience.

Michael Carmody took the initiative and the lead in developing a service on Humor for April 7. Highlights included an Olympic-style relay as Todor played "Chariots of Fire" before the chalice was lit. While maintaining the traditional elements, parts of the service such as centering and responsive readings were gently spoofed. Michael also rewrote *Donis Nobis Pacem* as "Donuts Are Pastries" and recruited some choir members to perform it (eventually while eating Munchkins.) An alternative facts version of Moses and the Commandments was presented. Michael also talked about a childhood friend's funeral for a pet, and the plan to exhume the remains later. Karen's topic was "Jewish jokes in a Unitarian Universalist Service." I opined that "It's more than just jokes."

On May 5, we had a service about forgiveness. My biggest take-away from the service might be from Dan

Taylor's welcome referencing domino fairs. We all knock over someone else's dominos and have ours knocked down. So we apologize and forgive preemptively. We struggled with what forgiveness meant. Can we forgive the truly awful? Should we? How do we forgive ourselves? Michael led the sung response for the litany of atonement. Elisse Ghitelman joined us with her piece on "Forgiving someone who has wronged me—what's in it for me?" She also led a portion of a Buddhist meditation on forgiveness that was written by Jack Kornfield. Michael addressed "Forgiveness and Recovery," speaking about making amends, the Christian Act of Contrition and the difficulty of the process. Scott Tougas performed the offertory, Don Henley's "The Heart of the Matter" and for the postlude, his own new piece "The Other F Word." In his piece, "Violence, Forgiveness and Theology" Gary addressed the need for forgiveness internationally, and with an emphasis on how religious texts for the major faiths can be used to justify forgiveness and peacemaking, or violence. Without forgiveness, the violence is likely to continue. I discussed "Forgiveness: The Personal and Universal."

As this report is being written, Karen Klein is taking the lead on our annual poetry service in the chapel. Bill Weber will once again grace us with his harp music. Karen is also exploring a dance component.

In this report, I have emphasized the member's original writings. All members of the committee contributed to the planning and participated in chalice lightings, readings, etc. We are also grateful to the members of the congregation who willingly assisted. I apologize to those I forgot to mention.

I want to thank all of the committee members and others who have worked with us. Our meetings are lively as we bring the focus down from a broad topic to a reasonably coherent blend of perspectives. We are energized by new perspectives and welcome new members.

Respectfully submitted,

Marty Ahrens
Worship Committee Chair

AUXILIARY ORGANIZATIONS

Clothing Exchange

Fundraising: We had a great 62nd year, somewhat better than last year. Besides our regular seasonal Tuesday openings from 10:00-4:30 every week for about thirty two weeks, we were opening one Saturday, 9:00-2:00, a season: in the fall while the Farmers Market was open and during the Pumpkin Patch and in the spring coinciding with the Waltham Day Care Center Yard Sale. We intend to do the same Saturday openings again. We find this brings in more customers who have not heard of us before. These extra openings along with increased online publicity are bringing in new customers, consignors, and donations.

The exchange pledged \$4500 this year and it was paid. Next year we hope again to pledge \$4500.

In addition to our Pledge, in recent years we have contributed money to building and parking lot repairs. This year we gave \$2000 toward the new fence in the back parking lot. We hope to have continued good sales next year. Please help us share our existence with the rest of Waltham!

Community Outreach: About 100 to 150 customers visit the Exchange each Tuesday and we have about 80 consignors. Some of our customers buy shoes, clothes, and bedding to send to their home countries, including Guatemala, Honduras, and Haiti. After our January and May clearance sales, most leftover items are given to St. Mary's for their free clothes and housewares program. Leftover books are given to More than Words.

Our Volunteers: Church members who help out weekly include Joan and Alan Bone, Amy Eastwood, Martha Gallagher, Leslie Gildersleeve, Roberta Trudeau and Joyce Wilbourn.

We also have a great appreciation for our non-church volunteers: Susan Burkart, Lodia Bourgeois, Helen Mandile, Sandy Nowicki, Doris Speer, Dottie Shaw and Marie Alesse, a new volunteer this year

Special thanks to Sue Burkart for helping us with opening every Tuesday, preparing the payrolls, covering for us when we are vacationing, and keeping us supplied with needed items and sage advice. In addition Dotie Shaw did additional volunteering during opening while Joel was recovering from back surgery.

UU Principles: Community folks of all ethnic, religious, life status and economic backgrounds come to the Waltham Clothing Exchange. It is a melting pot recognizing the individual's inherent worth and dignity.

We are also following the principle of taking care of the earth. Our consignors and people who donate articles to sell are clearing out clutter for others to find as treasures. It's amazing how many times you can find something you have just realized you need and there it is at the Clothing Exchange. Also, as we hate to see so many things discarded on garbage pickup days, some of our best buys are discards!

Waltham Clothing Exchange will open for the 63rd season on Tuesday, September 10 at 10:00. Thank you for your generous donations. They really help our bottom line. We invite you all to participate as customers and consignors too.

Respectfully Submitted,

Joel and Susan Weddig
Co-Directors

Acacia in Kenya

Acacia in Kenya partners with community leaders in Mumias, Kenya as they care for and educate young women at St. Elizabeth Lureko Girls' High School. The school provides a high school education and meals for 409 girls (current attendance) and has two dormitories that house more than 200 boarding students. Acacia in Kenya is a stand-alone 501(c)(3) organization while remaining an official outreach program of First Parish (since 2006).

Meetings & Membership – We hold quarterly meetings, with the formal annual meeting held in the fall of each year to review the year's projects and discuss the financial status of the organization, including the preliminary budgets for the following year. In 2018, we convened the annual meeting by telephone conference and all Board Members were present. No new members were added to the Board in 2018.

Acacia in Kenya's Major Priorities in 2018

- **Continued development of Vocational/Technical School**
- **Sexual and Reproductive Health Rights Education Program** – Teenage pregnancies have become a crisis in Kenya. Girls between the ages of 10 and 19 either end their education due to pregnancies or even die due to complications related to giving birth. Since this crisis has been identified as a major disruptor of both the girls' ability to stay in school and the Mumias community overall, we are supporting multiple efforts both at St. Elizabeth Lureko Girls' School and in the larger local community to address the prevention of teen pregnancy and the personal human rights related to sexual health and maturity.
- **New AIK branding** – As AIK has grown and evolved, so has the need for consistent professionalism in branding and image messaging.

Call to Action, International Day of the Girl Child, October 11th – Our 2018 celebration was well attended and we were thrilled to welcome special guests: the Triplets Ghetto Kids, a Ugandan dance troupe, and their chaperone Mr. Richard Makokha, who has since been named to the "Lowell 100," a community-selected group of individuals honored for their championing of refugees and immigrants. The Triplets Ghetto Kids are all teenagers, all formerly destitute children living on the streets of Uganda, and now all members of an internationally known dance and music ensemble. Their Foundation works to help Ugandan children of poverty get off the streets and back into school, thus sharing this common purpose with Acacia in Kenya. The IDGC celebration Call to Action was funding for the continued development of the St. Elizabeth Lureko Vocational/Technical School.

2018 Accomplishments – 2018 was a successful year for AIK!

- **School Sponsorships** – All the remaining high school and postsecondary students' fees for students committed to last year were paid in full.
- **Continued Campaign for the new Vocational/Technical School**
- **Acquisition of land for the AIK Vocational/Technical College** – approximately 8 acres were purchased with the intention of planting crops for both school use and fundraising.
- **Voc/Tech Agriculture Program initiated** – Maize and beans were the first crops. After harvesting the maize, we planted sweet potatoes, groundnuts, monkey nuts, cassava, native vegetables arrow roots, watermelons and native sugarcane.
- **Educational Workshops: Sexual and Reproductive Health Rights and Menstrual Hygiene**

Management

- **Partnering** with www.worldpulse.com and other local organizations to provide a workshop in preventing teen pregnancy (the Teso Girls' Summit), "Empowered to Decide and Thrive."
- **Representing AIK** in various forums in both Kakamega and Nairobi
- **New AIK branding and logo**
- **Documentary video about girls' sexual and reproductive health rights** – featuring AIK and St. Elizabeth Lureko Girls' School students and teachers

2019 Objectives

- **Continued promotion of AIK's mission and goals** to retained and new potential donors and contributors.
- **Vocational/Technical School Project** – Continued fundraising and support required to help St. Elizabeth Lureko Girls' High School fulfill this long-term project: 1) Developing purchased land for both farming and hosting a new school building; 2) Building appropriate classroom buildings; 3) Developing sustainable and self-funding curricula; 4) Funding teachers and equipment purchases; and 5) Funding planting, animal husbandry, and harvesting expenses.
- **Continued support for Sexual and Reproductive Health Rights Education** at St. Elizabeth Lureko Girls' High School and in the greater community.
- **Continued collaboration with local and other organizations with missions similar to AIK's.**
- **2019 Visit to Kenya** – AIK Co-Founders Sam Lutomia and Joyce Mohr; AIK director Candy Hutchison, and AIK supporter Julie Steinbach are visiting the St. Elizabeth's Lureko Girls' High School in May 2019. Objectives include meeting with Mumias community leaders regarding next steps and expenses for the Voc/Tech School and meeting with an organization with a similar education mission in Nairobi to discuss partnership and collaboration possibilities. Activities are a mixture of clinical and practical, including participation in workshops in sexual health education and organic farming practices, and construction of a shelter for livestock and painting school classrooms.
- **Call to Action: Video documentation of St. Elizabeth's Lureko Girls' School projects and initiatives** – In early 2019, AIK co-founder Sam Lutomia worked with videographers and educators in Kenya to produce a fundraising documentary on AIK's mission, efforts, and accomplishments. Filming and interviews focused on St. Elizabeth Lureko Girls School students' empowerment training and farmers' training, two subjects central to AIK's core mission. The resulting documentary, of fully professional quality, is outstanding, and has been designated for a targeted giving campaign.

FINANCIAL and REFERENCE DOCUMENTS

Financial Reports

Treasurer's Report

Budget History and Draft Proposal
Notes About the Proposed Budget
Proposed Budget
Income & Expense Statement, Actual vs Budget

Assistant Treasurer's Report

Budgeted Income Received
Non-Budgeted Income, Donations, Special Projects Revenue

Trustees of the Permanent Funds Report

Report

Charts and Graphs:

Five Year Comparative Report of Assets and Operating Results
Summary of Asset Allocation
Summary Statement of Return on Investments and Disbursements
Investment Results
Investment Portfolio
Analysis of Named Funds
Permanent Funds Compared to Consumer Price Index

Jones Partnership Fund

Grant Recipients

Nominating Committee

Nominees for Open Positions

Treasurer's Report

First Parish in Waltham, Budget History and Proposed Budget 2019-20

Donna VanderClock, Treasurer

INCOME	2016-17	2017-18	2018-2019			% Change
	Actual	Actual	Adopted Budget	Actual	Proposed Budget	
Regular Income						
Pledges	118,791	119,398	122,000	118,600	117,000	-4.1%
Rentals	41,310	46,327	46,000	51,514	50,000	8.7%
Gifts/Offerings	11,427	11,392	10,000	9,951	10,000	0.0%
Ways & Means	8,397	6,096	8,000	9,204	8,000	0.0%
Clothing Exchange	4,000	4,500	4,500	4,500	4,500	0.0%
Subtotal Regular Income	183,925	187,713	190,500	193,768	189,500	-0.5%
Other Income						
From General Endowment	125,079	117,396	112,000	112,000	111,000	-0.9%
From Endowment Restricted Purpose Funds	5,580	6,024	5,580	5,580	5,580	0.0%
Subtotal Income From Endowment	130,659	123,420	117,580	117,580	116,580	-0.9%
Net Other Income minus Expenses						
Jones Partnership Grants	-	6,000	-	-	-	
Landscaping Project				880		
Other Income				94		
Other Grants and Special Fundraising	1,825	2,070	900	900	1,000	11.1%
Subtotal Other Non-Endowment Income	1,825	8,070	900	1,874	1,000	11.1%
Total Income	316,409	319,203	308,980	313,222	307,080	-0.6%

EXPENSES	2016-17	2017-18	2018-19		2019-20	% Change
	Actual	Actual	Adopted Budget	Actual	Proposed Budget	
Personnel Expenses⁺	208,246	214,049	221,331	219,448	224,426	1.4%
Salary & Wages			138,664	138,355	141,565	2.1%
Housing - Minister			24,000	24,000	24,000	0.0%
In Lieu of Employer FICA			5,554	5,553	5,665	2.0%
Health Insurance Expense			14,671	14,599	15,229	3.8%
Dental Insurance Expense			685	616	685	0.0%
Pension Contributions			15,437	15,349	13,705	-11.2%
Community Minister & Sabbatical Coverage			5,000	5,000	6,000	20.0%
Social Security & Medicare			6,890	6,869	7,001	1.6%
Professional Expenses			8,760	7,348	8,906	1.7%
Workers' Compensation Insurance			1,670	1,650	1,670	0.0%
Payroll Service			-	109	-	

Property Expenses						
Electricity	5,519	6,494	6,900	6,056	7,130	3.3%
Fuel oil	1,467	2,148	2,000	1,021	2,000	0.0%
Gas	3,541	4,556	4,500	4,304	4,800	6.7%
Grounds Upkeep	3,320	3,586	3,200	2,301	2,200	-31.3%
Cleaning Service	7,920	6,000	7,980	7,440	7,980	0.0%
Snow Removal	2,900	3,100	3,100	3,100	3,200	3.2%
Property Insurance	6,973	8,245	8,245	8,705	9,530	15.6%
Repairs & Maintenance	5,530	9,509	6,800	7,208	6,800	0.0%
Supplies	2,574	1,711	1,700	2,217	2,000	17.6%
Trash removal	1,845	2,102	2,100	1,726	1,980	-5.7%
Water & Sewer	2,395	1,806	1,900	1,973	1,900	0.0%
Capital Expenditures - Total	14,119	3,536	6,300	435	4,500	-28.6%
Railing project		7,795	-		-	
Subtotal Property Expenses	58,103	60,588	54,725	46,486	54,020	-1.3%
Expenses funded outside of budget						
Total Property Expenses	58,103	60,588	54,725	46,486	54,020	-1.3%
General Overhead Expenses						
Office Expense	5,172	5,686	4,913	4,551	5,422	10.4%
Telephone	3,075	3,411	2,915	3,561	3,000	2.9%
UUA APF and Regional Contribution	3,950	4,388	4,695	4,695	4,695	0.0%
GA Expenses	350	720	1,185	820	1,275	7.6%
Installations & Ordinations	-	468	-	-	-	
Retreat Subsidy - Net	2,674	(625)	1,100	(2,196)	1,100	0.0%
Subtotal General Overhead Expenses	15,221	14,048	14,808	11,432	15,492	4.6%
Commission Expenses						
Board Expenses and Board-Level Committees	210	630	600	812	600	0.0%
Community Outreach - Total	63	-	500	-	500	0.0%
Finance & Stewardship - Total	8,988	8,191	8,600	7,460	7,680	-10.7%
Membership Integration - Total	1,704	2,184	3,900	3,423	3,875	-0.6%
Music and Worship - Total	4,232	4,349	5,025	4,377	6,175	22.9%
Religious Education - Total	4,780	7,009	7,000	4,764	5,600	-20.0%
Subtotal Commission Expenses	19,977	22,363	25,625	20,837	24,430	-4.7%
Other Expenses						
Projects Funded by Grants						
Subtotal Other Expenses	0	0	0	0	0	
Subtotal Non-Personnel Expenses	93,301	96,999	95,158	78,754	93,942	-1.3%
Total Expenses	301,546	311,048	316,489	298,203	318,368	0.6%
Income Minus Expense	\$14,862	\$8,155	(\$7,509)	\$15,019	(\$11,288)	50.3%
Property Carry Forward	\$7,063	\$6,123				
Net Carry Forward	\$7,799	\$2,032		\$15,019		
Cumulative Surplus from prior year		\$7,799	\$9,831	\$9,831	\$24,850	

Notes about the Proposed Budget 2019-2020

Income

- Budgeted pledges are \$117,000.
- Budgeted rental income increases from \$46,000 to \$50,000. This is based on actual results for FY 2019 and does not include an assumption of any extra income due to air conditioning or our listing on The Knot.
- The budgeted amount for Ways & Means income (auctions and other fundraising) is \$8,000. We raised over \$9,000 in FY 2019 but are not planning a major service auction for FY 2020.

Endowment

Prudent use of our endowment funds suggests drawing no more than 4-5% of the value each year. Our pledge and other income are insufficient to support our current level of programming. We aim to keep the endowment draw, both dollar amount and percentage, as low as possible, and to reduce at least the dollar amount each year. For FY 2020, our projected draw from the unrestricted endowment funds declines from \$112,000 to \$111,000, a reduction of \$1,000 or 0.9%; and our overall draw from the endowment (both restricted and unrestricted funds) declines from \$117,580 to \$116,580.

Personnel Expenses

- Compensation plans incorporate the recommendations of the Personnel Committee, which strives to stay within UUA fair compensation guidelines while also being mindful of inflation. Most staff members receive a 2% increase.
- Community minister & sabbatical coverage: this includes a \$3,000 stipend for Rebecca Sheble-Hall's time contributed to preaching and other activities for First Parish, and \$3,000 for pastoral care and other support during Marc's planned sabbatical time occurring in FY 2020. It's \$1,000 more than FY 2019 because in FY 2019 there were two months of sabbatical, whereas in FY 2020 there are three.
- Pension Contributions: FY 2019 budget for this line was unusually high due to a one-time cost; the decrease for FY 2020 brings us back to the "normal" percentage.

UUA Contribution

Last year, the Unitarian Universalist Association changed its methodology for calculating requested contributions from member congregations. Previously, this was a fixed amount per member. The new calculation is a percentage of annual operating budget. The "ask" from the UUA will increase by no more than 10% annually until the ask reaches 6% of our operating budget. We have increased the UUA contribution each year as our regular income increases. Given that for FY 2020, our regular income is expected to decline slightly, the finance committee recommends neither increasing nor decreasing our UUA contribution for FY 2020.

Finance & Stewardship

The FY 2019 number included overlap between our prior (retiring) accountant and new accounting service. This cost is removed from FY 2020 so the total decreases.

Music & Worship

Includes increased costs for sabbatical. Once upon a time, there was a "Pulpit Supply" for this purpose, to which ministers would donate their time. In recent years, congregations have been paying guest ministers, so the pulpit supply program has ended. As a result we need to budget for extra guest ministers during a sabbatical year.

Income minus Expense

Conservative budgeting has resulted in surplus funds in our bank account. For FY 2020, we plan to use \$11,288 of this excess cash to support our operating budget, after which we will still have a balance more than adequate to cover all cash flow needs. The extra sabbatical costs are about \$4,250, which is pretty close to the difference between the \$7,509 prior-year-surplus funding last year vs. this year ($\$11,288 - 7,509 = \$3,779$).

Cumulative Surplus from Prior Year

This line tracks the net extra cash in our bank account resulting from budget surpluses, as it accumulates from one year to the next. For example, if actual income and expenses exactly match our budget in FY 2020, we would end the year with at least $\$24,850 - 11,288 = \$13,562$ in excess cash available for future use.

Donna VanderClock, Treasurer
and
Joan Smith, Finance Commissioner

First Parish in Waltham - Proposed Budget 2019-2020
Joan Smith, Finance Commissioner & Donna VanderClock, Treasurer

Income

Regular Income	
Pledges	117,000
Rentals	50,000
Gifts/Offerings	10,000
Ways & Means	8,000
Clothing Exchange	4,500
Subtotal Regular Income	189,500
 Other Income	
From General Endowment	111,000
From Endowment Restricted Purpose Funds	5,580
Subtotal Income From Endowment	116,580
 Net Other Income minus Expenses	
Other Grants and Special Fundraising	1,000
Subtotal Other Non-Endowment Income	1,000
Total Income	\$ 307,080

Expenses

Personnel Expenses	
Minister Salary & Housing	74,055
Director of Community Engagement Salary	36,359
Music Director Salary	17,477
Office Manager Compensation	26,636
Grounds Keeper Compensation	11,038
Affiliate Minister	3,000
Sabbatical Coverage	3,000
Social Security & Medicare	12,666
Medical & Dental Insurance	15,914
Pension Contributions	13,705
Professional Expenses	8,906
Workers' Compensation Insurance	1,670
Total Personnel Expenses	224,426

Property Expenses	
Electricity	7,130
Fuel oil	2,000
Gas	4,800
Grounds Upkeep	2,200
Cleaning Service	7,980
Snow Removal	3,200
Property Insurance	9,530
Repairs & Maint.	6,800
Supplies	2,000
Trash removal	1,980
Water & Sewer	1,900
Capital Expenditures - Total	4,500
Total Property Expenses	54,020

General Overhead Expenses

Office Expense	5,422
Telephone	3,000
UUA APF and Regional Contribution	4,695
GA Expenses	1,275
Retreat Subsidy - Net	1,100
Subtotal General Overhead Expenses	<u>15,492</u>

Commission Expenses

Board and Committee Expenses	600
Community Outreach/Social Action	500
Finance & Stewardship	
Accounting	6,480
Stewardship Dinner	700
Bank Fees	500
Finance & Stewardship Total	<u>7,680</u>
Membership Integration	
Marketing & Promotion	3,175
Membership Integration-Other	700
Membership Integration - Total	<u>3,875</u>
Music and Worship	
Musicians	2,025
Guest Speaker	2,550
Music/Worship Supplies	400
Flowers	500
Music/Worship Other	700
Music and Worship - Total	<u>6,175</u>
Religious Education	
Teaching Staff	3,200
Youth Curriculum	1,000
Jr/Sr Youth Group	400
Lifespan Programs/Events	300
Buddhist Meditation Group	650
Religious Education - Other	50
Religious Education - Total	<u>5,600</u>
Subtotal Commission Expenses	24,430
Subtotal Non-Personnel Expenses	93,942

Total Expenses	\$ 318,368
Income minus Expense	(\$11,288)
Surplus from prior year	\$11,288

Income and Expense Statement – Fiscal Year Actuals vs. Budget

June 1, 2018 - May 31, 2019

Donna VanderClock, Treasurer

Income	Adopted Budget	Actual	Remaining	% of Budget
Regular Income				
Pledges	122,000	118,600	3,400	97%
Rentals	46,000	51,514	(5,514)	112%
Gifts/Offerings	10,000	9,951	49	100%
Ways & Means	8,000	9,204	(1,204)	115%
Clothing Exchange	4,500	4,500	-	100%
Subtotal Regular Income	190,500	193,768	(3,268)	102%
Other Income				
From General Endowment	112,000	112,000	0	100%
From Endowment Restricted Purpose Funds	5,580	5,580	-	100%
Subtotal Income From Endowment	117,580	117,580	0	100%
Landscaping Project	-	880		
Other Income	-	94		
Other Grants and Special Fundraising	900	900	-	100%
Subtotal Other Non-Endowment Income	900	1,874	0	208%
Total Income	\$308,980	\$313,222	(3,268)	101%
Expenses	Adopted Budget	Actual	Remaining	% of Budget
Personnel Expenses				
Salary & Wages	138,664	138,355	309	100%
Housing - Minister	24,000	24,000	-	100%
In Lieu of Employer FICA	5,554	5,553	1	100%
Health Insurance	14,671	14,599	72	100%
Dental Insurance Expense	685	616	69	90%
Retirement Plan Expense	15,437	15,349	88	99%
Workers Comp	1,670	1,650	20	99%
Professional Expenses	8,760	7,348	1,412	84%
Student Intern - Minister	5,000	5,000	-	100%
SS/Medicare- Church's portion	6,890	6,869	21	100%
Payroll Service	-	109	(109)	
Total Personnel	221,331	219,448	1,883	99%

Property Expenses					
Electricity	6,900	6,056	844	88%	
Fuel oil	2,000	1,021	979	51%	
Gas	4,500	4,304	196	96%	
Grounds Upkeep	3,200	2,301	899	72%	
Cleaning Service	7,980	7,440	540	93%	
Snow Removal	3,100	3,100	-	100%	
Property Insurance	8,245	8,705	(460)	106%	
Repairs & Maint.	6,800	7,208	(408)	106%	
Supplies	1,700	2,217	(517)	130%	
Trash removal	2,100	1,726	374	82%	
Water & Sewer	1,900	1,973	(73)	104%	
Capital Expenditures	6,300	435	5,865	7%	
Total Property Expenses*	54,725	46,486	8,239	85%	
General Overhead Expenses					
Office Expense	4,913	4,551	362	93%	
UUA APF and Regional Contribution	4,695	4,695	-	100%	
GA Expenses	1,185	820	365	69%	
Telephone	2,915	3,561	(646)	122%	
Retreat Subsidy - Net	1,100	(2,196)	3,296	-200%	
Total General Overhead Expenses	14,808	11,432	3,376	77%	
Commission Expenses					
Board Expenses and Board-Level Committees	600	812	(212)	135%	
Community Outreach	500	-	500	0%	
Finance & Stewardship					
Accounting	7,400	6,480	920	88%	
Bank Service Charges	500	456	44	91%	
Finance & Stewardship-Other	700	524	176	75%	
Total Finance & Stewardship	8,600	7,460	1,140	87%	
Membership Integration					
Membership Integration-Other	700	925	(225)	132%	
Marketing & Promotion	3,200	2,499	701	78%	
Total Membership Integration	3,900	3,423	477	88%	
Music and Worship					
Musician	2,025	2,175	(150)	107%	
Guest Speaker	1,250	1,250	-	100%	
Music/Worship Supplies	300	17	283	6%	
Flowers	500	396	104	79%	
Music & Worship-Other	950	539	411	57%	
Total Music and Worship	5,025	4,377	648	87%	

Religious Education					
Teaching Staff		4,600	3,558	1,043	77%
Curriculum Materials		1,000	384	616	38%
Jr/Sr Youth Group		400	69	331	17%
Lifespan Programs/Events		300	265	35	88%
Religious Education - Other		50	39	11	77%
Buddhist Meditation Group		650	450	200	69%
	Total Religious Education	7,000	4,764	2,236	68%
	Subtotal Commission Expenses	25,625	20,837	4,788	81%
	Subtotal Non-Personnel Expenses	95,158	78,754	16,404	83%
	Total Expenses	\$316,489	\$298,203	\$18,286	94%
	Net Operating Income	(\$7,509)	\$15,019	(\$21,554)	
Other Income					
Temporary Funds			(219)		
Share the Plate			4,148		
Memorial Gifts & Bequests			200		
Donations to Minister's Discretionary Fund			2,118		
	Total Other Income		\$6,247		
Other Expenses					
Share the Plate			4,148		
Expenses from Minister's Discretionary Fund			2,343		
	Total Other Expenses		\$6,491		
	Net Other Income		-\$244		

Assistant Treasurer's Report

First Parish in Waltham Universalist-Unitarian
Part 1: Budgeted Income Received by the Assistant Treasurer

Income	2018-19 Budget	2018-2019 YTD	% YTD	2017-18 Budget	2017-18 YTD	% YTD	2016-17 Budget	2016-17 YTD
Regular Income								
41120 · Pledges (FY 17-18)	\$ 122,000	\$ 118,600	97%	\$ 117,500	\$ 119,398	102%	\$ 115,000	\$ 118,791
41123 · Hall Rental	\$ 46,000	\$ 51,514	112%	\$ 39,000	\$ 46,327	119%	\$ 37,000	\$ 41,240
41124 · Gift/Offerings/WMBG	\$ 10,000	\$ 9,951	100%	\$ 10,000	\$ 10,917	109%	\$ 10,000	\$ 11,415
41126 · Ways & Means	\$ 8,000	\$ 9,203	115%	\$ 7,000	\$ 6,244	89%	\$ 4,000	\$ 8,397
41127 · Clothing Exchange	\$ 4,500	\$ 4,500	100%	\$ 4,500	\$ 4,500	100%	\$ 4,000	\$ 4,000
Subtotal Regular Income	\$ 190,500	\$ 193,767	102%	\$ 178,000	\$ 188,161	106%	\$ 170,000	\$ 183,843
Other Budgeted Income								
41140 · General Endowment	\$ 112,000	\$ 112,000	100%	\$ 117,396	\$ 117,396	100%	\$ 125,079	\$ 125,079
Restricted Purpose Funds	\$ 5,580	\$ 6,061	109%	\$ 5,580	\$ 6,024	108%	\$ 6,180	\$ 5,580
Subtotal Income from Endowment	\$ 117,580	\$ 118,061	100%	\$ 122,976	\$ 123,420	100%	\$ 131,259	\$ 130,659
Jones Partnership Grants				\$ 6,000	\$ 6,000	100%	\$ 2,500	\$ 2,500
Other Grants and Fundraising	\$ 900	\$ 900	100%	\$ 6,850	\$ 7,225	105%	\$ 825	\$ 1,825
Subtotal Other Non-Endowment Income	\$ 900	\$ 900	100%	\$ 12,850	\$ 13,225	103%	\$ 3,325	\$ 4,325
Total Budgeted Income	\$ 308,980	\$ 312,728	101%	\$ 313,826	\$ 324,806	103%	\$ 304,584	\$ 318,827

Notes :

- The addition of \$481 to the Restricted Purpose Funds is a transfer from the Kallow Fund for purchase of stoles for the choir
- Hall rental includes the Waltham Day Care : \$12,996 for FY19; (\$12, 567 for FY 18).
- The Waltham Buddhist Meditation Group contributed \$3633 to Gifts and Offerings.

Respectfully submitted as of June 3, 2019
Leslie Gildersleeve
Assistant Treasurer

First Parish In Waltham Universalist-Unitarian
Part 2: Non-Budgeted Income, Donations, Special Projects Revenues

Non-Budgeted Receipts & Transactions	
Retreat	\$ 5,140
Special Collections	\$ 4,148
Advance Pledges 18-19	\$ 34,202
Memorial Fund	\$ 200
Capital Improv. gift for chairs and racks	\$ 1,200
Landscaping Project	\$ 880
Temporary Funds includes Jones	\$ 49,523
Partnership Fund from Trustees	
Total Non-budgeted Receipts	\$ 95,293

Temporary Funds	
to reimburse expenses for the Jones Part Forum	\$ 41
BOA cash rewards	\$ 94
Church Mutual insurance payment for roof damage and Day Care fence repair	\$ 1,148
Down payment for AC (Trustees from the Jones Fund)	\$ 10,220
misc.bank & book keeping related adjustments	\$ 465
Church Mutual Dividend	\$ 825
Jones Partnership Fund, Trustees	\$ 36,730
Total	\$ 49,523

Share The Plate and other Special Collections	
Waltham Farmers Market	\$ 440
Emmaus House	\$ 770
CAIR	\$ 426
Sanctuary Boston	\$ 370
Hurley House	\$ 244
The Waltham Family School	\$ 498
Waltham Boys and Girls	\$ 222
WATCH	\$ 441
Diaper Depot	\$ 540
UU Urban Ministry	\$ 197
Total	\$ 4,148

Memorial Fund	
In memory of Beth Rea	\$ 200
Total	\$ 200

as of June 3, 2019
Respectfully submitted,
Leslie Gildersleeve
Assistant Treasurer

Trustees of the Permanent Funds Report

FISCAL YEAR RESULTS

The year ending 2/28/19 was not a very good one for the Permanent Funds. There was a return on investment of **\$11,004** or 0.6% on the starting balance. This compares to last year's gain of 275,575. Expenditures for the year were **\$122,748**, down from \$128,681 in the previous year. This is the lowest level of expenditure since fiscal 2007. With the significant reduction in earnings, despite lower expenses, the value of the Funds decreased to **\$1,815,032** a 5.5% drop from last year's value.

As usual, the Funds are more than 90% invested in the stock market. The small investment gain for the fiscal year masks considerable volatility within the year. "Growth" stocks did well, while "value" stocks and internationals lost money. The substantial holding in Deutsche Global Small-Cap Fund was liquidated this year, after a period of mediocre results, and a downgrade in ratings by Morningstar. We think that small-cap and international investments play important roles in diversified portfolios, so we may replace this particular fund with others that have better records.

LEGACY GIFTS

Approximately 75% of the Permanent Funds are the result of legacy gifts, and investment earnings on those gifts. Our predecessors made it possible for First Parish Waltham to be financially viable today. (See Table 4) Will we do as well in supporting this vibrant community into the future? *Have you thought of First Parish in your will or trust?* A larger endowment would allow for more conservative investments in order to better preserve capital for the long term.

POLITICALLY DRIVEN MARKET?

Last year we noted that the Bull Market had been running since March 2009 – one of the longest ever without a 20% decline. The market lost close to 20% in December, but then recovered. Clearly, there is an unusual amount of uncertainty domestically and abroad, much of it political. If the economy is strong in the year prior to a presidential election, it is usually a good year for investments. The U.S. economy is certainly strong, but will conflict with both friends and adversaries bring it down? Nobody knows.

THE LONG TERM

The Trustees continue to meet with the Finance Commission and the Board of Managers on budgetary matters, in an effort to reduce dependency on income from the permanent funds. Progress has been made, with recent pledge drives being quite successful, and expenses being carefully controlled. Nonetheless, we continue to spend above the prudent level of about 5% per year from endowment funds (Fiscal 2019 = 6.3%, Budget 2020 = 6.6%).

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.

First Parish still faces significant challenges, because we continue to rely on luck for sustainability. No immediate changes to investment policy can guaranty the desired results.

TABLES INCLUDED:-

UU19T1 – Comparative summary of results for five years

UU19T2 – Detailed investment results for the latest year.

UU19T3 – Current investment portfolio by categories.

UU19T4 – Analysis of the Named Funds.

Graph – Permanent Funds compared to Consumer Price Index

Respectfully submitted,

Trustees of the Permanent Funds

David S. Wilbourn, Barry W. Stearns, Joel P. Weddig

Five Year Comparative Report of Assets & Operating Results

Table UU19T1A
SUMMARY OF ASSET ALLOCATIONS

	2/28/15	%	2/29/16	%	2/28/17	%	2/28/18	%	2/28/2019	%
Cash & Short-Term Income	24,297	1	53,914	3	101,303	6	47,037	2	96,571	5
Fixed Assets (Gas Boiler)	48,800	3	42,700	3	36,600	2	30,500	2	24,400	1
CD's, Bonds, Bond Funds	111,848	6	9,770	1	11,226	1	11,673	1	11,827	1
Low Correlation Funds	205,054	11	170,933	11	136,828	8	79,900	4	85,050	5
Equity Securities, Value	262,233	14	256,266	16	303,705	17	309,875	16	283,967	16
Growth & Blended Funds	916,318	47	769,139	48	857,210	48	1,018,196	53	1,060,299	58
International Funds	364,327	19	312,716	19	329,986	19	423,320	22	252,917	14
	<u>1,932,877</u>		<u>1,615,438</u>		<u>1,776,858</u>		<u>1,920,501</u>		<u>1,815,032</u>	
Change in Asset Value			(317,439)		161,420		143,643		(105,469)	
Percentage Change			-16.4%		10.0%		8.1%		-5.5%	
Annual Inflation Rate			<u>1.0%</u>		<u>2.7%</u>		<u>2.2%</u>		<u>1.5%</u>	
Growth or Loss after Inflation			-17.4%		7.3%		5.9%		-7.0%	

SUMMARY STATEMENT OF RETURN ON INVESTMENTS, AND DISBURSEMENTS - TABLE UU19T1B

	12 Months 2/28/15	12 Months 2/29/16	12 Months 2/28/17	12 Months 2/28/18	12 Months 2/28/2019
<u>Opening Assets</u>	1,926,564	1,932,877	1,615,438	1,776,856	1,920,501
Funds Received from Jones Trust	25,555	44,005	34,313	36,750	38,625
Other Additional Funds Received	-	-	-	-	-
Return on Investments (Income+Gain)					
Cash & Short-Term Income	(48)	634	(32)	246	866
Depreciation, Fixed Assets	(6,100)	(6,100)	(6,100)	(6,100)	(6,100)
CD's, Bonds, Bond Funds	550	(2,078)	1,456	447	154
Low Correlation Funds	20,701	(28,871)	31,145	21,736	10,513
Equity Securities, Value Style	45,182	(4,596)	52,920	1,705	(15,724)
Growth & Blended Funds	78,422	(92,905)	151,678	164,206	45,686
International Funds	(1,937)	(51,611)	57,270	93,335	(24,390)
	<u>136,770</u>	<u>(185,527)</u>	<u>288,337</u>	<u>275,575</u>	<u>11,004</u>
<u>Disbursements</u>					
To Church Operating Budget	122,079	130,330	127,079	119,317	113,349
Other Specific Projects Voted	-	11,874	-	-	-
Special Purpose Funds	8,934	10,451	9,152	9,365	9,399
Trustee's Expense	-	80	-	-	-
Expenses Subtotal	<u>131,013</u>	<u>152,734</u>	<u>136,231</u>	<u>128,681</u>	<u>122,748</u>
To Jones Partnership	25,000	23,182	25,000	40,000	32,350
	<u>(156,013)</u>	<u>(175,916)</u>	<u>(161,231)</u>	<u>(168,681)</u>	<u>(155,098)</u>
<u>Closing Assets</u>	1,932,877	1,615,438	1,776,856	1,920,501	1,815,032
<u>Components of Return on Investment</u>					
Income Received	31,561	25,697	24,941	22,995	24,708
Gain or Loss of Market Value	105,209	(211,227)	263,396	252,580	(13,704)
Total Return	<u>136,770</u>	<u>(185,530)</u>	<u>288,337</u>	<u>275,575</u>	<u>11,004</u>
<u>As Percentages of Opening Assets</u>					
Total Return on Investments	7.1%	-9.6%	17.8%	15.5%	0.6%
Total Expenditures (Excluding Jones Partnership)	6.8%	7.9%	8.4%	7.2%	6.4%

Investment Results for the Year Ending 2/28/2019

TABLE UU19T2

	VALUE	TRANSACTIONS		VALUE	TOTAL RETURN	
	2/28/2018	Date	Amount	2/28/2019	(Income + Gain)	
	\$		\$	\$	\$	%
<u>Cash & Short-Term Income</u>						
Bank of America	3,929	<i>Various</i>		4,113	1	0.0%
Fidelity Money Mkt Accounts	43,108	<i>Various</i>		92,458	865	2.0%
Accounts Receivable	-		-	-	-	0.0%
Accounts Payable (Minus)	-		-	-	-	0.0%
	47,037		-	96,571	866	1.8%
<u>Fixed Assets (Gas Boiler)</u>						
	30,500	<i>Depreciate</i>	(6,100)	24,400	(6,100)	
<u>CD's, Bonds & Bond Funds</u>						
Loomis Sayles Bond Fund	11,673			11,827	154	1.3%
	11,673		-	11,827	154	1.3%
<u>Growth & Income Blended Funds</u>						
Fidelity Puritan (Alice Smith)	221,089		-	222,173	4,483	2.0%
UUA Gen. Invest. Fund	8,676		-	8,644	151	1.7%
	229,765		-	230,817	4,634	2.0%
<u>Low Correlation Funds</u>						
EatonVance Enhanced Equity 2	79,900			85,050	10,513	13.2%
	79,900		-	85,050	10,513	13.2%
<u>Equity Securities, Value Style</u>						
Berkshire Hathaway 'B'	259,000			251,625	(7,375)	-2.8%
General Electric	42,330			31,170	(8,640)	-20.4%
DFA Emerging Markets	8,545	<i>04/18/18</i>	(8,463)	-	(82)	
Wabtec Corp (GE Spinoff)	-	<i>02/26/19</i>	1,183	1,172	(11)	
DFA TX MNG US TRGT Val Port		<i>In & Out</i>	-		266	
Texas Pacific Land Tr		<i>In & Out</i>	-		118	
	309,875			283,967	(15,724)	-5.1%
<u>Growth Mutual Funds</u>						
Fidelity Select Health	151,016			171,135	20,119	13.3%
Fidelity Select Leisure	136,499			142,613	6,114	4.5%
Fidelity Select Technology	77,107			74,766	(2,341)	-3.0%
Vanguard Admiral Energy	84,502			82,890	(1,612)	-1.9%
Vanguard Growth Index	339,307		-	358,079	18,771	5.5%
	788,431		-	829,482	41,051	5.2%
<u>International Funds</u>						
DWS (Deutsche) Global Small Cap	155,765	<i>various</i>	(146,013)	-	(9,752)	-6.3%
Vanguard Admiral Int'l Growth	267,556		-	252,917	(14,638)	-5.5%
	423,320		(146,013)	252,917	(24,390)	-5.8%
<u>Totals</u>						
Starting Portfolio Value	1,920,501	Column totals		1,815,032	11,004	0.6%
Plus New Funds Received	38,625					
Plus Investment Return	11,004					
Less Expenditures	(155,098)					
Ending Portfolio Value	1,815,032					

Investment Portfolio as of 3/1/2019

UU19T3

<u>Symbol</u>	<u>Shares</u>	<u>Price \$</u>	<u>Value \$</u>	<u>Percent of Portfolio</u>	
<u>Cash & Short-Term Income</u>					
Bank of America	-	-	4,113	0.2%	
Fidelity Money Mkt Accounts	-	-	92,458	5.1%	
Accounts Receivable	-	-	-	0.0%	
Accounts Payable (Minus)	-	-	-	0.0%	
			96,571	5.3%	
Fixed Assets (Gas Boiler)			24,400	1.3%	
<u>CD's, Bonds & Bond Funds</u>					
Loomis Sayles Bond Fund	LSBDX	885.2	13.36	11,827	0.7%
				11,827	0.7%
<u>Growth & Income Blended Funds</u>					
Fidelity Puritan	FPURX	10,499.7	21.16	222,173	12.2%
UUA Common Endowment Fund		985.5	8.80	8,644	0.5%
				230,817	12.7%
<u>Low Correlation Funds</u>					
EatonVance Enhanced Equity 2	EOS	5,000.0	17.01	85,050	4.7%
Fidelity Convertible Securities	FCV SX	-	-	-	0.0%
				85,050	4.7%
<u>Equity Securities, Value Style</u>					
Berkshire Hathaway 'B'	BRK.B	1,250	201.30	251,625	13.9%
General Electric	GE	3,000	10.39	31,170	1.7%
WABTEC Corp	WAB	16	73.26	1,172	0.1%
				283,967	15.7%
<u>Growth Mutual Funds</u>					
Fidelity Select Health	FSPHX	6,990.8	24.48	171,135	9.4%
Fidelity Select Leisure	FDLSX	9,815.1	14.53	142,613	7.9%
Fidelity Select Technology	FSPTX	4,839.2	15.45	74,766	4.1%
Vanguard Admiral Energy	VGELX	906.4	91.45	82,890	4.6%
Vanguard Growth Index	VIGAX	4,574.3	78.28	358,079	19.7%
				829,483	45.7%
<u>International Funds</u>					
Vanguard Admiral Int'l Growth	VWILX	2,823.4	89.58	252,917	13.9%
				252,917	13.9%
			1,815,032	100.0%	

ANALYSIS OF THE NAMED FUNDS - Table UU19T4

Year & Source	Fund Name	Specified Purpose	Principal	Restrictions by Donor			Accumulated Income in Restricted Funds			
			2/28/19	None	Principal	Income	2/28/18	Income	Expense	2/28/19
1961 UU	Alliance Memorial	Flowers	200			X	3	0		3
1939 U	Fred W. Archibald	Flowers	401			X	388	0	140	248
1930 W	Sarah J. Bartlett	Flowers	100			X	237	0		237
1994 UU	Eaton/Chase Family	Flowers	700			X	307	0	300	7
1923 W	Ernest H. Griswold	Flowers	295			X	459	0		459
1984 UU	Guild Flower Fund	Flowers	893			X	19	0		19
1992 UU	Risdon Memorial	Flowers	3,000			X	347	0	300	47
1962 UU	Sears Memorial	Flowers	250			X	331	0		331
1990 UU	Deacon Smith Family	Flowers	2,263			X	517	0		517
1942 U	Walter Stearns	Flowers (\$100)	7,000		X	[100]	130	0		130
1907 B	John C. Haynes	Charity Work	7,988			X	1,743	0		1,743
1875 U	Eunice Harrington	Needy Poor	2,662			X	580	0		580
1882 B	Lucy Chipman	Poor of the Church	944			X	471	0		471
1900 B	Sarah A. Davenport	Poor of the Church	910			X	421	0		421
1725 P	Mills Ripley	Poor of the Church	1,102			X	555	0		555
1881 U	Polly Sanderson	Poor of the Church	2,223			X	945	0		945
1955 U	Annie W. Smith	Poor of the Parish	11,067			X	2,413	0		2,413
1999 UU	Castner Memorial	Music	6,283			X	424	0	350	74
1992 UU	David E. Clough	Music	1,225			X	183	0	100	83
2012 UU	Irene Kallow	Music	43,054			X	2,756	0	1,344	1,412
1950 W	Walter F. Starbuck	Music	580			X	73	0		73
2004 UU	Betty Lee Diggs	Music (Organ)	25,000			X	1,000	0	1,950	(950)
1972 UU	Martha Abbott	Children's Library	1,400			X	305	0		305
1996 UU	Dr. Douglas Butman	Property Maint.	30,000			X	340	0	1,540	(1,200)
1966 W	Alice J. Mason	First Parish Guild	500			X	248	0		248
1942 U	Alice S. Peabody	Sunday School	300			X	210	0		210
1992 UU	Ted Jones Scholarship	UUA Scholarships	8,402			X	822	0		822
1926 W	Alice L. Smith	Pastor's Supplement	222,173	****		X	0	3,399	3,375	24
2007 UU	Jones Trust	Non-Budget Initiatives	----	**		X	79,899	38,945	32,350	86,494
1913 U	Clara Abbott	----	500			X				
1905 W	George L. Almy	----	500			X				
1921 W	Abby E. Armstrong	----	300			X				
1923 W	Phineas & Mary Barnes	----	1,679	***		X				
1935 B	Mary E. Barry	----	2,000			X				
1927 W	Fred & Mary Bryant	----	2,188	***		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	----	4,777	***		X				
1998 UU	Robinson Family	----	6,285			X				
1918 B	Susan E. Tyler	----	1,000			X				
1994 UU	Marguerite E. Chase	----	54,489		X					
1965 UU	Mary A. Hartwell	----	5,000		X					
1996 UU	Daniel B. Hinckley	----	2,000		X					
1967 UU	Evelyn G. Sears	----	10,000		X					
1980 B	Beacon Property Fund	----	352,600		X					
1977 W	Parsonage Proceeds Fund	----	69,148		X					
2013 UU	Fixed Assets (Gas Boiler)	----	24,400		X					
	Accumulated Income & Appreciated Value		659,300		562,580					96,721
	Grand Total, All Funds		1,815,032		1,080,217		264,080			470,736

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

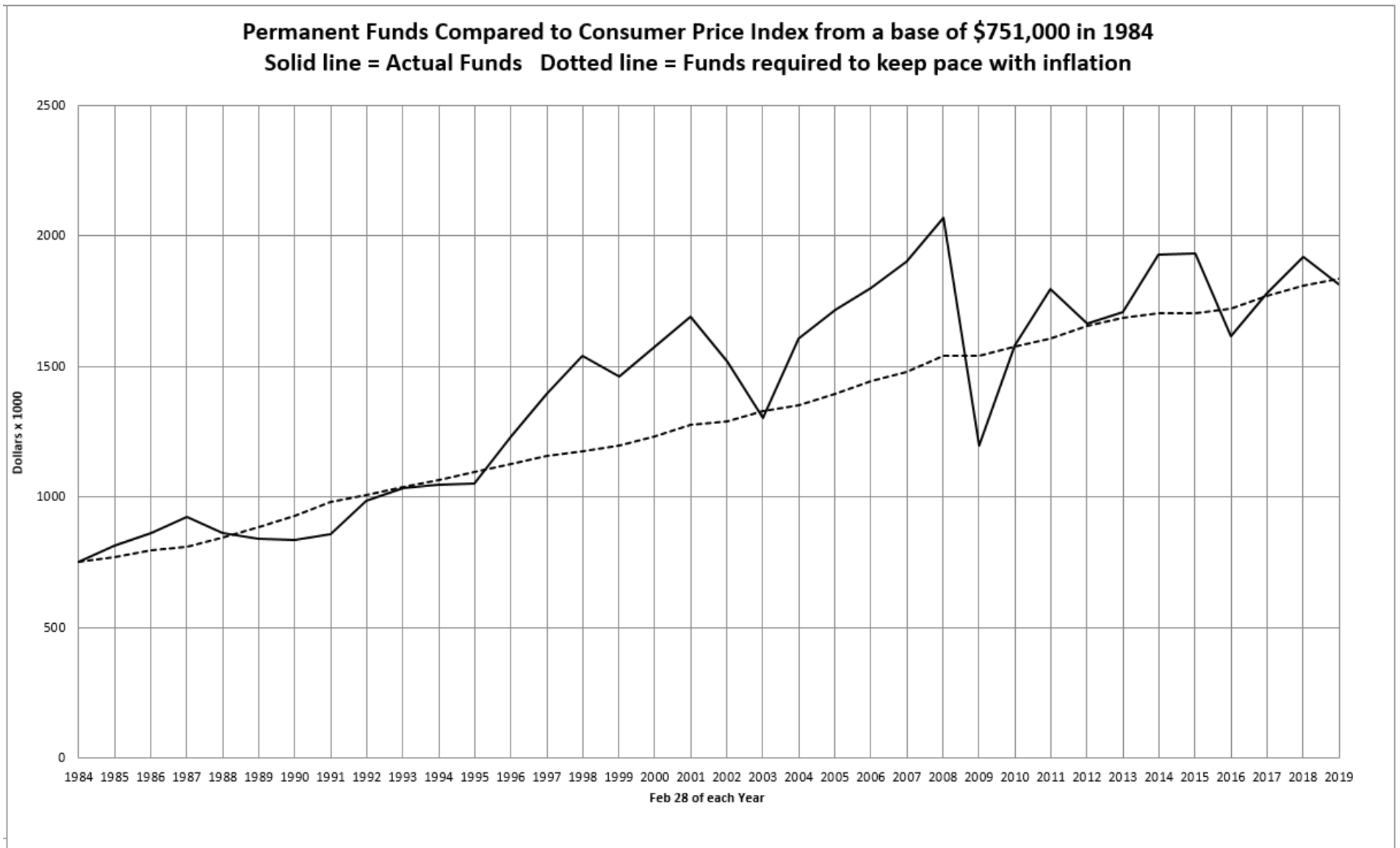
Income rate on Special Purpose Funds = 2.9%

Sources

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

New legacy gifts can be made to existing Named Funds or to newly named ones.

Permanent Funds Compared to Consumer Price Index



- 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 approximately the same as it was in 1984.
- While keeping up with inflation, the funds have also contributed \$3.6 million to First Parish operations during these 35 years.

Jones Partnership Fund Grant Recipients 2017-2018

Acacia in Kenya

\$750

Sharing Stories

Project Director: Joyce Mohr

Sponsors: Pam and Chandra Penton

The Project: This project aims to collect stories: those of some of the students sponsored by the Acacia in Kenya project; and those of First Parish members, focusing on how Acacia in Kenya has impacted their lives. We also hope to invite the wider community to participate and share in the telling of Acacia in Kenya stories. Many of the African immigrant population in Waltham come from East Africa and may enrich the telling.

Partnering Opportunities: Exploring the richness of African and American cultures with some of the immigrant population in Waltham.

African Cultural Services Inc.

\$2,000

African Community Engagement (ACE)

Project Director: Juliet Najjumba

Sponsor: Susan Weddig

The Project: Director Julie Najjumba is working with the leaders of several local agencies to develop partnerships. This grant will allow Julie to expand her role as a community engagement expert and to open up more doors. Objectives of the program include creating strong, mutually beneficial relationships between ACS's stakeholders and at least five local resources, publishing an ACE brochure that lists and describes local resources, and hosting at least one workshop or "edutainment" event connecting African community members and members of First Parish church to exchange ideas and support.

Partnering Opportunities: Attending and/or volunteering at various events, participating in the Sharing Stories project.

The Cat Connection

\$1,500

"CAT NAPS" Spay/Neuter Assistance Program

Project Director: Elisif Brandon

Sponsor: Evelyn LeBlanc

The Project: The Cat Connection hopes to improve its Spay/Neuter Assistance Program ("CAT NAPS"), targeting First Parish members and Waltham low-income and immigrant populations. The program was successfully initiated in 2017 and the new grant will reflect lessons learned. This two-part campaign will integrate education about the benefits of spaying/neutering with the opportunity for low-income and immigrant cat owners to have subsidized spay/neuter procedures through their veterinary partner (Commonwealth Vet).

Partnering Opportunities: Parishioners can take advantage of the program and help spread the word about the benefits.

Chaplains on the Way

\$1,500

Women's Spiritual Arts Group

Project Director: Tina Walker-Morin

Sponsor: Leslie Gildersleeve

The Project: The goal of the Women's Spiritual Arts Group is to bring 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, and/or to participate in meditative coloring, prayer beads or other new art practice, introduced through a circle of care and conversation. COTW volunteers teach beginners and encourage all participants. A staff chaplain organizes and attends, offering spiritual companionship and helpful resources.

Partnering Opportunities: FPW members donate supplies, volunteer time, and offer a special welcome to women who attend church services or events.

Chesterbrook Community Foundation, Inc.

\$1,500

Community Party for Low-Income Children and Funding for Snacks and Supplies

Project Directors: Joan Atlas and Brian Shea

Sponsor: Joan Bone

The Project: The church will host a party in Whitcomb Hall for the children of the Chesterbrook, Dana Court and Prospect Hill low-income housing developments in the fall of 2018. The board of the Chesterbrook Community Foundation (CCF), with help from others, including the Friends of CCF and staff and students from the Bentley Service-Learning and Civic Engagement Center, will plan the party. Church members will be involved in the party preparations as well, as has been the case in the past. In addition, the grant will allocate funds to the Chesterbrook and Dana Court Learning Centers to help pay for snacks and supplies for their regular programs.

Partnering Opportunities: Parishioners, especially youth, can once again participate in the party. Donations of snacks and supplies can also be collected.

Community Day Center of Waltham

\$1,900

Transportation and Advocacy

Project Director: Carolyn Montalto

Sponsor: Roberta Walz Trudeau

The Project: This project addresses a major need in the homeless population —transportation to and from medical appointments, urgent care, and rehabilitative services. An account will be set up with a taxi service or Uber for transport of individuals who are homeless in Waltham (referred by the Day Center or any of the partnering organizations); the account will be managed by the Community Day Center. A second part of this project involves advocacy where volunteers from the community accompany the individuals to scheduled doctor's appointments and serve as their advocate in terms of relaying information between the physician and the patient; taking notes; and reporting follow-up procedures to case managers.

Partnering Opportunities: Volunteers from the church can accompany and advocate for this population.

Diaper Depot

\$1,500

Feminine Hygiene Products at Diaper Depot

Project Director: Maureen Bagge Fowler

Sponsor: Jennifer Patton

The Project: This will fund the monthly distribution of feminine hygiene supplies to mothers eligible for a program of financial assistance. Products are purchased in bulk and re-packaged into a monthly amount for distribution. Donations are also accepted from individuals.

Partnering Opportunities: Diapers and feminine hygiene supplies can be dropped off at the Grandma's Pantry cupboard at First Parish. Volunteers for packaging and distribution are welcome.

Downtown Waltham Partnership

\$1,500

10th Annual Waltham Riverfest

Project Director: Sarah Hankins

Sponsor: Scott Shurr

The Project: A celebration of the Charles River, Music, Art, Food and Culture will take place on Friday June 15 and Saturday June 16. Sponsored by the Downtown Waltham Partnership, the Waltham Tourism Council, and various local organizations, the festivities include music, children's entertainment, a parade on Moody Street, and a pet parade, among many other activities.

Partnering Opportunities: Church attendees are encouraged to attend the events and/or volunteer in various capacities.

First Parish Waltham Board of Managers

\$3,000

Chancel Accessibility Project (Year 2 of 2)

Project Director: Barry Stearns

Sponsor: Dan DeHainaut

The Project: The Board of Managers proposed to improve the accessibility and safety of the chancel by extending the existing railings down both sides of the broad steps in a way that complements and enhances the aesthetics of our 85-year-old sanctuary. The project gives more people the opportunity to navigate the steps and speak from the lectern without undue concern for their safety and dignity.

Partnering Opportunities: The church has made strides in improving access to both floors of the building. This improvement broadened the range of people who can participate fully and comfortably in activities in the sanctuary.

Greater Waltham Arc (GWArc)

\$1,200

GWArc Volunteering and Community Connections

Project Director: Roslynn Rubin

Sponsor: Alice Taylor

The Project: GWArc's funding will expand opportunities for individuals with intellectual and developmental disabilities to volunteer in the community. Participating in service projects can provide a sense of purpose, pride and accomplishment and builds connections. Individuals with disabilities are not typically asked to give

back, but are ready, able and eager to help others, with the proper support. We will expand community service activities through our Recreation Program and adult day programs. Grant funds will be used for transportation and staffing to support individuals as they volunteer for other non-profits and service projects in the community.

Partnering Opportunities: Participants can provide valuable assistance to other Jones Partnership Fund grant recipients, in which church members can also volunteer.

Healthy Waltham **\$2,000**

Healthy Kids Summer Program

Project Director: Maria DiMaggio

Sponsor: Muffy Young

The Project: Healthy Waltham will conduct its innovative healthy living youth program focused on healthy eating and physical activity at the Waltham Public School's Middle School summer program for special education students. Healthy Waltham's Nutrition Educator will teach Waltham kids about healthy eating and nutrition, and growing and harvesting vegetables and herbs. They will then prepare a healthy snack, connecting knowledge of where our food comes from to healthy ways to prepare it. Healthy Waltham's Fitness Educator will lead lessons on beneficial physical activity and movement. Waltham Fields Community Farm will provide locally grown vegetables to use in the classroom.

Partnering Opportunities: Parishioners can volunteer in monthly "Watch City Market" healthy food distribution. Healthy Waltham may hold a presentation of activities and initiatives of its programs to the congregation.

Leland Home **\$1,200**

Friends Together: Memory Cafe

Project Director: Christine Battisti Keane

Sponsor: Emily Weidman

The Project: The Leland Home will continue the monthly Memory Café events previously held in conjunction with GWArc, which provides a welcoming place for people with disabilities and cognitive challenges. The inclusive Memory Café that will unite residents who have disabilities and memory loss with people of the community - all with volunteers and staff together in one 'safe space' with the common goals of acceptance, socialization, and activity. Events include a snack and beverage, time to socialize and then an inclusive activity. This could be music, yoga, games, arts and crafts, or discussion topics.

Partnering Opportunities: Some First Parish families and family members reside at the Leland Home and may continue to attend the events. Parishioners are invited to participate as well.

Neighbors Who Care **\$500**

Funding That Will Keep on Giving

Project Director: Nancy Mulvihill

Sponsor: Sue Adams

The Project: Neighbors Who Care provides volunteer companionship to underserved older adults who have outlived family/friends and who find themselves alone/isolated.. NWC matches a volunteer with that person at no charge, as most are too poor to afford services. In 2016 NWC opened a thrift store at 709 Main Street to

help fund the mission. It is staffed by volunteers but could be a better source of income with a knowledgeable part-time paid manager in place to build the "business," oversee volunteers, set policies, market, hold special events, etc. Grant money will go toward funding this initiative.

Partnering Opportunities: Church members may become volunteer companions, and patronize and/or volunteer at the thrift shop.

UU Mass Action Network **\$1,000**

Resistance and Solidarity with Our Immigrant Neighbors

Project Director: Laura Wagner

Sponsor: Dimitry Zarkh

The Project: UU Mass Action is continuing to build on its Sanctuary & Solidarity work in support of our immigrant neighbors. There is now a statewide sanctuary network in Massachusetts and three adults and one mother and two small children are in sanctuary. Funding will continue this work by building a network of organized congregations and community groups in the Burlington region. This cluster will support actions and accompaniment of immigrant neighbors at the Burlington ICE Facility.

Partnering Opportunities: Church members can join the Waltham Immigrant Solidarity Committee and/or attend demonstrations on behalf of the immigrant community.

Waltham American Legion Band **\$ 800**

Waltham American Legion Band Concert

Project Director: Shelley Drowns

Sponsor: Scott Tougas

The Project: The Waltham American Legion Band will perform a benefit concert for the Community Day Center of Waltham at a mutually decided and beneficial date in 2018. John O'Toole will conduct 20-30 musicians with a repertoire including show, military, pop, and other familiar music from the Great American songbook.

Partnering Opportunities: Church members can attend the concert for the WDC and other performances throughout the season.

Waltham Boys and Girls Club **\$2,500**

Power Packs – Club Café's Free Weekend Take-Home Food Program

Project Director: Erica Young

Sponsor: Sue Genser

The Project: Power Packs is an initiative created by the Waltham Boys & Girls Club (WBGC) staff to ensure that local youth have nutritious food to eat on the weekends – when school lunches and Club dinner is not available. A Power Pack is a free lunch bag filled with items that are healthy, child-friendly, long-lasting, and easily consumed. In addition to food, Power Packs will often feature educational enhancement and recreational items.

Partnering Opportunities: Parishioners can help prepare and/or distribute the packs.

Waltham Farmers' Market **\$2,000**

SNAP Match: Building Community through Healthy Food Access

Project Director: Martha Creedon

Sponsor: Dan Taylor

The Project: The goal of the program is to promote health, nutrition and personal dignity in the community by offering matching funds to SNAP/EBT recipients at the Waltham Farmers' Market. Since 2011, volunteer organizers at the market have dedicated countless hours in support of its program to provide dollar-for-dollar matching of up to \$10 per customer per week to spend at the market. In this time, the market has seen steady growth in the program both in terms of dollars spent and in the number of people who come to the market specifically to use their SNAP dollars on fresh, local food.

Partnering Opportunities: Parishioners can patronize the market. Several current church members are involved in running the operation as well.

Waltham High School Show Choirs

\$1,500

Show Choir Competition Musical Scores

Project Director: Alyssa Navarro

Sponsor: Rachel Learned

The Project: The grant allows the Waltham High School Show Choirs to purchase copyrights to competition show music. This will boost their performance level and increase the variety of music pieces they can select.

Partnering Opportunities: Members of the Show Choir will perform at a church function(s).

Waltham Land Trust

\$1,000

Pollution Solution: Community Action for a Cleaner Charles River

Project Director: Sonja Wadman

Sponsor: Martha Creedon

The Project: The Waltham Land Trust will partner with First Parish to educate people about the contamination risk that storm water runoff poses to our watershed. An educator from the Charles River Watershed Association will come to First Parish with a presentation on the history of the Charles River, the condition of its waters, and the ways in which human actions impact the river. On a following Saturday, the Waltham Land Trust will conduct a community project to apply metal markers with "DO NOT DUMP – DRAINS TO RIVER" next to storm water drains in the neighborhood to increase awareness and promote individual action for a cleaner Charles.

Partnering Opportunities: Participation in the lecture and subsequent project to mark storm drains.

Waltham Mills Artists' Association

\$2,500

Waltham Mills Open Studios: Print and Media Campaigns

Project Director: Ann Miller

Sponsor: Joel Weddig

The Project: Funds will support covering partial costs of publicizing the annual event through various media. This event has attracted large numbers of attendees during its forty-year tenure in the city.

Partnering Opportunities: Volunteering at the event is encouraged, and artists will conduct print making workshops at Spirit Spark events at the church.

Waltham Partnership for Youth

\$1,500

Youth Service Providers Network of Waltham

Project Director: Kathleen Dowcett

Sponsor: Deborah Wild

The Project: The Youth Service Providers Network will establish a coordinated system of supports for students by providing regular, structured opportunities for providers to communicate and collaborate. This project will allow WPY to strengthen critically important partnerships between several youth-serving organizations so that all students have access to a continuum of support in and out of school designed to help them thrive.

Partnering Opportunities: The group welcomes an opportunity to visit First Parish in order to engage in discussion around the strengths, needs, and opportunities for youth in Waltham.

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 Elementary School chorus, and produce free chamber music performances for the community in partnership with a variety of other local organizations, including First Parish Church.

Partnering Opportunities: Members of the orchestra will perform at a church service.

WATCH Community Development Corporation

\$1,500

The Immigrant Experience

Project Director: Daria Gere

Sponsor: Deb Jose

The Project: The Immigrant Experience project is aimed at increasing understanding of, appreciation for, and integration of the immigrant population in Waltham with the community at large. This project will build on those of previous years, in which church and WATCH members partner in planning and carrying out a multi-cultural dinner, conversations and discussion of the status of immigrants in our community.

Partnering Opportunities: Parishioners can volunteer for and attend the event, as well as participate in other WATCH initiatives.

<u>Total Distribution for 2018</u>	<u>Total Distribution Since Inception</u>
22 Grants	160 Grants
\$ 36,730 (2018-19)	37 Organizations
	\$ 262,062
<i>To see the 2019-2020 grant recipients, please visit the Jones Partnership Fund page on the parish website.</i>	

Nominating Committee – Positions to be Filled

Delegates to General Assembly

Alternate

Deborah Wild
Joan Smith

Position	Current Term Expires 2019	Nominated in 2019	New Term Expires
Moderator 1 year Term limit: none	Bill VanderClock ending 4th term	Bill VanderClock	2020
Clerk 1 year Term limit: 7	Michael Carmody ending 3rd term	Michael Carmody	2020
Treasurer 1 year Term limit: 7	Donna VanderClock ending 2nd term	Donna VanderClock	2020
Assistant Treasurer 1 year Term limit: 7	Leslie Gildersleeve ending 4th term	Leslie Gildersleeve	2020
President 2 years Term limit: 2	Dan DeHainault ending 2nd term	Scott Tougas	2021
Social Action 2 years Term limit: 2	Deborah Wild ending 1.5 term	Candace Holman	2020
Religious Education 2 years Term limit: 2	VACANT	VACANT	2021
Nominating Committee 2 years Term limit: 3	Joyce Wilbourn ending 1st term	Joyce Wilbourn	2021
	Pat Lash ending 1st term	Pat Lash	2021
	Gary Madison ending 2nd term	Gary Madison	2021
Music/Worship Commissioner 2 years Term limit: 2	Shirley Traite ending 1st term	Brenda Asis	2021
UUA General Assembly 1 year Term limit: none		Deb Wild Joan Smith	
Membership Commissioner 2 years Term limit: 2	Elisse Ghitelman ending 1.5 term	Pam Penton	2020
Jones Partnership Fund 3 years Term limit: 2	Bill VanderClock ending 2nd term	Jim Ohm	2022