

NEWS & VIEWS

Annual Meeting of the Congregation
THE FIRST PARISH CHURCH IN WESTON, UU
349 Boston Post Road
Weston, Massachusetts
Sunday – February 7, 2021

Join us on Zoom immediately after the Worship Service.
[https://uuma.zoom.us/j/987 0335 8957](https://uuma.zoom.us/j/98703358957)
Meeting ID: 986 0335 8957

The 2020 Annual Reports are published in advance of the Annual Meeting to give you the opportunity to reflect on the activities of the Church in advance of the meeting. A copy of the proposed 2021 budget and the Nominating Committee's slate of officers and committee members are included within *News & Views*.

All members of The First Parish Church in Weston are urged to attend the Annual Meeting to act on items in the Warrant, to pass the 2021 budget, and to provide the thoughtful discussion necessary to give guidance to church committees.

*In the love of truth and the spirit of Jesus Christ, we join for the
worship of God and service to humankind.*

~ The Ames Covenant

MINISTER

Dear Members of First Parish Church,

In a dark time, the eye begins to see.

– Theodore Roethke

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

– Rev. Dr. James Luther Adams

Dear Members of First Parish Church,

What a strange and challenging year it has been. Twelve months ago, right now we were putting together an engaging schedule of programs and events for the winter and spring seasons, based on “steady-state” assumptions of how our lives and community work and operate. There were only scattered reports about a new respiratory virus spreading in southeast China. What a difference a year makes.

Like many of you this has been one of the most unusual years in my life and certainly the most unusual one in two decades of parish ministry. Rather than shut our doors physically and turn off the lights, I am pleased to report that First Parish Church has reinvented the way we connect and operate, at least for the time being. As the reality and restrictions of the pandemic set in, we transitioned much of what we do to the virtual “worlds” of Zoom, Vimeo and YouTube. (How many of us had even heard of Zoom before 11 months ago?!). This has not been easy. There have been many challenges and frustrations along the way, but our congregation has found ways to continue our work and collective ministry. The reports enclosed in this year’s “News and Views,” from various committee chairs and staff, truly reflect our work this last year as we strove to respond to the challenges of the pandemic. I am so proud of and inspired by the many ways that you, the members of this church, stepped up - and forward - to make a difference.

Because of our collective efforts, we continued to hold our services every Sunday morning using our new video and audio recording system in the Sanctuary. We installed one of the larger privately-owned solar systems in the Town of Weston on the roof of our Church School Wing (81 panels or 24.8 kW-AC). We hosted community programs on race and environmental topics while continuing to hold weekly gatherings and programs, all virtually using Zoom. We bid adieu to three staff members and hired a new one as we restructured ourselves to meet the emerging needs of our community. We created and rolled out a community-wide COVID Relief fund. The Weston CARES Fund has now raised over \$155,000 and helped more than 80 low-income families in the area and 25 local agencies. And we are not done yet.

It is often remarked that the best time to measure or understand a person or a group is during times of adversity, not prosperity. If this is the metric, then I am pleased to report that our “true colors” are shining through in ways that bring hope, light and warmth to our members and community. To quote the American poet Thomas Roethke, during this “dark time, our eyes have begun to see,” and what we have discerned are the many ways we can persevere, help one another and make a difference.

The well-known Unitarian minister and theology professor James Luther Adams liked to say that “Church is the place where you get to practice what it means to be human.” Given the challenges and difficulties of the last 11 months, we have found many opportunities to innovate, to redevelop our programs and care for one another. It

has been gratifying to see so many of you “practicing your humanity” here at First Parish Church.

During the last 12 months, we have not had as many weddings, baptisms or funerals, compared to recent years. We have lost some wonderful people whose families have opted to postpone any celebrations of their loved one’s life until we once again are able to gather in person.

I include the full list of special services below. Since February 2, 2020, through February 6, 2021, I have officiated at the following rites of passage at First Parish (unless otherwise noted):

One Baptism

Date

Name

August 23, 2020

Edward Torrey Cuipa

Five Memorials/Committals

Date

Name

February 2, 2020	Elizabeth (Biz) Paynter	Memorial at First Parish
March 12, 2020	David Fye	Committal, Wayland North Cemetery
September 25, 2020	Charles (Chick) Swain	Committal, Weston Linwood Cemetery
October 22, 2020	Elizabeth (Libby) Wolf	Committal, Wayland Lakeview Cemetery
January 30, 2020	Deborah Knight	Committal at First Parish

In addition, the following First Parishioners died during the COVID pandemic and services have been postponed until people can gather safely to remember their loved ones:

	<u>Date of Death</u>
Katherine (Katie) Moore	March 24, 2020
Phyllis Wiggin	May 26, 2020
Elizabeth (Betsy) Nichols	June 8, 2020
William (Bill) Oliver	July 14, 2020
Corinne (Keenie) Richardson	October 30, 2020
Cornelia Grant	December 11, 2020

The Rev. Jeffrey Barz-Snell, 15th Pastor

ASSISTANT MINISTER FOR FAMILIES & COMMUNITY OUTREACH

Dear First Parish friends,

In case you were curious, the middle of a global pandemic is a truly bizarre time to start a new ministry.

Much of my experience settling in at First Parish has been very typical (setting up email, figuring out where to find the copy paper...) but every now and then I discover new ways in which congregational life has been completely interrupted by the Covid-19 shutdowns. Individuals and institutions all experience unique and challenging times,

but this pandemic has been a worldwide, once-in-a-generation event, and it has radically changed the course of the year now past, and certainly the year to come. Regardless of the unique circumstances, it has been really wonderful getting to know the First Parish community since my hire in September 2020, and I am very excited about what the future holds.

The position of Assistant Minister for Families & Community Outreach has different responsibilities than those of my immediate predecessor; in addition to managing our children's program, I have been charged with facilitating outreach to families, overseeing our online presence and social media strategy, and supporting the Minister in pastoral care and program development. This report offers updates about these different areas of ministry.

Outreach & Growth

If this pandemic has reminded us of anything, it is that the only constant in life is change. First Parish was already being confronted by changing demographics and diminishing church school enrollment. We have wonderful things to offer, but no number of interesting programs or Facebook advertising will draw people to participate in something they don't understand. We have to clearly articulate what exactly First Parish can provide, how it can be of value to our target audience, and why it is worthy of their time and support.

The interruption caused by the pandemic is an excellent opportunity for First Parish to learn about the needs and interests of families today, so we can discern the role religion can play in their lives and how First Parish could potentially fulfill that need. Going forward, we should have our outreach rooted in congregational self-awareness, discernment, and ultimately, clarity of mission. This fall I have spent time getting to know this wonderful, talented, passionate congregation so that I can understand just what it is we have to offer, and how we can deliver it successfully to the community we serve.

Social Media & Online Strategy

Our social media and online strategy have been at the forefront of my attention since my arrival, given the predominantly virtual nature of our connections during the pandemic. I have focused on getting to know the technological systems and online presence currently in place at First Parish and beginning to optimize them for the 21st century. Two years ago, I would have said digital literacy is "very important" for churches in an increasingly digital age; this year, it is a fundamental requirement in order to function successfully. If we would like to attract and welcome younger families, we need to be fluent in the marketing, tools, and expectations of younger families.

This fall I received training to manage and maintain our new website so that we can keep the content current and dynamic; we want to show that First Parish is a relevant and thriving community. I was added as an administrator to our Facebook page and began making small improvements and updates; we have already leveraged some basic advertising and will continue to expand our social media engagement. I have been working with Jeff and Betsy to improve our communications; we have been clarifying and streamlining our weekly "blast" emails, and hopefully we will soon be working on the integration of a new database management system and online church directory. These different technological systems are essential tools that can facilitate connections throughout our congregational life.

Congregational Programs & Pastoral Care

This fall I have also supported Jeff with worship, program development, and pastoral care. I have participated in fourteen worship services (three outdoors, seven indoors, and three Christmas Eve services), offering stories for all ages, chalice lightings, readings, and prayers, and I lead worship and preached on December 6th, 2020. I have supported various programs and initiatives of the congregation, including the Social Justice Task Force and the Welcoming Congregation Task Force, and have collaborated with Jeff on other programs and pastoral support.

These some of the various programs and projects that are part of my portfolio of responsibilities; however, I currently serve First Parish at three-quarters time, and many of these projects are placed on the “back burner,” unable to be prioritized or progressing very slowly. I work with Jeff to prioritize the current needs of the congregation and regularly triage among many projects to make sure my time is used most efficiently.

Although 2020 was an incredibly difficult, painful, challenging year, it did not come without its blessings, not the least of which is this new ministry with First Parish. I am so honored and delighted to do this work with you all.

Faithfully and respectfully submitted,
Rev. Sarah Napoline

STANDING COMMITTEE

Purpose

The Standing Committee serves as governing body of the First Parish Church in Weston.

Overview

The year began with no foreboding of the unprecedented challenges soon to face the Church and the entire world. The annual meeting held per custom in the Church Hall on the first Sunday in February, highlighted successes of Reverend Barz-Snell's first full year in 2019. The Standing Committee met in the Church Parlor on February 10 and March 10 to embark on ambitious work for the year. Little did we realize, those would be the only two in-person meetings we could have in 2020, as in-person meetings were cancelled due to the impending spread of the Covid-19 pandemic. Meetings from April through the end of the year were held via zoom. Even we techno-phobes learned to maneuver with a vocabulary of access codes, mute buttons, and share screens. Meeting attire became even more informal, and largely invisible. Despite missing the personal contacts, the Committee had an active, productive year. The following paragraphs summarize our endeavors and work of the various appointed ad hoc committees.

Activities

Restrictions on in-person gatherings required major adaptations in the worship services. The Standing Committee authorized purchase of cameras, microphones, and computers to enable high quality remote services. Larry Shaw and his staff from Boston, Light and Sound provided equipment and training. Technology prodigy Max Hall took the lead, with assistance from Jacob Barz-Snell and Jonah Barz-Snell, in producing services that eventually approached broadcast quality. Each production required

several hours of work by Rev. Barz-Snell, Music Director Sano, and the production crew. Size of the remote congregation, as registered by Vimeo, typically exceeded the number of parishioners who attend services in the sanctuary. Laurel Kulow, USC graduate with a major in film and television production, was hired in December to produce marketing material and alleviate some of the time pressure on the high school students.

With illness and unemployment soaring in the region, the Standing Committee approved an idea to extend our outreach mission. Originally proposed by Steve Hibbard and operationalized by Reverend Barz-Snell and Madelaine Kenyon, Weston Cares was created as a charitable arm of First Parish Church. The aim was to solicit and receive at least \$50,000 in donations from parishioners and the Weston community, and then immediately distribute the funds to individuals and organizations to reach people severely harmed by the pandemic and economy in the Weston-Waltham-Wayland region. Under the leadership of Madelaine and the Outreach Committee, nearly \$120,000 has been received and distributed to meet desperate needs.

In May the Committee voted to restructure staff in order to meet changing needs of the congregation. The Director of Families and Youth position, held by Chris Scheller, was eliminated. The Committee paid tribute to Chris for his conscientious service and invited him to continue leading the weekly Meditation sessions. A Search Committee, chaired by Mary Pat Hinckley, with Caroline Marple, Kim Pelzar, and Tom Palmer as members, sought candidates with certain qualifications: a record of growing congregations by recruiting families with children; success in leading worship services for children, youth and adults; a record of sustaining a culture in which all people feel welcome; a passion for community outreach and social justice; adept with pastoral care; and social media skills, including ability to frequently update the First Parish website. Working diligently through the summer, the Search Committee determined that the Reverend Sarah Napoline had the optimum match for the qualifications and recommended her for the position of Assistant Minister for Families and Community Outreach. Rev. Napoline began work 75% time in September.

With the building closed except for essential staff, the Facilities Committee, led by Henry Reeder with key support from Bill Rousseau and Jessica Pohl, supervised completion of substantial work to address deferred maintenance needs. Their report lists the many projects accomplished.

A Green Team, guided by Andy Marvel and Bill Rousseau, with participation by Rev. Barz-Snell, Henry Reeder, Keith Gross, Larry Shaw, Cristy Ballou, Sally Jarrett, and Gordon Whitman, investigated options for energy savings. The first recommendation was to install solar panels on the south side roof of the school wing. Decision by the Standing Committee involved removing five oak trees which impinged on the building foundation and/or cast shadows on the roof; decision on removing two additional trees was deferred until analysis could be made over several months of their shading impact on the panels. Installation was completed by Sunlight Solar in August, with estimated annual savings of \$12,000 on the fuel bill. A Tree Replacement Committee comprised of Jessica Pohl (Liaison to Facilities), Cristy Ballou, Dirk Coburn, Nina Danforth, Barbara Fullerton, and Bob Gill was appointed to consider recommendations for plantings to replace the oaks.

In February, the Standing Committee created a Social Justice Task Force to assist the Minister in screening the many requests to support projects for social justice, and also to coordinate efforts across First Parish committees. Eighteen parishioners expressed interest in participating. Jean Masland agreed to serve as convenor, and Terry Eastman agreed to serve as co-chair. Nancy Piedra took the lead in organizing letter writing responses to requests from the UUA to participate in UU the Vote campaign. The

May 25th killing of George Floyd and subsequent nationwide unrest ratcheted up urgency for the Committee to take a public stance on racial justice. The Standing Committee unanimously approved a request to place a “Black Lives Matter” sign on the church yard and requested that the Social Justice Task Force draft a statement for the website explaining the sign. After many drafts, that statement is now on the website. Two signs, expertly designed by Larry Grob, have been placed, on the Boston Post Road as well as the Church Street sides of the church. Jim Dana, Melissa Greenlaw, Mary Shaw and Rev. Barz-Snell have agreed to serve as respondents when people reply to the sign and website invitation to “join the dialog.” On December 16, the Committee sponsored a Public Forum with Weston Police Chief Goulding. Moderated by Leila Hooper and Rev. Barz-Snell, with technical assistance by Rev. Napoline, the Forum was well received and will be available for viewing on our website.

The Welcoming Congregation Task Force was appointed in June 2019 to plan and organize activities for First Parish to qualify with the UUA as a “Welcoming Congregation.” Several events and speakers were scheduled for 2020 to advance the work begun in 2019. Unfortunately, the in-person events were postponed due to the pandemic. The Task Force continues to meet, and a revised schedule will be developed for 2021. Members of the Task Force are Lloyd Price (Chair), Christine Bishop, Chet Cekala, Dirk Coburn, Stephanie Goff, and Melissa Greenlaw.

The Art Gallery Committee, chaired by Cynthia Berg with Larry Grob, Rob Kulow, Fiona Roman, and Camille Schmidek as members, had plans for monthly exhibits in the Mary Jo Rines Gallery. Not to be deterred by the pandemic, Larry ingeniously created an online option for displaying exhibits on the First Parish website. Paintings by Chris Pullman were the first works displayed with the online medium.

The Web Page Committee, consisting of Ray LaFrance and Rev. Barz-Snell, completed work on the redesigned web page. The new site offers a great opportunity for current and prospective parishioners to be informed about everything happening at First Parish. A contract with Theory One, Inc. will help maintain state of the art functioning.

The Investment Committee, chaired by Steve Hibbard, strategically managed First Parish endowment funds to bring returns above market benchmarks again this year. Other members of the Committee were Russell Brackett, Jim Dana, Tod Foote, John MacDuffie, Bruce Peterson, and Charles Pohl.

The Partner Church, subcommittee of Denominational Affairs, chaired by Larry Coburn, had to cancel plans for an exciting September 2020 visit by a First Parish delegation of about 10 people to our partner church in Torda, Romania. Plans for rescheduling are indefinite due to the unknown status of international travel possibilities.

In October, the Standing Committee learned, to our astonishment, that the Town web site for the Town Center Improvement Project, included plans to plant four trees on the berm at the intersection of Boston Post Road and School Street, and seven trees near the water trough. The trees would effectively block the iconic front view of the church. The Standing Committee voted unanimously for the Chair to send a letter to Steve Larocque, Chair of the Town Center Improvement Plan, expressing strong objection to these plans. The trees had not been mentioned in Steve’s presentation to the Standing Committee, nor were they evident in previous public presentations. The blocked view would be inconsistent with the historic design for the Town Center, as documented by Historian Pam Fox. Our letter has been acknowledged, but we have not yet received response to our request to cancel the plantings.

The Ministerial Advisory Committee met regularly to serve as a sounding board for the minister. Members in 2020 were: Jim Dana (Chair), Holly Kulow, Caroline Marple, Sue Newbury/Bob Gill, and Bill Rousseau.

The Flower Committee, chaired by Lynn Taff, and assisted by Sandra Ashley, Barbara Elmes, Stephanie Lynch, Alice Moylan, Sue Newbury, Gail Nozik, Jessica Pohl, and Pam Swain, provided a beautiful backdrop for each service, whether in person or remote.

The Library Committee, chaired by Stephanie Lynch and assisted by Joan Wilson, maintained the library collection, including acquisitions requested by parishioners, especially for the Book Group chaired by Melissa Greenlaw.

The Finance Committee, chaired by Russell Brackett, met monthly to review and recommend major expenditures to the Standing Committee. Members of the Committee were Tod Foote (Treasurer), Bruce Peterson (Stewardship Chair), Don Pierson (Standing Committee Chair), and Henry Reeder (Facilities Chair), with Rev. Barz-Snell participating ex officio.

Conclusion

The Standing Committee is grateful for the unheralded service of so many parishioners and staff, only a few of whom are mentioned in this report. The dedicated, inspiring leadership of Reverend Barz-Snell has guided us through a year that continually proved to be much more challenging than anyone anticipated. The steady work of Parish Administer Betsy Gibson has been vital to every aspect of the church's functions. Together, we strive to continue working to transform ourselves, and to help make our community and the world become a healthier, safer place that is respectful of all people.

The Standing Committee meets at 7:30 PM on the second Tuesday of each month. Agendas and meeting minutes are available in the church office in advance of each meeting. All parishioners and visitors are welcome to attend. Until further notice, meetings will be held by zoom.

In 2020 the 16 member Standing Committee consisted of:

- six Members at Large--Linda Kilburn, Paul Kudirka, Mary Menino, Donna Pearlstein, Donald Pierson, and Janie Plank;
- eight Committee representatives--Kurt Flory (Stewardship), Georgia Foote (Welcome), Madelaine Kenyon (Outreach), Jim Lidington (CCYM), Nancy Piedra (CAMP), Sharyn Lenhart Price, (Denominational Affairs), Henry Reeder (Facilities), and Mary Shaw (Music);
- Treasurer-Collector Charles (Tod) Foote;
- and Parish Clerk Chester (Chet) Cekala.

Respectfully submitted,
Don Pierson, *Chair*

INVESTMENT COMMITTEE

Overview

The Investment Management Committee is responsible for overseeing the church's non-operating investment assets.

Those assets consist of four separately managed portfolios: the General Endowment, the Natalie Coburn Trust, the Stoddard Fund and a small portfolio that is managed by the UUA.

The Investment Committee members are Russell Brackett, James Dana, Steve Hibbard, John MacDuffie, Bruce Peterson, Charles Pohl and Tod Foote, treasurer.

The Investment Policy for the General Endowment portfolio per the By-Laws is to maximize the Rate of Return without taking undue risk.

2020 Account Summary

The General Endowment ended the year with a value of \$5,887,023, after deducting the \$199,784 annual draw which is designed to help cover our operating expenses. The current asset allocation is 10.2% cash, 12.9% bonds and 76.9% equities. During 2020, the equity allocation increased by 5% due to market appreciation with no realignment of the overall equity allocation range.

The portfolio had a total return of 16.6% or \$866,483 which had less risk than the equity benchmark, S&P 500 Index total return, which closed the year at 18.4%. Performance of just the equity position was very close to that of the index.

The Coburn Trust purpose is to fund the overall maintenance of our church organ and the year-end value was \$149,410. The portfolio's allocation is 34.3% in cash and 65.7% in equities. Equity performance was 2.8%. By design this portfolio investment policy is focused on current income and had minimal participation in the growth equities. The committee will be evaluated putting more growth into the equity allocation.

The Stoddard Fund's purpose is to provide future Stewardship funding. The portfolio ended the year with \$1,052,340 and is invested in 75.6% in cash equivalents and 24.4% in short-term corporate bonds as designed by its current investment strategy.

2020 Review

Trying to make sense of this year's market can be an exercise in futility. Still there are those who will try. What transpired will hopefully be a once in a lifetime experience. It is hard to believe a market of our size and stature could decline so quickly into a bear market and recover from it in record time. This was due almost entirely to the quick action by the Federal Reserve lowering rates and increasing the money supply. Along with the Fed's actions, the Treasury moved quickly to distribute some funds to businesses and individuals as a way to keep the economy from shutting down due to lack of spending and inactivity caused by the pandemic.

Contrary to what many analysts believed would be a disappointing market performance for the year, investors looked past uncertainties like the increasing negative news of the pandemic spread, further slowing of the economy and political issues with the election. Instead, they seemed to pick up where they left off at the end of 2019 continuing to buy the growth stocks, especially the small group of the favorite big cap names that were so influential in lifting the S&P Index to new highs. At the

same time along with this move to keep buying equities, there was little reason to buy bonds that yielded next to nothing.

2021

The market having ended last year at its high, there is bound to be some concern as to whether it can continue to appreciate. For some time now analyses of company data indicates the growth sector is overvalued. Though that did not stop continued buying of these stocks last year, the past two months have shown a definite rotation away from growth and into more value and cyclical stocks. This is a good sign by broadening the market participation and bringing growth stocks more in line with their company results.

Having estimated a 5% to 6% market performance for last year, I hesitate to “guess” again. However, I think that gain is more realistic than last year’s extraordinary performance. The economy still faces a number of the challenges it had at the end of 2019, not least of which is the ever- increasing debt, which grew dramatically to keep the economy from shutting down. Now we add the correcting of overvaluation in the market, issues involved with a new administration and concerns of how much economic growth will happen this year as we move into a new normal.

It is too early to be able to fully appreciate how certain issues will affect the market. However, the committee believes the portfolios have appropriate asset allocations at this point. Even the General Endowment’s 77% commitment to equities is well within our policy range. It is important to remember this is a forever fund and though there will be periodic market declines, a strong commitment to equities is the best way for it to grow in the long-term.

Respectfully submitted,
Steve Hibbard, *Chair*

STEWARDSHIP COMMITTEE

For fiscal 2021 as of January 18, 2021, we have had a 70% commitment response to date that represented 95% of our 2021 financial goal. I would like to thank the 131 parishioners that have made a commitment including those that made a significant increase in their giving commitments during this difficult pandemic. Well done! The funds will be put to good use.

We achieved a similar result collecting commitment payments for 2020. As of December 31, 2020, 99% of our parishioners have paid their commitments. The amount paid totaled \$436,301 which was close to the amount budgeted for the year. This too is a remarkable outcome and thank you for your continuing support of First Parish.

Over the years members of the congregation have planned events on Friday nights to celebrate many things. The annual Stewardship recognition event that we would normally be holding on the 1st Friday of February will not happen this year due to the spread of the Covid-19 virus. It is an unfortunate but necessary outcome and I hope that we can continue the tradition in 2022.

The 2021 Stewardship campaign is the end of my 3-year term as chair of the Stewardship committee. Over the last 3 years I have been blessed with a wonderful committee.

I would like to thank Kurt Flory, Anne Morgan, Gail Nozik, Kathy Spier and Sally von Rumohr for their efforts in planning for events, writing letters and writing thank you notes in support of our 2019, 2020 and 2021 campaigns. Our success would not have happened without their personalized contacts with our parishioners.

I would also like to recognize Sally von Rumohr and Betsy Gibson for their creative efforts in the design and production of the materials for each of the campaigns. We were able to keep our expenses under budget while producing very professional and creative materials to mail to you.

Finally, I would like to thank my wife, Linda Kilburn, for helping me with my share of the notes that were sent to you.

Respectfully submitted,
Bruce Peterson, *Chair*

TREASURER'S REPORT

The Treasurer, elected by the congregation, oversees the daily financial responsibilities of the Church, ensuring that financial policies approved by the Standing Committee are adhered to. Responsibilities include signing authority for all payments/transfers, overseeing the annual budget process, and participating in investment decisions for Endowment and Operating funds. The Treasurer is automatically a member of the Standing Committee, the Finance Committee, and the Investment Committee.

Capital Expenses

Like 2019, 2020 was a year of significant capital expenses. We annually transfer money from a "reserve" budget line to Long-Term Maintenance reserve accounts on our balance sheet – in effect, saving this money for later expenditure. These transfers are recognized as operating expenses annually, but the capital projects to which they are applied occur irregularly and usually in later years. Thus, current capital project expenditures do not appear in the operating results reported here. Nevertheless, congregants should be aware that in 2020 we spent \$228,394 on capital repairs and improvements. These projects include the installation of our solar panels including tree removal and the reconfiguration of the driveway, the reglazing and repair of our sanctuary windows, the painting of all the exterior wood surfaces, the installation of new breezeway doors, new stoves and fire suppression in our kitchen, and the purchase of the audio-visual equipment necessary to produce our virtual services.

Hopefully, before too long we will all be able to see and feel the benefits of these improvements in person. We owe a big Thank You to the Facilities Committee, chaired by Dusty Reeder, for scoping, bidding, and managing these projects.

This is the third year of significant capital spending. Our maintenance reserves now stand at about \$178,000, down from a balance of approximately \$680,000 at the end of 2017. While we always have some annual expenditures from these reserves, at present we do not anticipate significant new capital projects in 2021.

2020 Results

On the page following this report, you will see a spreadsheet that details the operating budget and actual results for 2020 as well as the proposed budget for 2021.

A written synopsis of First Parish's 2020 financial results versus our 2020 budget follows.

Income:

First Parish's 2020 income varied positively from our budget of \$739,100 by \$43,600. This positive variance was entirely due to our forgiven PPP loan of approximately \$72,000. (The proceeds from this loan were used to pay all our employees their normal wages for 2019-2020 church year even though many of them were not working or working reduced hours due to COVID). This loan more than made up for the \$8,900 short fall in budgeted Stewardship receipts, \$6,400 in Plate, \$1000 in Short Term interest, and \$19,500 in reduced rental receipts. None of these variances were particularly surprising given the vicissitudes of our COVID year. Your treasurer was particularly heartened to see strong stewardship collections in the face of our inability to meet in person. The fact that our parishioners did not waiver in their support is a tribute to them, the work of our Stewardship Committee and to our Ministry.

In aggregate, our 2020 income was \$43,600 ahead of Budget.

Expenses:

The 2020 budgeted expenses of \$739,100 were underspent by \$17,700. Most of this is attributable to \$15,500 underspent in the CCYM budget – an expected result given there was very limited in person church school this year. There was a \$2,600 savings in Music as we used fewer vocalists in the fall. Our new AV staff was paid from the office budget resulting in a \$3,700 overspend. The \$3,700 excess spending in our DFM/Assist Min budget was due to a severance payment. Our facilities budget was overspent by \$3000 in church operations, but that was more than offset by a parsonage utility expenses that came in \$3,700 under budget.

In aggregate, our operating expenses were \$17,700 under budget.

Altogether, variations from the 2020 budget added \$61,300 to our overall results, leading to a 2020 operating surplus of \$61,300 against a breakeven budget.

Respectfully submitted,
Charles (Tod) Foote, *Treasurer*

Proposed 2021 FPCW Budget (as approved by Standing Committee on 1/12/21)

	2020	2020	2020	2021	2021 Budget
	Approved		Budget to	SC voted	to
<u>Income:</u>	Budget	Results	Actuals	Budget	2020 Budget
Stewardship	\$440.0	\$431.1	(\$8.9)	\$400.0	(\$40.0)
Plate	\$20.0	\$13.6	(\$6.4)	\$20.0	\$0.0
Endowment	\$206.1	\$206.1	\$0.0	\$214.5	\$8.4
Net Short Term Interest	\$15.0	\$14.0	(\$1.0)	\$10.0	(\$5.0)
Facilities Use	\$58.0	\$38.5	(\$19.5)	\$40.0	(\$18.0)
Other	\$0.0	\$79.4	\$79.4	\$5.0	\$5.0
Total Income:	\$739.1	\$782.7	\$43.6	\$689.5	(\$49.6)
<u>Expenses:</u>					
Plate Sharing	\$2.0	\$0.9	\$1.1	\$0.0	\$2.0
Facilities Committee	\$123.1	\$126.1	(\$3.0)	\$116.1	\$7.0
335 utilities	\$10.0	\$6.3	\$3.7	\$8.0	\$2.0
Rox Wes Facilities Outreach	\$15.0	\$15.0	\$0.0	\$15.0	\$0.0
Real Estate Taxes	\$0.0	\$0.0	\$0.0	\$12.0	(\$12.0)
Outreach Committee	\$48.9	\$48.4	\$0.5	\$48.9	\$0.0
Denom. Affrs. Committee	\$34.1	\$33.7	\$0.4	\$35.4	(\$1.3)
CAMP	\$5.5	\$3.9	\$1.6	\$9.5	(\$4.0)
Music	\$69.5	\$66.9	\$2.6	\$64.8	\$4.7
OCYM	\$31.8	\$16.3	\$15.5	\$25.4	\$6.4
Welcome	\$0.5	\$0.0	\$0.5	\$0.5	\$0.0
Stewardship	\$2.9	\$2.8	\$0.1	\$2.0	\$0.9
Other (Marketing/Task forces)	\$6.0	\$5.1	\$0.9	\$10.0	(\$4.0)
Library	\$0.3	\$0.1	\$0.2	\$0.3	\$0.0
Ministry	\$125.0	\$125.0	\$0.0	\$127.0	(\$2.0)
Minister Housing	(\$26.4)	(\$26.4)	\$0.0	(\$26.4)	\$0.0
Professional Expenses	\$8.0	\$9.1	(\$1.1)	\$8.0	\$0.0
DFM/Asst Min	\$72.3	\$76.0	(\$3.7)	\$55.2	\$17.1
Ministerial Intern	\$3.0	\$0.0	\$3.0	\$3.0	\$0.0
Minister's Discretion	\$1.0	\$0.7	\$0.3	\$1.0	\$0.0
Office & Admin.	\$81.9	\$85.6	(\$3.7)	\$91.1	(\$9.2)
Staff Benefits	\$96.5	\$97.7	(\$1.2)	\$93.0	\$3.5
Compensation Adjustments	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0
To Reserves	\$28.2	\$28.2	\$0.0	\$40.2	(\$12.0)
Total Expenses:	\$739.1	\$721.4	\$17.7	\$740.0	(\$0.9)
Net Surplus (Deficit):	\$0.0	\$61.3	\$61.3	(\$50.5)	(\$50.5)

CAMP – COMMITTEE FOR ADULT MINISTRIES & PROGRAMS

The Committee for Adult Ministries and Programs (CAMP) started the year 2020 with a host of events scheduled for the Winter and Spring to engage parishioners both socially and intellectually. In early March 2020 the Coronavirus Pandemic entered the scene and stymied many of those plans.

Our first event, which was not impacted by the Pandemic, was held on February 5th. Pam Wilmot from Common Cause of Massachusetts gave a presentation on Voting Rights to 45 people in attendance including First Parishioners and many from the wider community.

Our 2nd annual Chocolate Sunday to celebrate Valentine's Day was held on February 9th at which parishioners brought chocolate treats to share during fellowship hour.

We were excited about our next event scheduled for March 22 to have Brandeis Professor, Robert Kuttner, speak on Economic Equality but had to suddenly cancel as the Pandemic worsened. We also canceled our Ladies Tea and another talk to be given by Wellesley Professor Takis Metaxas on the impact of social media on society.

CAMP regrouped in the Spring to brainstorm on Zoom how to continue to engage parishioners. The committee decided on a socially-distanced outdoor Summer Solstice service and fellowship hour with refreshments. About 50-60 parishioners attended with masks and socially distanced seating in the parking lot followed by fellowship hour in the playground serving light refreshments.

As the Summer Solstice outdoor event was such a success CAMP assisted in organizing several more outdoor services in the fall including the Welcome Back Sunday outdoor luncheon. Even though everyone was hidden behind masks it is great to see each other in person. CAMP also assisted with a community-wide Trunk or Treat following the final outdoor service for the fall season.

For the holiday season CAMP held a Zoom carol sing in place of the annual Christmas Dinner. Many thanks to Bill Sano, Linda Kilburn and Bob Kiskaddon for providing the recording for the sing along. CAMP also assisted in ushering for the outdoor candlelit Christmas Eve Service.

Many thanks to CAMP members for their continued service: Sue Newbury, Pam Swain, Denise Mosher, Jim Metcalf, Marcy Kudirka and Joan Wilson.

Not a CAMP activity but as chair of the CAMP committee I document here my engagement with *UU the Vote* in 2020.

In January 2020 the UUA launched their grassroots volunteer organization called *UU the Vote* under the leadership of Nicole Pressley. I attended the Launch Event at First Parish Church of Concord and connected with others interested in this area.

In June 2020, I attended the virtual UUA General Assembly and participated in the *UU the Vote* events in addition to many other thought-provoking and engaging UUA offerings.

In June 2020, I organized a GOTV (Get Out the Vote) letter writing campaign with First Parish Weston. Twelve people participated and wrote 150 letters using the Vote Forward service.

From July through September, I attended the *UU the Vote* Summer Organizing school to learn more about how to grass roots organize and combat social injustices.

In October 2020, I presented the *UU the Vote* offerings to First Parishioners through a Zoom session in addition to providing information about various *UU the Vote* events in the First Parish Post.

From October through January, I attended many UU the Vote hosted phonebanks and became so inspired I joined the UU the Vote Phonebank Squad. The Phonebank Squad consists of volunteers who run the phonebanks both behind the scenes and during the event. In the end, UU the Vote reached millions of voters. As UU the Vote is their grass roots volunteer organization it will continue after the election to continue their work promoting a just and democratic society.

Respectfully submitted,
Nancy Piedra, *Chair*

DFM & CCYM – COMMITTEE FOR CHILDREN & YOUTH MINISTRIES

Note: During 2020, the novel coronavirus and Covid-19 emerged as a global pandemic; we are aware that this report will serve both as a standard report on the events of the past year as well as a congregational record regarding the pandemic.

- **Committee Members & Church Staff** — Sarah Faucett, Mary Pat Hinckley, Jim Lidington (Standing Committee liaison and chair), Caroline Marple, Gail Palmer, and Kim Pelzar. This year First Parish had some staff changes; Chris Scheller departed over the summer, and Rev. Sarah Napoline began as our new Assistant Minister for Families & Community Outreach in September. Robert Jones continued in his role as Youth & Family Ministries Coordinator.
- **Attendance & Participation** — Through the end of February 2020, we had approximately 88 individual children/youth (nursery through high school) involved in our programs. When Covid-19 restrictions began, we attempted online programming through Zoom; the highest turnout was for our Easter Zoom call.
- **Sunday Worship** — When we were still gathering in person, children began Sunday mornings in shared worship before heading off to hands-on projects or splitting into their age cohorts. With the onset of the pandemic, our worship services shifted online but continued to include a time for all ages, offered first by Chris Scheller and then by Rev. Sarah Napoline. We traditionally have a few intergenerational services during the year, but we are unable to do so because of the pandemic.

Original Religious Education Curricula

- **Kindergarten – 3rd Grade** — This year we offered a continuation of the Harry Potter Winter Wonders curriculum, this time with a focus on regional and global poverty. With input from parents, we also began a developmentally-appropriate Our Whole Lives (OWL) sexuality program for elementary-aged children. The curricula focus on preventing sexual abuse, naming body parts & physical differences between sexes, talking about gender expectations in fluid terms, how babies are made, and affirming different types of families.
- **4th - 7th Grades** – The Crossing Paths program helps students understand different spiritual traditions and religions of the world. The winter curriculum learned about connections between Buddhism and Christianity and were planning a trip to a large Thai Buddhist Temple.
- **8th & 9th Grades** – This winter we continued the new OWL program after its successful launch in the fall of 2019. OWL is a comprehensive sexuality education program that

integrates safety, personal integrity, and moral values. The program received an excellent response and was scheduled to conclude at the end of March.

- **High School Youth Group** — The Youth Group is intended to offer a safe space for youth that allows for connection, support, and exploration of deeper topics, beliefs, and experiences in their lives, and they continued to meet throughout the winter with support from Robert Jones. The youth group had been in discussion about hosting a service-learning trip during this summer or next.

Other Programs & Events

- **First Friday Youth Nights** – We created “First Friday” events intended as a safe space for youth to hang out. We were planning a Game Night (Family Feud style!) for the end of March; the gathering was gaining traction among our youth and the community when the initial Covid-19 shutdown began.
- **First Wednesday Service Trips** – We began offering a service trip program for children/youth on early release days. We had planned trips to Bristol Lodge, Open Table in Maynard, Room to Grow, and Rosie’s Place (both in Boston).

COVID 19 Response

- **K - 7th Grade** — After the initial shutdown, we began offering a variety of Zoom gatherings and classes for our children and youth. However, participation waned as families were already feeling stretched and frazzled, between juggling work and kids online for school. When school began again in September, “Zoom fatigue” was in full swing, and online programming was a significant challenge.
- **8th - 9th Grade & High School Youth Group** — Robert Jones continued to support our youth throughout pandemic. In an effort to stay connected, we started an online Zoom and board game session once a week that ranged between two to four hours each. The group consisted of high schoolers and some middle school students, and game sessions continued through early June. We also hosted a drop-in Zoom call twice a month for any youth that wanted to join and just talk.
- **Movie Nights** — In September First Parish offered outdoor Movie Nights with a projector and large screen in the playground. The movies were primarily geared towards families and the events were very well received.
- **Trunk or Treat** – We hosted a physically distanced Trunk or Treat event in October. Costumes were encouraged for all ages, and First Parish members filled the trunks of their cars with decorations, games, (individually wrapped) candy, and prizes; we hosted outdoor refreshments with hot chocolate, hot apple cider, and donuts (thank you, CAMP!). Although the weather was chilly, we received a warm response from families in the Weston community.
- **Holiday Gift (Card) Drive & Virtual Mitten Tree** – In the past we have had a “Mitten Tree” where parishioners can select a Christmas wish list for local families who are struggling; this year we worked with Second Step to support a Gift Card drive to support families at a distance.
- **Christmas Candles from Santa’s Helpers** – We were all disappointed that we would not be able to share our annual Christmas Eve candle-lighting tradition in person, but we were especially concerned about folks who had not been able to come out for outdoor events or worship. First Parish children/families created Christmas cards and delivered them along with Christmas votive candles to members of First Parish who we thought needed an extra boost of holiday spirit.

Looking Ahead

- **Winter/Spring 2021, K-7th Grade** – As the CCYM began brainstorming ideas for religious education during the pandemic, there was strong opposition to scheduled Zoom classes or programs. The current proposal is to send out packets centered themes or topics relevant to the season of the church year; they would include some basic curricula, activities, and crafts, and potentially a recorded video, game, or something more interactive. Families can use as much or as little of the materials as they would like, and we welcome feedback as we explore creative solutions to new challenges. As with the summer/fall, we will get outside as soon as possible with programs for children & families.
- **Winter/Spring 2021, Middle School & High School Youth Group** – The youth group is currently having a bonfire gathering once a month on a Sunday evening. The intention of these meetings is to build connections and support one another and keep connections to our First Parish community. We will also be hosting our Zoom and game session again starting at the end of January. We are also looking into what kind of (safe, but effective) service projects might be possible, and hope to have those happening by March.

The New Normal

We cannot be certain about timelines for vaccines, herd immunity, or the broader course of the pandemic. For now, we will continue to try new things, regularly evaluate how they are going, and make changes as needed. We need to continue to communicate and check in with one another to see how we're doing— to share our challenges and ask for help, and to offer our support. The CCYM is committed to supporting our families and children throughout the next few months of this pandemic, during the “new normal” as we reopen in person, and beyond. We may have outgrown the swing sets, but you never graduate from the need to learn and grow.

Respectfully submitted,
Rev. Sarah Napoline
Assistant Minister for Families & Community Outreach

DENOMINATIONAL AFFAIRS COMMITTEE

The mission of the Denominational Affairs Committee is to engage the congregation in local, district, and national denominational activities as both Unitarians and Christians and to foster the Congregational Partnership with the Unitarian Church in Torda. The Committee has the traditional role of allocating funds from the Annual First Parish Budget to support the Torda Partnership and other religious and community activities consistent with our covenant. In addition, in keeping with First Parish's most recent strategic plan, the Denominational Affairs Committee has focused on supporting direct programming activities alone or in collaboration with other First Parish Committees. The Partner Church (Torda) Committee operates as a subcommittee of Denominational Affairs and holds traditional fundraisers – Soup on Sundays and Christmas Crafts – in support of the Torda church and Torda related events. (See separate Partner Church Report for complete review of 2020 activities and Financials)

This year's DA collaborations and sponsored events and plans include:

1. Collaboration with the Mass Bible Society in sponsoring a 6-session curriculum on *Exploring Justice and the Ten Commandments*;
2. Collaboration with the Standing Committee in establishing the Welcoming Church Task Force;
3. Collaboration with the Partner Church Subcommittee via Larry Coburn's service as DA Torda representative;
4. Sponsorship of four First Parish Delegates and one youth member to the 2020 General Assembly in keeping with the committee's resolution to redevelop ties with the New England Region and the UUA;
5. Specific 2021 Informational programs to acquaint parishioners with The New England Region Programs – The UUA Welcoming Congregation Program and the 2021 General Assembly are being discussed;

The 2020 Denominational Affairs Budget Allocations are as follows:

UUA Related Support:

UUA Fair Share Contribution	\$21,500.00
UU Urban Ministry Dues	\$250.00
UU Christian Fellowship Donation	\$3,250.00

Theological Schools:

Andover Newton Theological School	\$600.00
Harvard Divinity School	\$100.00

Ecumenical Outreach:

Mass. Council of Churches	\$1,750.00
Weston-Wayland Interfaith Action Group Dues	\$100.00

Partner Church – Torda:

UU Partner Church Council Dues	\$550.00
PCC Torda Church Donation:	
a. Minister Salary Supplement	\$1,500.00
b. General use by church	\$2,000.00
c. Grant for lost soup and crafts income	\$700.00

Other Expenditures:

Misc. expense for books purchased for Bible Study	
Special donation to Mass Council of Churches	\$500.00
GA registration fees for six people	\$900.00

Total Expenditures **\$33,713.25**

Denominational Affairs Committee members are Sharyn Lenhart (Chair), Dirk Coburn, Bob Gill, Gail Nozik, Richard Weeks and Larry Coburn (Torda Chair and Torda DA Rep.) Special thanks are extended to Gail Nozik who is completing her term this year.

Respectfully submitted,
Sharyn Lenhart, *Chair*

Partner Church (Torda) Subcommittee Report

The Corona Virus pandemic seriously impaired the 2020 activities of the partnership between First Parish and the Unitarian Church in Torda (Transylvania). The cessation of in-church services in Weston late last winter immediately terminated the popular “Soup on Sunday” fund raising program so imaginatively led by Camille Schmidek. At Christmastime, the continued reliance on virtual services obviated the possibility of receiving and selling crafts provided by the women of the Torda congregation, an effort that has been so masterfully engineered by Mary Menino for many years. Fortunately, flexibility within the Denominational Affairs Committee budget has enabled First Parish to maintain the overall level of financial support being provided to our brothers and sisters in faith despite the temporary suspension of these undertakings.

Even more disappointing, at least for twelve enthusiastic pilgrims, was the necessity to postpone a trip to Torda planned for late September. The occasion, which would have coincided with Thanksgiving in Transylvania, was scheduled to celebrate the thirtieth anniversary of this international relationship. Hopefully, when travel into Europe is once again permitted, an even larger group can be assembled for a similar celebration.

While face-to-face contact with the Torda congregation has not been possible, telephone conversations have kept us in touch. Lajos Jozsa, the minister, has reported that his congregation has not been drastically impacted, but as with everyone else, they cannot wait for more normal times to return.

Respectfully submitted by the Partner Church Committee:
Dirk Coburn, Robert Gill, Mary Menino, Paul Penfield,
Camille Schmidek, Larry Coburn, *Chair*

FACILITIES COMMITTEE

The Facilities Committee has continued to fund and complete important upgrades to the Church, classrooms and to the Parsonage for the long term and to improve its image to the public, make it more pleasant, energy efficient, safer and comfortable for users and occupants.

Sanctuary Improvements:

The COVID-19 pandemic brought on the need for remote Sunday services. This required the introduction of new cameras, microphones, and a computer driven control systems. In addition, a major lighting upgrade was made to support the camera usage. A special thanks to Larry Shaw and his firm, Boston Light & Sound, who provided the expertise and the equipment. The technology and the equipment are masterfully operated each week by Max Hall, Jacob Barz-Snell and Jonah Barz- Snell.

Energy Usage Improvements:

With the help of the newly formed Green Committee, a complete solar collection system was added to the roof of the School wing. It is fully operational and it is meeting our expectations.

The large side windows in the Sanctuary, flanking the pews, have been covered on the outside with fixed glass storm sash. This will both save energy and make it more comfortable to sit in the side pews on cold winter days

Site Improvements:

- Widening of the road in front of the school has added several parking spots and made pickup and drop off for the school easier.
- Gutters and Downspouts: General cleaning of clogged downspouts and gutters was completed to help keep moisture from penetrating the masonry walls.
- A general cutting back of overgrown bushes and trees along the Boston Post Rd. has enhanced the existing stone wall and generally improved the view of the complex

Facility Improvements:

- The main entry doors were removed and replaced with full light mahogany doors. Added electronic controls has made the new entrance fully handicapped accessible.
- The exterior wood trim of the entire complex, including the Church School was painted. This includes the badly weathered shingled entrance from Church Street. The parlor was also painted, and the paintings rearranged and rehung. A special thank you to Larry and Ellen Grob who were responsible for the relocation and actual rehanging of the portraits.
- In the kitchen, the old pizza ovens and stove were removed. Two new large Vulcan stove units were installed increasing both the cooking and baking capacity. In addition, the lighting was improved, and a complete CO2 fire suppression system added. This equipment is connected to the central fire alarm system.
- Three Portable HEPA air filters were purchased for use in the Sanctuary, Parlor, Parish Hall and the Classrooms. These are an important addition to help make these spaces usable during the COVID-19 pandemic.
- 13 new folding tables were purchased to replace the tired and failing existing plywood veneer tables. Jessica Pohl and Bill Rousseau played an important role in researching and making this purchase.
- Bill Rousseau repaired and converted all the wall sconces in the Parish Hall to energy efficient LED fixtures.

Parsonage at 335 Boston Post Road:

- The failed insulated picture window was replaced
- Gutters and downspouts were cleaned and are operational. This avoided the need for new gutters on the garage.
- A major tree was removed that fell into the front yard missing both the residence and the cars.

FOR 2021:

- Upgraded entry alarm and viewing system will be installed to provide security and remote control for the office area. This will also include an upgrade to the gallery cameras and various thermostats.
- We have proposed to replace the single glazed, unweather stripped and hard to operate metal casement windows in the Church School building with energy efficient units. Because of covid-19 restrictions, this work will be scheduled during the summer when school is not in session.
- We will continue to work with the newly formed "Green Committee" to seek ways to improve the energy consumption and reduce the entire complex's carbon footprint.

I am indebted to my fellow Committee Member Bill Rousseau, whose advice is essential, and who, on his own, has completed many things for the Church that are not on this list. As stated in the past and important for the future, the many accomplishments made this year would not have been possible without the guidance given us by Parish Administrator, Betsy Gibson. Her knowledge of where, what and how everything works made our task much easier. She is dedicated, caring and we look forward to continuing to work with her.

Respectfully submitted,
Henry (Dusty) Reeder, *Chair*

MEMORIAL GARDEN & COURTYARD GARDEN COMMITTEE

The committee has been relatively quiet during the past pandemic year. Aside from a few informal discussions and limited cleanup, we have kept our gatherings infrequent.

In January, Sandy, Ginnie, and I had a viewing of artwork in hopes of finding a piece of outdoor art for the Courtyard. In May, Dick paid a visit to Stonegate Gardens to look at trees and shrubs. And in August we made a total cleanup of the Courtyard before it was put to “bed” for the fall/winter season.

Weston Landscape and Tree Service does an excellent job of cleaning and pruning for the Gardens.

The newest names on the Memorial Garden Plaque show the names of our beloved parishioners Paul Arkema (1940-2018) and Tare Newbury (1938-2019).

Upcoming projects for 2021 will be:

1. Search for a piece of outdoor art which will adorn the Courtyard and represent family, community, and spirituality.
2. A new dwarf Satormi Kousa Dogwood for the Courtyard.

If any parishioner can contribute to our search and/or funding of the above two projects, we would welcome the help.

We will continue to plan and care for the two gardens in 2021. We recommend a visit to the Memorial Garden anytime because it is outside, safe, peaceful, quiet, and beautiful for meditation.

Committee Members: Sandra Ashley, Ginnie Hibbard, Marnie Phillips, Stephanie Lynch, Gail Nozik, and Barbara Elmes.

Respectfully submitted,
Dick Floyd, *Chair*

MUSIC COMMITTEE

The new year 2020 began innocently enough. We were glad to have back our standard team of soloists: Rose Hegele, soprano; TJ Rufo-Curran and Ben Doyle, tenors; Kyle White, baritone. On January 12, we had a special worship service, including music led by Matt Meyer from Boston, a UU spiritual leader. On March 8, Sharon Brown brought us a choral group of eight students from the Boston Conservatory of Music. The Choir joined with them to sing "Make Them Hear You" from the musical *Ragtime*. A wonderful experience was had by all, but it happened that March 8 was the last regular "live" service in the sanctuary on a Sunday morning. From March 15 thru the end of the church year, the pandemic took over. Much to our dismay All-music Sunday (Messiah part III) scheduled for March 29 had to be abandoned. Palm Sunday and Easter Sunday were done virtually.

We are fortunate to have Max Hall on the Music Committee. He had the interest, technical and hardware capacity and willingness to help us organize a virtual choir! We are also fortunate that over two thirds of our choir members were able to accept the challenge of learning to record choral pieces virtually. Each singer has two devices in their home, one to record themselves on, and the other to listen (through headphones) to the accompaniment and to our team of soloists, and to watch Bill Sano conducting the piece. It takes a great deal of work to learn music and perform it without the benefit of rehearsing and hearing it in a group. We are fortunate to have a very talented group of soloists, and the added assistance of alto Gabrielle Barkidjija, who have been crucial to helping the rest of the choir learn their parts.

In May 2020 our baritone soloist Kyle White, left the Boston area for the opera world, and recommended his good friend, Christopher Humbert to replace him. Chris had planned to come to Boston to begin his master's degree work at Boston Conservatory. After hearing Chris' virtual audition and telephone interviews, we hired him on the spot. His plans fell through when the Conservatory decided to teach virtually for the fall semester. Though he remains in Ohio, he has honored his commitment to our church, and fulfilled his soloist and section leader duties from afar. Hopefully, you've heard him offer solos at some of our services. If you have, I know you're impressed!

Church opening in September saw two "live" services outside in the back parking lot, with masks, hand sanitizer and safe distancing, and enriched with recorded selections from the Senior Choir. October 4 (outside) was a service dedicated to the "Blessing of the Animals." November 1 celebrated All Saints/All Souls Sunday. On November 8, Inge Thorn Engler and Geoff Wieting performed a beautiful violin/organ solo. On November 22 we celebrated Thanksgiving Sunday with a banjo and fiddler, something quite new for this church.

Perhaps the highlight of the choral year was a virtual rendition of the well-known Vivaldi Gloria by Senior Choir and soloists Rose Hegele, Mary Shaw, and new alto vocalist Gabrielle Barkidjija. This took hours of planning and work but was well worth it in the end. I hope everyone in the congregation enjoyed it.

We pray that by September, we will be able to get back into the choir loft and rehearse and perform in person again.

Respectfully submitted,
Mary Shaw, *Chair*

NOMINATING COMMITTEE

Cindy Flory, Melissa Greenlaw, Janie Plank, and Pate Pierson worked together during the fall to nominate candidates to serve on committees as established by the First Parish bylaws. Rev. Jeff Barz Snell was a valuable ex officio member of the committee.

The Zoom platform enabled us to meet virtually in order to assess the needs of each committee and identify candidates to replace people whose term is ending this year.

The following people have completed their terms of service and will not be joining another committee at this time: Bob Kiskaddon, Dick Floyd, Ellie Pendergast, Stephanie Goff, Sylvia Whitman, Jim Lidington, Jessica Pohl, Bruce Peterson, Gail Nozik, and Sally von Rumohr. We thank them for many hours of time and service to First Parish.

Thanks to Cindy, Melissa, and Janie for finding great candidates and to Betsy for her critical behind the scenes help.

Respectfully submitted,
Pate Pierson, *Chair*

OUTREACH COMMITTEE

The mission of the Outreach Committee is “To foster philanthropy, volunteerism, and social awareness, with emphasis on victims of domestic violence, the development needs of children, and homelessness; primarily through partnerships with local organizations, with which we can have a significant impact.” The Committee accomplishes its mission through study and action, communication with members of the Parish, and distribution of FPCW budgeted funds to service organizations/projects that serve people within our three broad areas of emphasis.

The Committee also uses its funds to support disaster relief efforts. The Committee prefers to support organizations that are small and benefit significantly from our support. The Committee also prefers to support organizations that offer volunteer opportunities for our members.

The Outreach Committee is always pleased when members of the congregation share with us their concerns and ideas. A brief description of the service organizations/projects our church funded in FY 2020 follows, along with the name of our Outreach Committee member liaison.

Partakers, Inc. (Madelaine Kenyon) – supports Massachusetts prison education by coordinating teams of volunteers who mentor incarcerated women and men as they pursue higher education through the Boston University Prison Education Program and the Tufts Prison Initiative, and the Emerson Prison Initiative. First Parish sponsors a prisoner currently incarcerated at Norfolk Prison through its *College Behind Bars* program.

Second Step (Ellen Touart-Grob) offers transitional housing, advocacy, safety planning, mentoring, children’s programs, legal case management, and an array of supportive services for families transitioning away from abuse.

Unitarian Universalist Urban Ministry (UUUM) provides ministry at large to disadvantaged youth and their families in Boston. The following are programs that are funded by the UUUM.

- **Roxbury Youth Programs**-A program that serves at-risk children in Roxbury by providing after-school academic tutoring and character-building programs.
- **Renewal House**- Provides safe shelter for women and children seeking refuge from domestic violence and is affiliated with the UU Urban Ministry.
- **Believe in Success**- A career development program for survivors of domestic violence.

METCO Scholarship Fund (Madelaine Kenyon) provides financial aid to students who attended the Weston public schools through the METCO program. Several members of First Parish were instrumental in organizing this Fund and serve as Trustees of the organization today.

Waltham Community Day Center (Ellen Touart-Grob) provides access to phones, mail, computers, healthy snacks, counseling and friendship for 50 – 60 homeless people in Waltham every day. The program works closely with Bristol Lodge, which provides the evening meal for many of them. Their mission is to assist homeless people in finding remedies to the problems that keep them on the street.

Waltham Alliance to Create Housing (WATCH) (Madelaine Kenyon) preserves and promotes affordable housing and works to enhance economic opportunities, civic participation and leadership of low- and moderate-income families in the Waltham area. WATCH also provides ESL classes and tutoring for immigrants who want to improve their conversation skills.

Bristol Lodge (Ginny Redpath) provides shelter, food, advice and counseling to homeless people in the Waltham area. Outreach supports Bristol Lodge directly and, as needed, provides funds for food purchases for the monthly meal that First Parish volunteers provide for Bristol Lodge Soup Kitchen.

Newton, Weston, Wellesley Committee for Community Living (NWW) (Jill Metcalf) is a nonprofit agency serving citizens with developmental disabilities and their families in the towns of Newton, Weston and Wellesley. First Parish supports a robust weekly drop-in program and a "Faith in Action" program which provides developmentally appropriate worship services for residents and their families through monthly Shabbat services and ecumenical Christian services, held within NWW residences.

Unitarian Universalist Service Committee (UUSC) (Camille Schmidek) – a national organization that protects and promotes programs and policies that empower women, defend the rights of children, and support the struggles of oppressed racial, ethnic, and indigenous groups in accordance with UU principles that affirm the worth, dignity, and human rights of every person.

Boys and Girls Club of Waltham (Cynthia Brisky) The mission of the Waltham Boys & Girls Club is to inspire and enable all young people especially those who need it most, to realize their full potential as productive, responsible and caring citizens. They provide after school childcare and tutoring and a variety of weekend activities to youths ages 6-16.

OUT Metro West (Ginny Redpath) Supports the LGBTQ community in Metro West Boston and the larger world through programming, education, and advocacy. It was formed in response to requests from local youth and their families, who sought a safe space for LGBTQ high schoolers in Metro West Boston.

The Knitting Connection (Jill Metcalf) The Knitting Connection's mission is to support children and families with crafted items utilizing the artistic talents of volunteer knitters, crocheters, and quilters. They connect people from the community to support each other during their time of need. We have numerous members of First Parish who knit for this organization.

The International Institute of New England IINE-(Camille Schmidek) is a non-profit organization that provides humanitarian relief, education, skills training, job placement, family reunification and pathways to citizenship for 2,000 immigrants and refugees each year. They work in Boston and Lowell, Massachusetts, and Manchester, New Hampshire.

The Outreach Committee reserves a portion of our budget for unanticipated disasters that occur during the year. This year, we gave to organizations who are on the frontlines of the Covid-19 Pandemic.

2020 One Time Donations

- | | |
|----------------------------------|---|
| • Greater Boston Food Bank | https://www.gbfb.org/ |
| • Foundation for MetroWest | https://foundationmw.org/ |
| • Newton Wellesley Covid-19 Fund | https://giving.nwh.org/covid-19 |
| • Weston CARES Fund | https://www.westoncaresfund.org/ |
| • Waltham Community Day | https://www.communitydaycenter.org/mission |
| • Pathway to Possible | https://pathway2possible.org/about |

The Outreach committee's web page contains more information about these and other organizations we support, with links to these organizations' own web pages. If you are interested in finding out more about how to volunteer at one of these organizations or become involved in the Outreach Committee, please see Madelaine Kenyon, or any member of the Outreach Committee.

Respectfully submitted,
Madelaine Kenyon, Chair

WELCOME COMMITTEE

The Welcome Committee started the church year last February 2020 with a stellar group of church members to host our breezeway table every Sunday morning. Unfortunately, our committee's role of hosting the breezeway guest table came to a halt by March when the church needed to shut down and provide worship services and other meetings and gatherings on-line due to the pandemic.

Our committee members this year have been **Stephanie Lynch, Trish Mordas, Alice Moylan, Hugh Jones, Holly Kulow and Sue Newbury.**

Although the tasks of the Welcome Committee have been limited to hosting the table on Sunday, and following up with church guests, we are now trying to promote new ways to reach out to new members in the community, and attendees of events held

at First Parish. Our committee Zoom meeting has been a good place for us to brainstorm ideas. Many thanks to all of the committee's energy in thoughtfully working through different concepts. Now that we have an excellent website in place, and many active church on-line gatherings, we will continue to reach out to newly active attendees. Another goal is to engage current members and guests through our website to be more connected to our church community whether through creative videos. It is our hope that newly involved parishioners will find becoming a member of FPCW to be rewarding. We feel the on-line nature of reaching out to both parishioners and community members will be with us beyond the end of this pandemic. We look for creative ways to welcome new faces to the many varied programs that FPWC offers and will continue to support Rev. Barz-Snell in that effort.

We welcome the support of all church members to spread the good news of faith and community that we have all grown to cherish at this church. Better yet, send them a link to a service or forward the Parish Post! There is so much happening each week at our church that there is always something to share. We cannot wait to greet each and every one of you in person in the near future.

Respectfully submitted,
Georgia Foote

Welcome Committee Chairperson and SC Liaison

ALTAR FLOWER COMMITTEE

We are grateful for the generosity of many families who contribute to the beauty of the worship service by offering flowers for the altar in memory of loved ones or to celebrate a special event. Another way that families choose to remember loved ones is to dedicate a memorial plant for the Christmas or Easter services.

In March of 2020, the cancellation of in-person church services due to the pandemic impacted the willingness of donors to give flowers to an empty church! Once Rev. Jeff established Virtual services, the loyal donors returned to beautify the altar at Easter, Christmas and a few services in between. The former practice of delivering bouquets or plants to parishioners who are homebound or ill is still on hold.

The altar arrangements have been simpler this year, but the flowers actually show up better thanks to the camera and the video crew that is taping the services. Thank you Max, Jacob, Jonah and Laureland Rev. Jeff for your artistic perspective.

The supportive Flower Committee stands ready to participate when there is a need. Alice Moylan helped with the Thanksgiving altar, Gail Nozik and Pam Swain helped with outdoor Christmas decorations and Jessica Pohl filled the outdoor urns with evergreens.

I value the support of our Parish Administrator, Betsy Gibson, who can answer any question! Kudos to the resilience of Rev. Jeff and everyone on the staff who adjusted to the demands of 2020.

In 2021, if there is a special date when you would like to give flowers for the altar, please contact me (LRT.1@comcast.net).

With gratitude,
Lynn Taff, *Chair*

Flower Committee: Sandra Ashley, Barbara Elmes, Stephanie Lynch, Alice Moylan, Gail Nozik, Jessica Pohl, Pam Swain

ART GALLERY COMMITTEE

The First Parish Art Committee has, like many others, spent much of 2020 readjusting to pandemic realities and looking for new ways to serve our community and fulfill our mission. We believe we have found some success, and we look forward to 'building better' in the year ahead.

The committee has been chaired by Cynthia Berg and supported by members Fiona Roman, Larry Grob, Rob Kulow, and Camille Schmidek. Late in the year, Cynthia announced that she would be stepping down. It is with regret but much appreciation that we acknowledge Cynthia's vision and excellent leadership during these three past years and thank her for her efforts. Larry and Camille will be taking over as co-Chairs for 2021.

January 2020 saw the last 'brick and mortar' gallery exhibition, by artist Julie Laukkanen. In March, the pandemic necessitated the cancellation of artist Christopher Pullman's show, but the committee carried through by mounting a virtual, online exhibit of his works. Following this 'trial run', we undertook the development of a dedicated Mary Jo Rines Gallery virtual website (linked to the Church's newly introduced website) to host Pullman and additional artists. The first of these was watercolorist Paul Dudek, whose exhibit formally launched in early January 2021.

The committee has been exploring further ways to enhance engagement of First Parish and our broader Weston community with art, and we are excited to begin the new year with a reinvigorated lineup of virtual exhibitors. We are also exploring exhibits that will support such initiatives as our Welcoming Church and Social/Racial Justice programs.

Respectfully submitted,
Larry Grob and Camille Schmidek, *Co-Chairs*

COMMUNICATIONS COMMITTEE

The First Parish Communications Committee manages internal and external communications, including the church Web site, with assistance from the Parish Administrator.

In July we launched a new website updating our site that was built/coded from scratch over 20 years ago. Our former site held up beautifully for oh so long.

Our new site, still at <http://www.firstparishweston.org>, is user friendly, provides access to enhanced photography, social media and all of the information important to our congregation today.

During this time of COVID, the site provides links to our remote services as well as to several past services and sermons. We invite you to explore all the information it contains.

One important part of the former site that was not included in the new site is our archive, with 300 years of historical material and 20 years of on-line calendar listings. This resource is scheduled for development during 2021.

Respectfully submitted,
Paul Penfield, Jr., and Ray LaFrance, *Chair*

HISTORY COMMITTEE

During 2020 the History Committee has been planning and prioritizing its projects for 2021.

When the new church Web site was implemented in 2020, the archive section of the site was left behind. In 2021 the History Committee plans to provide the church with such a resource. This effort will entail investigating suitable software systems, identifying the types of digital objects to include, deciding what metadata to keep, and starting the process of populating the system with items.

Such an archive holds two kinds of items. One is new material, born digital, that is not now historic, but will be in the future. The challenge is to decide what is worth keeping. One example is the church calendar. The previous Web site had a calendar that automatically kept, in an archive, its entire contents. We have 20 years of calendar data available. Other examples are texts of sermons, videos of events including virtual services performed during the pandemic, perhaps orders of service, annual budgets, and minutes of various committee or church meetings.

The other kind is data and metadata about physical objects. The old archive had transcriptions of all the church covenants, images of some historic photographs, and transcriptions of one or two historic sermons. The purpose here is to make these available for public inspection without physical handling, so that the artifacts themselves are in less danger of deterioration.

Archive software provides four functions. It catalogs items, saves metadata, lets people view the objects in a Web browser, and publishes Web exhibits.

Respectfully submitted,
Mark Marder and Paul Penfield, Jr., *Chair*

LIBRARY COMMITTEE

The Library Committee receives, catalogs, and purchases books and supplies for the First Parish Library and maintains the library in an orderly manner. The committee consists of Stephanie Lynch (chair) and Joan Wilson, with Mary Marder as consultant. The library was quiet this year, but we did acquire a few books, including two new ones by our own local authors: *We Know it When We See It* by Richard Masland, and *Farm Town to Suburb: The History and Architecture of Weston Massachusetts* by Pam Fox, who donated the copy to First Parish. We continue to welcome donations and suggestions from members of the Parish.

Other acquisitions included:

- *The Whole Church* by Kenneth Reeves
- *Radical Compassion* by Tara Brach
- *Markings* by Dag Hammarskjöld
- *The Book of Awakening* by Mark Nepo
- *A Year of Living Mindfully* by Anna Black
- *New Seeds of Contemplation* by Thomas Merton
- *The Qur'an* by The Qur'an project
- *The New Prayer Shawl Companion* by Janet Bristow and Victoria Cole-Galo
- *Knitted Prayer Shawls* by Lisa Carnahan

- *How to Be an Antiracist* by Ibram Kendi (2 copies)
- *Timelines of History* by The Smithsonian
- *Priorities* by Anne Robertson

Respectfully submitted,
Stephanie Lynch, *Chair*

PASTORAL CALLERS & CARING COMMITTEE
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The goal of the Pastoral Caller Committee is to ensure that as a member of First Parish Church in Weston **“You will be cared for and you will be called upon to care for others.”** This Committee works closely with Jeff Barz-Snell, along with Sarah Napoline, to assist in visiting and supporting homebound members and to reach out to members and their families during their times of need. Members of this Committee are appointed by the minister.

In a normal year we make regular or episodic home visits, prepare and deliver meals, assist with transportation needs, and make phone calls and send written notes. In addition, with Lynn Taff’s help, we regularly deliver donated sanctuary flowers to our homebound members or to those who are ill or experiencing loss. Lynn uses the sanctuary flowers to create several new floral arrangements for us to deliver. This year, because of the pandemic, we’ve offered support and helped members by phone, letter, email and Zoom and delivered flowers and meals.

The Committee maintains a list of approximately 30-40 members who are either homebound or temporarily in need as well as a list of members living alone who might be at risk in the event of a snowstorm or other weather-related events. This was especially important in 2020 when many of us were isolated, lonely and needy during the pandemic.

To do this important work, we depend on everyone in our Church community to let us know when a fellow parishioner might welcome our support. Be assured that we recognize the fine line between being helpful and maintaining confidentiality. Feel free to call or email Betsy Gibson in the Church Office or contact one of the committee members to bring any need to our attention. All information will remain confidential.

We involve volunteers from our Volunteer Caring Network to assist with rides, visits, and meals when needed. We encourage all of our parishioners to be part of this Caring Network – especially in this time of COVID. Please contact the Church Office with your information. We will periodically contact those in the Network to let you know when your help is needed. This is also a great way to meet fellow parishioners and to strengthen our ties with one another.

Thank you to all who have volunteered and lent a helping hand during this unusual year and to all who contribute to making First Parish a vibrant and Caring Community.

Respectfully submitted,
Ellen Touart-Grob and Gail Nozik

2020-2021 Committee Members:

Rev. Jeff Barz-Snell
Rev. Sarah Napoline
John McCahan

jeffbarz-snell@firstparishweston.org
sarahnapoline@firstparishweston.org
jmccahan@bu.edu

Jean Masland
Trish Mordas
Gail Nozik
Ellen Touart-Grob

jdmasland@verizon.net
p.fennell@comcast.net
Gail_nozik@yahoo.com
etouartgrob@gmail.com

KNITTERS & STITCHERS / PRAYER SHAWL MINISTRY

In spite of the limitations imposed by this year of the pandemic, Joan Wilson, Linda Kilburn, Linda Woodside and Sue Newbury have knitted items for The Knitting Connection. Thank you to Betsey Gagnebin for conveying said items to TKC!

Many thanks also to Betsy Gibson for hosting our zoom gatherings. I think all of us find it a blessing to be able to see and chat with one another even though we can't sit together in the church parlor. Hopefully that day will return before the end of 2021! Meanwhile anyone who would like to join us may call the church office and tell Betsy you would like to receive her reminder email with the meeting ID.

(Go to www.theknittingconnection.org for more information about the Knitting Connection.)

Respectfully submitted,
Marcia Matthyse, *Facilitator*

WELCOMING CONGREGATION TASK FORCE

We have resumed our regular virtual meetings after a long recess related first to Covid-19, the protests about racism and police violence and, finally, awaiting the Election.

Charter: To organize and coordinate a program to help First Parish become more welcoming and inclusive of people of all sexual orientations and gender identities with an ultimate goal of being certified as a UUA Welcoming Congregation.

How do we get certified?

1. Measurable achievements in the areas of education, congregational life, and community outreach; and
2. A congregational vote in affirmation of being recognized by the Unitarian Universalist Association (UUA) as a Welcoming Congregation

Welcoming Congregation Programs and Events held to date:

1. Keith Kron After Church Program – “Beyond Categorical thinking”
2. Paul Langston Daley service and after church program - LGBTQ 101
3. Book Group Discussion on “Becoming Nicole”
4. After Church Community Forum with Ryan Copans, Outreach Manager for Greater Boston PFLAG
5. Initiating and leading the first OWL program ever at First Parish

Review of First Parish Materials.

- Church Forms have been reviewed and updated with gender-inclusive language.
- Hymnal: Because many historic hymns are not gender neutral, we are exploring a disclaimer at the front of the hymnal.

Order of Service.

Prior to UUA certification we are considering a welcoming statement in our Order of Service, e.g. . . .

“First Parish has long welcomed people with different perspectives, backgrounds and orientations. We are not yet designated as a Welcoming Congregation, but we happily welcome all people as part of our 21st century community and church.”

Social Media.

Identify and forward links to positive inclusive content, e.g., Record number of LGBTQ+ candidates elected in 2020 election, Pete Buttigieg nominated for Transportation Secretary, Academy Award nominee Elliot Page announces he is transgender, etc.

Ideas for Future Programs:

- Out MetroWest program on Zoom
- Program on Marriage Equality in Mass.
- Pride Week event. (May include lawn-signs)
- Valentine’s Day event and/or service

Committee Members: Lloyd Price, Chair, Christine Bishop, Chet Cekala, Dirk Coburn, Imogene Fish, Melissa Greenlaw, Sarah Napoline, and Jeff Barz-Snell.

Respectfully submitted,
Lloyd Price, *Chair*

WESTON CARES FUND

When the Weston Cares Fund was launched in April 2020, we thought it would be a *short-term* fund to provide emergency grants to non-profits and families facing food and housing challenges caused by COVID-19. Here we are, almost a year later, and the need for assistance has not diminished. We are continuing to receive applications from families who could never have imagined that their savings would have to last this long and non-profits who have been asked to step up and help so many with so little.

The WCF has been *incredibly* lucky to have such generous donors in our congregation as well as residents in Weston and surrounding towns. To date, we have raised more than \$154,000 of which more than 90% has been given to 76 families and more than 25 grants made to local non-profits. The WCF Committee continues to meet weekly to distribute grants to those in need and with your continued support plan to do so until this pandemic is over.

Respectfully submitted,
Madelaine Kenyon for the Weston CARES Fund Committee

REPORT OF THE NOMINATING COMMITTEE TO THE
ANNUAL MEETING OF
THE FIRST PARISH CHURCH IN WESTON, UU
February 7, 2021

STANDING COMMITTEE
Continuing Members at Large

Paul Kudirka – Second Term expires 2022
Mary Menino – First Term expires 2023
Donna Pearlstein – Second Term expires 2023
Donald Pierson – Second Term expires 2022
Janie Plank – First Term expires 2024
Mary Shaw – First Term expires 2024

Parish Clerk:

Chester (Chet) Cekala (2016) – to be elected to a one-year term

Treasurer-Collector:

Charles (Tod) Foote (2012) – to be elected to a one-year term

MUSIC COMMITTEE

Larry Coburn (2020)	Max Hall (2020)	Sharon Brown (2020)
Carol McKeen (2020)	Geoff Blum (2021)	Linda Kilburn (2021) ‡
Pate Pierson (2021)	Jim Vernon (2021)	

COMMITTEE FOR ADULT MINISTRIES & PROGRAMS (CAMP)

Pam Swain (2016)	Marcy Kudirka (2016)	James Metcalf (2017)
Denise Mosher (2017)	Nancy Piedra (2017) ‡	Sue Newbury (2019)
	Joan Wilson (2020)	

COMMITTEE FOR CHILDREN & YOUTH MINISTRIES (CCYM)

Mary Pat Hinckley (2018) ‡	Caroline Marple (2018)	Gail Palmer (2019)
Kim Pelzar (2019)	Sarah Faucett (2020)	Daina Selvig (2021)

FACILITIES COMMITTEE

Henry Reeder (2019) ‡ Bill Rousseau (2019)

MEMORIAL GARDEN COMMITTEE

Sandy Ashley (2019)	Dick Floyd (2019)	Ginnie Hibbard (2019)
Marnie Phillips (2020)	Stephanie Lynch (2020)	Barbara Elmes (2021)
	Gail Nozik (2021)	

OUTREACH COMMITTEE

Madelaine Kenyon (2016) ‡	Camille Schmidek (2017)	Jill Metcalf (2019)
Ellen Touart-Grob (2019)	Cynthia Brisky (2020)	Ginny Redpath (2020)

STEWARDSHIP COMMITTEE

Kurt Flory (2020) ‡	Anne Morgan (2020)	Tom Palmer (2021)
	Pam Wood (2021)	

DENOMINATIONAL AFFAIRS COMMITTEE

Sharyn Lenhart (2013) ‡	Larry Coburn (2016)	Dirk Coburn (2017)
Richard Weeks (2019)	Robert Gill (2020)	Christine Bishop (2021)
	Kathy Rousseau (2021)	

NOMINATING COMMITTEE

Melissa Greenlaw (2019)	Janie Plank (2019)	Cindy Flory (2020)
	Geoff Blum (2021)	

WELCOME COMMITTEE

Stephanie Lynch (2016)	Georgia Foote (2017) ‡	Alice Moylan (2017)
Trish Mordas (2019)	Hugh Jones (2019)	Holly Kulow (2020)
	Sue Newbury (2020)	

Assistant to the Treasurer (Audit):

Bruce Kirch – to be elected to a one-year term

A special thank you to the following people who have completed their terms and are not continuing on another committee:

Bob Kiskaddon, Ellie Pendergast, Stephanie Goff, Sylvia Whitman, Jim Lidington,
Jessica Pohl, Bruce Peterson, and Sally von Rumohr.

‡ **Liaison to Standing Committee**

() **indicates year elected to committee**

FPCW Proposed 2021 Budget (as approved by Standing Committee on 1/31/1

	2020 Approved Budget	2020 results	2020 Budget to Actuals	2021 SC voted Budget	2021 Budget to 2020 Budget
<u>Income:</u>					
Stewardship	\$440.0	\$431.1	(\$8.9)	\$400.0	(\$40.0)
Plate	\$20.0	\$13.6	(\$6.4)	\$20.0	\$0.0
Endowment	\$206.1	\$206.1	\$0.0	\$214.5	\$8.4
Net Short Term Interest	\$15.0	\$14.0	(\$1.0)	\$10.0	(\$5.0)
Facilities Use	\$58.0	\$38.5	(\$19.5)	\$40.0	(\$18.0)
Other	\$0.0	\$79.4	\$79.4	\$5.0	\$5.0
Total Income:	\$739.1	\$782.7	\$43.6	\$689.5	(\$49.6)
<u>Expenses:</u>					
Plate Sharing	\$2.0	\$0.9	\$1.1	\$0.0	\$2.0
Facilities Committee	\$123.1	\$126.1	(\$3.0)	\$116.1	\$7.0
335 utilities	\$10.0	\$6.3	\$3.7	\$8.0	\$2.0
Rox Wes Facilities Outreach	\$15.0	\$15.0	\$0.0	\$15.0	\$0.0
Real Estate Taxes	\$0.0	\$0.0	\$0.0	\$12.0	(\$12.0)
Outreach Committee	\$48.9	\$48.4	\$0.5	\$59.7	(\$10.8)
Denom. Affrs. Committee	\$34.1	\$33.7	\$0.4	\$35.4	(\$1.3)
CAMP	\$5.5	\$3.9	\$1.6	\$9.5	(\$4.0)
Music	\$69.5	\$66.9	\$2.6	\$64.8	\$4.7
CCYM	\$31.8	\$16.3	\$15.5	\$25.4	\$6.4
Welcome	\$0.5	\$0.0	\$0.5	\$0.5	\$0.0
Stewardship	\$2.9	\$2.8	\$0.1	\$2.0	\$0.9
Other (Marketing/Task forces)	\$6.0	\$5.1	\$0.9	\$10.0	(\$4.0)
Library	\$0.3	\$0.1	\$0.2	\$0.3	\$0.0
Ministry	\$125.0	\$125.0	\$0.0	\$127.0	(\$2.0)
Minister Housing	(\$26.4)	(\$26.4)	\$0.0	(\$26.4)	\$0.0
Professional Expenses	\$8.0	\$9.1	(\$1.1)	\$8.0	\$0.0
DFM/Asst Min	\$72.3	\$76.0	(\$3.7)	\$55.2	\$17.1
Ministerial Intern	\$3.0	\$0.0	\$3.0	\$3.0	\$0.0
Minister's Discretion	\$1.0	\$0.7	\$0.3	\$1.0	\$0.0
Office & Admin.	\$81.9	\$85.6	(\$3.7)	\$91.1	(\$9.2)
Staff Benefits	\$96.5	\$97.7	(\$1.2)	\$93.0	\$3.5
Compensation Adjustments	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0
To Reserves	\$28.2	\$28.2	\$0.0	\$40.2	(\$12.0)
Total Expenses:	\$739.1	\$721.4	\$17.7	\$750.8	(\$11.7)
Net Surplus (Deficit):	\$0.0	\$61.3	\$61.3	(\$61.3)	(\$61.3)