



**First Parish Church in Beverly
Unitarian Universalist
225 Cabot Street
Beverly, Massachusetts 01915**

**ANNUAL REPORT
2023-2024**

FIRST PARISH CHURCH IN BEVERLY UNITARIAN UNIVERSALIST
225 Cabot Street, Beverly, Massachusetts 01915
Annual Meeting
Wednesday, May 29, 2023
6:30 p.m.
Moderator – David Long

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AGENDA ANNUAL MEETING
Wednesday, May 29, 2024 6:30 P.M.
Moderator – David Long
Agenda

1. Call to Order
2. Gathering Words
3. Lighting of the Chalice
4. Reading of the Warrant
5. Receive Annual Reports
 - a. Staff
 - b. Financial
 - c. Standing Committees
 - d. Membership List
 - e. Nominations
6. Election of Board Members, Officers, Standing Committees, and Committee Members
7. Adoption of Church Budget for Fiscal Year 2024 -2025 beginning on July 1, 2024
8. Vote on a proposal to increase the spending floor above which any unplanned expenses require a congregational vote from the current \$3,000 to \$10,000.
9. Approve the proposed completion of the primarily grant-funded Hale Hall HVAC Replacement Project.
10. Extinguishing the Chalice

WARRANT OF ANNUAL MEETING 2024

WARRANT – CALL TO MEETING

Notice is hereby given to the members of First Parish Church in Beverly Unitarian Universalist qualified to vote in Parish meetings and elections that they are to meet in person on **Wednesday, May 29, 2024** at 6:30 pm to act on the following articles:

1. Receive all committee annual reports.
2. Elect the Moderator, Treasurer, Clerk and Committee Members for Parish Board, Building, Finance, Investment, Nominating, and Religious Education committees and other committees as specified by the Parish Board.
- 3.
4. Adopt our Congregational Covenant as preliminarily adopted by the Board in 2023.
5. Adopt a Church budget for the 2024-2025 fiscal year, beginning July 1, 2024.
6. Vote on a proposal to increase the spending floor above which any unplanned expenses require a congregational vote from the current \$3,000 to \$10,000.
7. Approve the proposed completion of the primarily grant-funded Hale Hall HVAC Replacement Project.
8. Conduct any other business as specified in the printed agenda of the Annual Report.

Witness my hand this 17th day of May 2024.

Signed:

Patty Lynch, Parish Board Chair

Proxy Info: If you are unable to attend in person, you may vote by proxy by assigning another member of the church to represent you and vote for you. Per church bylaws, you must inform the church of your assigned proxy **prior to the meeting**. Options:

- Call or email church office by noon on Wednesday May 29th at office@firstparishbeverly.org or 978-922-3968
- Call, email, or text David Long (clerk for the meeting) at 978-701-1800 or david.w.long@gmail.com
- Paper proxy forms will be available at the service on Sundays.

Note: Any member may represent and vote by proxy for one and only one other member.

First Parish Church in Beverly. Unitarian Universalist Annual Meeting Minutes May 31, 2023

Quorum met = 39+ in person and 6 proxies

Meeting convened at 7:02p

Scott Gorman acknowledged Rev Susan for past couple years, Rose Sheehan as acting director, Robert Littlefield on his retirement. Carol Collins to keep us on track and on schedule. Sexton Mike Donegan takes initiative to get the work done and keep our building in good shape. Past year challenges, new opportunities, created covenant for the board, year of thoughtful caring work.

Board Members – chalice lighting. “A House for our Dreams”. Dorie J Summer

Minutes of 2022 – approved

1. Annual Reports

a. Discussion

- i. Concern raised regarding individuals who do not fulfill criteria for membership and participation on boards/committees. M&VI is responsible for vetting membership but noted that everyone can attend meetings.
- ii. Investment report – total endowment amount what is it? Comment that the withdrawals are not at 5%, looks like it was 7.5%. Board relayed that this was agreed to last year. Took 65K from endowment as of today. 825K. Error in report – should be 7.5%
 1. Why did we spend more? Endowment was investment in future that we needed. We need those funds to continue work of our congregation, new minister, new music director. Question raised if the congregation votes on the what the withdrawal is and the answer was yes
 - a. Attendance is falling, but new minister, music director, etc., may impact. We should wait and see what happens over coming year and then determine what is important. Intentionally overdrawing on income instead of bail on items that we really want to keep.
 - b. Pledging needs to increase and Generosity is working on pledging
 - c. Congregation must be mindful of borrowing from itself.

2. Reports accepted

- iii. Deaconate – Judy Takata and Christine Zwicker no longer members. Pat Mitchell is a member but not on list.
- iv. Social Action – Jay Coburn staying, Elizabeth Miller not co-chairing
- v. David Miedema staying on Finance

2. Budget – Gina

a. Use of restrictive funds

- i. Monies collected for prior purposes – they will be dissolved and brought into main budget this year
- ii. 3 biggest expense items – worship, music, RE
 1. Pledges don't cover these

b. Installation of new minister – where are these costs in budget?

- i. Currently not in budget; next year's board will need to deal with this

- c. RE – do we actually have viable enough attendance? What is \$4500 for?
 - i. Youth group, training OWL, RE supplies
 - ii. Steve has seen increase in young families and they are our future.
 - iii. Rev Elizabeth and RE director will work together to develop a program that congregation can support
 - 1. NOT just kids but education for all membership (154)
 - 2. Soul Matters is included and is part of overall funding not just for kids
- d. What is number of pledge units?
 - i. Before covid – 100, now around 70-75
 - ii. Long tail to pledges
 - iii. Nice list of new members and hoping to grow back
- e. Budget has passed – all in favor
- 3. Acceptance of slate
 - a. Social Action – Cheri Guerin, Jay Coburn, Diana Neithamer added
 - b. Friends can attend meetings but just can't vote
 - c. Unanimously passed
- 4. New business
 - a. Took out line of credit (LOC) to cover construction costs with variable interest rate which a couple years ago was ok. Now 9+%
 - b. Sheila Costello noted that we don't need LOC and should convert to regular loan
 - i. UUA will give loan – around 6.8%; no closing cost
 - 1. In 7 years loan will go away, but we have to pay \$30,000
 - 2. Motion is to move forward with pursuing loan for \$168,600
 - 3. Empower the board to move forward?
 - 4. Bylaws say we can only vote on what is in warrant
 - a. This was just “new business”
 - 5. Will need a separate vote; so no motion
 - c. Silver – a couple pieces still in the bank. Will look at what they are worth – Arthur
 - i. It costs \$175 annually to store the silver.

Meeting adjourned at 7:55p

NEW MEMBERS
July 2023 – June 2024

Tony Ascenso
Tom Devine
Mark Holland
Elizabeth Anderson
Julia Norcross
Braden Willenbrock
Elle Hagan

DECEASED

Annamarie Martin 12/1/2023
Sally Loring 12/15/2023
Anne Egan 12/19/2023
Mickey Ratte 3/29/2024

ANNUAL REPORTS

STAFF REPORTS

MINISTER

Beloved church, as we close this first year of our shared ministry, I reflect back on a year of affirmation, curiosity, learning, and love. In August, you welcomed me openly, and we began our first year together with enthusiasm and hope. While our world continues to feel the impacts of the pandemic, we have been gathering safely and consistently throughout this year—a joy I no longer take for granted. This year has been marked by the excitement of new ministry, the welcoming of new individuals and families, and the sad loss of some beloved church members.

We have continued to be a congregation in transition, as we have reflected on the history of our music program, considered what we need and want from the future of music here at First Parish, and embarked on a search for our next Music Director. To date, the Music Director Search Committee has reviewed over a dozen applications, conducted initial interviews, and extended audition and interview invitations to our final three candidates. We look forward to completing this hire before the end of this church year. We also said good-bye to and celebrated the retirement of our long-time Administrator, Carol Collins, and welcomed our new Administrator, Nancy Siegel.

This year has seen all of our committees become robust with committed leadership and membership. During my candidating week last year, we talked of work to re-energize committees and refocus their work. We have seen the results of that work with vibrant committees this year. A few highlights include an RE Committee working to respond to changing needs as we imagine how Faith Formation can be sustainable in our busy world, a Pastoral Care committee developing a strong understanding of purpose and expanding knowledge and resources, and a Personnel Committee that drafted and proposed a staff benefits package that reflects our values and brings all staff into alignment, which the Board approved as policy.

We have engaged deep exploration of new proposed UU values, learning about each and considering our personal and communal roles in embodying them. We have engaged Faith Forward, a set of curricula for adults, beginning with the Inquirers program for those new to our congregation.

Beyond the walls of our church, your lives continue to adjust to our changing world. You have moved, changed jobs, and traveled for fun, for work, and for family. You have grieved the loss of beloved family and friends. You have navigated changing health needs of your own, your siblings, your parents. You have invested your time and energy in the activities of our lives that sustain our spirits, and have shared stories of moments of joy, recommendations for activity, advice, and cautions.

Together, we have asked how we can be even more present in the life of our city. In the fall, we hosted NARCAN training and other conversations to respond to the needs of our neighbors outdoors and guests at community meals. This spring, we launched a conversation about the changing dynamic of homelessness in Beverly, and we hope that will be only the first conversation in multifaith work that will serve our city.

I am continually in awe of the energy you have for this community. We continue to work on communication and collaboration between committees. With added focus on sharing information and avoiding siloing our work, we will create a more sustainable balance for our congregational work.

In the coming year, I encourage us to commit to the development of a robust Safe Congregations Policy and to centering covenants as a tool for small group and committee work. These tools help congregations navigate conflict well when it arises and, in our future, will help us experience conflict as generative rather than disruptive.

As we look at our long-term financial sustainability, we have an opportunity to be a vital space of community life and to generate income through further developing our rental program and exploring other potential revenue streams.

I am so very grateful for the leadership of our Board, especially our Executive Committee members Patty Lynch, Christine DiSaia, and Scott Gorman. Likewise, I carry enormous gratitude to the committee chairs and members, to our congregational staff, and to our Treasurer, Gina Coburn, who has taught me the patterns of our church, helped me continue our valued traditions, and been willing to take new risks with me. I am grateful to each of you who I have gotten to know over this year, and each of you who I will get to know better in the coming year.

As we close out this year, I feel even more certain of our shared ministry than I did when you called me as your minister a year ago. I cannot wait to see what the coming year will bring us.

In faith and with love,

Rev. Elizabeth Assenza, Minister

ACTING DIRECTOR OF RELIGIOUS EDUCATION

A central part of my work as the Acting Director of Religious Education has been to stay attuned to the shifting trends in religious education for children and youth as experienced within this faith community as well as within the multitude of Unitarian Universalist congregations both regionally and across the continent.

The prevailing trend throughout the association has been to move beyond Sunday School for children as the sole vehicle for religious learning and growth. This expanded approach embraces a vision of Lifespan Faith Formation.

Lifespan Unitarian Universalist Faith Formation seeks to build community within and across generations, while fostering the ongoing religious, spiritual, and ethical development of each individual wherever they are on their life's journey.

Lifespan Unitarian Universalist Faith Formation includes formal learning opportunities. It also includes participating in worship; experiencing fellowship and community through youth groups and multigenerational social activities; and engaging in collective service work.

This year's Religious Education program for children and youth moved to embrace the fuller ministry of Lifespan Unitarian Universalist Faith Formation with a monthly schedule that incorporated this broader range of experiences.

- **Every Sunday:** All Ages Begin in the Sanctuary
- **First and Second Sundays:** Learning Center Sundays K-7th Grades
- **Third Sundays:** Multigenerational Worship Sundays
- **Fourth and Fifth Sundays:** Special Project Sundays

The following highlights describe this year's key activities.

Education

Learning Center Sundays drew from the Soul Matters curriculum and focused on explorations of Unitarian Universalist values.

We also offered two levels of OWL (Our Whole Lives Sexuality Education). A total of 11 youth enrolled in the junior high program and eight children enrolled in the kindergarten/first grade

program. These programs met outside of the Sunday morning worship hour. The junior high group met on Wednesday evenings. The K/1 group met on Sunday mornings at 9:00.

Worship

Monthly multigenerational worship services ensured that all ages could access and be included in the elements of worship – the central activity of our community – while further strengthening connections across the generations.

We introduced “Soul Work” - an assortment of carefully curated materials for use during worship services. Soul Work activities are aligned with a model pioneered by UUA Lifespan Faith Engagement Specialist Joy Berry. Neuroscience has determined that certain types of handwork can aid focus when listening and that some activities - including sewing, knitting and mandala making – can stimulate the same brain activity patterns as those found during meditation, bestowing a calming, balancing effect.

Soul Work is intended for use by all ages.

Fellowship

Special Project Sundays focused on a variety of topics throughout the year. Of note were visits from lay leaders to help our children learn the many ways we “do church” such as Social Action and Pastoral Care.

Mystery Pen Pals returned this year and doubled the number of participants from the previous year. This program featured a two-way letter exchange between adults and children/youth with the goal of furthering cross-generational community building.

An All-Ages Fun Night in March provided yet another opportunity for strengthening connections and relationships across generations.

Service

An offshoot of the Special Project Sundays was the creation of the Young Justice Seekers. After a visit from Paul Willenbrock, our children enthusiastically took on the primary role of shepherding the monthly donation drive for Beverly Bootstraps. This provided an invaluable hands-on experience for our children to be part of the church’s service work.

Another opportunity for direct service work came when Rev. Elizabeth gave each child/youth at the March 10 worship \$20 with the charge to “use the money for something good/helpful”. Each recipient rose to the challenge and demonstrated thoughtful stewardship of their money.

Finally, for some of our high school students, participating in the Tuesday Night Supper program maintains their connection to and engagement with our faith community.

Youth Group

In November the youth group sponsored a field trip to Boda Borg in Malden. Boda Borg is a popular recreation center with activities that foster teamwork. The purpose of the trip was to strengthen bonds within the group, introduce new youth to the youth group, and to include older middle-school students to give them an experience of youth group activities.

In March they attended a UU Mass Action workshop on how to collectively lobby our state legislators on pending social action bills that was offered at the nearby Northshore UU Church in Danvers.

They will conclude this year’s activities with a special field trip in June.

Religious Education Support

Faith Formation was capably supported by the work of the Religious Education Committee – Diana Niethamer, Lindsley Rice, John Root, Monica Seavey, David Shawn, Amy Smith, and Julia Long, chair. Their service and commitment are invaluable gifts to this community.

I am grateful to belong to a supportive staff team. I extend my appreciation to the Reverend Elizabeth Assenza, Minister; Carol Collins, Former Church Administrator; Nancy Siegel, Current

Church Administrator; Ellen Powers, Interim Director of Music; and Mike Donegan, Sexton. Thank you also to the Parish Board. Your leadership makes it possible to do our work.

Submitted in faith and service,
Rose Sheehan, Acting Director of Religious Education

DIRECTOR OF MUSIC

It has been an absolute delight to serve as interim music director for the duration of the church year. Each Sunday, I experienced kind encouragement and support from the congregation and the minister for my playing and selections.

At the start of my tenure, I tentatively agreed to add choir to my musical repertoire. Although the choir is not in my wheelhouse, I felt it important that the church continue to hear the choir perform but also to sustain a small choir in preparation for the next church year and a new music director.

I made it clear to the congregation that the choir is open to anyone regardless of musical ability or the ability to read music. I am pleased to say a choir was formed and that choir has been enthusiastic and supportive of my direction (and abilities); I am grateful to each one of them. By the end of this church year, the choir will have performed eight times, just shy of my desired once a month. We have a stable choir of nine voices, having added a new voice in February. Also, we do have several more members who have been unable to sing for the remainder of the church year but who are likely to rejoin next season.

I have especially appreciated Rev. Elizabeth's support but also her giving me ample latitude in choosing music from across genres in support of her chosen theme. I felt it important to choose a broad spectrum of music during this interim period to give the congregation the experience of and imagination for a new music program beyond the traditional organ works of the past. Although I included organ pieces, they did not dominate the music of any service and drew from Baroque, classical, and contemporary works. I mainly played new age classical music on piano, but also classical and the occasional pop piece when a particular theme called for it or was requested.

We are able to improve that transition time that completes collecting the offertory and the Times for All Ages segments by way of music. An Offertory Response song introduced a signal to the ushers to bring down the offertory, and a musical interlude filled the silence while the children leave the sanctuary for programming downstairs. The addition of a Song Leader, from among the choir, who sings upfront with the microphone helps lead the congregation in the hymns but is especially beneficial in helping the congregation learn new hymns.

I enjoyed working with lay leaders and guests to support their visions for their respective services. And at the time of this writing, I am planning on a lightweight Music Sunday with the choir. I would encourage a new Music Director to build in at least one Music Sunday during the church year that would give the choir a chance to learn and perform several more involved pieces.

The organ had several repairs and requires major renovation. However, during the heating season, adding a humidifier might help alleviate some of the more egregious air leakages. The piano was tuned and also had minor repairs. Both instruments are playable; I have left the new music director business cards for servicing the instruments.

It's been a pleasure to play for such a supportive and enthusiastic congregation and to serve with and support a minister committed to building a music ministry and program.

With peace and gratitude, respectfully submitted,

Ellen Powers
Interim Music Director

CHURCH ADMINISTRATOR

As the new Church Administrator, I am in a learning curve of my responsibilities. As I learn my position, my first responsibility has been to insure that the Week at First Parish Newsletter, Order of Service and webpage updates are kept current. Deposits of Pledge dollars received at Sunday Services are deposited and posted to the correct individuals. Financial issued are communicated with the Treasurer as they arise. Requests for information received from Church members is completed in a timely manner. As I started close the end of the Church year, the Annual Report was updated to current year and reports posted as received. Thank you to all the Chairs/Co-Chairs in getting their reports in on a timely manner.

We received the Certificate for Use of Elevator on 1/5/2024 with an expiration date of 12/31/2025. The Annual Boiler Inspection will be done on 5/22/2024. Our building was inspected by the City of Beverly Inspector and the Certificate of Inspection was issued on 12/28/2024.

I want to thank all the Congregants who have given me a warm welcome to First Parish Church. I truly believe I have found a new "home".

Respectfully submitted,
Nancy E. Siegel

SEXTON

I continue to refine my weekly and monthly schedule. Setup and tear down for church events and suppers are part of my routine. I also continue to do repairs in the church as needed. Daily cleaning of the church keeps the building presentable. Communication between myself and the other staff members has been excellent.

Respectfully submitted,
Michael Donegan, Church Sexton

FINANCIAL REPORTS

First Parish Unitarian Universalist Church Budget vs. Actuals Fiscal Year 2024 July 2023 - June 2024

	Actual as of 5/1/24	Budget	Budget Variance	Actual as % of Annual Budget
Sources of Funds				
2024 pledges	154,972.20	200,000.00	-45,027.80	77.49%
Contributions	16,586.34	19,200.00	-2,613.66	86.39%
Dormant restricted funds	9,977.00	9,977.00	0.00	100.00%
Endowment Withdrawals	83,800.00	83,800.00	0.00	100.00%
Fundraising Revenue	6,310.00	7,000.00	-690.00	90.14%
Pledges 2023	6,376.00		6,376.00	
Religious Education Income	1,375.00	500.00	875.00	275.00%
Rentals	1,100.00	800.00	300.00	137.50%
Total Sources of Funds	\$280,496.54	\$321,277.00	-\$40,780.46	87.31%
Expenditures				
1 Salaries				
Administrator	19,008.46	20,580.00	-1,571.54	92.36%
Childcare	1,075.00	1,200.00	-125.00	89.58%
Director of Music	16,361.25	23,200.00	-6,838.75	70.52%
Minister Salary & Housing	72,562.32	85,828.00	-13,265.68	84.54%
Religious Education Director	22,935.44	27,105.00	-4,169.56	84.62%
Sexton	10,459.25	14,027.00	-3,567.75	74.57%
Tech Support		1,200.00	-1,200.00	0.00%
Total 1 Salaries	\$142,401.72	\$173,140.00	-\$30,738.28	82.25%
2. Benefits				
			0.00	
Employer Paid Taxes	6,059.16	6,588.00	-528.84	91.97%
Ministers Insurance Health and Dental	8,789.39	12,592.00	-3,802.61	69.80%
Ministers Insurance Life and Long Term Disability	1,680.23		1,680.23	
Ministers Professional Expenses	4,329.36	8,000.00	-3,670.64	54.12%
Ministers Moving Expenses		2,500.00	-2,500.00	0.00%
Ministers Payment in lieu of FICA	5,634.38	6,579.00	-944.62	85.64%
Ministers Pension	6,657.06	8,600.00	-1,942.94	77.41%
RE Insurance		3,792.00	-3,792.00	0.00%
RE Pension	2,064.04	2,439.00	-374.96	84.63%
RE Professional Expenses	430.00	1,250.00	-820.00	34.40%
Workers Comp Insurance	1,605.00	1,634.00	-29.00	98.23%
Total 2. Benefits	\$37,248.62	\$53,974.00	-\$16,725.38	69.01%
Administrative Expenses				
			0.00	
Copy Machine	3,097.01	2,856.63	240.38	108.41%
Credit Card Fees	121.53	200.00	-78.47	60.77%
Payroll Expense	3,502.98	3,200.00	302.98	109.47%
Software	975.13	600.00	375.13	162.52%
Supplies for Office	757.24	968.37	-211.13	78.20%
Vault Storage	175.00	175.00	0.00	100.00%

Total Administrative Expenses	\$8,628.89	\$8,000.00	\$628.89	107.86%	
Bank Charges & Fees	0.00		0.00		
Board	85.00	500.00	-415.00	17.00%	
Building			0.00		
Capital Improvements	2,700.00		2,700.00		
Insurance Building	11,956.00	11,984.00	-28.00	99.77%	
Maintenance	15,664.19	6,000.00	9,664.19	261.07%	
Total Building	\$30,320.19	\$17,984.00	\$12,336.19	168.60%	
Communications		300.00	-300.00	0.00%	
Diaconate		50.00	-50.00	0.00%	
Finance			0.00		
ETRC fee	7,400.00		7,400.00		
Total Finance	\$7,400.00	\$0.00	\$7,400.00		
Total Flowers	\$120.50	\$1,000.00	-\$879.50	12.05%	
Total Fundraising Expenses	\$	\$	\$700.00	-\$34.44	95.08%
Generosity	35.87	300.00	-264.13	11.96%	
Hospitality	352.98	800.00	-447.02	44.12%	
Interest Paid on Loan	14,029.91	16,500.00	-2,470.09	85.03%	
Membership		500.00	-500.00	0.00%	
Music and Worship			0.00		
Candles		150.00	-150.00	0.00%	
Guest Speaker (Worship)	385.00	1,400.00	-1,015.00	27.50%	
Instrument Maintenance	1,100.00	550.00	550.00	200.00%	
Music	116.67	150.00	-33.33	77.78%	
Music Guest Performers		600.00	-600.00	0.00%	
Music Section Leads		500.00	-500.00	0.00%	
worship supplies	440.13	150.00	290.13	293.42%	
Total Music and Worship	\$2,041.80	\$3,500.00	-\$1,458.20	58.34%	
Pastoral Care Committee Expenses		50.00	-50.00	0.00%	
Personnel Committee		300.00	-300.00	0.00%	
Religious Education					
OWL class	693.39		693.39		
OWL Training	865.63	1,500.00	-634.37	57.71%	
Supplies RE	892.01	2,000.00	-1,107.99	44.60%	
Youth Group Expenses	554.06	1,000.00	-445.94	55.41%	
Total Religious Education	\$3,005.09	\$4,500.00	-\$1,494.91	66.78%	
Social Action			0.00		
ECCO	1,000.00	1,000.00	0.00	100.00%	
Social Action General		300.00	-300.00	0.00%	
Supper Expense	2,877.00	3,200.00	-323.00	89.91%	
Total Social Action	\$3,877.00	\$4,500.00	-\$623.00	86.16%	
Tech Equipment for Services		2,600.00	-2,600.00	0.00%	
Utilities					
Electricity	3,538.95	5,623.00	-2,084.05	62.94%	
Elevator Telephone Monitoring	432.00	450.00	-18.00	96.00%	
Gas monthly	8,165.09	6,575.00	1,590.09	124.18%	

Telephone and Internet	3,590.83	4,222.00	-631.17	85.05%
Water/Sewer	848.40	1,130.00	-281.60	75.08%
Total Utilities	\$16,575.27	\$18,000.00		92.08%
UUA Fair Share Dues	11,900.00	14,378.00	-\$1,424.73	82.77%
Total Expenditures	\$278,688.40	\$321,576.00	-\$42,887.60	86.66%
Net Operating Revenue	\$1,808.14		\$2,107.14	
Other Revenue		\$299.00		
Capital Campaign donation			to be applied to loan	
	\$50			
Ministerial Search Unused Funds from Prior Year	\$1,957			
2025 Pledge	\$9,083		to be applied to FY 25	
Restricted Funds				
Ministers Discretionary Account	\$1,994			
Organ Fund	\$2,320			
Balances				
Checking Account as of 5/3/24	\$8,683			
Endowment Balance as of 4/30/24	\$629,687			

Next Year's Proposed Budget

First Parish Unitarian Universalist Church

2025 Budget

	2024 Budget	2025 Budget	Difference from 2024
Sources of Funds			
2024 pledges	200,000.00	220000	20,000
Contributions	19,200.00	19200	0
Dormant restricted funds	9,977.00	0	-9,977
Endowment Withdrawals	83,800.00	80000	-3,800
Fundraising Revenue	7,000.00	8000	1,000
Religious Education Income	500.00	1000	500
Rentals	800.00	5000	4,200
Total Revenue	\$ 321,277.00	333200	11,923
Expenditures			
1 Salaries			
Administrator	20,580.00	18250	
Childcare	1,200.00	1230	
Director of Music	23,200.00	23500	
Minister Salary & Housing	85,828.00	88150	
Religious Education Director	27,105.00	27783	
Sexton	14,027.00	18250	
Tech Support	1,200.00		
Total 1 Salaries	\$ 173,140.00	177162.625	\$ 4,023
2. Benefits			
Employer Paid Taxes	6,588.00	6765	
Ministers Insurance Health and Dental	12,592.00	12472	
Ministers Insurance Life and Long Term	0.00	1841	
Disability			
Ministers Professional Expenses	8,000.00	8815	
Ministers Moving Expenses	2,500.00	0	
Ministers Payment in lieu of FICA	6,579.00	6743	
Ministers Pension	8,600.00	8815	
RE Insurance	3,792.00	0	
RE Pension	2,439.00	1642.5	
RE Professional Expenses	1,250.00	1250	
Workers Comp Insurance	1,634.00	1650	
Total 2. Benefits	\$ 53,974.00	49994	\$ (3,980)
Administrative Expenses			
Copy Machine	2,857.00		
Credit Card Fees	200.00		
Payroll Expense	3,200.00		
Software	600.00		
Supplies for Office	968.00		
Vault Storage	175.00		
Total Administrative Expenses	\$ 8,000.00	8800	\$ 800
Bank Charges & Fees	0.00		

Board	500.00	500		
Building	0.00			
Capital Improvements	0.00			
Insurance Building	11,984.00	12000		
Maintenance	6,000.00	10000		
Total Building	\$ 17,984.00	22000	\$	4,016
Communications	300.00	520	\$	220
Diaconate	50.00	50		
Finance	\$ 0.00	100	\$	100
Flowers and Plants	\$ 1,000.00	300	\$	(700)
Fundraising Expenses	\$ 700.00	700		
Generosity	300.00	300		
Hospitality	800.00	800		
Interest Paid	16,500.00	20484	\$	3,984
Membership	500.00	500		
Music and Worship				
Candles	150.00	150	\$	-
Guest Speaker (Worship)	1,400.00	1155	\$	(245)
Instrument Maintenance	550.00	550		
Music	150.00	150		
Music Guest Performers	600.00	600		
Music Section Leads	500.00		\$	(500)
Worship Supplies	150.00	650	\$	500
Total Music and Worship	\$ 3,500.00	3255	\$	(245)
Pastoral Care Committee Expenses	50.00	50		
Personnel Committee	300.00	300		
Religious Education				
OWL Class and Training	1,500.00	1,500.00		
Supplies RE	2,000.00	2,000.00		
Youth Group Expenses	1,000.00	1,000.00		
Total Religious Education	\$ 4,500.00	\$ 4,500.00		
Social Action				
ECCO	1,000.00	1000		
Social Action General	300.00	300		
Supper Expense	3,200.00	4800		
Total Social Action	\$ 4,500.00	6100	\$	1,600
Tech Equipment for Services	2,600.00	2600		
Utilities	0.00			
Electricity	5,623.00			
Elevator Telephone Monitoring	450.00			
Gas monthly	6,575.00			
Telephone and Internet	4,222.00			
Water/Sewer	1,130.00			
Total Utilities	\$ 18,000.00	19000	\$	1,000
UUA Fair Share Dues	14,378.00	14791	\$	413
Total Expenditures	\$ 321,576	\$ 332,807	\$	11,231
Net Operating Revenue	-\$ 299	\$ 393		

STANDING COMMITTEE REPORTS

PARISH BOARD

This has been a tremendous year of growth and change for FPC Beverly. I'm honored to have served as President of the Parish Board during the on-boarding of our newly settled minister, Rev. Elizabeth Assenza. I am also honored to serve alongside all the board members of this church year, Scott Gorman, Christine Disaia, Dave Long, Nathan Seavey, Kristen Cotter and Diana Neithamer.

My goal as president this year was to practice leaning into shared leadership and create a structure whereby the whole board shares in the administrative aspects of the board. To that end, I implemented a sign-up sheet for roles during the meeting, note/minute-taker, process observer, opening reading and check-in question. This sign up has been immensely helpful in creating an equitable way to share the duties of the meeting.

As a board we had to call a special congregational meeting in February of 2024 to call for a vote to pay off our line of credit by using our endowment funds. We worked together as a team to create materials, slides and communications with the congregation and the vote was successful. At that same meeting we got authorization to apply for a federal relief grant related to payroll expenses during the pandemic. That application remains in process at the time of this report but if we are awarded the funds, they will be a wonderful infusion for our next church year.

The board has also been working with the personnel committee and Rev. Assenza in our hiring practices, job postings, etc. for the hiring of 2 key positions this year. Through recommendations from Rev. Assenza, the personnel committee and committee on ministry, we have created roughly \$20,000 in savings while creating a fair and equitable pay scale and workplace.

Again, it has been an honor to serve this year.

Respectfully submitted by Patty Lynch, First Parish Church Board Chairperson
submitted on behalf of the 2023/2024 Board and with appreciation for their efforts!

PARISH COUNCIL

This full report may be amended upon receipt of the Parish Council report.

TREASURER'S REPORT

The Finance Committee met monthly without a chair, but with some major accomplishments:

- **Converting Loan Payments:** In February the congregation voted to obtain a fixed rate loan from our endowment fund which results in lower monthly interest. However, our monthly rates have increased as we are now paying down the

principal as well as the interest on the loan. The credit line we had in the past was not paying down principal.

- Employee Tax Retention Credit: PayChex, our payroll vendor, has completed the application for an ETRC credit for retaining employees during and post COVID while we experienced income decline. Although this application process costs us \$7400, we hope to receive approximately \$60,000 back from the Federal Government.

Pledge contributions have been coming in steadily, although we still have about 20% of current year pledges which have not been paid. Many thanks to the Generosity Committee for their follow-up this past September with members who didn't pay the prior year. These calls resulted in over \$6,300 of late pledge payments which helped this current year's budget.

Linda Andrist ran a fun and successful fall fair fundraiser. Thanks to Linda and the volunteers who helped make that a successful and fun event.

We had an unexpected building maintenance issue last summer that required a new ejector pump and plumbing work costing over \$9000. Fortunately, we also had an unexpected large contribution for the same amount.

We held quarterly meetings with members of Finance, Investment, Generosity, and the Board. The purpose of these meetings was to better understand the church finances and jointly consider improvements to income and expenses.

Many thanks to the members of the Finance Committee, Mike Dietze, Patty Freeman-Lynde, Carol Jones, Dave Miedema, Jon Rice and Ted Roselund. Mike, David, and Patty will be coming off the committee after many years of service. I look forward to continuing next year with Carol, Jon and Ted as well as the addition of Paul Manzella.

Gina Coburn, Treasurer

INVESTMENT COMMITTEE

This full report may be amended upon receipt of the Investment Committee's Report.

RELIGIOUS EDUCATION COMMITTEE

This full report may be amended upon receipt of the RE Committee's Report.

BUILDING COMMITTEE

Our membership over the past year included seven active members:

- Max Waldron
- Mark Holland
- Susanne May, Architect AIA
- Mike Hardiman, Architect AIA NCARB
- James Mitchell
- Jay Coburn
- Gabe Petino, Architect AIA

We are always eager to speak with First Parish members about the building and especially with folks with interest or specific skills in the following areas:

- Building Maintenance
- Historic Preservation
- Structural Engineering
- HVAC Engineering

Regular Meetings

We meet on the first Tuesday of every month at 7:00pm for 1 to 1-1/2 hours to review building issues, project progress, and plans for our out-of-meeting activities. We meet in-person or by Zoom, depending on whether there is a need to be present in the building and to make meeting attendance more convenient for remote participants

Two Main Functions

Our main functions are:

1) Building Repairs & Maintenance: We keep a list of the physical repairs that need to be addressed around the building and assist where we are needed. We coordinate with the church Sexton and Administrator on these tasks and on regularly scheduled maintenance and various required inspections.

2) Project Planning and Management: We keep a running list of potential future projects that the church will need or might want as funding and other resources allow. We share this list with church leadership and suggest strategies for how the projects could be grouped and executed as well as the inter-relationship of the projects. We collaborate with outside contractors, church staff, lay leaders, and volunteers to coordinate work on active projects

Current Projects

A) Hale Hall HVAC

We applied for a \$200,000 ARPA grant to replace the HVAC system in Hale Hall. We were awarded \$130,000 from the City of Beverly. Our project team is working with our pro bono HVAC engineering team and potential contractors to see how we can complete the project for less than the proposed budget. The project will include taking down the ceiling tiles in Hale Hall, disposing of overlying debris, installing new electrical and mechanical systems, replacing fluorescent fixtures with LED lighting, painting the ceiling grid, and reinstalling or replacing the ceiling tiles. Current cost estimates have us looking for up to \$50k in scope reduction or additional funding.

B) MassSave

Max Waldron worked with MassSave on their audit of our building. We have received information from MassSave on energy usage and savings which we are looking at beginning with the Hale Hall HVAC work. Energy use improvements will qualify for incentive subsidies under current government and utility company programs.

C) Belfry

American Steeple performed in-depth exploratory work which revealed the extent of belfry repair needs. To fully restore the Belfry will be a major effort at a cost of hundreds of thousands of dollars, requiring a major capital investment. This information has been shared with our Grants Task Force to explore potential sources of outside funding in addition to a church capital campaign.

D) Rear Corridor Shading

The new Rear Corridor Shading project was installed last year thanks to a generous gift from Donna Armstrong.

E) Building Grant Task Force

We have been providing information and advice to the BGTF. We seek to assist them in any way that we can.

F) Boiler

The existing boiler dates from the 1974 renovation, is now nearly 50 years old, is very inefficient in comparison to modern boilers, and has significant corrosion problems. The main issue is one of risk: when it does die, it may well be in the middle of winter when we need it immediately.

Committee Funding

We proposed an increase in the budget for the coming year to better reflect the level of expenses we have experienced over the past couple of years.

COMMITTEE AND TASK FORCE REPORTS

DIACONATE COMMITTEE

The Diaconate held three meetings this year. We participated in the Main Streets Halloween event and walked or rode in the Santa parade. We shared the mission of the committee with the congregation and rules to apply. We welcomed four new members. Linda Andrist once again chaired the Holiday Fair. We sponsored the Welcome Back to Church Breakfast in September. We provided a basket for the Church Fair. We talked with Rose about doing a "Kids Night Out" jointly with the Youth Group. While it didn't work out this year, we may try again next year. Linda Andrist and Carol Ballantyne agreed to chair the committee for one more year.

Respectfully submitted,
Carol Ballantyne and Linda Andrist, Co-Chairs.

PASTORAL CARE

The Pastoral Care Committee mostly met monthly in person this past church year. Current members are Vicki MacLean-Chair, Donna Armstrong, Dannie Borghesi, Dorothy May, Paul Willenbrock and Rev. Elizabeth Assenza. Our beloved member, Anne Egan, passed away in December 2023. Her friendship, organizing skills, and caring for the people of our church is sorely missed.

Our committee continues to provide support to First Parish congregants in their time of need by coordinating meals, transportation to appointments and personal visits. We have sent cards and made phone calls to our members and friends to celebrate their joys and acknowledge their sorrows this year. We maintain a spread sheet of additional helpers for our committee (in which will be updating).

We are working on a Community Resource pamphlet which will list helpful websites. We hope to have this completed and available with the other resources displayed in the narthex in the Fall.

We are also working on a covenant for our committee to identify our responsibilities to our church members and friends. This is a work in progress.

We would like a dedicated email address for our congregants to contact us directly.

We are deciding if "Pastoral Care Committee" is a true definition of who we are and what we do. Other UU churches use names like Caring Committee (Team) and Helping Hands to describe the work that their committees do for their churches.

We will be identifying the members of our committee with a wooden heart tag attached to our name tags.

As always, our committee profoundly respects and holds dear the confidence and privacy of our members and friends.

Respectfully Submitted,
Vicki Maclean-Chair

MUSIC AND WORSHIP

The Music and Worship Committee convened every month. We have used the Soul Matters monthly themes to help prepare for Sunday worship. We have explored the idea of shared ministry,

which invites lay leaders to participate in the presentation of worship. Part of the exploration included cultivating the spiritual practices of reflecting in writing on texts related to Soul Matters themes during the meeting. We would read a text, write about it, and share our thoughts. I am grateful to have shared this process with committee members.

As we reflected on Sunday services, we provided Rev. Elizabeth and Interim Music Director Ellen Powers feedback based on our observation and conversation with the congregation. We have learned that the Order of Service is a living document that can be adjusted and shifted to meet the needs of a service. Some of the key points of conversation were the music following the offering and the expectation of congregants during the postlude.

I would like to thank committee members for fulfilling the role of Worship Associate on Sunday mornings. It requires attention to many details before and after service, and it asks Worship Associates to facilitate with compassion and clarity during the service. Brenda Briana, Ivy Butterworth, Rick Butterworth, Skye Kaye, Melissa O'Connell, Arthur Thompson, and Candyce Wainwright were our wonderful Worship Associates this year.

Respectfully Submitted,
Brad Willenbrock
Chair of the Music and Worship Committee

MEMBERSHIP (OMIM) Annual Report

Chair: Lynn Willenbrock

Members: Steve Hoy, Nelda Quigley, Gina Coburn, Mary Lynn Treppa, Nancy Kelly,

Vision and Purpose Statement: Membership and Volunteer Involvement wants to nurture a spectrum of healthy and sustained participation and shared leadership for First Parish Beverly. Our goals are to reach out to our greater North Shore community to inform and interest those individuals and families who might be seeking meaningful worship experiences and inclusive fellowship. We strive to enable curious visitors to become connected friends and committed members. We want to enrich our spiritual community by discovering, nurturing, celebrating, and benefiting from our many individual talents. We want to create a supportive, and well-balanced approach within our church culture where members enjoy and practice accountability around learning, creating, serving and leading in their spiritual home. We do this by: welcoming visitors and potential members; helping them to integrate into our community; and planning and conducting activities that build fellowship and connections. We interact with the congregation to determine members' skills, talents, and interests. Then we seek to match these gifts with operational needs to lead and serve on our various task forces, teams, and committees.

Committee Activities and Accomplishments: We began the year by examining the concept of considering membership as a spectrum of congregational participation from curious visitor to having a lifelong involvement. During the summer we welcomed several visitors to our outdoor meeting site down by Beverly's seashore at Dane Street Beach. In September we concentrated on creating a welcoming spirit. Each Sunday we officially greeted and warmly engaged congregants and newcomers. We began documenting the information we gathered as we interacted with newcomers. We developed an Usher Training Information Sheet designed to help ease new ushers into their job. We developed an usher recruiting plan and scheduling process.

In September, in order to begin familiarizing parishioners about opportunities to serve our FP, M&VI developed and held a "Building Community Fair" (on Sunday the 22nd). Nine committees participated and 28 people signed lists indicating an interest in learning more about that particular committee's area. Also in the fall, M&VI worked hard to gather and construct gift baskets to present and sell in the Silent Auction at our Annual Holiday Fair.

In the new year M&VI helped Rev Elizabeth present the eight-part Inquirers Series. These were discussion oriented small group sessions designed to welcome newcomers into the life of our congregation. This series culminated as part of our Marking our Milestones Celebration in June. This year, we anticipate seven new members will have signed our membership book by then.

From March through May, M&VI initiated its Nomination strategy and campaign. The steps toward developing our FPC leadership roster included developing an easily filled out electronic Committee Query Form, where chair people could succinctly describe details about the workings of their group, so that parishioners could be aware of the scope of their work. In addition, we developed an electronic committee Timeline Form, such that prospective members could avail themselves of a summary of the types of tasks that the committee does and in what month of the year. An M&VI member personally contacted each chair to explain and assist them in filling out these forms. There was a 100% response rate from Chairs in filling out the Query form. We will continue to encourage and assist chairs in filling out the TL Form. M&VI members also interacted with chairs to determine their personnel needs and to discuss appropriate candidates for M&VI to invite to meet those needs, thus developing the best FPC leadership roster possible. The results of our efforts are visible in this report.

Respectfully submitted,
E. Lynn Willenbrock, M&VI Chair

COMMUNICATIONS COMMITTEE ANNUAL REPORT

Progress Report: 2023-2024

- Began recording and disseminating video excerpts of services, led by Paul Manzella.
- Grew First Parish social outreach on Facebook and Instagram.
- Developed and issued press release announcing the arrival of Rev. Elizabeth Assenza and received local media coverage.
- Met with Rev. Elizabeth for intro to First Parish website, social media, and e-mail comms, providing access and offering any training/support as needed.
- Launched First Parish website analytics tracking via Google Analytics.
- Added new member to committee, Tony Ascenso.
- Improved Google search ranking to #3 for “Beverly Massachusetts church” and #4 for “Beverly MA church.” Last year we ranked #8 for these search terms and the year before that we were not on the first page, so this is significant and ongoing progress in our online visibility/digital presence.
- Issued press releases to local media denoting Holiday Fair and spread word via limited ads and posts on community Facebook pages.
- Compiled and shared monthly website donation reports.
- Recovered from email DDoS attack in less than 24 hours.

Goals for 2024-2025

- Invest in premium SEO plugin and implement to further improve our search engine rankings as well as visual appearance on social media and in search engine results.
- Advance dissemination of service video excerpts via social media.
- Grow First Parish social outreach on Facebook, Instagram, and YouTube.
- Solicit materials and create a “This Is First Parish” intro video.
- Continue media relations outreach to local media when opportunities arise.
- Budget-permitting, place Google Ads to appeal to local “church shoppers.”
- Engage with UU Website Lab Facebook group to stay informed of potential improvements that can be implemented for UUA website template.

Commentary

The Communications Committee looks forward to gathering video from members and friends in the year ahead to be used in a "This Is First Parish" video. We hope to begin collecting footage soon and to interview Rev. Elizabeth Assenza soon as well.

Respectfully submitted,
Michael Keefe-Feldman, Chair
Members: Tony Ascenso, Barney Beal, Carol Girard, Paul Manzella

GENEROSITY TEAM REPORT

2024 HIGHLIGHTS:

- Conducted in-person canvass with meetings with focus on our hopes for the future of First Parish; sought to reach larger number of participants with earlier start, outbound invitations, and more opportunities to meet.
- While over 50 members and friends shared their experiences in seven group sessions, we were left with almost as many members and friends to reach by mail only.
- Conducted second Year-End Appeal.
- Updated and delivered clear message on the financial challenges we face.
- While we have welcomed many new individuals and families to the church, we have not made up for the decline in pledging households that we experienced over the past several years.
- First Parish needs about \$344,000 to fully fund our programming in the coming year. We had 85 pledges this year. That breaks down to an average of over \$4000 per pledge donor. Currently 60% of us currently pledge less than \$1000 and those who are able to pledge more are not numerous enough or rich enough to make up the difference.
- To close the gap between program needs and pledged contributions, our budget relies on an excess withdrawal from our endowment fund; this is not sustainable over the long term. We need to explore additional sources of income as well as continue to educate members and friends on ways to support the church.
- Our shared challenge is to move those of us who are able into higher levels of pledged giving. If half of us pledging less than \$1000 could move to a pledge level of \$1,500, and folks giving more than \$1000 move up 20%, we would cover much of the gap we need to close.

PLANS FOR THE COMING YEAR:

- Complete annual campaign by asking all who have not yet made a pledge to consider what you can do to financially support this church and its mission to the larger community and to then pledge as generously as you are able.
- Explore offering a subscription giving option to regular donors.

- Continue our work to reach the full congregation of members and friends with the information we all need to sustain the work of this church and our Unitarian Universalist faith in the future.
- Recruit new members and friends to join us in this work.
- Gratefully recognize all those who sustain First Parish with their pledged support and generous gifts.

GENEROSITY BACKGROUND

The Generosity Team was convened by the Board in 2019 to coordinate fund-raising activities at First Parish. These responsibilities were formerly conducted by the Finance Committee and typically focused on conducting a 3-month annual campaign to support the church. The creation of this group was modeled after successful examples of how other UU Churches have organized their fund-raising activities. It is intended to be a group that makes the activities which support church financial needs more closely reflect our joys, values, and spiritual practices.

Members of the Team are Kathleen Feldman, Paul Willenbrock, Maureen Driscoll, Mary Lynn Treppa, Jay Coburn, and Reverend Elizabeth Assenza (ex officio).

As we complete our sixth year of First Parish fund raising, we have seen some strengths relative to what other churches have experienced, and we see challenges for all of us as a congregation. If you are interested in learning more about fund raising at First Parish or helping us nurture a stronger culture of generosity toward the church, the values we support, and our mission to the larger community, please speak to any of the members listed above.

Respectfully submitted,
Generosity Team

MONDAY AND TUESDAY OUTREACH SUPPERS

This full report may be amended upon receipt of the Outreach Supper report.

MEMBERS OF FIRST PARISH CHURCH
IN BEVERLY
AS OF 5/17/24

ANDERSON, Elizabeth
ANDRIST, Linda
ARMSTRONG, Donna
ASCENSO, Tony
BAKER, Barbara
BALLANTYNE, Carol
BALLANTYNE, Duncan
BAUMOEL, Doug
BEAL, Barney
BLACK, Elizabeth
BORGHESI, Dannie
BOUSQUET, Carol
BRENNAN, Martha
BRIANA, Brenda
BUTTERWORTH, Ivy
BUTTERWORTH, Rick
CARNEY, Janice
CARPENTER, Nat
CHARBONNEAU, Annie
CIACCIA, Melissa
CLARKE, Laurance
COBURN, Jay
COBURN, Virginia
COLEMAN, Peggy
CONNELL, Patrick
CONSTANTINO, Tony
COSTELLO, Sheila
COSTIN, Liz
COTTA, Robert
COTTER, Kristen
DANIELSON, Pat
DEMARS, Harley
DEPREZ, Jennifer
DEVINE, Tom
DIETZE, Beth
DIETZE, Mike
DISAIA, Christine
DOXSEE, Josh
DRAKE, Paul
DRISCOLL, Maureen
EGAN, Bruce
FAY, Jillian
FELDMAN, Kathleen
FREEMAN, Mark
FREEMAN-LYNDE, Patty
FREEMAN-LYNDE, Raymond

GALL, Norrie
GARDNER, David F.
GEIKIE, Ann
GEIKIE, David
GERRIOR, Charles
GERRIOR, Fran
GERRIOR, Danielle
GLOVER, Barrie
GOGGIN, Keith
GOGGIN, Melissa
GORMAN, Scott
GRASSIN, Elizabeth
GRASSIN, Susan
GRUNDER, Amy
GUERIN, Cheryle
HACKETT, Victoria
HAGAN, Elle
HARDIMAN, Mike
HARRINGTON, Timothy
HECTOR, Joel
HECTOR, Laura
HEREFORD, Russ
HINES, William
HOLLAND, Ruth Ellen
HOY, Ellen
HOY, Stephen
JAQUITH, Danielle
JOHN, Kennedy
JOHNSTON, Amanda
JONES, Carol
KAYE, Skye
KEEFE-FELDMAN, Georgina
KEEFE-FELDMAN, Neal
KEEFE-FELDMAN, Michael
KELLY, Nancy
KNIGHT, Laura
KNIGHT, Paul
KORSTVEDT, Sylvia
KRACHMAN, Sara
LAMPERT-BODEN, Henryka
LAUENSTEIN, Milton
LIGHTFOOT, Kali
LONG, David
LONG, Julia Q.
LOW, Julie
LYNCH, Patty
MACLEAN, Vicki
MAIER, Beth

MAIER, Louise
MALTAIS, Danielle
MANZELLA, Paul
MASSARSKY, Kurtlan
MAY, Dorothy
MAY, Susanne
MENEZES, Karen
MIEDEMA, David

MILLER, Elizabeth
MILLS, Fred
MITCHELL, James
MITCHELL, Patricia
MOODY, Elizabeth
NALLEY, Betsy
NALLEY, Hardy
NELSON, Lawrence
NIETHAMER, Diana
NORCROSS, Julia
NOYES, Lauren
O'CONNELL, Melissa
PEASE, Tom
PETERSON, Alexandra
PETERSON, William
PETINO, Gabriel
PETINO, Nancy
PRAZAR, Andrew
PROCHILO, Cristina
QUIGLEY, Jack
QUIGLEY, Nelda
RATTE, Scott
RICE, Jonathan
RICE, Lindsley
ROGERS PITTMAN, Alexandra
ROOT, John
ROSELUND, Ted
SALANDREA, Kate
SALANDREA, Richard
SCLARSKY, Jude
SEAVEY, Monica
SEAVEY, Nathan
SHAWN, David
SHAWN, Emily
SHAWN, Susan
SLATER, Terry
SMITH, Amy
SODERBLOM, John
SODERBLOM, Julie
STONER, Tina
SWEET, Debra
SWEET, Ronald
THOMPSON, Arthur
TREPPA, Mary Lynn
VILLANTI, Roberta
WAINWRIGHT, Candyce
WAINWRIGHT, Charles
WALDRON, Max
WARDLOW, Ann
WICKBERG, Edward

WILLENBROCK, Brad
WILLENBROCK, Braden
WILLENBROCK, Lynn
WILLENBROCK, Paul
ZWICKER, Christine
ZWICKER, Heidi

Communications

Mike Keefe-Feldman Chair
Barney Beal
Paul Manzella
Tony Ascenso
Carol Girard

Hospitality

Fran Gerrior Chair
Nancy Kelly
Paul Willenbrock
Karen Menezes
Open _____
Open _____

Diaconate

Linda Andrist Co-Chair
Carol Ballantyne Co-Chair
Jay Coburn
Peggy Coleman
Tony Constantino
Sheila Costello
Maureen Driscoll
Ann Geikie
David Geikie
Fran Gerrior
Barry Glover
Elizabeth Grassin
Russ Hereford
Vicki MacLean
Paul Manzella
Karen Menezes
Melissa O'Connell
Nelda Quigley
Kate Salandrea
Mary Lynn Treppa
Arthur Thompson
Roberta Villante
Candyce Wainwright
Charles Wainwright
Lynn Willenbrock
Paul Willenbrock
Christine Zwicker

Personnel

_____ Chair
Nat Carpenter
Karen Menezes
Ellen Hoy

Social Action

Paul Drake Co-Chair
_____ (open) Co-Chair
Nat Carpenter
Jay Coburn
Patricia Freeman-Lynde
Carol Girard
Cathy Goldwater
Amy Grunder
Cheri Guerin
Jean McAuliffe
Maddie Mitchell
Patricia Mitchell
elizabeth miller
Larry Nelson
Terry Slater

Task Force Coordinators

AV Task Force - Mark Holland, Tony Ascenso, Carol Bousquet, Paul Manzella, Doug Bumoe

Supper Task Force – Nat Carpenter, Fran Gerrior, Martha Brennan, Karen Menezes, Gina Coburn

Fair Task Force – Linda Andrist - Chair

OWL Youth Group Leaders – Erick Knudsen, Diana Niethamer