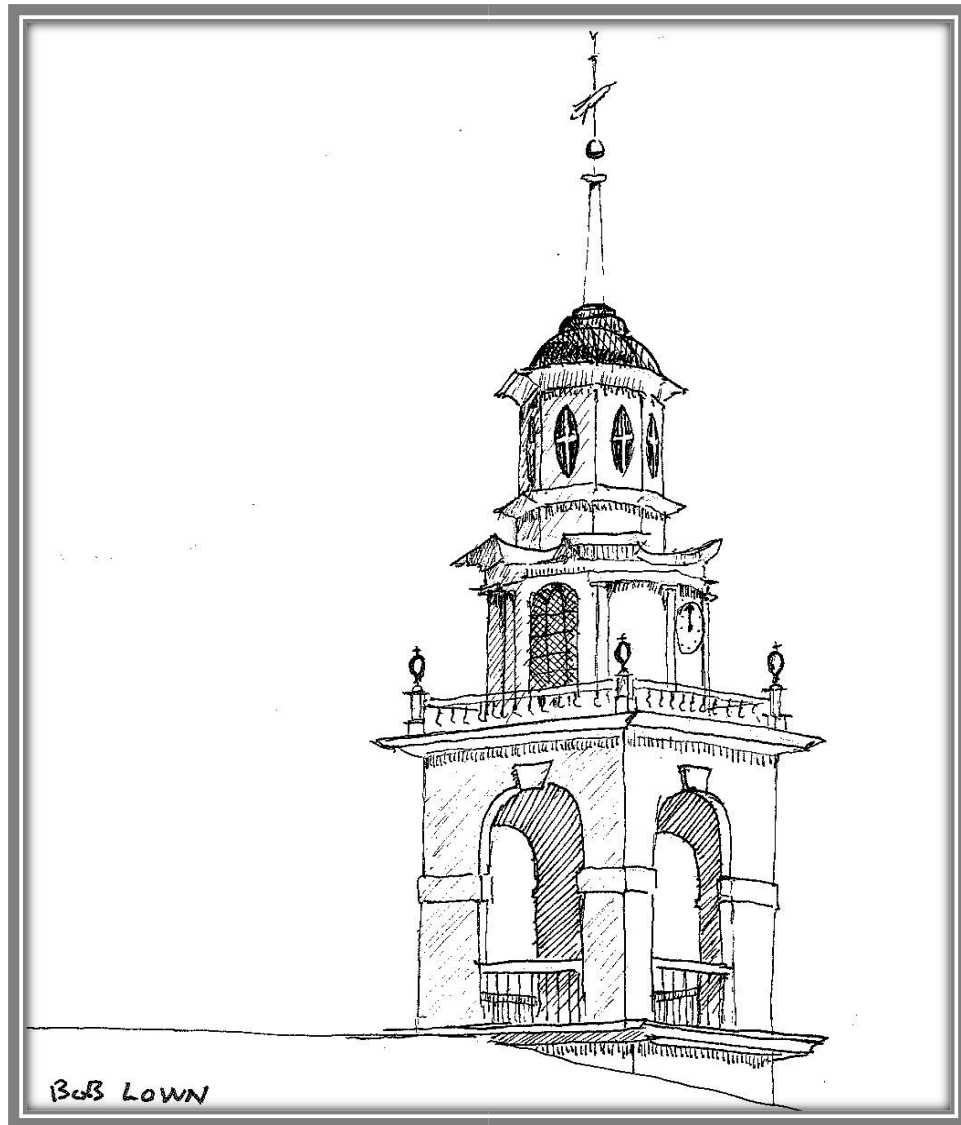


**FIRST PARISH  
UNITARIAN UNIVERSALIST CHURCH  
of Kennebunk, Maine**



**Annual Report  
2018–2019**



*Bequests and Gifts*  
*First Parish Unitarian Universalist*  
*Church of Kennebunk*

*The members of First Parish express deep gratitude to those who have left bequests or dedicated substantial funds to the church.*

*Endowments*

*Florence Jamieson Bolton*

*Mary Hicks Currier 2001*

*Bequests*

*Barbara Collier 2012*

*Jeanne Hoffencamp 2017*

*Dedicated Funds*

*Robert Carberry Minister's Discretionary Fund*

*Walter Moulton Memorial Fund*

*Barker Hunger Relief Fund*

The endowments listed at the top were worth \$100,000 or more. All bequests are deposited in the church endowment funds unless another purpose is specified. Each bequest shall be announced at the Annual Meeting of the year it was given. The names of all those who have left bequests of \$5,000 or more will be listed in the Annual Report for at least 10 years following the date of the gift.

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**First Parish Unitarian Universalist Church of Kennebunk, Maine**

**Call to Annual Meeting**

**Sunday, June 2, 2019 from 9:00-10:15 a.m. in the Parish Hall**

**(Beverages and Breakfast Snacks at 8:45 a.m.)**

- 1. Centering – Rev Lara Campbell**
- 2. Welcome from the Board of Directors – Amy Wood**
- 3. Approve the minutes of the June 3, 2018 Annual Meeting** (see attached)
- 4. Approve the minutes of the January 27, 2019 Semi-Annual Meeting** (see attached)
- 5. Reading of changes in Membership – Kerry Hoag**
- 6. Reading of gifts to the church – Herve Lavoie**
- 7. Accept reports of church officers, historian, delegates, standing committees, special committees, activity leaders, organizations, staff members, and the minister as printed in the Annual Report.**
- 8. To receive the report of the Nominating Committee and to hold election of the slate of officers for the 2019-2020 Church Year pursuant to the bylaws.**

Moderator (1)

Clerk (1)

Treasurer (1)

Assistant Treasurer (1)

Board Director (2)

Historian (1)

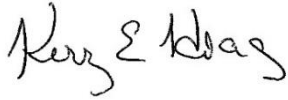
Delegates to the Unitarian Universalist Association and Northern New England District (3)

- 9. Presentation from the Marketing Team – Rick McCabe**

*First Parish Unitarian Universalist Church Annual Report 2017*

10. To Act on any other business that may legally come before this meeting.

Respectfully Submitted,



Kerry Hoag, Clerk



**First Parish Unitarian Universalist Church of Kennebunk, Maine**

Report of the Nominating Committee to the Annual Meeting, June 02, 2019

**Slate of Candidates for Elected Positions**

The Nominee slate will be out later this week. Thank you for your patience.

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## **FPUU Annual Meeting 2018**

June 3, 2018

Andrea Rhodes called the annual meeting to order.

It was determined that the forum contained 34 people and therefore a quorum.

Rev Lara Campbell led us in a morning prayer/reflection.

Margaret Jones highlighted some of the successes from the past year including the Board of Directors goals of stewardship and bringing staff salaries to fair compensation, increasing MLK workshops and community outreach, acquiring a new music director, marketing and membership increase; personnel committees, energy task force and legacy giving. Margaret Jones, Ruth Stackpole, and Karen Tolstrup was acknowledged for their time on the board.

Annual Meeting were approved from Annual Meeting were approved by a majority vote.

Semi-Annual Meeting from January 28, 2018 minutes were approved by a majority vote.

Kim Lord read the changes in membership for 2018. There was no resignation, one member passed away. We have one new member, Alice White and six potential new members who have showed interest in signing our membership book.

Ruth Stackpole read the gifts to the church this year and acknowledged their generosity.

By a majority vote, the annual reports were accepted. These reports that are included in the annual report. There was a question for the small groups to generate a report to be included in the annual report.

Nomination committee updates: Moderator – Mary Boucher; Board of Directors – Robert Lown & Wayne White; Treasurer – Herve Lavoie; Assistant Treasurer – Jay Kilborn; Historian – Karen Tolstrup; Clerk - Kerry Hoag. All were approved to be elected by a unanimous vote.

Ruth Stackpole proposed a bylaw change. Please see attached changes, which includes the few language updates. Both amended bylaw changes were approved by a majority vote. The amended bylaw change was approved by a unanimous vote.



Rev Lara Campbell formally announced her **sabbatical** plans that were approved by the Board of Directors. Her intention is to take her sabbatical from early to mid Feb through mid-May 2019 to study issues of slavery in our community and within our congregation. The Sabbatical task force was announced as Amy Wood, Suzie Langrabe, Rev Lara Campbell, Bob Wuerthner & Rachel Wells.

Andrea Rhodes encouraged the congregation to sign up as ushers and greeters for next week as well as through the summer.

Anyone who has not paid for their auction items can do so today with Andrea Rhodes or during the week with Crystal ???????? in the office. The auction raised slightly over the goal of \$4,000.

Amy Wood acknowledged how much she appreciated working as co-chair of the Board with Margaret Jones.

Vicki Jones discussed the MLK and the discussion of a fundraiser or a program through the social justice Committee. Further discussion on this topic to follow.

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**First Parish Unitarian Universalist Church of Kennebunk**  
**Semi-Annual Congregational Meeting**  
**Semi-Annual Congregational Meeting**  
First Parish Unitarian Universalist Church of Kennebunk  
**January 27, 2019 from 9-10am**  
**Discussion**

It was verified by a head count that 55 members were present for this meeting.

Mary Bouche called our meeting to order.

Reverend Lara Campbell led us in a centering exercise.

Amy Wood welcomed the congregation from the Board of Directors. She highlighted some of the strengths of our church community within the past year especially as it relates to growth and continued teamwork and effort. Amy Wood discussed our congregational challenges to sustainability and healthy budget. These include marketing and outreach; improving our fundraising efforts; achieving our stewardship-pledging goals; decreasing our dependence on internal fundraising and develop new FUN-

raising events and group activities; sustaining healthy staff compensation and committee support level; and property and building maintenance futures.

Herve Lavoie discussed our property and building maintenance and the desire to research and move toward more alternative energy in the future. Herve Lavoie then led us in a discussion of the proposed budget. He began with an assets summary for the year ending in 2018. This totals to a net balance of \$820,124, which comprises of a building and property asset of \$472,000, investment holdings of \$278,439, various savings accounts totaling \$66,398 and a restricted account totaling \$3,287.

Herve Lavoie reviewed our 2019 Income Sources, with the largest percentage, 65%, coming from our stewardship-pledging funds. Many members asked for clarification on aspects of the income sources. The 2019 budget expenses were then reviewed with the large majority, 69%, being staff wages and compensation. Herve Lavoie discussed our goals of increasing the amount that we spend on outreach, as this is the mission of our congregation. The restricted funds were additionally reviewed and explained. Our present restricted funds include the ministerial assistance fund, the Vesenka bequeath, the ministerial discretionary projects, and the sabbatical minister funds. All of this adds to a net restricted funds totaling \$14,529.

Karen Banning noted that our Stewardship budget increased 10% and a concern that our fuel budget does not appear to have room for increased. She also inquired if we would lose funds during Rev Lara Campbell's sabbatical. Herve Lavoie explained the contracted rates we have with our present fuel companies and explained that we still have areas to conserve fuel. He explained that we have increased our Stewardship pledge requests increase to cover our operating costs. Jay Kilborn asked Herve Lavoie to explain where we are at with our pledge campaign, which currently includes pledges of \$100K with 57 units. Last year FPUU received pledges from 82 units. Amy Wood explained that the Board of Directors invested in a sabbatical minister so that we would have continuity and minimize the financial impact during the sabbatical. Ian Durham inquired into our fuel expenses, as he was concerned that DownEast is expensive. Herve Lavoie explained that we did not price shop this year but noted that we have plans to acquire the best fuel rates moving forward. Ian Durham also inquired at the current state of our boiler and Herve Lavoie explained that many parts have been replaced. Ian Durham also inquired about alternative heating sources and numerous congregants showed an interest in exploring solar options. Jay Kilburn asked that anyone interested in solar or alternative energy is encouraged to get involved in proposing alternative solutions to bring to the Board of Directors to consider.

Kathy Wright asked about the \$16K budget deficit for 2018. Herve Lavoie and Jay Kilborn explained the deficit that resulted from increased fuel costs and over projected fundraising expectations. They also added that the Community fundraising did not meet expectations by \$13,000.00 and would be projected the same this year. Hence, for the increase in stewardship pledging requirements.

Herve Lavoie, joined by the congregation, acknowledged the finance committee for all of their work on our budget. Ted Trainer praised the finance committee for their clarity and motioned to accept, Ian Durham seconded. The vote, based on a show of hands, was counted to be 55 voted in favor, with none opposed. The vote has passed unanimously.

Herve Lavoie updated the congregation on the \$73K Steeple Repair project. He reported that phase 1 of the Steeple Repair Project was completed in 2018. He explained that Phase 2 is projected to be completed in 2019. Herve Lavoie asked the congregation to approve \$7000 from the Endowment to balance funds needed for Phase 1 of Steeple Repair, if they are needed for cash flow of our operations budget. Sue Gesing made a motion to approve that was seconded by Jay Kilborn. 55 congregations voted yes, with no one voting against.

Eric Clough updated the congregation on The Historical Foundation and the fact that the growth toward \$100K is on track.

The Social Justice Committee addressed the congregation to discuss the statement: *FPUU of Kennebunk, Maine will be a leader in taking action to challenge racism in our community, our congregation, and the greater community.* Cathy Fellenz discussed the role of the Social Justice Committee in our congregation. After a motion that was seconded, an official vote, totaling 55 members, unanimously approved the social justice committee statement, with no objections. Eric Clough asked the congregation to address who would be able to show up in the community when racial bias and tensions arise. The congregation noted that training would be important for anyone looking to be involved in this work.

Respectfully Submitted,

Kerry Hoag, Clerk

### **Summary**

It was verified by a head count that 55 members were present for this meeting.

The 2019 budget was passed by a unanimous vote.  
55 members were counted to vote in favor, with none opposed.

The request to use \$7000 from the Endowment, if needed, to balance funds needed on Capital Investments, such as the Steeple Project, passed by a unanimous vote.

55 members voted yes, with no one voting against.

The congregation voted unanimously to approve the Social Justice Committee statement on “Our Work on Racism”. The statement reads: First Parish Unitarian Universalist Church of Kennebunk, Maine will be a leader in taking action to challenge racism in ourselves, our congregation, and the greater community.

55 members voted yes, with no one opposed.

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## **MINISTER, STAFF, OFFICERS AND ELECTED POSITIONS REPORT**

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### **Board of Directors**

The Board was co-led by returning Co-Chair Amy Wood and new Co-Chair Daniel MacDonald. Wayne White, serving as Board vice-Chair and Bob Lown were new Directors. Joan O’Hara was recruited in November to fill a slot open due to resignation of a board member for personal reasons. Also serving on the board were Treasurer, Herve’ Lavoie and Clerk, Kerry Hoag. Reverend Lara Campbell attends meetings as a non-voting ex officio.

As part of our board responsibilities this year, we elected to undertake a common read of the book *Upcycle Your Congregation: Creative Ideas for Transforming Faith Communities*. Fruitful discussions followed monthly discussing creative ways to solve similar situations in our own congregation.

One of the major differences for the board this year was the need to fill the void created when Reverend Lara was to take her sabbatical. After appointing a Sabbatical team, the board fully endorsed their recommendation that Reverend Kimberly Debus be hired into a half time slot during Reverend Lara’s absence in the winter/spring. The Board’s relationship with Reverend Kimberly was very fruitful and we appreciated the different perspectives and skill sets she brought to our monthly meetings – as well as to our church in general. We are in debt to the Sabbatical Team for all their work to support our congregation during Reverend Lara’s leave.

Significant time is invested into the fiscal oversight of our church – both in spearheading the stewardship campaign and in monitoring the financial operations. We benefitted greatly by

the summarization of our financial position as presented to us by the Finance Committee and, in particular, the work of our Treasurer, Herve' Lavoie.

We also greatly appreciate Ted Trainer for his ongoing participation in the stewardship campaign. One of the major shifts this year was our education as a board, that we (the congregation) needs to be more self-financing of our core operations via stewardship and less dependent upon fund-raising activities. In the future, we hope to be able to dedicate 100% of funds raised via our various programs to our missions as a congregation. The board also endorsed the establishment of a discretionary fund, based on monies contributed by the generosity of an anonymous donor, to assist congregants facing a difficult short-term financial problem.

The “old bones” of this church demand a significant investment of funds each year – and the Properties Committee stepped up dramatically to undertake the first phase of the Steeple rehabilitation. The board recognized the priority and voted to support the financial contributions necessary, as proposed by the Properties Committee and endorsed by the Finance Committee. We also gathered with members of the First Parish Preservation Committee to discuss and coordinate on ways we can help them to raise funds for preservation of the church.

Continued support for the development and activities of a Marketing Committee and the re-establishment of a Membership Committee were addressed. While a revamped Membership Committee with altered responsibilities is still in the works, various pieces of their prior activities have been taken over by individuals or other committees and we believe we are on a path to understanding our needs and determining resources necessary. The marketing team was launch on its way and they have made incredible strides towards communicating with the “outside world” about our special community.

The Board worked with the leadership of the Social Justice Committee to a) implement an agreement that was made to formally classify their work with the MLK events as a programming activity and not a fundraising activity, and b) endorsed bringing a statement that FPUU would be a leader in taking action to combat racism to the congregation. Given the recent recognition of a mis-managed response to a racial incident at the Kennebunk High School several years ago, we are grateful to the efforts of this Committee to lead us in this process of self-examination and call to action. The board has also endorsed the idea of a recurring “Share the Plate” collection at our Sunday services. We have asked the Social Justice Committee to help develop how to implement this at our church – hopefully starting in the Fall of 2019.

As part of their ongoing role in support of the Ministry at our church, the Committee on Ministry reviewed and cleaned up the wording related to a number of policies guiding their responsibilities. The Board endorsed these and agreed to work more closely with COM in reviewing the annual compensation of the Minister. The Board also dedicates a significant amount of time reviewing overall staff compensation as part of the annual budgetary process.

As Amy and I are both terming off the board this year, we would like to thank the other incredibly competent members of the Board, as well as all of you, that have both supported us and guided us in our journey as two shepherds of our congregation.

Respectfully submitted,

Daniel MacDonald, and for Amy Wood  
Co-Chairs, FPUU Board of Directors

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## **Minister**

Three cheers for another good year here at First Parish.

I am deeply grateful for the hard work and support of all who volunteer to create such a vibrant mission and ministry. I am especially thankful to everyone who stepped up while I was on sabbatical to make sure things ran smoothly at FPUU. I appreciate all the hard work of the Sabbatical Task Force.

Sabbatical: Here are some of the highlights of how I spent my 14 weeks of sabbatical: I spent many hours in the basement of First Parish looking through the archives. Al Adams and I, with the assistance of Kathy Ostrander-Roberts, were able to confirm that a few members of the church did in fact own slaves. I have opted not to share the names of the specific individuals, as I would like us to focus more on the lives of the enslaved rather than the enslaver. Additionally, I was able to find the receipt for paying the architect, Thomas Eaton, for constructing the “negro seats” in the bell tower in 1803.

This project is far from over. I will be working with Kathy Ostrander-Roberts on the

archeological dig of the Free Slave Settlement in Kennebunk and applying for Historic Location status. The Board has approved fundraising for this project. As we move forward, I would like FPUU to consider ways that we can own this part of our history and what if any appropriate steps we should take to address it.

In doing this research, I also became curious about the role that the congregation and its members played in the Abolition movement.

I read a number of books partially or in their entirety including:

- Patricia Q. Wall, *Lives of Consequence – Blacks in Early Kittery and Berwick in the Massachusetts Province of Maine*
- Wendy Warren, *New England Bound*
- C. S. Manegold, *Ten Hills Farm – The Forgotten History of Slavery in the North*
- Michael Eric Dyson, *Tears We Cannot Stop – A Sermon to White America*
- Robin DiAngelo, *White Fragility – Why It's So Hard for White People to Talk About Racism*
- H. H. Price and Gerald E. Talbot, *Maine's Visible Black History*
- Edward Emerson *The History of Wells and Kennebunk from the Earliest Settlement to the Year 1820, at Which Time Kennebunk Was Set Off, and Incorporated*

I listened to the following pod casts:

- Teaching Tolerance - Teaching Hard History: American Slavery – 18 Episodes  
<https://www.tolerance.org/podcasts/teaching-hard-history/american-slavery>

What we don't know about American slavery hurts us all. From Teaching Tolerance and host Hasan Jeffries, Teaching Hard History brings us the lessons we should have learned in school through the voices of leading scholars and educators.

- Teaching While White (8 episodes so far)

<https://teachingwhilewhite.org>

More than 80% of teachers in the U.S. are white. But most don't know that their whiteness matters. Teaching While White (TWW) seeks to move the conversation forward on how to be consciously, intentionally, anti-racist in the classroom. Because "white" does not mean a blank slate. It is a set of assumptions that is the baseline from which everything is judged; it is what passes for normal. TWW wants to have conversations about those assumptions: what they are, how they impact our students, and how we can confront our bias to promote racial literacy.

□ Scene on Radio – Seeing White (14 episodes) (Re-listened to the series)

<https://www.sceneonradio.org/seeing-white/>

Where did the notion of “whiteness” come from? What does it mean? What is whiteness for? Scene on Radio host and producer John Biewen took a deep dive into these questions, along with an array of leading scholars and regular guest Dr. Chenjerai Kumanyika, released between February and August 2017.

I attended two presentations during my sabbatical.

□ “Underground Railroad in Maine” with Mark Alan Leslie

□ “Shadows Fall North” - film showing and discussion with Valerie Cunningham, author and founder of the Portsmouth Black Heritage Trail, will lead a discussion following the film. “Shadows Fall North” which delves deep into the overlooked history of racism in Northern New England — to set the record straight and most importantly, to rally us to recognize that Black history is New England history and American history

I attended the open session of the RSU 21 School Board meeting to that addressed issues of racism in Kennebunk schools. I was invited to and attended a lunch hosted by RSU 21 Superintendent with local community leaders.

Thank you for the granting me the sabbatical time to begin studying this issue.

On a personal note, I took 2 weeks of vacation, spending one week in Florida in February. It was wonderful to be warm and enjoy the sun. In March I went to Germany to see family and friends. It had been almost 15 years since I had been to Germany. It was great to relax and spend time with loved ones. I was able to rest and relax in between activities. We closed on a home in West Kennebunk and put our current house on the market to be sold.

Staff: Working with the FPUU staff continues to be one of the highlights of my job. I meet weekly with Crystal, Emily and Molly and we meet as a team once a month. I meet with Barbara as needed, generally checking in every other week. We are so fortunate to have such an outstanding and committed staff team. I am grateful to get to work with them.

Worship: This year has been a year of experimenting in worship. We have been moving elements of the service, shortening and lengthening and on occasion eliminating. It is important that none of us, myself included, fall into the trap of doing things the same way just because “that is the way we have always done it.”

The Worship Associates, Board Representative of the day, ushers, greeters, sound tech,



musicians and the choir are vital to making our Sunday morning worship experience fulfilling. The worship committee continues to take on new initiatives, exploring different ways to better serve our community. Coffee hour teams seem to be working well – we plan to make some shifts to these teams for next year. Thank you to all who make Sunday mornings such a delight.

Counting worship services led this year is a bit trickier than in past years because of my sabbatical. By Labor Day 2019, I will have led worship 24 times, I was on sabbatical for 14 services, was out to attend professional meetings or preach at another congregation on 4 Sundays. By the end of summer, I will have taken 7 Sundays off (4 of which will be during the summer months). Additionally, I participated in or led 2 non-Sunday-morning worship services at FPUU (Winter Solstice and Christmas Eve service).

Committees: Committee work continues to be a critical part of the functioning of FPUU. I met regularly with the Worship Committee, the Board of Directors, the Leadership Forum, and the Committee on Ministry. I regularly touch base with the Social Justice Committee. I worked with the Stewardship Team to help set the direction of the pledge campaign and follow up regarding pledge concerns. And I touched base with the Nominating Committee when I returned from sabbatical. We have such hard working and dedicated teams at FPUU. Without you we would be lost.

While I was away, Rev. Kimberley put together a proposal for how to restructure the membership committee. The Board of Directors and I will be delving into the plan over the summer with hopes of presenting information in the fall. I am delighted that Rev. Kimberley was able to help us think about this project in a new way.

I continued to work with The Board of Directors sub teams. The Personnel Committee is getting closer to finishing an employee handbook (YEA!). Membership Marketing has been hard at work (you will hear from them at the annual meeting) and the Legacy Giving Team is launching their initiatives around legacy giving. It is exciting to see this come together.

Religious Education: I continue to support our DRE Emily Jones in her work at FPUU. We opened up the Our Whole Lives sexuality education program for middle school youth to community members and had a wonderful group of 12 youth. I co-taught 4 of the 5 Friday evening OWL sessions.

Adult education is being reinvigorated by our plan to participate in a program called UU Wellspring next year (more details will be rolled out as we learn them). I am looking forward to learning and growing this ministry of our church.

Pastoral Care: Two aspects of the “Caring Connections” program appear to be functioning well, rides and meals. While members of the congregation used both of these services this year it seems as if the need was less this year than in the past. Thank you to all who have done this important ministry with each other.

I have conducted a number of memorial services, consulted with families planning celebration of life services, visited FPUU members and friends in the hospital and rehabilitation facilities, met in people’s homes, made phone calls and sent emails.

FPUU Community: I attended the Times and Tunes FUN raiser, the MLK Breakfast, and put a number of items in the Auction. In addition, I hosted participants in the Science Workshops was in the office both weeks of the classes. I was present and helped at the Blueberry Fair. Jay and I again hosted our BBQ fundraiser/open house at our home, and held our “Colloquy of the Yule” breakfast on Christmas morning at the church. It thrills me that FPUU folks love to have such fun together.

Kennebunk Community: I continue to support NYE KBK (New Year’s Eve Kennebunk) this year in hosting the events and the Wild Blueberry Drop. I attended the monthly gathering of local clergy and have been working with them on a number of projects. There has been a change in the leadership of the Federal Emergency Food and Shelter Program Local Board through the United Way that I was asked to serve on last year. Now that I am back from sabbatical I will be following up to see what work needs to be done.

I continue to serve as a Chaplain for the Kennebunk Police Department. This is an on-call position that I share with another minister, Carolyn Lambert. We provide support for both those individuals and families who are in need of police services as well as supporting the police officers. I am honored to fill this important position in our community.

Denominational: I worked with the minister from First Parish Portland to sponsor Rev. Thandeka’s Love Beyond Belief workshop. I co-facilitated a number of Our Whole Lives teacher trainings over the summer and one in April. I am still on the list to be called by the UU Trauma Response Ministry for possible deployments.

I will not be attending the Ministry Days and UU General Assembly. I will set up viewing in the parlor and post the schedule for anyone who wants to come watch any part with me.

Professional Development: I have been able to attend a minister's cluster group online.

In terms of time keeping, most ministers do not calculate hours, rather we calculate units worked. A unit consists of a morning, an afternoon, or an evening. Each unit is generally 3-4 hours in length, and I am contracted to average 12 units per week. In the time before leaving for sabbatical, I was averaging 12.8 units per week.

Overall, year five has been a good year. I continue to learn so much about who I am as your minister, who you are a congregation and who we are as a community. I feel blessed to have been called by such an amazing group of people and am honored to serve FPUU.

In Faith,

Rev. Lara K-J Campbell



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### **Sabbatical Task Force (SABTF)**

SABTF: Amy Wood, Susie Landgrebe, Rachel Wells, and Bob Wuerthner

Rev. Lara - ex-officio

Task: to cover all aspects of Rev. Lara's ministry while she was on a 3 1/2-month sabbatical (2/10/19 to 5/14/19).

Recommended: the hiring of Rev. Kimberley Debus (ordained UU minister; Community Minister of the Arts & Worship) for a half-time sabbatical ministry.

Approved by the Board of Directors.

Rev. Kimberley's responsibilities:

- Sunday services:
  - February 17, 24

- March 15 - March 24
- April 14, 21
- May 12
- On-call pastoral care
- Meetings (Board of Directors, SABTF, core staff, COM, worship)
- Adult religious education class - *Habits of the Heart*
- When not in town, available by phone or Zoom.
- In case of emergency will contact a local minister to cover while she makes the 4-hour drive to Kennebunk.

#### Expectations

- will support Rev. Lara's ministry;
- will provide professional guidance and inspiration toward furthering the mission of FPUU;
- will hold office hours; and
- will contribute to the e-newsletter.

#### Rev. Kimberley's in town schedule:

February 8 - February 26

March 15 - March 27

April 12 - April 23

May 10 - May 14

#### Services Rev. Kimberley led:

- February 17 and 24
- March 17 and March 24
- April 14 and April 19 (Good Friday Vespers)
- April 21 (Easter Sunrise Service/Kennebunk Beach)
- April 21
- May 12

#### Worship Services when Rev. Kimberley not in town:

- Worship Committee responsible for all aspects of the Sunday services.

#### Housing:

Gray Hirshfield, a friend of the church, donated her home on Wells Beach for Rev. Kimberley's stay while in Kennebunk.

Special Project:

- *The Membership Umbrella* (available in the church office)
- Observations and Recommendations

Rev. Kimberley's Final Report (available in the church office)

- format: Observations and Recommendations

- General Assessment:

*"My assessment remains . . . largely positive. The membership is deeply committed to not only the justice work our faith calls us to do, but also to matters spiritual, organizational, administrative, and covenantal. Overall, the congregation is running smoothly and efficiently, with a sense of positivity and hope".*

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## **Music Director**

The music program has had a wonderful year!

The Year in Numbers:

- At the end of the 2017-2018 year, the choir had about 20 committed members.
- We started 2018-2019 with 21 members, 4 of whom joined in August 2018.
- Currently we have 23 regularly attending members, 4 of whom have joined since January 2019.
- Our largest numbers were on Easter Sunday, when we had about 25 singers.
- In total, 35 people have sung with the choir on one or more occasions throughout the year.
- We currently have 5 sopranos, 4 altos, 5 Tenors, and 7 basses.
- In 2018-2019, the choir shared music at 19 FPUU services.
- The choir learned and sang 32 pieces this year.

- 11 new pieces were purchased for the Music Library this year. 12 pieces were already in the library, the remaining 9 pieces were either freely given by the composer or learned by rote (listening and singing what is heard, rather than reading sheet music)
- 18 congregants shared their gifts with the congregation through solos, special music, and small ensembles. 9 of these are not in the choir, but happily respond when called upon to share music in other ways.
- 79 audience members enjoyed Dr. Hsiang Tu's Piano Recital on Mar. 23rd.

#### The Choir:

The choir continually inspires me with their hard-work, commitment, and willingness to open their spirits and practice connection and vulnerability. Throughout the year, we have strived to learn each piece with the goals of 1) having a choral sound that fits the style of the piece, 2) singing with beautiful ensemble and blended sound, 3) singing with strong diction so that the text is understood 4) singing with expression, 5) learning the notes and rhythms with accuracy. I think choir member, Dan MacDonald summed up my philosophy best in his words "I love how you like to push us to be our best, but then ultimately say its joy that matters. Guess that's a great way to approach life in general." We strive to sound our best through attention to details large and small, with the ultimate aim of letting go when singing for the congregation, making space for communication and connection to occur.

My sense is that choir members have enjoyed the year and feel uplifted and spiritually fed through their participation. A few of the highlights for the choir this year were: taking on the challenge of body percussion with "The Rain Song" for Water Communion, reprising "Who Lives, Who Dies, Who Tells OUR Story?" from Hamilton on October 21st, singing "The Animals' Christmas" at the Christmas Eve service, singing five songs on 2/10, Music Sunday, one of which has become the year's favorite "We Shall Be Known" by MaMuse, and sharing MILCK's "Quiet" at two #metoo themed services, one in the Fall and one in the Spring.

This year, we started the season off with a half-day retreat in late August. This gave us a chance to reconnect, dust off our voices, and get a head-start learning music for Water Communion. Eva Downs hosted us in her home and choir members brought salads and desserts, and I ordered pizza for lunch. We not only sang, but explored various aspects of musicality through body movement, rhythmic chanting, and group improvisations. It was a great way to start the year!

On Mar. 31st and April 7th, our choir joined with the choirs of Saco/Biddeford and Sanford to create the TriQuire. This year's TriQuire was very successful and fulfilling for all involved. Some new things that we tried this year are: 1) having a joint rehearsal the Thursday prior to our

first Sunday offering and 2) singing at both Saco/Biddeford and Sanford on the same Sunday. It is a pleasure to collaborate with other area Music Directors, Ellie Rolnick and Charlie Grindle.

To provide further context for the “Numbers” section above, choir membership ebbs and flows as members have other commitments that take precedence, travel plans, etc. The good news is that the choir has seen overall growth as more people have joined than have left! The choir accepts new members at any time, and previous choir experience or music-reading skills are not required! All are welcome!

#### Music In Our Services:

I really appreciate all of the feedback I receive from the congregation, both positive and constructive. This is your congregation and your music program, so your suggestions/feedback are welcome and appreciated. I do my best to incorporate or act on any reasonable suggestions that I receive from church members and visitors!

In services this year we have sung many old, familiar hymns and hymns that are less familiar, but will become familiar and comfortable eventually! Rev. Kimberley, our sabbatical minister, and I taught songs that are not in the hymnal through call and response and printed lyrics. Rev. Kimberley brought many new songs to us during the sabbatical, all of which I hope to sing with the congregation again in the future!

The worship team and leaders continue looking at how we use music to support and enhance the message of the service, while also using music to serve the sense of flow and connection in the service.

We have a deep pool of people willing to musically serve the congregation when called upon. I am consistently amazed by the eagerness and passion with which people volunteer their time and talents whenever I ask. I can't name all those who shared music this year, but to all - thank you! It is a gift.

#### Instruments:

All of our instruments are in good shape. The organ was tuned in late winter. The sanctuary and parlor pianos are tuned regularly. The Yamaha grand piano continues to be a joy to play - it has a wonderfully sensitive touch and rich tone. In March, we had a guest artist, Hsiang Tu, give a concert and he commented on how much he enjoyed the instrument.

#### Other:

I truly appreciate the supportive and dedicated staff members that I have the privilege to work with. We work together well and complement each other with our varying strengths and

personalities. I enjoyed learning from Rev. Kimberley during Rev. Lara's sabbatical, as she has a deep knowledge of our hymnal and other music being sung in UU churches across the country. The Music Committee met once a month this year and provided support and collaboration on projects, ideas and events. Members felt especially inspired by the success of the piano concert on Mar. 23rd and look forward to further opportunities to share music with the Kennebunk community. I feel as though I settled into the Music Director role this year and am comfortable fulfilling all duties and expectations. I look forward to continued growth and learning for both myself and the congregation in the coming year!

Respectfully Submitted,  
Molly Petrik

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## **Director of Religious Education**

In the 2018-19 program year, the religious education program at First Parish Unitarian Universalist Church of Kennebunk served a total of 41 children from birth to age 18.

### **Nursery and Elementary**

The nursery was staffed with two childcare providers every Sunday and for most major events and services. Ian Pizey and Elsa Molarsky provided coverage the majority of the program year.

Children who were at least 3 years old to about age 10 comprised our Elementary class. This class was small this year, with about 9 children having regular attendance.

Since we rarely had infants or toddlers visit, the childcare providers would assist me as I lead the Elementary class. This worked well, providing consistency in the teaching team, and providing classroom leadership opportunities for the childcare providers.

Elementary class used a modified version of Wisdom Tales and Wild Games. The general structure was chalice lighting, and check-in, followed by engagement with that week's wisdom story, selected from *Ancient Tales for Modern Times* (Skinner House Books). As the story was read, children would decide which characters to play, what props to use, and how to tell the story through dramatic play. Kids were encouraged to play different roles and experiment with how to tell the story.



Depending on time and needs, they would play a game related to the story to enhance their learning.

### **Middle School/Jr. Youth**

The Middle School/Jr. Youth class had 15 registered children, with high attendance!

Jr. Youth kicked off the year in August with a fun trip to FunTown in Saco! This was a wonderful bonding experience for this group!

This group spent the fall semester having discussions and rehearsing for the Christmas pageant.

In January, Jr. Youth began Our Whole Lives (OWL) for grades 7-9, a comprehensive lifespan, values-based sexuality education curriculum written by the Unitarian Universalist Association and the United Church of Christ. Meeting on Friday nights for “retreats” and on Sunday mornings, the 25 OWL workshops cover many topics such as body image, sexual orientation, communication, bullying, and unintended pregnancy.

Twelve Jr. Youth completed the entire program. We are amazed at their growth this semester!

OWL facilitators were Emily C. Jones, Rev. Lara Campbell, Dan MacDonald, Jacky Peters, Rev. Kimberley Debus, and Rich Gaito.

### **High School Youth**

The High School/Youth group had 4 registered Youth. These Youth are regularly or semi-regularly involved with church life in general. Because the numbers are below the threshold the UUA recommends for meeting as a Youth Group, these Youth have been supported individually on an as-needed or as-interested basis. Three Youth are bridging this year, transitioning from Youth to Young Adult.

### **Multi-generational worship and activities**

There were several times throughout the year that all RE classes, except Nursery, were together:

Multigen worship services including: Water Communion, Harvest Festival, Christmas Pageant, Christmas Eve, Music Sunday, A Singing Revolution, and RE Sunday!

In Sept, all ages were together for teambuilding/bonding activities.

In the fall (our winter date was snowed out), RE hosted Coffee Hour, a tradition that they really enjoy!

Also, in the fall, they worked together to pack up the remains of the rummage sale so that items could be donated.

The Christmas 2018 pageant was The Last Straw, which I directed and for which I provided special photos of the actors. About half of the script was adapted from another UU congregation's script, which in turn was based on the book of the same name by Fredrick Thury. The rest of the script was written by yours truly.

In April, a few kids and I created 15 customized Easter baskets for the children in the York County Family Shelter. Items were donated by the congregation and RE families and included art supplies, toys, games, stuffed animals, and candy.

On Easter, all ages enjoyed a 7 Principles Easter egg hunt! Seven eggs were hidden around the church in places that corresponded with the Principle they represented. In each egg were various types of candy, which we then used to make cotton candy together, which everyone enjoyed!

In May, we introduced Camp Ondalawn, a new idea for how FPUU could participate in Kennebunk May Day activities. Primarily hot chocolate, s'more making around a campfire, and relaxing on air loungers, Camp Ondalawn could be erected any time there is an opportunity to engage with each other or the larger community. Lawn games would be an easy way to provide additional fun for all generations!

RE Sunday: 200 Years of Change will be held on June 2, 2019. This service will highlight the changes that have influenced our current vision of religious education/faith development.

We will also honor our middle school OWL participants and bridge our graduating high school seniors!

The RE Committee members were Jacky Peters, Mimi Pizey, Priscilla Botsford, Kristin Medina, and Tricia Morse.

Emily C. Jones, Director of Religious Education

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### **Nominating Committee**

The Nominating Committee met this Spring to fill the slate for open positions on the Board of Directors and other Church offices. In our work, we strive to balance the nominees for the Board of Directors to reflect all parts of the FPUU community. We try to ensure that there is continuity and some institutional memory among the Board members.

All open positions were announced in the weekly bulletin beginning in April, inviting members to apply. We will have a slate of candidates for election to be presented at the Annual Meeting in June.

Throughout the year, we have been available to the Board to consult, at its request. We thank the congregation for its support and confidence.

Respectfully submitted, Eva Downs, Beth Andersen, Molly Hoadley and Ted Trainer

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### **Historian**

It has been a busy time for the archivist/historian. The first thing accomplished was cabinets two and three being organized and stored in acid free archival file boxes. There were quite a few requests for information about Kennebunk ancestors from people trying to connect with their heritage.

The "From The Archives" project began in September and seems to have been enjoyed by many. After June's edition, I will be researching the many sources we have for next year's articles.

With the State's Bi-Centennial coming right up, I am looking forward to helping to shape our historic church's role in the celebration.

Karen Tolstrup

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## **STANDING COMMITTEE REPORTS (including Sub-Committee Reports)**

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### **Treasurer and Finance Committee**

Finance Committee: Jay Kilbourn, Kevin Flynn, Oliver Payne, Bob Lown, Ruth Stackpole, Barbara Boscia (Bookkeeper)

We ended 2018 with an operating deficit of \$14,000 versus a \$175,000 budget. We are presently operating on a \$188,000 budget projection. The congregation passed a 2019 budget based on a stewardship goal of \$120,000. By March we had pledged commitments of \$114,000. We are still confident that we will reach our goal.

Our investment portfolio (endowment/reserves) snapshot as of May 1 is \$307,000. This is an 11% increase since the beginning of 2019. Our cash-flow bank accounts are at a healthy level but may be used up if we continue to project an operating deficit through the balance of 2019.

Our goals for the fiscal year 2018-2019:

- o Modify the Operating Budget reporting structure

- ☐ We have completed this task. 2019 budget reporting has a more manageable and simpler reconciliation reviewing capability.

- o Create a restricted funds tracking method

- ☐ We have a new isolated reporting capability from QuickBooks that identifies our multi-year restricted funds, net income and distributions.

- o Create staff wages and compensation spreadsheet for year-to-year tracking
  - ☐ We have a new/modified spreadsheet that will calculate all wages and compensations from year to year, which will lead to more consistent tracking and analysis of contracts and our operating budget. Completion of the capability will be reviewed and approved before the start of the next program year and updating of staff contracts.
- o Provide a balance sheet and process to keep it up to date; comply with policy on investments
  - ☐ We are changing our process, using QuickBooks as the base instead of our existing manual spreadsheet. Attached is the up-to-date summary of assets.
- o Clear up our legal name
  - ☐ We have submitted applications for our Formal Title name with the IRS, and for State Nonprofit status, and are awaiting replies from these departments. This is needed in order to make our next goal achievable.
- o Convert Vanguard to a brokerage account, removing the need for E\*TRADE to handle transactions.
  - ☐ We need our Legal Name to be consistent across most of our legal documents for Vanguard Funds to approve our request for a stock brokerage account and to remove an old E-Trade account that we presently use.
- o Have a CPA review our accounting methods to help formalize our P&L (Team).
  - ☐ Once the above goals are completed, we feel we will be ready for a formal audit. We will test our preparedness with a helpful volunteer accountant.
- o Update our QuickBooks to the latest 2019 version and change the edition to Nonprofit Church accounting
  - ☐ We procured the new version with the nonprofit edition incorporated via a nonprofit donation mechanism. We tested it successfully and will upgrade in June.

I am grateful to the group of people on the Finance Committee: We are a mutually supportive group, sharing tasks and information.

Respectively Submitted, Hervé Lavoie, Treasurer

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## **Membership Committee**

Membership Committee

*First Parish Unitarian Universalist Church Annual Report 2017*

~ 29 ~

Submitted by Rev. Lara Campbell on behalf of those doing the work of the membership committee

Currently there is no active membership committee. Many of the tasks and assignments have been picked up by individuals and small groups.

Nancy Dorn has been coordinating the greeters this year. She will not continue in this position next year. Martha Murray will coordinate summer greeters.

Andrea Rohde and myself are overseeing caring Connections. Andrea and I touch base to update each other on concerns that come up. Joan Wuerthner and Vicki Adams continue to coordinate meals for those in need. Beth Anderson and Kathe Wright arrange transportation.

In the fall, thanks to the help of Herve Lavoie and Crystal Jones, the membership directory was published and distributed. We are still working out the bugs of the membership database but are finding the tool a huge asset.

Under the direction of Kim Lord, the coffee hour teams have been functioning well for the past few years. We will be meeting this summer to make adjustments to the teams that will take effect Fall 2019.

The marketing team has been in full swing. A grant was given to hire a professional to help with graphic design work. The team has developed a new logo, decided on a color scheme, are designing business cards and a web template. I am excited to see what else they have been up to at our annual meeting.

**New Members include:**

Peter Fellenz 12-05-2018

Marylyn Wentworth 12-25-2018

Kathryn Davis 01-20-2019

**Resignations:**

Denise Borrelli

Ray Ingwersen

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## **Music Committee**

No Report Given

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## **RE Committee**

We currently do not have a RE Committee

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## **Properties Committee**

Our team of members and friends maintain and repair the property to provide the comfort and safety of the staff, congregants, and building. We thank this dedicated team all for their immediate responses to repair leaks, keep water running, hallways lighted, windows and doors open or secure, rooms warm, stair-lift and smoke detectors functioning, and snow and trash removed... to name a few of the daily and weekly tasks.

In the 2018-2019 church program year, several dozens of work orders were completed, including support at church events, and significant undertakings as window removal and new clapboards on the entrance.

Thanks to this revolving job-shop team, in 2018 we estimated savings of over \$10,000 of professional labor in Phase I of the Steeple Project. In 2019, \$3,000 is projected in savings for Phase II of the Steeple Project. These capital savings would otherwise be part of a budget requirement.

2019 proposed Properties Committee projects are:

- Complete Phase II of the Steeple project
  - Repair clock and bell level outside horizontal boards
  - Paint outside/inside of bell level and outside of clock level where necessary
  - Add structural integrity to the first level vestibule flooring

- Roof repair over the offices and entrance
- Building painting cycle to avoid major costs later
  - Paint the East side of the building
- Restore the Hearse House to its original extended structure yet to be determined
  - This includes foundation and wood flooring, wood shingle roofing, vertical board siding, carriage doors, repairs and removal of lead paint.
  - The project is currently being reviewed by the Maine Historical Society

The Revere Bell and clock tower are superbly managed. We contract with an external expert to routinely have the clock checked and oiled. We have members and friends who wind the clock weekly and maintain the bell's greasing. The bell is also maintained by a friend, and the striker was recently

The committee executes yearly routine maintenance tasks to assure the integrity of the building and requirements for safety. Licenses and certificates for the stair lift, fire alarms, smoke detectors, emergency lighting, and CPR/AED preparedness are included. The latest report on the bulletin board for the comprehensive routine tasks managed by our team.

We need to actively support our community, First Parish Preservation Foundation who is the monies source for the steeple effort. Numerous grants must be written to achieve funding necessary in preserving this historical church. Project requests have been formally given to the foundation.

As reported last year, the heating system and boilers are aging and require significant financial commitment for repair to sustain proper heat this past winter. The boilers are over 10 years old reaching their end of expected life. The Energy Task Force has begun the long-term task of replacing the heating equipment with high efficiency, renewable energy source equipment.

We continue to have devoted effort and expertise from our members and friends. It is with great honor that we can chair such an effort and all those of you involved should feel proud for your participation.

With gratitude, Geoff Haley & Rick McCabe, co-chairs



## Social Justice Committee

### Social Justice Committee 2018 - 2019 Annual Report

*Our New Statement: First Parish Unitarian Universalist Church of Kennebunk, Maine will be a leader in taking action to challenge racism in ourselves, our congregation, and the greater community.*

Before the beginning of the church year, we began working on a statement to express our committee's mission regarding racism. The Board was enthusiastic and suggested that it be presented to the entire congregation. The above statement was accepted by the congregation at the semi-annual meeting in January.

Three Towns, One Circle—Community Conversations on Race: With our statement on racism just accepted, the committee confronted its biggest challenge. A racist incident, which had happened at Kennebunk High School about two years earlier, resulted in a complaint to the Maine Human Rights Commission by former teacher Rosa Slack. The complaint became public on the front page of the Maine Sunday Telegram in February. The community was shocked. With little more than a month to plan, our committee decided to sponsor a program focusing not on the schools, but on the entire community. Our goal: to make the three towns that comprise our school district more welcoming to people of color. We held a two-session training for prospective facilitators with Fred Van Liew of the Portland Center for Restorative Justice. People from all three towns in the school district participated. We recruited participants, found venues, planned follow-up sessions, and sparked circle conversations that took place in churches, libraries, and people's homes. We kept in touch with the superintendent of schools and Civil Rights Teams at the high and middle schools. They have created related programs. As of mid-May, 20 circle conversations had taken place, and more than 200 people had taken part. A follow-up session to which all were invited took place at First Parish. We expect the program to continue.

16th Annual Dr. Martin Luther King, Jr. Breakfast: The church calendar year was off to a great start with this year's MLK Breakfast, held on January 14. It featured Rev. Jeffrey McIlwain. Like last year, the full breakfast was held in the Parish Hall with 120 people attending. The keynote speech was held in the sanctuary. Rev. Jeff not only spoke but also brought his jazz ensemble to provide the music. Part of the proceeds was donated to The Transformation Project, which supports people released from incarceration.

Reading Group on Race: In the fall, we encouraged Kennebunk Free Library to sponsor a series of five book discussions offered by the Maine Humanities Council. Led by Dr. Leroy Rowe,

Asst. Professor of African American History and Politics at USM, the program was filled to capacity. Several committee members participated.

**White People Challenging Racism:** Three members of the committee attended this three-session workshop facilitated by Anne Romney and Marian Levy and offered through Kittery Adult Education. Our members plan to offer a similar workshop at First Parish next fall.

**New Mainers:** We partnered with Christ Church in helping to provide for New Mainers, immigrants living in the Biddeford area. Several members of the committee and congregation are helping on care teams, donating needed items, and teaching English Language Learners.

**Social Justice Sunday:** Focusing on New Mainers, members of the committee planned and presented a service March 3. It featured reflections by Sam Smithwick of Biddeford Adult Ed., Hind Aljubaily, a recent immigrant from Iraq, and Marylyn Wentworth. Anas Asadi, an Iraqi, provided special music on the oud, an ancient stringed instrument.

**Website:** The Social Justice Committee created its own pages in the First Parish website. Content was written by committee members, designed by Herve Lavoie, and include photographs by Mark Ettinger. See [www.uukennebunk.org](http://www.uukennebunk.org).

#### **Social Justice Committee, Active Members**

Vicki Adams, Chair; Susan Gesing, Co-Chair; Cathy Fellenz, Treasurer; Tory Leuteman, Scribe; Nancy Ann Chandler, Nancy Dorn, Eva Downs, Paulette Forssen, Monica Grabin, Molly Hoadley, Jay Kilbourn, Martha Murray, Joan Phipps, Harvey Rohde, Carol Spalding, Marylyn Wentworth, Joan Wuerthner, Bob Wuerthner

**New members are always welcome:** We encourage anyone interested in addressing the social justice issues of the day to join us.

Respectfully submitted, Vicki Adams, Chair

**FPUU Focus on Hunger:** Food donations: Large containers were placed by First Parish at the Hannaford grocery store so members of the community can donate food for the York County Shelter Program's food pantry in Alfred. We help to serve meals at the Bon Appétit meal program in Biddeford and prepare lunches for the local Summer School Lunch program. Using

large containers in the Parish Hall, we collect food donations for Community Outreach Services and toiletries for the Sanford UU Church Community Cupboard.

#### Focus on Hunger Volunteers

Ginny DiMarco, Mark Ettinger, Arlene Horn, Susan and Robert Jack, Andrea Rohde, Kirk and Sassy Smallman, Karen Tolstrup. New volunteers are welcome!

Community Outreach Services: Our church is a member of COS, which provides many services to our neighbors in need in the Kennebunks, among them food assistance, emergency fuel assistance, rent assistance, camp scholarships, and many other special needs. Many members and friends of First Parish participate in COS by donating food and garden produce, packing food boxes to deliver to people requesting them through the town General Assistance offices, serving at the weekly Food Pantry at St. Martha's Church, donating food for Thanksgiving and Christmas Baskets, and monetary donations to COS, which help support all the programs. See the COS website: [coskennebunks.org](http://coskennebunks.org).

#### Community Outreach Services (COS) Volunteers

Kathe Wright: COS Board member, Bob Thurm, Ted Trainor, Karen Tolstrup, Joan Wuerthner, Priscilla Coffin. New volunteers are welcome!

#### SJC also supported:

Citizens Climate Lobby

Information Trading Network: Local and state activism

MUUSAN: Maine UU Social Action Network, based in Augusta.

No Place Like Home: Local volunteer organization helping the elderly

Sierra Club monthly movie presentations

WIONN: Welcoming Immigrants Our New Neighbors

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## Worship Committee

The Worship Committee assists the minister and the congregation in planning and promoting worship services of quality and meaning. With the minister, the committee maintains and coordinates the schedule for all services, and arranges for worship services

when the minister is absent. If you have suggestions for a service topic or pulpit guest, please speak with a member of the Worship Committee

This year the committee members were Sally Keene, Chair, Susie Landgrebe, Ted Trainer, Bob Lown, Paul Beach, Merideth Norris. Rev. Lara was on Sabbatical this year, February 2/10/2019 – 5/14/2019.

We welcomed a sabbatical minister, Rev. Kimberley Debus, who provided 7 services and volunteer ministers who provided 5 services. The volunteers were: Rev. Kali Fyre, Rev. Shay MacKay, Rev. Abigail Stockman, Rev. Mark Glovin, Rev Amy Fiorilli (Amy will be ordained on June 1st).

The Worship Committee has a specific responsibility to plan and implement about 13 lay-led worship services during the year. This church year we have supported and/or implemented 19 services. For five of those we had the role of Point Person, helping visiting ministers navigate our practices and forms.

Rev. Lara and Rev. Kimberley tried new elements for the Order of Service in the areas of “Greeting Your Neighbor”, “Announcements,” and “Hymn Sings”. The Worship Committee will work with Rev. Lara on evaluating and implementing those that add value to the services.

We are currently filling a roster of those who will present nine summer services. Rev. Lara will present three. We are very grateful to those members and friends of the church who are willing to prepare thoughtful messages and programs as well as those who are willing to assist in making these summer mornings run smoothly.

Our committee members for 2019-2020 are: Paul Beach, Sally Keene, Susie Landgrebe, Bob Lown, Ted Trainer, and Meridith Norris. Sally has resigned as Chair, but will continue as a Worship Committee member.

We are looking forward to adding new members to the committee for the next church year. And we are always looking for individuals eager to explore leading worship services.

Respectfully Submitted, Sally Keene

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## Committee on Ministry

Members: Ann Boyce (2020), Paul Beach (2021), Patrick Conner (2021), Cathy Fellenz (2019), Andrea Rohde (2021); Co-chairs Boyce and Fellenz

Ex officio: The Reverend Lara Campbell and Sabbatical Minister The Reverend Kimberley Debus

According to FPUU By-Laws, The Committee on Ministry (COM) seeks to “clarify the nature, scope, priorities and expectations of the total ministry of the church. Acting as counsel for the minister,” it works to “strengthen the ministry by helping to assure good communication between the minister and members of the congregation.”

To that end over the last church year, the COM has worked with both Reverend Campbell and Reverend DeBus on a variety of projects including:

1. Completing a review of the By-Laws, Ministerial Contract, and the *Policies and Procedures Manual* to clarify the COM’s duties
2. Received Board approval for amending the triennial evaluation to allow a variety of assessment methods beyond the one specified in the *Policies and Procedural Manual*, thus allowing for greater flexibility in providing assessment
3. Reviewed the monthly Minister’s Report with the Minister and provided a sounding board for on-going assessment and projects
4. Added members’ term expiration dates, a list of action items, and the committee’s annual goals to each month’s minutes
5. Began forwarding a copy of the minutes to the Board Chairs and the office administrator
6. Coordinated training in AED and CPR
7. Researched the history of the paintings in the parlour as part of a goal to determine the parlour’s best use
8. Requested and received updates on various committees’ status (Membership, Worship, etc.)
9. Began work on raising the visibility of the COM. First step has been to writing brief newsletter articles on how the congregation shares ministry including the Silent Auction, the Rummage Sale, Coffee Hour, etc. Plans also include making brief announcements at the start of service.
10. Completed a synopsis of a congregational survey in response to “Why Are We Here”
11. Received Board approval to work on a mission statement

12. Developed recommendations for new COM member to replace Cathy Fellenz whose term is expiring
13. Completed a review of the Minister's contract as part of the annual review process
14. Determined format for minister's Annual Review to be held in fall

Respectfully submitted,

Members: Ann Boyce (2020), Paul Beach (2021), Patrick Conner (2021), Cathy Fellenz (2019), Andrea Rohde (2021); Co-chairs Boyce and Fellenz

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## FUND RAISING COMMITTEES

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### Auction

This year's auction ran during the last week of April, in the parlor. The winners were announced on April 7<sup>th</sup>. Thanks to the generous donations from members and friends the event was fun for the bidders and a successful fund raiser for the church operating budget.

The auction grossed \$4,476.25, had expenses of \$120.71 so netted \$4,355.54. The budget estimate for the event was \$4000. Thank you everyone who participated.

Auction Committee: Andrea Rohde, Beth Andersen, Sally Keene and Ruth Stackpole. We feel that after running this event for several years now, it is time for new people to get involved. We would like to pass on the process to people who may have new ideas to incorporate into the auction or people looking for a different way to support the funding of the church.

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### Blueberry Fair

It's just great when a plan comes together. The resulting comradery and community engagement were well worth the effort. Knowing that we would need to raise a challenged goal for our mission this year, A net of \$5,500 was our goal this year with an attempt to reach \$7,700 in needed budget. We met the goal but were unable to achieve the budget due to lack of customers. We featured numerous vocal and musical folk to entertain during lunch. We raffled an elegant

kayak & gear. We integrated a second year, increasing popular vegan menu of wraps into the offerings.

We had 40+ vendors participating with numerous categories of offerings. The blueberry pies, muffins, and buckle were delicious and sold out as expected. The luncheon dishes were also a great hit. The temptation for hot dog meals was expectedly lower again this year.

We had great cooperation from the Library folks especially with their book sales integrated into our day to draw more crowds. The town had their sidewalk sales event as well. And, this year we will have a repeat as well as being advertised in their announcements.

Special thanks go to everyone: parents & children, customers & vendors, dining room and kitchen volunteers, outside runners & floaters, those who made significant donations of blueberry pie, seafood & coffee, and the grill master for a perfect day. We are especially grateful for donations of chowder from Seafood Center, crabmeat from the Wuerthner family, and vegetables Frinklepod Farms. We also thank the Kennebunk Savings Bank and the Griffin Security Services for allowing parking on their property.

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### **Hannaford Card Program**

The Hannaford gift card program continues to be a reliable and relatively easy fundraiser for FPUU.

From June 2018 to May 1<sup>st</sup>, 2019, we have made \$4,641.13, which is over \$1000 than what we made the previous year (\$3206). Currently, we have approximately 30 people participating, which is up from last year, where we had 25 people enrolled. As part of the program we have \$25 cards available for individuals in need. This year, we gave away 53 cards, totaling \$1325 in donations. This number is up over half from what we gave away last year, which was only \$600. We have several new regulars that come in every month.

The program has the potential to easily make \$100 or more per week (\$5200) if we had more people participating in it.

Respectfully submitted,  
Crystal Jones, Hannaford Fundraiser Coordinator

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## **Rummage Sale**

We held a fall and spring sale and had good attendance at each. Our administrator assistant, Crystal, helped us with publicity by posting the event at rummage sale Face Book pages in the area. A large group of people make it happen each time: the table setter-uppers, the un-packers, prices taggers, sellers and cleaner-uppers. It continues to be an event where it is fun to work and where it is fun to hunt for great bargains. The money raised is a bonus for the church budget.

Jacqueline Peters

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## **STEM Teacher Workshop**

In 2018 we had a successful series of science modeling instruction workshops. We had a total of 34 different participants enrolled in a combination of two weeks of chemistry (20), two weeks of electricity and magnetism (5), and two weeks of physics (9). We welcomed Matthew Watson to the new physics instructor role. Tom Pfeiffer continued his outstanding work in chemistry and Jamie Vesenka doubled as the instructor of electricity and magnetism. Dan MacDonald continued as Executive Director for the workshop and handled administrative and logistical work. Vicki Adams and assistant Cynthia Reilly managed the critical task of recruiting local hosts and matching them with students. Reverend Lara was an instrumental member of the organizing team and trouble-shooter/host during the workshops themselves. The major change this past year was the addition of a fulltime chef, Alexander Vesenka, responsible for setting up the continental breakfast and hot lunch – vastly reducing the need for congregational support related to food.

This year graduate credits were offered through Dominican University. All the participants were assessed by instructors again using online Google document portfolios. The workshops were held upstairs in the children's chapel (E&M), in the parlor (physics), and downstairs "kindergarten" space (chemistry). Alas we still need to work on communication as the workshop takes over the entire facility and some spaces were double booked with other community activities. Dan again took the lead on cooling and made sure all the rooms had AC options. Thanks to all who let us borrow portable AC units. Hervé worked wonders providing all the workshops with secure wifi access.



Because of the switch to an in-house chef, to reduce the workload on our congregation, we had higher labor expenses than in previous years, plus the expense to purchase all the continental breakfasts and lunches. Most meals were prepared from scratch - including the pita bread. Alexander is a machine. The participants were incredibly happy with the food service, giving Alexander a card signed by all each week at the end of the week along with a standing ovation. Instructors also were eligible for a modest \$100/participant stipend to cover online portfolio graduate credit assessment. Our gross from workshop fees was \$32,800.00, with expenses of \$22,000.00 and net to the church of \$10,800.00.

For the most part we have found a “recipe” that works, and invited Alexander, Matt and Tom back for the summer of 2019. We advertised running a Biology workshop again this year (after last year’s class being cancelled) and have now obtained sufficient enrollment and a commitment from modeling biology instructor Jennifer Griffin to host a one week workshop. We need to be aware that remuneration has remained constant now for the past three years (and is not set to change next summer) but inflation is eating away at the income. Also, many modeling workshops cover housing (which we cover via volunteer hosts) and pay for instructor travel (we do not).

Cynthia Reilly has graciously accepted the volunteer housing coordinator position for 2019, ably assisted by Vicki Adams. Dan MacDonald will continue his administrative role. Barbara Boscia takes care of finances and Crystal takes care of logistics in prepping workshop materials and supplies. Jamie Vesenska is teaching a Wave workshop to avoid competing with Merrimack College who are hosting an Electricity and Magnetism workshop this year. We have a commitment from Merrimack not to do Waves for the next two years. Chemistry and Biology are both filling up well and all physics courses have enrolled at the minimum needed to run. Chemistry will continue in the basement space, Biology in the parlor, and Physics will be housed in the RE rooms on the second floor.

Respectfully submitted,

Jamie Vesenska, Workshop Founder  
Daniel MacDonald, Exec. Director  
5/24/19

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## TASK FORCES AND OTHER SPECIAL INTEREST GROUPS

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### First Parish Preservation Foundation

#### Activities

The FPPF has been conducting an annual letter appeal with modest success. We have settled on a decision that we will contribute 50% of new monies to the church's repair efforts while allowing our "Reserve" fund to continue to grow with capital gains, and dividends that are averaging 7.3% annually.

We have discussed the desire to approach the church membership in addition to those on our annual mailing list so that all may have an opportunity to contribute to the building which is home to so much activity and history. The distribution of an updated FPPF brochure is being contemplated.

#### Directors and Officers

Eric Clough	President	church member
Kevin Flynn	Treasurer	church member
Ki Leffler	Secretary	community member
David Shultz	Member	community member
Jay Kilbourn	Member	church member
Barbara Conner	Member	church member

Respectfully Submitted,  
Eric Clough, President  
First Parish Preservation Foundation

## **2017-18 Energy Task Force**

In January 2018 the Board approved the Energy Task Force with a mission to plan and implement ways to tighten the building envelope to prevent heat leaks and update heating and power sources. The goal is to decrease utility costs in the future as well as achieve the moral obligation to reduce our carbon footprint by converting to renewable energy resources, reduce and eventually eliminate reliance on fossil fuels.

### **Status of 2019 projects include:**

- 1) LED lighting goal: to replace compact fluorescent or incandescent lights to achieve higher efficiency**

An *Owner's Project Requirements document* will be created to include lighting to meet illumination standards. Contractor bids will be based on these requirements.

- 2) 2019 Heating Fuel purchase plan goal: reduce heating oil costs**

Several providers have been interviewed. The companies selected for consideration have in-house boiler service and are well established.

Based on the best quote, thus far, the church stands to save about 20% over what we currently have budgeted. The savings would be split between the 2019 fiscal year and next.

- 3) Evergreen Home Performance Insulation Proposal goal: seal building envelope to increase efficiency**

Current proposal is to prioritize blocking off roof over office, and back wall of Sanctuary adjacent to attic over classrooms

Await Properties Committee audit of roof on the office and classroom addition. Roof repair needs to be resolved before insulation is installed in the addition area.

- 4) Renewable energy resource goal: Evaluate what is the optimum sustainable, effective, and financially feasible arrangement for FPUU Church (customer) to purchase renewable energy directly via power purchase agreements ("PPA") with KLPD**

Currently, a multi-task approach is being led by project owners to:

- a) Quantify 5-year energy consumption history.
- b) Identify phasing out the existing old equipment/systems based on age, condition, efficiency, and financial feasibility, and replacing with new equipment.
- c) Interview contractors to explore options for converting to solar generated electric. Follow with a cost benefit analysis of each proposal.

Dan MacDonald & Rick McCabe, co-chairs

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### **Membership Marketing Committee**

The goal of the Membership Marketing Committee is to create a marketing plan, and branding strategy to attract new members, retain current members, and explore new ways to let residents and tourists know about FPUU Church.

A fresh logo, and message, “Lighting the Way Forward” have been created to re-energize the church’s image in our community, social media, and make the website more engaging. The website redesign project is currently a work in progress through the efforts of Herve Lavoie, Rick McCabe, Oliver Payne, Chris Wells, and Amy Wood.

Respectfully submitted by Amy Wood & Rick McCabe, co-chairs

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### **The Sunday Morning Discussion Group**

Most of this year we focused on viewing the Comparative Religion lectures by Professor Charles Kimball of the University of Oklahoma. The lectures were about such things as sacred myths, birth and death rituals, and religious texts and served as the topic of the day. Attendance varied from 8 to 15 depending on people’s interests or personal schedules.

Our last two meetings were dedicated to discussing the book 21Lessons for the 21<sup>st</sup> Century, by Yuval Noah Harari. Some people found information at [youtube.com/c/YuvalNoahHarari1](https://www.youtube.com/c/YuvalNoahHarari1). “If you feel overwhelmed and confused by the global predicament, you are on the right track. Global processes have become too complicated for any single person to understand. How then can you know the truth about the world, and avoid falling victim to propaganda and misinformation?”

This book proposed more ideas that we had time to talk about. The author was openminded and has a world view of our present times. We may discuss some more of his ideas in the fall. We still have 4 lectures left in the Comparative Religions program.

Respectively Submitted  
Ruth Stackpole

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### **Embracing Aging: Moment to Moment**

This provocative, reflective aging group met for eight sessions from January – April 2019 for the eighth year.

We explored the following topics;

- |  |                                |
|--|--------------------------------|
| 1. Celebrating the New Year            | Helen Rousseau & Linda Haley   |
| 2. Writing and Collage                 | Helen Rousseau & Carol Howell  |
| 3. Kindness                            | Joyce Hollman                  |
| 4. Healthy Aging                       | Cathy Fellenz                  |
| 5. Things You Need to Know Before I Go | Stacy Wentworth                |
| 6. Awakening the Sage Within           | Anne Murray                    |
| 7. Dance Movement Therapy              | Jacqueline Swett               |
| 8. Defining Moments                    | Helen Rousseau and Linda Haley |

The core group who prepared this year's programs were Helen Rousseau, Linda Haley, Carol Howell and Patricia Loranger. We met for 4-5 times in December 2018. A press release was sent out regarding the group and this received a positive response which gave us new members.

Response to each program was very positive and sometimes transformative for some.

I was the convener for each meeting, doing check-ins, updating the members and introducing the speakers. I was honored to work in this capacity and am willing to continue leading this group in 2020.

In gratitude for FPUU allowing us to use the parlor space, the members collected \$80. and donated it to the church.

Respectfully submitted

Helen Rousseau

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## **Insight Dialogue Relational Meditation**

“There is no Separation, Life is intimacy”. ~ Dogen

Insight Dialogue Meditation is a fully engaged relational meditation practice. We have been meeting for four years contemplating the earliest classical teachings of the Buddha in the Insight Meditation tradition.

We directly experience the teachings in small group interpersonal meditation. It is a whole life practice where nothing is left out. We follow the guidelines; Pause, Relax, Open, Attune to Emergence, Listen Deeply and Speak the Truth as developed by Insight Dialogue founder Gregory Kramer.

This is open to ALL. If you are new to this meditation practice, you're invited to contact me for some guidance before attending. We usually meet from September through June on the first Saturday of the month from 9:30-11:30am in the Parlor. FMI please call 207-985-7412. Please Join Us. You are Welcome. Thank you, Jaylene Summers.

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## **Song Swop**

The song swap has been going on for four years and it continues to attract between 15 and 20 people, both listeners and players. Coffee and cookies are served and provide a large measure of sociability to the event. A donation of \$3 is suggested. Many people thank me for continuing to run this event. It is purely an acoustic event with many kinds of instruments represented, such as guitar, piano, ukulele, harmonica and Irish pipes. The purpose is to have fun with music and sharing.

Rich Gaito

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## **BUDDHIST BOOK GROUP**

“The path of cultivating immeasurable kindness is a training of the heart and a commitment of intention.”

This Buddhist Book Group began meeting in October 2018. We usually meet the second Tuesday of the month from 3-4:30pm in the Library from September to June.

Currently the group is reading Christina Feldman’s book “Boundless Heart: The Buddha’s Path of Kindness, Compassion, Joy and Equanimity.” We start with a brief guided meditation, followed by a shared check-in and read, discuss and practice together. This is a thoughtful, caring and provocative process as we are creating sacred space together.

It is an ongoing drop-in group and every participant receives a copy of the book. ALL are Welcome. Please join us. For more information please contact Jaylene Summers. Thank you.

## MEMBERSHIP LIST

### MEMBERSHIP OF FIRST PARISH UNITARIAN UNIVERSALIST CHURCH

*(updated 05/20/2019)*

Alan Adams	4/9/1975	Kevin Flynn	12/8/1991
Vicki Adams	4/9/1975	Bob Furu	11/17/2016
Julie Allaire	2/21/2003	Vanessa Furu	11/17/2016
Beth Andersen	3/14/1982	Christine Gabree	12/12/1999
Dennis Andersen	1/6/1985	Rich Gaito	4/28/1996
Peter Ashley	1/5/1975	Rand Gesing	11/18/2001
Sally Ashley	1/5/1975	Susan Gesing	1/15/1995
June Barrier	5/18/2014	Myrna Higgins	9/8/2016
Paul Beach	9/9/1984	Molly Hoadley	6/21/1996
Mary Boucher	12/17/2015	Kerry Hoag	2/14/2012
Ann Boyce	11/18/2001	Arlene Horn	2/3/2002
Christine Burgess	8/21/2018	Cynthia Howard	9/8/1996
Karen Carey	4/8/2012	Rae Ingwersen	11/1/2007
Bruce Chandler	3/21/2010	Robert Jack	8/1/2018
Nancy Ann Chandler	3/21/2010	Susan Jack	5/8/2011
Bruce Childress	4/28/2013	Norma Johnsen	4/28/2002
Dorcas Cofer	9/12/1999	Margaret Jones	4/28/2002
Jim Colby	10/3/2010	Brian Kaufman	11/20/2016
Barbara Conner	4/1/2008	Sally Keene	12/15/2002
Patrick Conner	11/30/2006	Jonathan Kilbourn	6/21/1996
Walter Corey	2/16/2012	Susie Landgrebe	3/20/2008
Kathryn Davis	1/20/2019	Herve Lavoie	6/6/2004
Virginia DiMarco	2/3/2002	Virginia Lawrence	2/12/2015
Nancy Dorn	2/15/2009	Susan Lindquist	4/10/2012
Eva Downs	3/3/2009	Ann Livermore	1/2/1966
Ian Durham	11/18/2001	George Livermore	4/3/1977
Timothy Ericson	5/18/1997	Kim Lord	11/14/2004
Tracy Ericson	5/18/1997	Robert Lown	4/8/2007
Mark Ettinger	1/29/2006	Dan Lyons	11/30/1987
Catherine Fellenz	2/22/2015	Vicki Lyons	11/30/1987
Peter Fellenze	12/5/2018	Daniel MacDonald	2/21/2003



Carolyn McAdams	9/21/1986	Harvey Rohde	3/27/2014
Alexandra McCabe	5/1/2016	Sassy Smallman	12/14/2014
Rick McCabe	5/1/2016	Carol Spalding	2/24/1984
Jordanna McCarthy	2/12/2014	Ruth Stackpole	6/11/2000
Patrick McCarthy	2/12/2014	Jaylene Summers	2/17/1974
Jeanne Meggison	6/8/2008	Christine Thurm	2/19/2015
Paula Moulton	12/19/2004	Karen Tolstrup	10/9/2014
Martha Murray	4/26/2009	Ted Trainer	1/28/2001
Nancy Ney-Colby	10/3/2010	James Vesenska	12/12/1999
Merideth Norris	11/20/2016	Christopher Wells	3/30/2016
Joan O'Hara	2/28/1992	Rachel Wells	3/30/2016
Oliver Payne	1/18/1998	Marylyn Wentworth	12/25/2018
Jacky Peters	8/18/1986	Stacy Wentworth	12/4/2005
Joan Phipps	12/19/1977	Alice White	10/18/2017
Rachel Phipps	2/13/1998	Sheri White	11/13/2016
Guy Pollino	3/28/2010	Wayne White	11/13/2016
Megan Pollino	3/28/2010	Amy Wood	4/26/2009
Andrew Proulx	3/20/2016	Katherine Wright	3/31/1996
David Reece	9/26/2010	Joan Wuerthner	9/7/1986
Bernhard Reim	5/11/2014	Robert Wuerthner	9/7/1986
Helen Rivas-Rose	1/20/1980		
Andrea Rohde	4/28/1985		

## Non-profit Church Balance Sheet

### First Parish Unitarian Universalist Church Non-Profit Equity Statement

As of April 30, 2019

Accrual Basis  
Net Balance

<b>INVESTMENT ACCOUNTS:</b>	<b>\$307,463</b>
GREEN CENTURY EQUITY FUND:	\$163,205
VANGUARD ACCTS:	\$144,258
Inflation Protected Sec. Invest	\$31,721
Long Term Bond Index	\$92,579
REIT Index Fund	\$19,958
<b>BANK ACCOUNTS:</b>	<b>\$80,245</b>
E-Trade Cash	\$273
Vanguard Money Market	\$33,136
Kennebunk - Restricted Savings	\$9,438
Kennebunk Savings - Hannaford	\$10,509
Kennebunk Savings - Checking	\$25,504
E-Commerce Online Account	\$1,352
Petty Cash	\$32
<b>FIXED ASSETS:</b>	<b>\$472,000</b>
<b>TOTAL NON-PROFIT EQUITY STMT:</b>	<b>\$859,708</b>

## 2019 Approved Budget & YTD Performance Report

**First Parish Unitarian Universalist Church**  
**Non-Profit Operating Budget Performance Summary**  
 April 2019

10:01 AM  
 06/06/2019  
 Cash Basis

	Jan - Apr 19	YTD Budget	% of Budget	Annual Budget
Ordinary Income/Expense				
Income				
<b>OPERATIONS INCOME</b>				
<b>COMMUNITY FUNDRAISING</b>				
Solenees Workshops				
2019 Solenees Workshop Income	8,400.00	10,000.00	84.0%	32,000.00
2019 Solenees Workshop Expenses	0.00	0.00	0.0%	(17,000.00)
Total Solenees Workshops	8,400.00	10,000.00	84.0%	15,000.00
Rummage Sale				
Rummage Sale Income	869.66	1,000.00	86.97%	2,000.00
Rummage Sale Expenses	0.00	(25.00)	0.0%	(50.00)
Total Rummage Sale	869.66	975.00	89.2%	1,950.00
Building Use Income				
Community - Monthly p/t Rentals	4,144.00	4,000.00	103.6%	11,000.00
One Time Rental Events - Other	475.00	300.00	158.33%	1,000.00
Total Building Use Income	4,619.00	4,300.00	107.42%	12,000.00
Blueberry Craft Fair				
2019 Blueberry Fair Income	1,050.00	600.00	175.0%	8,000.00
2019 Blueberry Fair Expenses	(30.00)	0.00	100.0%	(2,100.00)
2020 Blueberry Fair Income	0.00	0.00	0.0%	600.00
Total Blueberry Craft Fair	1,020.00	600.00	170.0%	6,500.00
Weddings				
Wedding Expenses	0.00	0.00	0.0%	(200.00)
Wedding Income	0.00	0.00	0.0%	400.00
Total Weddings	0.00	0.00	0.0%	200.00
Total COMMUNITY FUNDRAISING	14,908.66	15,875.00	93.91%	35,650.00
<b>STEWARDSHIP PROGRAM - PLEDGING</b>				
Stewardship - 2019 Pledge Income	41,742.50	40,000.00	104.36%	120,000.00
Stewardship - 2019 UUA/NNED	1,095.00	1,000.00	109.5%	3,000.00
Total STEWARDSHIP PROGRAM - PLEDGING	42,837.50	41,000.00	104.48%	123,000.00
<b>INTERNAL FUNDRAISING</b>				
Annual Auction				
Auction Income	3,517.25	4,000.00	87.93%	4,100.00
Auction Expenses	0.00	0.00	0.0%	(100.00)
Total Annual Auction	3,517.25	4,000.00	87.93%	4,000.00
Hannafor Card Program				
Hannafor Card Income	20,090.00	22,000.00	91.32%	65,500.00
Hannafor Card Expense	(19,085.50)	(20,000.00)	95.43%	(60,000.00)
Total Hannafor Card Program	1,004.50	2,000.00	50.23%	5,500.00
CLYNK Bottle Return Income				
CLYNK Bottle Return Income - Other	14.52			
CLYNK Bottle Return Income	4.46	100.00	4.46%	400.00
Total CLYNK Bottle Return Income	18.98	100.00	18.98%	400.00
Book Cart	26.00	72.00	36.11%	200.00
Seasonal Events				
Event 1				
Expense (03-23 Piano Recital)	(250.00)	(250.00)	100.0%	(250.00)
Income (03-23 Piano Recital)	675.00	2,000.00	33.75%	2,000.00
Total Event 1	425.00	1,750.00	24.29%	1,750.00
Event 2				
Expense (Blues?)	0.00	0.00	0.0%	(200.00)
Income (Blues?)	0.00	0.00	0.0%	1,000.00

	Jan - Apr 18	YTD Budget	% of Budget	Annual Budget
Total Event 2	0.00	0.00	0.0%	800.00
Total Seasonal Events	425.00	1,750.00	24.29%	2,550.00
Total INTERNAL FUNDRAISING	4,991.73	7,922.00	63.01%	12,650.00
WORSHIP OFFERINGS & GIFTS				
Service Offerings				
Offerings Income	2,441.28	3,600.00	67.81%	11,000.00
Offering Charities	0.00	700.00	0.0%	3,100.00
Share the Plate	135.68	0.00	100.0%	0.00
Total Service Offerings	2,576.96	4,300.00	59.93%	14,100.00
Miscellaneous Offerings	0.00	0.00	0.0%	0.00
Unrestricted Gifts & Bequests	595.00	1,000.00	59.5%	2,000.00
Total WORSHIP OFFERINGS & GIFTS	3,171.96	5,300.00	59.85%	16,100.00
SOCIAL JUSTICE PROGRAMS				
MLK Breakfast				
MLK Breakfast Income	2,130.00	2,000.00	106.5%	2,000.00
MLK Breakfast Expenses	(700.00)	(500.00)	116.67%	(500.00)
Total MLK Breakfast	1,430.00	1,400.00	102.14%	1,400.00
Social Just Workshop				
Social Justice Workshop Income	250.00	0.00	100.0%	500.00
Social Justice Workshop Expenses	(750.00)	0.00	100.0%	(1,000.00)
Total Social Just Workshop	(500.00)	0.00	100.0%	(500.00)
Total SOCIAL JUSTICE PROGRAMS	930.00	1,400.00	66.43%	900.00
Total OPERATIONS INCOME	66,839.85	71,497.00	93.49%	188,300.00
Total Income	66,839.85	71,497.00	93.49%	188,300.00
Gross Profit	66,839.85	71,497.00	93.49%	188,300.00
Expense				
OPERATING EXPENSES				
WAGES & COMPENSATIONS				
Minister				
Salary	11,788.48	11,792.00	99.97%	38,739.00
Housing	5,778.40	5,780.00	99.97%	18,779.00
Benefits, Minister	4,321.21	5,380.00	80.32%	16,160.00
Professional Expenses	503.65	1,700.00	29.63%	5,100.00
Total Minister	22,391.74	24,652.00	90.83%	78,778.00
Mucio Director- Salary	5,369.28	5,376.00	99.88%	15,651.00
Religious Ed. Director- Salary	5,209.60	5,216.00	99.88%	13,862.00
Church Administrator - Salary	4,326.08	4,328.00	99.96%	12,750.00
Bookkeeper-Salary	1,607.04	1,608.00	99.94%	5,280.00
Payroll Tax Expenses	1,279.18	1,490.00	85.85%	4,330.00
Payroll Service Expenses	273.17	290.00	94.2%	770.00
Payroll Insurance, Worker's Comp	155.75	156.00	99.84%	612.00
Total WAGES & COMPENSATIONS	40,611.84	43,116.00	94.19%	132,033.00
BUILDING CARE & PROPERTY MAINT				
Heating Oil and Maintenance				
Fuel	4,600.00	4,600.00	100.0%	13,000.00
Heating System R & M	346.24	1,200.00	28.85%	2,000.00
Total Heating Oil and Maintenance	4,946.24	5,800.00	85.28%	15,000.00
Maintenance Contracts				
Janitorial Services	1,652.00	1,832.00	90.18%	5,500.00
Clock Maintenance	250.00	250.00	100.0%	250.00
Alarm Monitoring, Fire	242.00	200.00	121.0%	600.00
Stair Lift-Permits/Maintenance	832.00	900.00	92.44%	900.00
Snow Removal	230.00	100.00	230.0%	1,300.00
Total Maintenance Contracts	3,206.00	3,282.00	97.68%	8,550.00
Utilities				
Electricity	879.16	700.00	125.59%	2,100.00

	Jan - Apr 18	YTD Budget	% of Budget	Annual Budget
Sewer	143.07	200.00	71.54%	600.00
Water	102.90	100.00	102.9%	300.00
Total Utilities	1,125.13	1,000.00	112.51%	3,000.00
General Maintenance				
Repair & Maintenance	360.13	1,000.00	36.01%	3,000.00
Janitorial Supplies	204.26	200.00	102.13%	600.00
Total General Maintenance	564.39	1,200.00	47.03%	3,600.00
Insurance	2,057.50	2,002.00	102.77%	8,500.00
Total BUILDING CARE & PROPERTY MAINT	11,899.26	13,284.00	89.58%	38,650.00
MINISTRY TEAMS				
Muscle / Choir				
Muscle Programming and Supplies	604.18	640.00	94.4%	1,600.00
Total Muscle / Choir	604.18	640.00	94.4%	1,600.00
Religious Education				
RE Programing & Supplies	677.21	440.00	153.91%	1,100.00
Total Religious Education	677.21	440.00	153.91%	1,100.00
Membership Team				
Growth/Public Relations	0.00	100.00	0.0%	250.00
Total Membership Team	0.00	100.00	0.0%	250.00
Social Justice				
Social Justice Expenses	100.00	0.00	100.0%	0.00
Total Social Justice	100.00	0.00	100.0%	0.00
Worship				
Worship Expenses	91.08	200.00	45.54%	500.00
Total Worship	91.08	200.00	45.54%	500.00
Total MINISTRY TEAMS	1,472.47	1,380.00	106.7%	3,450.00
OFFICE & ADMINISTRATION				
Administration Expenses				
All Church Child Care	310.00	400.00	77.5%	1,200.00
Credit Card Service Charges	54.47	50.00	108.94%	200.00
Board Discretionary Fund	0.00	25.00	0.0%	100.00
Miscellaneous Expenses	0.00	260.00	0.0%	760.00
Miscellaneous Fees	35.00	25.00	140.0%	100.00
Stewardship Expenses	50.00	0.00	100.0%	0.00
Total Administration Expenses	449.47	760.00	59.14%	2,360.00
Office Expenses				
Telephone and Internet	189.91	400.00	47.48%	1,200.00
Copier	920.94	1,000.00	92.09%	3,100.00
Postage	96.15	100.00	96.15%	300.00
Supplies	272.40	400.00	68.1%	1,300.00
Total Office Expenses	1,479.40	1,900.00	77.86%	5,900.00
Total OFFICE & ADMINISTRATION	1,928.87	2,660.00	72.51%	8,260.00
CHARITY OUTREACH & UUA SHARE				
Missions/Charity	785.68	800.00	98.21%	2,000.00
UUA Northern New England Dist.	0.00	0.00	0.0%	7,000.00
Total CHARITY OUTREACH & UUA SHARE	785.68	800.00	98.21%	9,000.00
Total OPERATING EXPENSES	56,698.12	61,240.00	92.58%	191,393.00
Total Expense	56,698.12	61,240.00	92.58%	191,393.00
Net Ordinary Income	10,141.73	10,257.00	98.88%	(3,093.00)
Net Income	10,141.73	10,257.00	98.88%	(3,093.00)

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## Restricted Funds Net Balance Report

### First Parish Unitarian Universalist Church

## Restricted Funds Net Balance Report

January 2015 through April 2019

May 3, 2019

Accrual Basis

	<b>Jan '15 - Apr '19</b>
Other Income/Expense	
Other Income	
RESTRICTED FUNDS	
Vesenska Bequeath	
Accumulated Gifts	3,185.00
Music Disbursement	(169.99)
Total Vesenska Bequeath	3,015.01
Ministerial Assistance	
Gifts - Donations	5,000.00
Disbursement	(2,000.00)
Total Ministerial Assistance	3,000.00
Sabbatical Ministry	
Board Funds	7,000.00
Minister's Disbursements	(5,250.00)
Total Sabbatical Ministry	1,750.00
Ministerial Discretionary Proj	
Services Rendered Donations	2,920.00
Project Disbursements	(1,511.10)
Total Ministerial Discretionary Proj	1,408.90
Total RESTRICTED FUNDS	9,173.91
Interest Income, Bank	264.00
Total Other Income	9,437.91
Net Other Income	9,437.91
Net Income	9,437.91