



# FIRST UNIVERSALIST CHURCH OF YARMOUTH, MAINE



# Annual Report 2018-2019

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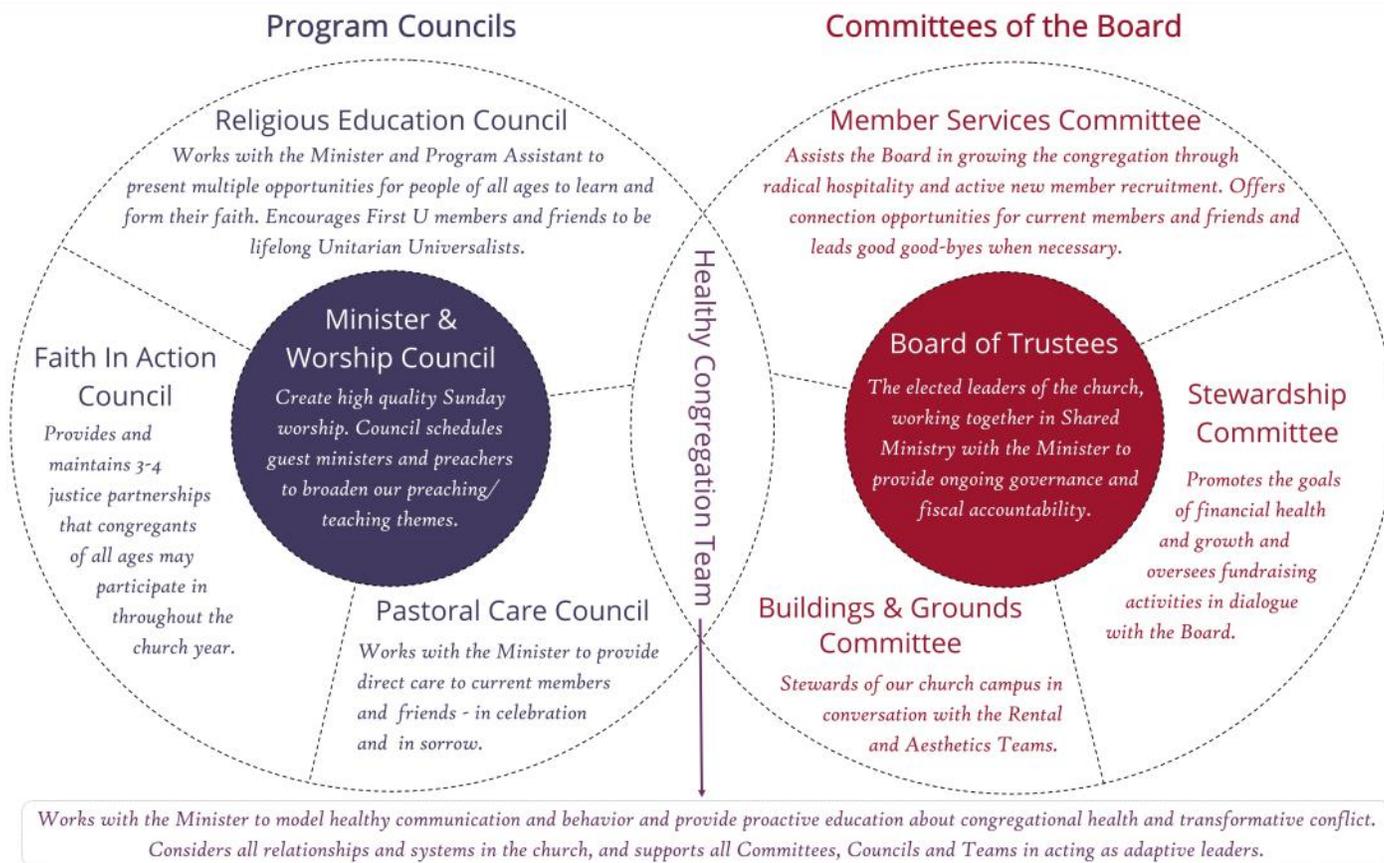
Caring Connections

About Unitarian Universalism

FIRST UNIVERSALIST CHURCH  
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# SHARED MINISTRY AT FIRST UNIVERSALIST



## SHARED MINISTRY GOALS

1. Focus on our mission with strong programs in Worship, Faith Exploration, and Social Justice.
2. Sustain Congregational Health through Transition with engaged, joyful ministries.
3. Sustain physical, fiscal, and administrative health through transition and growth.
4. Realize programmatic growth, increased attendance and building use.



## OUR MISSION



At First Universalist, our mission is to explore our faith, embrace this community, and engage the world as spiritual seekers.

## MINISTER AND STAFF

Rev. Frieda Gillespie.....Interim Minister  
 Gwen Matthews.....Program Assistant  
 Sam Chandler.....Music Director  
 Gail Mills.....Administrative Assistant  
 Russ DuPree.....Sexton  
 Anna Bianconi.....RE Teacher

## LAY LEADERS

### THE BOARD OF TRUSTEES

Joanna Landsman, President • Lily O'Brien, Vice President • Marge Titcomb, Treasurer  
Sarah Witte, Clerk • Annie Cook • Meghan Nathanson • Joe Dreher • Jen Civiello

### COMMITTEES OF THE BOARD OF TRUSTEES

#### STEWARDSHIP

Marge Titcomb      Jen Civiello  
Tom Settlemire      Joe Dreher  
Cindy Guernsey      Frank Read

#### CONGREGATION CONNECTIONS

Sarah Witte      Annie Cook  
Martha Hutchinson      Andrew Tonks

#### BUILDINGS & GROUNDS

Pete Titcomb  
Joe Dreher

### PROGRAM COUNCILS

#### FAITH-IN-ACTION

Marge Titcomb      Jane Makela  
Phyllis Chinlund      Marie Wendt  
Sue Ellen Bordwell      Pete Titcomb  
Mariana Tupper

#### WORSHIP COUNCIL

Jeanette Newton  
Anne Turner  
Joy Ahrens  
Nancy Austin

#### CARING CONNECTION

Joan Guild

#### FAITH EXPLORATION

Christy Hayashida      Jen Civiello  
Lauren Taylor

### OTHER LEADERSHIP TEAMS AND POSITIONS

#### TRANSITION TEAM

Nancy Austin      Steve Thomas  
Nancy Read      Karen Carlisle

#### LEADERSHIP DEVELOPMENT

Lisa Patterson      Nancy Read      Jeanette Newton  
Sue Myers      Tom Carlisle      Andrew Tonks

#### MODERATOR

Sue Ellen Bordwell

#### YOUTH GROUP FACILITATORS

Joanna Landsman      Gwen Matthews  
Rev. Frieda Gillespie

### TEAMS THAT SUPPORT CHURCH OPERATIONS AND PROGRAMS

Events & Rentals Team      Holiday Fair Team      Hannaford Card & Gift Card Coordinator  
Heart in Hand Gala Team & Chefs      Main Farm Supper Team & Chefs      Clam Fest Team  
Music on Main Coordinator      Partner Church Team      95 Main & New Mainer Initiative

Considering leadership at First U? Connect with members of the Leadership Development Team so they can assist you in determining where your skills and talents will shine.

## INTERIM MINISTER

An interim UU minister assists a congregation in the transition period between settled, or called, ministers. Interim ministers help congregations to move forward while assisting in the emotional process of transition.

### Transitions and Healing Circles

It truly seems like more than a year has gone by so much has been accomplished. From the start, the transition work at First Universalist was embraced and actively pursued. The Transition Team, Nancy Read, Karen Carlisle, Nancy Austin, and Steve Thomas, understood that their role was vital to helping the congregation become ready to embrace a new minister. Healing the wounds from the past has been aided by Healing Circles to give members of the church a place and time to express their emotions about the church and to listen to the experiences of others. This work is healing divisions and clarifying experiences for everyone.



REV. FRIEDA GILLESPIE

This spring we asked Deborah Pope-Lance to speak with members of the Board and other leaders about the problems and griefs relative to the previous minister's ministry. She offered five suggestions based on what she heard in the conversation:

1. Continue the Healing/Listening Circles
2. Write a letter to UUA staff about the congregation's experiences with the previous minister
3. Seek out people and groups to ask what their experience has been of the church
4. Clarify what the expectations should be of a minister
5. Review policies and practices of the church with an eye toward making sure a minister knows what the church's expectations are of them

### Partner Church in Gyepes

This year, Marge Titcomb initiated a trip to the church's Romanian partner church in Gyepes, Romania. Visiting a Transylvanian church and learning about the genesis of Unitarianism is something I've wanted to do for over 10 years. So along with our fearless leader, Marge Titcomb, Pete Titcomb, and Ann and David Swardlick, we set out, my wife Jennifer and I and David were seeing it all for the first time.

We visited a number of Unitarian Ministers (including some women), a Unitarian University and seminary, plus the people of Gyepes who were enormously welcoming and who shared what they could of their lives. We will share more about our trip next church year.

# INTERIM MINISTER

## **Adult Conversation Circles**

At First Universalist we continued UU Conversations twice a month, experimenting with different topics: the current subjects of the recent sermons. We are starting a series discussing the Seven UU Principles in sequence. UU Conversations is a great opportunity for adults to attend a serious discussion on a drop-in basis.

## **Spiritual Leadership**

Members of the Board, Gwen Matthews and I attended a UUA regional workshop on Spiritual Leadership. The Board has taken up the ideas in an active way and they've asked me to preach about Spiritual Leadership which will happen in early Fall. Related to Spiritual Leadership, Marge Titcomb and I attended another Regional workshop, this one about Covenants.

## **Pastoral Care and Worship**

The congregation has been relatively healthy physically this church year with the exception of the usual seasonal colds and flu. There have been several members who received operations for joint repairs, injuries and the wear and tear of aging. In addition, there are at least two active members who have been given a serious cancer diagnosis. These health events have been met with a great deal of compassion, care and concern. One gets a sense of the depth of caring within the congregation that makes a beloved community possible.

We had eight babies and children dedicated this Mother's Day and a New Member Sunday is being planned with a number of families who have signed the book already.

## **Staff**

The staff, Gail Mills, Administrative Assistant, Gwen Matthews, Program Assistant, and Sam Chandler, Music Director, have been exceptional in their respective roles.

First Universalist is a delightful, exuberant congregation with deep social justice sensibilities, deep caring for each other and willingness to forge paths into new areas of learning. It continues to be a great pleasure to work with you.

Respectfully Submitted,  
Rev. Frieda Gillespie, Interim Minister

# PROGRAM ASSISTANT

At First Universalist, the role of the Program Assistant is multi-faceted and includes coordinating and implementing children and youth programs, producing print and electronic communications, including social media, and supporting the Congregation Connections Committee.

As this church year draws to a close, I mark three and a half years as First U's Program Assistant—it's hard to remember a time when I wasn't supporting the good work of this community!

The 2018—2019 church year was unique, however, in my three plus years at First U, due to adjustments during this transition period and the arrival of my daughter, a little bit earlier than expected, several weeks away on parental leave with her, and returning to First U at a 15 hour per week schedule in an attempt to balance caring for her and providing support to this wonderful community.



## Communications

Gail Mills, Administrative Assistant, graciously took over the editing and compilation of the Sunday Morning News, Channels, and First U's website while I was on leave. Beginning in February 2019, I resumed these tasks and am happy to include your information or announcement in any of our communications.

## Faith Exploration Council

- The newly reformed Faith Exploration Council, formerly known as the Religious Education Council, began meeting in an attempt to expand and strengthen our programs for children and youth. The FE council hopes to continue to do this good work and hopes to grow in future years.
- This council successfully held a wonderful Earth Day Carnival on May 5 that was well attended by current members and friends and attracted new folks who came to participate.

## Children's Programming

- During the summer of 2018, we searched for and hired two new teachers in Children's Chapel. One had to leave us part way through the year due to too many commitments. The other, Anna Bianconi, has stayed through the year and plans to remain with us next year. We are glad to have her leading Children's Chapel each week!
- Children's Chapel on Sunday mornings has varying numbers of children show up each week, ranging from just a couple up to ten children attending. We hope to increase the number of children attending and participating next year.
- Our Nursery continues to be well staffed and well used and loved by parents and children. We welcomed new teen nursery and Children's Chapel assistants this year, as well.

## Junior Youth Programming

- Our junior youth group participated in two major programs this year: Neighboring Faiths during Fall 2018 and Our Whole Lives during Winter/Spring 2019. Our junior youth group is active, fun, engaged, and supportive of one another.
- Junior Youth Group is facilitated by Gwen Matthews and received support while I was on parental leave from Ben Tupper and Steve Thomas co-facilitated the Our Whole Lives program.
- This year, we had eleven regularly attending junior youth group members and we anticipate similar numbers next year.

## PROGRAM ASSISTANT

### Senior Youth Programming

- Our senior youth group was largely focused on faith exploration this year and developed their belief statements which they presented at the Children and Youth Sunday on May 5.
- Our group also participated in social justice work by helping to prepare and serve dinner at Preble Street Soup Kitchen and by assisting in the renovations, cleaning, and furniture moving at 95 Main Street.
- Senior Youth Group is facilitated by Joanna Landsman and Gwen Matthews with Rev. Frieda Gillespie leading groups on faith exploration and belief statements.
- This year, we had eight regularly attending senior youth group members and while we anticipate that our group will shrink down to five members next year, we have plans to join with other nearby UU congregations to increase our opportunities and to facilitate relationships with other yoUuth.

### Our Whole Lives

We continue to offer OWL both inside and outside of our congregation to youth. This year, I was able to co-facilitate 10th—12th grade OWL at First Parish in Portland and Steve Thomas and I co-facilitated OWL for our junior youth group. We have plans to expand our OWL offerings next church year.

I would like to thank all of the many church members and friends who offer immense support and make this work joyous.

Respectfully Submitted by Gwen Matthews, Program Assistant

## PRESIDENT OF THE BOARD OF TRUSTEES

The President of the Board of Trustees coordinates church activities, presides at meetings of the Board and of the church, and represents the church.

### Interim Minister

In August of 2018, we welcomed Rev. Frieda Gillespie to First Universalist, for the first of what we expect to be a two-year interim ministry. The Board has enjoyed an excellent, collaborative relationship with Rev. Frieda, and together we have been working to identify and heal past hurts while continuing to move forward with purpose and joy.

### Goals

First Universalist's 4 major goals this year focused on maintaining our overall 'health' during these years of transition:

- Goal 1 (Councils): Focus on our Mission with Strong Programs in Worship, Faith Exploration and Social Justice
- Goal 2 (Board): Sustain Congregational Health through Transition with engaged, joyful ministries
- Goal 3 (B&G and Treasurer): Sustain Physical, Fiscal and Admin Health through Transition and Growth
- Goal 4 (Congregation Connections and Program Assistant): Realize Programmatic Growth, Increased Attendance and Building Use



## PRESIDENT OF THE BOARD OF TRUSTEES

Here are the highlights of Goal 2, specifically owned by the Board:

Adapt to wisdom in *Governance and Ministry* by Dan Hotchkiss and other resources:

- The Board has successfully implemented various recommendations from Hotchkiss. For example, items such as council and committee reports, and other topics not requiring discussion but which typically consume a lot of time in board meetings, have been moved to a consent agenda, shared prior to the meeting. This has allowed us to focus on 3-4 primary discussion topics, presented as questions with background info and expectations clearly stated.
- We have also been drawing from a UUA workshop on Spiritual Leadership where we learned about Centering in Gifts, Doing our Inner Work, Binding to Tradition and Faithful Risking. One shining example of faithful risking that has advanced our mission is the 95 Main Street project!

Support Interim Minister in Transition Work and in Ministries

- The Board has worked closely with Rev. Frieda in many areas, including Healing Circles and the Timeline Workshop, and has made itself available in all ways to our interim minister's needs and goals.
- 6 months into Rev. Frieda's ministry with us, we performed a Ministerial Review, where the Board, the Transition Team, and Rev. Frieda separately completed an appraisal and then shared those results with each other and with the UUA. This was a healthy, mutually beneficial and thoughtful process, a good example to follow in the years to come.
- Consultation with an 'After Pastor' Specialist, Rev. Dr. Deborah Pope-Vance: This consultation served to identify leadership action areas regarding the congregation's experience of and concerns about the service provided by the previous minister. Many steps have been taken, but this is still a work in progress.

Establish Leadership Development Committee

- The Board moved to combine the former Nominating Committee and Personnel Committee into one new entity. The Leadership Development Committee, which is elected, is tasked with developing candidates for Board and Committee Leadership, creating leadership development (retreats, workshops) for staff and volunteers, maintaining job descriptions and hiring recommendations, and so forth. This committee is up and running!

Establish Ministerial Search Committee

- Starting with a visit with our UUA Transition Coach, Rev. Margaret Beckman, the Board has steered us through the Search Committee Selection Process. Using UUA guidelines, we polled members and friends, asking you whom you thought would be good candidates. We then asked those who were identified to consider serving in this important capacity. On June 2, members will be voting - - - the 4 candidates with the most votes will be on the committee, and the board will then select the other 3 from the same ballot for a total of 7. I have so much respect and gratitude to all of you who have thrown your hats into the ring, and I am confident that together, you will find the right match for First Universalist.

In closing, let me say what I said last year at this time: it has been my honor and privilege to serve as the President of the Board of Trustees, and to continue in that role for the next two years. I am so very grateful for this community!

Respectfully Submitted,  
Joanna Landsman, Board President

## STEWARDSHIP

Stewardship promotes the goals of financial health and growth and oversees fundraising activities in dialogue with the Board of Trustees.

*Together we can be transformative as a faith community in our relationship to money and generosity.*

As we navigate these two years of ministerial transition, I am pleased to report that financially we are in pretty good shape – not without challenges, but we have tools in place to be able to craft quick responses as challenges present themselves. And, the congregation has responded! We are so grateful. We appreciate your participation on this journey of faithfully taking risks to serve our mission in this changing and challenging world.

**Annual Campaign.** Most of our income (60%) comes from the congregation in annual commitments. Our campaign this year went well, though we still await about 6 commitments.

Commitments are up about 10%, for which we are grateful.

**Fundraising** involves FOOD and FUN and nearly everyone in our church community in our many events – great opportunities for newcomers to get to know us better as they explore their interest in our community. Events include Clam Fest, Holiday Fair, Heart-in-Hand Gala, Maine Farm Suppers, and Music on Main. Also, we offer Hannaford Card sales, yoga classes, and fair trade coffee sales. We continue to review each project, making changes in light of our mission and in response to volunteer energy and the market.

Most fundraisers met or exceeded their budgeted goals. The April Gala was especially successful, raising \$2600 extra dollars in support of next year's OWL activities. Music on Main experiences low turn-out, in spite of positive responses to the music selections. Casco Bay Conversations event was a 'faithful risk' that was cancelled due to insufficient signups. We are re-thinking how to present this program so that it reaches the right audience to fulfill the mission of bringing important topics to our venue for discussion.

**Church rentals** include: our longtime tenant, Village Nursery School; 95 Main; regular renters (AA, and meditation groups); and event rentals such as weddings. When our longtime tenant at 95 Main (formerly the Parsonage) left in January, we reconfigured and furnished the home to be a shared home for 4 New Mainers. We lost 2.5 months of rent during repairs, but we are back on track with a regular payment stream. And, the New Mainers are a joy to us!

**As our church continues to serve our congregation while also reaching out to the wider community, we recognize our greatest challenge is in PROMOTION.** We especially welcome any with marketing and/or PR skills to share — to identify the most effective ways (including digital and print media, as well as direct requests) to get the word out that we have fantastic not-to-be-missed events going on at First U, as well as great spaces to book for events. Our success depends on it!

Respectfully and with gratitude,

Marge Titcomb  
Treasurer & Stewardship Chair, May 2019

### STEWARDSHIP

Marge Titcomb	Jen Civiello
Tom Settlemire	Joe Dreher
Cindy Guernsey	Frank Read

# STATEMENT OF FINANCIAL POSITION AS OF 4/30/2019

	<u>TOTAL</u>
<b><u>ASSETS</u></b>	
Bank Accounts	58,897
Giving Winds Loan	10,000
<b>Endowment Accounts</b>	
Building Endowment	13,742
Outreach Endowment	9,035
Spirit of Life Fund	76,677
<b>Total Endowment Accounts</b>	<b>99,454</b>
<b>Fixed Assets</b>	
Church	742,360
Furniture & Fixtures	100,000
Parsonage	183,000
<b>Total Fixed Assets</b>	<b>1,025,360</b>
<b><u>TOTAL ASSETS</u></b>	<b>1,193,711</b>
<b><u>LIABILITIES &amp; EQUITIES</u></b>	
<b>Liabilities</b>	
FY20 Pledges Paid in Advance	11,550
95 Main Security Deposit	1,200
Accrued Liabilities	200
<b>Designated Funds</b>	
Faith in Action Accounts	18,352
Building Fund	3,634
Here for Good Campaign	14,121
Ken Nye Steeple Fund	1,521
Minister's Discretionary Fund	1,037
Music and Worship Fund	68
Religious Exploration Fund	522
<b>Total Designated Funds</b>	<b>39,255</b>
<b>Loans</b>	
Loan—Congregants (unsecured)	100,000
Loan—Bangor Savings Bank	74,716
<b>Total Loans</b>	<b>174,716</b>
<b>Total Liabilities</b>	<b>226,921</b>
<b>Total Equity</b>	<b>966,790</b>
<b><u>TOTAL LIABILITIES &amp; EQUITIES</u></b>	<b>1,193,711</b>

# CURRENT AND PROPOSED BUDGET

	FY19 CURRENT YEAR		FY20 PROPOSED BUDGET	FY18 ACTUAL BUDGET
	Actual Year to date (4/30/2019)	FY19 Annual Budget		
<b>Revenue</b>				
Annual Campaign and Plate	101,458	120,000	126,000	119,311
Fundraising Programs	27,471	37,400	30,700	27,704
Other Fundraising	828	2,200	600	5,273
Rental Income	22,711	36,750	34,900	33,773
Endowment Income	9,342	9,000	9,000	8,736
Other Income	5,382	5,000	2,800	6,733
<b>Total Revenue</b>	<b>167,192</b>	<b>210,350</b>	<b>204,000</b>	<b>201,530</b>
<b>Expenditures</b>				
Board of Trustees	8,317	11,556	14,420	10,746
Buildings & Grounds	19,656	20,494	21,300	19,021
B&G Administration	16,588	21,000	23,430	22,118
Minister	56,901	81,455	77,376	84,887
Office Administration	13,583	14,568	15,160	13,785
Music & Worship	13,239	18,776	19,297	15,317
Member Services	525	1,500	1,200	2,364
Religious Education	24,812	39,731	31,770	33,999
<b>Total Expenditures</b>	<b>155,106</b>	<b>209,880</b>	<b>203,953</b>	<b>202,262</b>
<b>Net Revenue</b>	<b>9,717</b>	<b>470</b>	<b>47</b>	<b>-732</b>

Did you know that our year-to-date expenditures and annual budget is regularly updated and posted in the Gathering Room? Check it out sometime. #transparency

# LEADERSHIP DEVELOPMENT COMMITTEE

The Leadership Development Committee has been created and charged by the Board to support the Board on development, including nominating Board and Leadership Committee members, and supporting the Board on personnel matters.

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## Goals

- Identify and present slate of Board of Trustees to be voted on at the 2019 Annual Meeting
- Recruit Administrative Assistant before June 20, 2019
- Recruit RE Teacher before September 2019
- Recruit candidates for committees and councils
- Assist with developing/planning Fall Leadership Retreat

## Work Done

- Slate of Board of Trustees presented for vote at 2019 Annual Meeting
- Assisted the Board in identifying Ministerial Search Committee nominees
- Updated Administrative Assistant job description and posted opening on job boards
- Posted RE Teacher opening on job boards
- Solicited committee/council descriptions and membership needs

Respectfully Submitted by  
Lisa Patterson

## LEADERSHIP DEVELOPMENT

Lisa Patterson      Nancy Read      Jeanette Newton  
Sue Myers          Tom Carlisle      Andrew Tonks  
Joanna Landsman *as Board Liaison*

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## Leadership Development Committee Nominations

The Leadership Development Committee shall consist of no less than three members including a chairperson. Committee members shall be elected by the congregation at the Annual Meeting.

Terms of Office: Members of the Nominating Committee serve three-year terms that are staggered.

### Leadership Development Committee Nominees:

Lisa Patterson  
Sue Myers  
Jeanette Newton  
Andrew Tonks  
Nancy Read  
Tom Carlisle

## NOMINATIONS FOR THE ANNUAL MEETING

### Board of Trustees

The Board of Trustees shall consist of the officers of the Board (the President, Vice President, Treasurer, and Clerk) and four at-large members. Officers and at-large members shall be elected at the Annual Meeting.

Terms of Office: Elected members of the Board serve two-year terms. There is a limit of two consecutive terms (4 years) for any Board position and a limit of four consecutive terms (8 years) for each Board member.

President:	Joanna Landsman
Vice President:	Jen Civiello
Treasurer:	Marge Titcomb
Clerk:	Sarah Witte
At Large 1:	Nancy Dix*
At Large 2:	Meghan Nathanson
At Large 3:	Joe Dreher
At Large 4:	Annie Cook

Want to know more about the responsibilities of Board members? Check out First U's Constitution and Revised Bylaws on our website: [uuyarmouth.org/our-organization/](http://uuyarmouth.org/our-organization/)

\*seeking first term on the Board of Trustees

## BUILDINGS AND GROUNDS COMMITTEE

The job of the Buildings and Grounds Committee is to manage our historic church and parsonage facilities and the surrounding grounds.

Members of the B&G Committee are stewards of our church campus in conversation with the Rentals and Aesthetics teams.

The function of the Buildings and Grounds Committee is to manage our historic church and 95 Main (parsonage) facilities and the surrounding grounds.

### Significant B&G projects this year included:

1. Here for Good funds were used to restore two Sanctuary windows.
2. The departure of the long time tenant in the Parsonage led to the creation of the 95 Main project that successfully converted that space to provide modest cost housing for four tenants, while maintaining rental income for the Church. The effort involved significant contributions of time and material donations from many community members under the leadership of the Yarmouth Compassionate Housing Initiative (YCHI).
3. B&G liason to the Board, Joe Dreher, has initiated an effort to develop a Buildings & Grounds organization.

## BUILDINGS AND GROUNDS COMMITTEE

### Upcoming Projects:

1. Restore two more Sanctuary windows this summer.
2. Exterior repair and paint for the wing and some areas on the Sanctuary.

### On-going maintenance of our facilities includes:

- Management of test/inspection/maintenance of church building systems: elevator, fire sprinkler, fire alarm, emergency lighting, fire extinguishers, smoke detectors, and three heating systems.
- Delivery of church trash and recyclables to the transfer station as well as delivery of returnables to the redemption center.
- Management of our grounds including snow removal, lawn mowing, and raking.
- Routine maintenance at 95 Main including furnace and smoke detectors.
- Seasonal changes to heating, storm windows, and outside faucets.
- Technology support for our office equipment (3 computers and copier) and performing weekly computer backups.
- Supporting use of our projector and the sound systems in the Sanctuary and Gathering Room.

There are a number of opportunities for becoming involved in B&G activities. Please contact Pete Titcomb or Joe Dreher if you have interests in this area.

Respectfully submitted,  
Pete Titcomb, Buildings & Grounds

### BUILDINGS & GROUNDS

Pete Titcomb  
Joe Dreher

## CONGREGATION CONNECTIONS COMMITTEE

The Congregation Connections Committee assists the Board in growing the congregation through radical hospitality and new member recruitment.

The CCC also offers connection opportunities for current members and friends and leads good good-byes when necessary.

The Congregation Connections Committee started off the year with five members however one member needed to withdraw from the committee mid-year due to time and conflicts.

**The Congregation Connections Committee was renamed** by the October Leadership Retreat, from Member Services to Congregation Connections, recognizing that we wish to do much more than provide service to members. And while the previous minister had emphasized recruitment of new members as the top priority to the exclusion of caring for current membership, the words Member Services gave the opposite message.

### Our primary goals for the year were:

- to build and embody a welcoming friendly church
- to create easy family-friendly events open to both First Universalist and the wider community, growing the visibility of First Universalist as a place where good things happen
- to work with the Board and leadership in outreach to friends and members who had left, exploring each story for a deeper understanding of our collective story
- to provide child care as a matter of course for all events

# CONGREGATION CONNECTIONS COMMITTEE

## Goals

In support of these goals, we hosted two **Newcomer Brunches**, one before and one after worship, a **Hungry Human Breakfast** open to the wider community, two **Healthy Family Workshops** (on college admissions and healthy sexuality for children), an **Easter Morning Holy Doughnuts and Coffee** before worship, and will provide an info session on becoming a member in advance of the **Sign-the-Book Sunday and Membership Recognition** on June 9th.

## Engagement with the Disengaged

We also wrote a letter which was sent to disengaged members and friends, and followed up with calls and meetings with anyone who responded, in order to answer their questions about the recent conflicts as well as the status of the interim ministry.

## Survey

After the Mid-Year Meeting, CCC was asked to do a survey of all current congregants to ascertain their interests and potential areas of service. This survey was started online with a Survey Monkey but most respondents filled it out on Pi/e Sunday, and turned it right in. That seemed like a simple way to get a large response.

## Plans/Ideas for Next Year

- CC monthly newcomer coffees – after church, first Sundays?
- Hungry Human Breakfast - October
- Fall: UU History 101 class (Andrew)
- Winter: Spiritual Autobiography class (Sarah)
- Spring: A Good Death & Dying class (Sarah, Martha and Frieda? Five Wishes)
- Healthy Family Workshops (topics might include: Gun Safety, Women's Heart Health, Addiction & Recovery, Social Media & Kids)
- Pathway to Membership and New Member Recognition

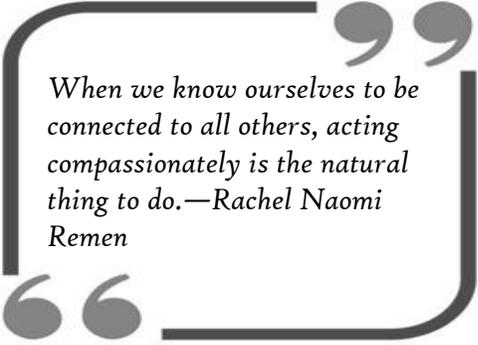
We continue to explore using social media to reach out and share good news about what is going on. Most critically, we need to reach out to ALL friends and members throughout the year, both to groups and to individuals. If people drift away, we need to reach out. We would warmly welcome more members to our committee at any time.

Respectfully Submitted,  
Sarah Witte

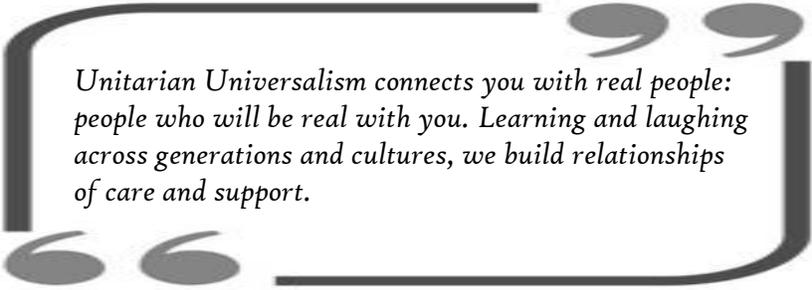
## CONGREGATION CONNECTIONS

Sarah Witte  
Martha Hutchinson

Annie Cook  
Andrew Tonks



*When we know ourselves to be connected to all others, acting compassionately is the natural thing to do.—Rachel Naomi Remen*



*Unitarian Universalism connects you with real people: people who will be real with you. Learning and laughing across generations and cultures, we build relationships of care and support.*

# FAITH IN ACTION COUNCIL

The Faith In Action Council provides and maintains justice partnerships and welcomes all to join as they seek to “advance economic and environmental justice, working together as a community of faith to nurture your spirit and help heal the world.”

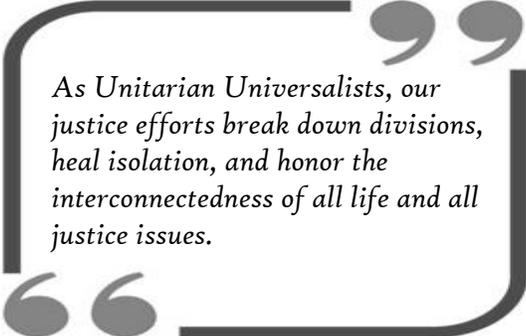
## EXPLORE

We offered a new program, Dinner – Documentary – Discussion (3D), with the showing of 3 films addressing social justice issues. Each showing drew 15-30 people, each enjoying a meal prepared by John Vogt, and participating in lively discussion of the film. We plan to continue this program in the coming year.

We offered a brief survey to the congregation to learn where our passions for social justice are. Initial results show strong interest in immigration issues and environmental issues as well as active involvement by our members with at least 28 other nonprofit organizations through which they put our UU principles to work in the broader community. We expect to continue to invite suggestions as we grow our database of interests and connections.

## EMBRACE

In the spirit of faithful risking, Faith in Action led the project to convert 95 Main (formerly called Parsonage) to a home for 4 New Mainers from the immigrant community. We worked with Yarmouth Compassionate Housing Initiative (YCHI, the collaboration of 3 Yarmouth churches), and many people from the wider community. We celebrate the success of this project!



*As Unitarian Universalists, our justice efforts break down divisions, heal isolation, and honor the interconnectedness of all life and all justice issues.*

## ENGAGE

We continued our engagement with Preble Street (first Tuesdays meal service). Six of us traveled to Gyepes (our partner church in Transylvania); we met several of the 14 students to whom we provide educational support (\$2940); and were pleased to discover that 3 babies were born in the village in April!

We identified 12 recipients for our half plate program, distributing \$4800 so far this church year to social justice organizations within Maine, plus our ongoing support of Gyepes.

Respectfully Submitted by  
Marge Titcomb

### FAITH-IN-ACTION

Marge Titcomb	Jane Makela
Phyllis Chinlund	Marie Wendt
Sue Ellen Bordwell	Pete Titcomb
Mariana Tupper	

# WORSHIP COUNCIL

The Worship Council assists the Minister in creating high quality Sunday worship services. The Council also schedules guest ministers and speakers to broaden our worship themes.

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## Goals set

Our major goals were to offer a smooth ministerial transition, meaningful worship services, a plan for the year's services, and build a framework for next year's services, mindful of our mission to explore, embrace, and engage.

## Continuity

For this year, two outgoing committee members, Nancy Austin and Jeanette Newton, agreed to stay on the council for organizational continuity. Two new members, Joy Ahrens and Anne Turner, agreed to join the committee and stay for two to three years. As in the past, our minister offered most services. Invited ministers, guests, and lay groups offered services once a month, all well-received. Sam Chandler managed all musical elements.

## Worship format

We made small changes at times to the worship format for clarity. We now again include the unison elements of worship in the weekly Order of Worship. Congregational leaders do morning announcements and Faith-in-Action members offer background information on the organization receiving the half-plate. One member of the council often lights the chalice and offers Time for All Ages.

## Worship Schedule

Themes were set to align with the past year's Soul Matters themes. Reverend Frieda created her services based on those themes and the needs of the congregation during this transition period, especially designed to help us heal, move forward, and prepare for a search for a called minister.

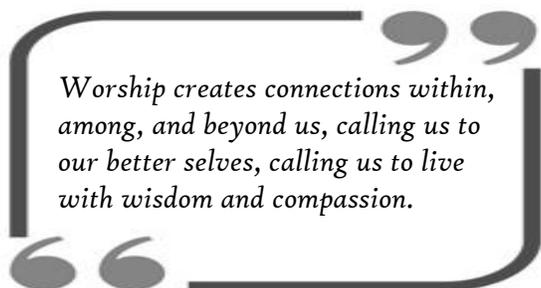
## Guest ministers and speakers

Guests to the pulpit included Claudette Ndayininahaze, Open Heart Sangha, Kai Fast, Larisa Davis, Leslie Hyde, Rev. Margaret Beckman, and the Senior Youth Group.

## Needs

We are looking for a more comprehensive collaboration next year, including long term planning and a summer retreat to develop worship themes, set a worship schedule, and build more extensive coordination of worship themes between music, minister, visiting ministers, adult RE, and children's RE. We need three more members.

Respectfully Submitted by Nancy Austin



## WORSHIP COUNCIL

Jeanette Newton  
Anne Turner

Nancy Austin  
Joy Ahrens

# CARING CONNECTIONS

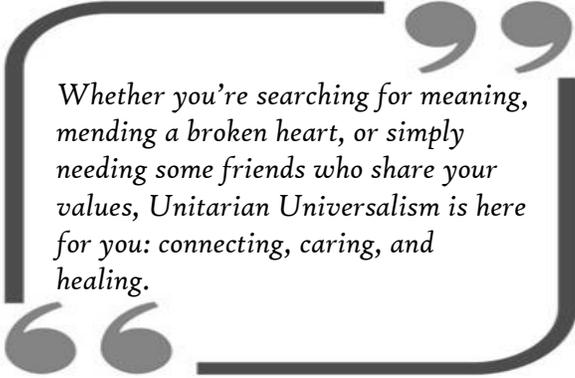
Caring Connections falls under the Pastoral Care Council and works with the Minister to provide direct care to current members and friends — in celebration and in sorrow.

## Background

Caring Connections is under Pastoral Care and Caring Connections Chair communicates with Reverend (model established prior to 2018-2019).

## Summary 2018-19

- Met with Rev. Frieda, November 2018
- Reviewed Program
- Shared ideas for better outreach
- Called on to help with approximately 4—5 people between December and May



*Whether you're searching for meaning, mending a broken heart, or simply needing some friends who share your values, Unitarian Universalism is here for you: connecting, caring, and healing.*

## Round Table Discussion

Participated in Round Table discussion during Leadership Retreat. The following are the feedback and ideas received about Caring Connections:

- Need to re-vamp some aspects of Caring Connections
- Time to update the list of folks who are interested/not interested in being on the “call list” for help
- Need more than one contact person
- Need a way to notice who needs “caring”
- Need to continue to balance respect for privacy
- Note card writing—how can this be a consistent and regular part of CC?
- Ideas for getting the word out about Caring Connections: have the same message that goes out repeatedly, including in the Sunday Morning News and *Channels*, when the last candle is lit during Candles of Joys and Sorrows, on the First U news bulletin board, on the website, and even a separate e-blast.
- Question: Where does Caring Connections fit with Pastoral Care?

## Recommendations

Review list, have more than one person facilitating Caring Connections needs, review model within pastoral care.

Respectfully Submitted,  
Joan Guild

**CARING CONNECTION**  
Joan Guild

# ABOUT UNITARIAN UNIVERSALISM

## **Unitarian Universalism—What's a UU?**

Unitarian Universalism is a covenantal faith. We focus on the spiritual and religious journey of the individual and the family and are open to inspiration from, and exploration of, all the world's religions and many ethical secular sources as well. We are not interested in creeds and commitments of faith, but in right relations with one another and wholistic ways of living on and with our planet. We believe in the power of love and compassion to overcome hate and fear, and we enjoy learning and worshipping with people of every ethnicity, gender, sexual orientation and age, and with diverse theologies – Atheists, Buddhists, Christians, Humanists, Jews, Muslims, and Pagans – and individuals from all of these theologies can be found worshipping together in our churches and fellowships.

## **The Seven UU Principles**

While UUs have no creed, we do have values that we use to guide our decisions. The First Universalist Church of Yarmouth affirms and promotes:

1. The inherent worth and dignity of every person.
2. Justice, equity, and compassion in human relations.
3. Acceptance of one another and encouragement to spiritual growth in our congregations.
4. A free and responsible search for truth and meaning.
5. The right of conscience and the use of the democratic process within our congregations and in society at large.
6. The goal of world community with peace, liberty, and justice for all.
7. Respect for the interdependent web of all existence of which we are a part.

## **Unitarian Universalism Draws from Many Sources**

1. Direct experience of that transcending mystery and wonder, affirmed in all cultures, which moves us to a renewal of the spirit and an openness to the forces which create and uphold life;
2. Words and deeds of prophetic women and men which challenge us to confront powers and structures of evil with justice, compassion, and the transforming power of love;
3. Wisdom from the world's religions which inspires us in our ethical and spiritual life;
4. Jewish and Christian teachings which call us to respond to God's love by loving our neighbors as ourselves;
5. Humanist teachings which counsel us to heed the guidance of reason and the results of science, and warn us against idolatries of the mind and spirit.
6. Spiritual teachings of earth-centered traditions which celebrate the sacred circle of life and instruct us to live in harmony with the rhythms of nature.

These principles and sources of faith are the backbones of our religious community.

## **The UUA**

The First Universalist Church of Yarmouth is a member of the Unitarian Universalist Association (UUA), the central organization for the Unitarian Universalist (UU) religious movement in the United States. The UUA's 1,000+ member congregations are committed to Seven Principles that include the worth of each person, the need for justice and compassion, and the right to choose one's own beliefs.



be a spiritual seeker