

**The First Congregational Society in Salem
316 Essex Street Salem, Massachusetts 01970
May 7, 2023**



First Church in Salem, Unitarian Universalist

2022

2023

Reports for the 394th Annual Meeting of the Society

First Congregational Society in Salem
The First Church in Salem, Unitarian Universalist

316 Essex Street Salem, Massachusetts 01970

Annual Meeting — Sunday, May 7, 2023

Moderator - James E. Tanch

Treasurers - Brenda Marean & Marlene Warner

Clerk - James Ognibene

| SECTION | PAGE |
|---|-------------|
| 1 The Covenant of First Church | 5 |
| 2 Warrant | 7 |
| Call to Annual Meeting - May 7, 2023 | 9 |
| 3 Meeting Minutes | |
| Annual Meeting: Minutes of June 5, 2022 | |
| 4 Rites of Passage: The Minister's Record | 13 |
| 5 List of Staff, Officers, Committee Chairs, and Deacons | 15 |
| 6 Report of the Standing Committee | 19 |
| 7 Staff Reports | 23 |
| Minister | 24 |
| Music Director | 27 |
| Henny Penny Director | 28 |
| Religious Educator Coordinator | 29 |
| 8 Permanent Committees Reports | 31 |
| Nominating | 32 |
| Membership | 33 |

**First Congregational Society in Salem
The First Church in Salem, Unitarian Universalist**

316 Essex Street Salem, Massachusetts 01970

Annual Meeting — Sunday, May 7, 2023

Moderator - James E. Tanch

Treasurers - Brenda Marean & Marlene Warner

Clerk - James Ognibene

| SECTION | PAGE |
|---------------------------------------|-----------|
| 9 Appointed Committees Reports | 35 |
| Archives | 36 |
| Fellowship | 37 |
| Garden & Decorating | 38 |
| Human Resources | 40 |
| Master Planning (inactive) | 41 |
| Pastoral Care | 42 |
| Property | 43 |
| Social Outreach | 44 |
| Stewardship | 46 |
| Transition Team | 47 |
| Vestry | 48 |
| Worship | 49 |

| SECTION | PAGE |
|---|-----------|
| 10 Deacons' Report | 51 |
| 11 Financials | 55 |
| Treasurers' Report | 56 |
| Budget v. Actuals FY23 | 57 |
| 12 Trustees' Report and Calculations | 63 |
| Trustees' Report | 64 |
| Trustees' Calculations | 66 |
| 13 Membership List of the First Church | 70 |
| By Laws | |
| 14 First Congregational Society in Salem | 73 |
| <i>Revised June 4 2020</i> | |

SECTION 1

The Covenant *of* The First Church in Salem



We covenant with the Lord
and one with another,
And do bind ourselves
in the presence of God,
To walk together
in all His ways,
According as He is pleased
to reveal Himself unto us
In His blessed word of truth.

*In addition, we have adopted in
Article II of our By-Laws an
interpretation of this covenant,
known as the Ames Covenant, which reads:*

In the love of truth
and the spirit of Jesus,
we unite for the worship of God
and the service of humankind.

SECTION 2

Warrant: Call to Annual Meeting

WARRANT

CALL TO THE ANNUAL MEETING

To the Members of the First Congregational Society:

You are hereby notified that the Annual Meeting of the First Congregational Society in Salem will be held in the Meeting House and viewable online on **SUNDAY, May 7, 2023**, directly after the morning Service, for the following purposes:

- 1) To receive and act upon the reports of the Society;
- 2) To elect a Moderator and Officers of the Society;
- 3) To transact such other business as may properly come before the meeting.

By order of the Standing Committee,

A true copy, attest:

James Ognibene

Clerk of The Society

April 20, 2023

SECTION 3
MEETING MINUTES

ANNUAL MEETING: June 5, 2022

Minutes from the 393rd Annual Meeting of the First Congregational Society in Salem June 5, 2022

The 393rd annual meeting of the First Congregational Society was convened at 12:00PM.

Moderator James Tanch called on Reverend Elizabeth Ide to offer an opening prayer.

The Moderator then appointed Deacons Steve Palmer and Claire Donaldson to act as tellers, and asked for a show of hands from all voting members. A count of 45 voting members present was provided. With the count exceeding the required quorum of twenty voting members, Moderator Tanch declared that the business of the meeting could proceed.

Clerk Jim Ognibene then read the call to the meeting.

The Moderator then offered the following names for remembrance as “Tribute to Deceased Members and Friends of The Society”.

Paul Madore
John B. Newhall
Deacon Priscilla Sload
Chris Weis

Reverend Ide then followed with a prayer of remembrance.

Moderator Tanch then requested a motion from the floor to approve the minutes of the last annual meeting, held on May 2nd, 2021. A motion was offered, seconded and passed.

Next on the agenda was approval of the Treasurer’s report. A question regarding the report’s line entry of the minister’s salary was heard. Co-Treasurer Marlene Warner provided an explanation.

The Moderator then requested for a motion from the floor to approve the Treasurer's report as printed, with noted corrections. The motion was made, seconded and passed.

Next on the agenda was the approval of the Trustees' report. A question regarding the Betty Nichols bequest was heard. Trustee Nicole McLaughlin responded that the Betty Nichols bequest was not part of the endowment and therefore was not included in the report.

The Moderator then requested a motion from the floor to approve the Trustees’ report as printed. The motion was made, seconded and passed.

The approval of the Standing Committee report was next on the agenda. Questions and comments regarding the ministerial situation and response to it were heard. Anthony Silva reported that roughly 65 meetings were held on the issue, including Project Heal. A comment was heard that a report regarding Project Heal should have been included in the annual report.

The Moderator then requested a motion from the floor to approve the Standing Committee report as printed. The motion was made, seconded and passed

.
Next on the agenda was the approval of the Membership Committee report and election of prospective members to the Society. A question was received regarding management of the membership list. Membership Chair Eric Kenney

reported that the committee had reached out to a number of inactive members and some would be removed from the membership list.

The Moderator then requested a motion from the floor to approve the Membership Committee report as printed. The motion was made, seconded and passed.

Eric Kenney then read the list of prospective members. The names of Luce Brandt, John Ninneman and Rose Marcrum were offered.

The Moderator then requested a motion from the floor to accept the aforementioned candidates into the Society. The motion was made, seconded and passed. Words of welcome and a flower for each were then offered by Reverend Ide.

The next order of business was the approval of the Nominating Committee report and election of officers. No questions were heard. A motion to approve the Nominating Committee report as printed was made. The motion was seconded and passed.

Moderator Tanch then called on Marlene Warner from the Nominating Committee to read the Slate of Candidates for office. There were no other nominations offered from the floor.

The Moderator then requested a motion to have the Clerk cast one vote for each of the candidates for office. The motion was made, seconded and passed.

The Moderator then called on Lynn Taggart, Chair of the Deacons, to swear in Jim Ognibene as Clerk.

The next order of business on the agenda was the approval of additional committee reports. There were no questions heard.

The Moderator then requested a motion from the floor to approve the additional reports as printed. The motion was made, seconded and passed.

Next on the agenda was the approval of the Minister's Report. There were no questions for Rev. Ide.

Moderator Tanch then requested a motion from the floor to approve the Ministers Report as printed. The motion was made, seconded and passed.

The Moderator reported that the final order of business on the agenda is "Other Business".

Ben Waxman called into the meeting via cellphone and reported that the church had identified a favorable candidate for the position of Interim Minister and that candidate was willing to serve at First Church. In closing, Ben offered that improved communication between all might remedy many issues.

There being no other business before the Society, the Moderator stated that it has been the custom of the Society that the new Standing Committee gather immediately after adjournment, in the Cleveland Room for a quick meet and greet.

Deacon Palmer and Moderator Tanch then thanked Church Admin Catherine Bertrand for her extensive work performed in order to make the annual meeting come together.

With no further business before the Society, the Moderator requested a motion to adjourn. The motion was made, seconded and passed.

The meeting was adjourned at 12:53PM.

SECTION 4

RITES OF PASSAGE:
The Minister's Record

Minister's Record

June 5th 2022 - May 6, 2023

For everything there is a season...

BAPTISMS AND CHILD DEDICATIONS

FUNERALS AND MEMORIAL SERVICES:

May 6, 2023

Memorial Service for Jean Arlander

**Performed off-site*

MEMBERS AND FRIENDS WHO PASSED AWAY

Nelson Dionne

** Church Member*

SECTION 5

STAFF

ELECTED OFFICERS OF THE CHURCH

DEACONS AND DEACONESSES

TRUSTEES

STANDING COMMITTEE

PERMANENT COMMITTEES

COMMITTEES APPOINTED BY
STANDING COMMITTEE

The First Church in Salem, Unitarian Universalist

The First Congregational Society in Salem

Interim Minister

Rev. Jenny Rankin

Staff

Congregational Administrator: Catherine M. Bertrand

Music Director: Michael Kraft

Sexton: Bill McCarthy

Henny Penny Nursery School

Director: Lisa Charest

Lead Teacher: Tricia Pini

Elected Officers of the Church

Jamie Tanch, *Moderator*

James Ognibene, *Clerk*

Brenda Marean & Marlene Warner, *Treasurers*

Deacons and Deaconesses (and year of election)

Lynn Taggart (2014) Chair, Claire Donaldson (2014) Vice-Chair,

Peter Andrew Copelas (2004) Clerk, William Henning (2011) Treasurer

Mary Ballou(1987), James E. Tanch (1991), Eric Kenney (1996)

Priscilla Sload~(1996), Jean Arlander**~(2002),

W. Stevenson Palmer (2005), Charles L. Newhall (2008), William Henning (2011),

Claire Donaldson (2014), Nicole McLaughlin (2019), Valentina Burbank (2021)

~*Recently Pass Away*

***Deacon Emeritus*

Trustees (and year term expires)

Nicole McLaughlin (2023)

Peter A. Copelas (2024)

Laura Caron (2025)

CURRENT COMMITTEES AND CHAIRS

PERMANENT COMMITTEES

Standing Committee

(See Nominating Committee report for details.)

Term ending in 2023: Jeannine Helen, John Pydynkowski, Rose Marcrum (filled vacancy)

Term ending in 2024: Holly Chase, Anna Brandenburg (filled vacancy), John Ninneman (filled vacancy)

Term ending in 2025: Chris Granniss, John Newhall (term extended), Steve Palmer, Chair

Nominating Committee (and year term expires)

Brenda Marean (2023), Anthony Silva (2025)

Membership Committee (and year term expires)

Eric Kenney, Chair (2023)

COMMITTEES APPOINTED BY STANDING COMMITTEE

Archives: Diane Smith

Fellowship: Alicia Diozzi

Garden & Decorating: Jan Eschauzier, Brenda Marean, Lynn Taggart

Human Resources: Ben Waxman

Lifebridge Service: Jess Kane

Master Planning: (vacant)

Pastoral Care: Sally Millice

Property: Jamie Tanch

Public Health Watch Committee: Wolfgang Koch

Religious Education: Valentina Burbank

Social Justice: (vacant)

Social Outreach: Jim Ognibene

Stewardship: Nicole McLaughlin

Transition Team: Russell Lane & Melody Lee

Vestry: (vacant)

Worship: Tiffany Magnolia

SECTION 6

REPORT OF THE STANDING COMMITTEE

REPORT OF THE STANDING COMMITTEE

The 2022-23 Standing Committee began its deliberations with six new members in June. This was a highly active year, which started with a decision to engage an Interim Minister and led to our contract with Reverend Jenny Rankin. We are grateful to the prior Standing Committee for acting on its foresight to start the process of engagement quickly.

The committee participated in a retreat on October 12th, facilitated by wren belleavance-grace from the UUA. At that retreat and in subsequent discussion we agreed that our mission for the year was to foster and assure communication, consultation, and transparency to rebuild trust. We identified these priorities:

- Start the work of transition
- Build two-way communication with members
- Clarify roles and processes
- Care for the culture of voluntarism

In June 2022, the committee created a log to capture and prioritize tasks and items of discussion. Such tasks and issues may have emerged from our discussions, or have been brought to us by church leaders, members, or staff. The log is used to set the agenda for monthly meetings, and to guarantee that all comments and requests are considered and acted upon. By December, the issues log contained over sixty open items. As of this date the count of completed items is over forty and remaining open items are about forty.

Among the many items discussed, these key decisions were made:

- We hired and contracted with Rev. Jenny Rankin to serve as Interim Minister. The contract is for one year (ending in August 2023) with the expectation of renewal for a second year.
- To fulfill our commitment to supporting Religious Educations, we converted the interim contract with RE Director Theo Burbank to a renewal for this church year. We also authorized the hiring of teachers and a child care taker.
- Following the model of interim learning created by the UUA, we appointed a Transition Team of members Deb Greel, Jerrie Hildebrand, Eric Kenney, Russell Lane, Melody Lee, and Patti Roka. This team is leading the congregation as it seeks to understand itself in preparation for new settled ministry.
- FY23 budget: in recognition of our transitional status, we adopted a budget that sought to support key elements including experienced professional interim ministry, commitment to religious education, Transition Team activities, and scholarship funds for members to participate in UU programming.
- We established a Public Health Watch Committee to actively monitor published metrics on Covid and other infectious diseases, and to advise us on safekeeping the health of members. This team allowed us to release the members of the Re-opening committee with our profound gratitude for their vigilance, care, and thoughtful oversight.
- To build two-way communication, we established a calendar of Open House events covering topics including church governance, the ministerial search process, and church finance. Recordings of these sessions will be available before the end of the church year.
- Seeking to refresh support for the work of the ad-hoc committees, we re-assigned committee members as liaisons, implemented a template for committee reporting, and held a meeting of committee chairs on February 22nd.
- We approved a proposal from the Human Resources committee to engaging Insight Performance, an HR consultant, to help us refresh and document our human resource processes,

including hiring/on-boarding, job descriptions, and review and supervision, to provide clarity and continuity of best practice.

- To simplify our discussions and respect the time of committee members, we established a Standing Committee sharing site using the Slack collaboration platform.

There are several on-going areas of focus and discussion, which we plan to transfer seamlessly to the new Standing Committee which begins its work this May. These include:

- Sharing a full understanding of the Search process, and continually assessing our readiness to begin.
- Supporting the Transition Team as it seeks to capture member input on the five dimensions of congregational self-knowledge.
- Rev. Jenny's evaluation and contract extension.
- Implementing Human Resource policies and documentation.
- Rebuilding the ad-hoc committee culture in prioritized areas.
- Project HEAL: our committee inherited this initiative, which was suspended upon the resignation of Rev. Ide. We recognize that there is significant interest among members in learnings from this initiative, but we have also heard concerns that as an incomplete process any reporting will require context. We will support the new committee in finding a way to provide that context.

During the church year we identified on-going challenges in the following areas:

- Recruiting volunteers for both elected positions and ad hoc committee work.
- Ensuring continuity of process, and documenting and sharing tribal knowledge.
- Long-term visioning and planning, which lacks a specified owner within our system of governance.
- Despite these challenges, we remain grateful for and in awe of the deep connections we forge together at First Church.
- We also say a fond and grateful farewell to members Jeannine Helen and John Pydynkowski, whose wisdom and fellowship will be missed, and whose many contributions help us build for the future.

As always, we invite your comments and questions in the service of the life and health of First Church.

In fellowship,

Steve Palmer (2025), Chair

Anna Brandenburg (2024)

Holly Chase (2024)

Chris Granniss (2025)

Jeannine Helen (2023)

John Newhall (2025)

John Ninneman (2024)

John Pydynkowski (2023)

SECTION 7

STAFF REPORTS

MINISTER’S REPORT

This annual report has 4 parts: (1) Introduction & Overview; (2) What is Interim Ministry Anyway?; (3) What I’ve Observed; (4) Conclusion.

1. Introduction & Overview

When I arrived in August of 2022 I began meeting with many of you, one on one, to hear about your personal experience at First Church. I listened to a wide range of viewpoints and will get to that later in my report, but first just want to say, I’ve appreciated beginning to get to know you a little, as individuals and as a community in this first year. There are more of you I would like to meet and hope to as time goes on.

I have enjoyed experiencing some of the rituals and traditions you hold dear, like the Christmas Pageant, Chocolate Sunday, Leslie’s Retreat, Easter festivities and more (and oh yes, Salem in October!) I am grateful to your talented and hardworking staff; I thank them for welcoming me and for their team work. I’ve worked closely with Steve Palmer, the chair of the Standing Committee, and appreciate his counsel. To me, a good collaboration between minister and board chair is essential.

Across the country, churches are struggling to “come back” from Covid, and First Church is no exception.

Of course, that is not all. This community is trying to recover not just from Covid but from internal conflicts, events and behavior that have undermined confidence in the institution and in one another. Trust has declined, communication has not been all it could be, and some people are left thinking “what the heck happened here?”

In terms of Covid, we know that on a national level RE programs in UU churches have been hit hard. However, I think you’ve fared well in that area of church life. Talented staff, robust traditions and a small but loyal core of families has meant that your RE program has rebounded with a vigor that some local churches might envy.

That said, challenges remain. Mainline Protestant religion was on the decline before Covid and now, we’re in a new period of “liminality” as churches decide what to “bring back as it was,” what to let go of, and envision new ways altogether of “being church.” Courage, ingenuity and creativity are being demanded of lay people and clergy in all faiths in this post-Covid time.

During Covid, some people’s church-going “habits” changed; worship and RE attendance are down. Pledging has taken a hit.

People are making different choices about what they want to do with their time than before Covid. There is a collective weariness in our culture that can make people less inclined to say “yes” when asked to volunteer.

Lay engagement is down. Committees at First Church have few or no members, or often, only (really) a chair. It’s hard to find volunteers for fellowship, social justice, RE, worship committee.

Some people are “back at church, “ while others have not returned.

Outside of Sundays, there is not much going on at First Church in these days. Which is not surprising given how committees have declined in vitality over the past few years. When I listen to you describe the church as it “used to be,” I’m struck with the number of adult programs, events, parties, lectures, multigenerational and community events you describe.

That is not happening now.

There is not much sense of “life” in the building, other than on Sunday morning.

Some of you have told me you miss the way “it used to be,” (when Jeff was minister) when the place was apparently buzzing with activity and there was a sense of bustle and excitement not present today. I sense that you are grieving for the “church you used to know.” That is normal.

2. What is Interim Ministry Anyway?

You have chosen to do a two year interim period and have selected me as your interim minister. But what is interim ministry anyway? What part do I do? What part do you, the congregation do?

As an interim minister, in addition to the “regular tasks” of ministry (planning and leading worship, preaching, supervising staff, pastoral care, etc), I have a specific “interim minister” job that is quite different than a settled minister.

My job is to help a congregation identify the core issues they want to work on to “get their house in order” and be ready to search for and welcome a new minister.

But that is not all! Welcoming a minister is not enough. How do you make it last?

You, the congregation, need to have laid a good foundation during this two year interim, so that you and that new minister can go on to enjoy a long-lasting partnership. Things you have learned about healthy direct communication, what to do when conflict arises, how to be clear about roles and responsibilities (of minister and lay leader alike).

Luckily, I do not do the job of interim minister alone, but work closely with a Transition Team to guide the congregation to accomplish the five interim goals or “focus points.” (see graphic at end of my report)

The Standing Committee formed the Transition Team on November 16, 2022; we met several times in December but began in earnest with a start-up retreat in early Jan 2023.

This spring 2023, we focused primarily on the first interim goal, “Heritage”: Claiming and honoring the past, engaging and acknowledging any grief or conflicts.”

The congregation, or a portion of it, met for three “Community Conversations” to review its recent history: things that went well, things you might want to do differently, lessons learned. The attendance was light for the first one but has increased a bit each time. Conversations have been civil; strong emotions are still present; there remains a very wide range of perspectives on what happened, why, and what might be the lesson.

As I write this annual report in late April, some are eager to “move on” from the past while others feel that important issues have not been resolved and the church has not taken accountability for “its part” in what transpired and the damage that was done.

.....

3. My Observations

When I arrived in August 2022, I found a congregation that was divided, primarily over the former minister, but also over how the church leadership and the community as a whole had handled the tumultuous last few years.

Overall, trust in the institution had declined and faith in the way the community governed itself was shaken. There was a sense, among some, that it wasn’t safe to speak up and say what was on your mind for fear of getting rebuffed, dismissed, ridiculed or attacked.

As I met with parishioners, I learned that some were relieved at the departure of the minister, others were sad or angry. Some wanted the search committee to apologize for bringing this candidate forward; others wanted the church to apologize to the minister for how she had been treated. I heard very different points of view on what happened, how it happened, why it happened, how things were handled.

Some expressed concern that the church was going into sharp decline, citing a drop in RE, worship and pledging. In their opinion, the church remained physically closed for too long; there was not adequate leadership on Covid from minister or deacons. “Something needed to be done.” The Standing Committee had been informed, and were taking no action.

Others said they felt a small group had taken matters into their own hands, organized others (behind closed doors) and pushed their agenda (to remove the minister) forward. “We claim to be the first church in the country with ‘congregational polity’ but there’s nothing democratic about what happened here.” “I’ve lost respect for the community and I have deep concerns about governance and leadership.”

Some said they thought matters could have been handled more gracefully. “Even if the minister wasn’t a good fit, we could have handled it better.”

People reported that relationships with former friends had broken down; requests to meet had been declined; people avoided each other on Sunday, there was a sense of “walking on eggshells” during Fellowship time.

As we near the end of the first interim year, I sense that, for now, the temperature has “cooled” a little, things are less volatile, and there is less immediate reactivity. However, there still seems to be a chasm in the middle of the community. People stand on either side, peering over the edge, and looking across at people who seem to hold very different views. It is awkward. People avoid talking about it. It is not comfortable.

The congregation does not have a common understanding of the facts, a timeline of events they can agree on. People argue vehemently about the former minister, who she was, how she was treated, what could have been done, what should have been done. As of yet, there has not yet been an equal amount of attention turned on the congregation’s role during the past 5 years. What was the community’s role during a time of tumult? What could the congregation have done differently? Is there something that I, as an individual, could have done differently?

4. Conclusion

In summary, I see a congregation that is still trying to make the transition from a twenty-year ministry with Jeff Barz-Snell.

The internal struggles and divisions of the last few years have weakened the community’s sense of coherence, its vision for the future, and people’s basic sense of safety and trust. Because people had sharply different perspectives, communication often went “underground” with small groups forming and speaking privately with one another. I have advised, and your lay leaders agree, that we need to bring important community issues out into the open and provide public forums where they can be discussed by all in a civil an open manner. We made a start on that this year with the Community Conversations.

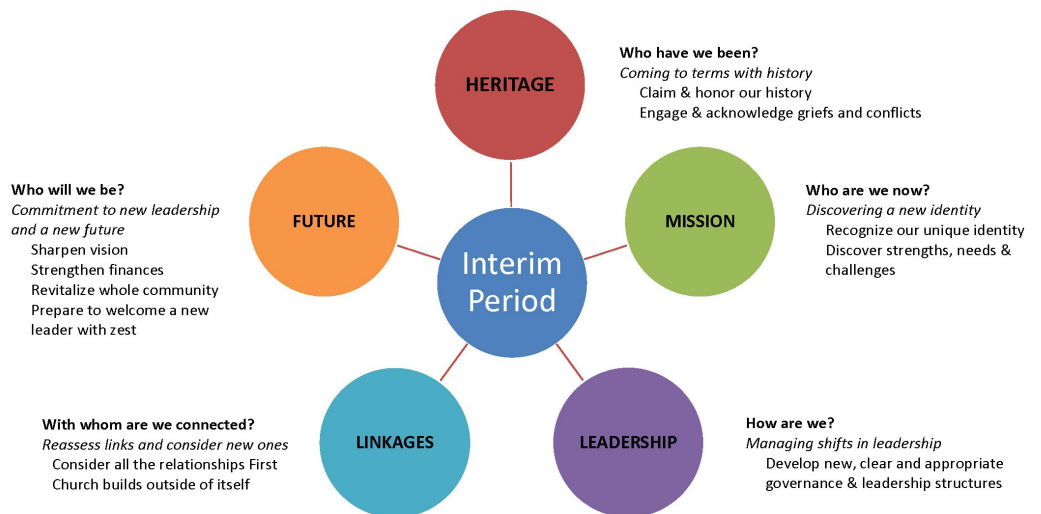
First Church, like other spiritual communities across America, faces a real challenge as it tries to come back together, heal, unite and rebuild after Covid and after conflict. Can you learn to communicate directly with one another (instead of gossip), navigate conflict in healthy ways, and commit enough of your own personal energy to this endeavor to make a difference?

It’s a real challenge and I don’t know the answer. However, you’ve got quite a track record here! For almost 400 years, women and men before you have faced other difficult challenges, and the church has come through. It has persisted. It has prevailed.

With this strong historical foundation, some great leaders, your genuine love for your community, and your desire to be relevant and of value to the wider world—you have a lot going for you. Those are assets that will serve you well going forward. At the same time, the challenges, both internal and external, are not to be underestimated.

Respectfully submitted,
Jenny Rankin, Interim Minister

Five Focus Points of an Interim Period



MUSIC DIRECTOR

As we conclude this busy year of getting back to in-person gatherings and a first year of interim ministry, I am especially grateful for the support of the church staff; Rev. Jenny, Catherine and Theo. Our work together in staff meetings, worship planning, and on Sunday mornings is engaging, efficient and creative. It takes a team and that we are!

One of the biggest rewards and joys of this year has been the re-gathering and presence of the First Church Choir. The devoted members that have participated this year have produced some wonderful sounds and presentations of anthems that have added immensely to the services.

Many thanks to all of our solo musicians, especially to Kate Dulmage, Russell Lane, Rebecca Hains, and Eli Brandt, all who have repeatedly answered the call with their talents and skill. The Christmas Brass once again made our Lessons and Carols service one of the most festive gatherings of the year.

As we conclude this year and begin planning for the next, I am excited to continue expanding our community participation in the music at church. Plans are in the works to have a Bluegrass band for the Homecoming service on September 10 and to have a Musical Theatre themed Music Sunday next year.

Respectfully submitted,
Michael Kraft, Music Director

HENNY PENNY DIRECTOR

It has been an absolute honor and privilege to be the Director of Henny Penny Nursery School for another school year. There is an incredible amount of learning and growth upstairs in the First Church Space. Henny Penny Nursery School is a half day preschool for children age 2.9-5. Through our dynamic curriculum design, the children learn through play and through their interests. Based on the needs and the interests of the children, we create different lessons and learning opportunities. As a staff, we truly encourage children to learn through play to foster a love of learning and become the best little humans they can be.

Tricia Pini continues to be a strong teacher and member of the Henny Penny staff. Tricia works to develop curriculum, mentor new staff and helps us all learn through music and movement, especially with her love of instruments and bean bags.

In September, 2022, we hired a new teacher, Renee Pelletier. Renee comes to Henny Penny with many years of preschool experience. The children absolutely adore her warmth and positivity. Renee comes from a long line of educators, one of which is her mother, Donna Pelletier, a past director of Henny Penny!

Also, in September, 2022, Leah Fortin joined our team as a Student Teacher from North Shore Community College. Leah continued to show us her strengths as a teacher. In January, 2023, Leah was offered the position of Kindergarten Readiness Teacher for 6 hours a week. Through these few months, Leah has helped shaped the minds of the children who are getting ready to go to Kindergarten in the fall. This program works on the specific skills children need to be successful in Kindergarten. Leah is also a member of the Fortin/Hart family of the First Church community! I am so happy that we have made a bridge between Henny Penny and the congregation.

We are still receiving ARPA Grant Funding from the Federal Government, which helps offset salaries and classroom and curriculum costs. These funds have been spectacular in updating and upgrading our classroom furniture and materials.

This year, Henny Penny has a total of 24 children. These children have various schedules for the week and our busiest days of the week are Wednesdays. With Salem Public Schools offering various mid-year start dates at Carlton Innovation School, we have had 3 children move on because they are ready to make the next steps in their education. Salem Public Schools also offers a Free Universal Pre-K for children 4 years old and above. Due to this program enrolling some Henny Penny children, we have made it an important task to continue to appeal to families, especially with our Kindergarten Readiness Program.

With our continued partnership with North Shore Community College, we have a student teacher, Yesenis Baez, join us for her spring semester. Yesenis has brought a youthful energy into our classroom community.

Henny Penny has had a few community events that have brought everyone together, such as the: Henny Penny Pet Parade, Halloween Costume Parade and the Holiday SongFest. On April 28, 2023, Henny Penny had its Annual Art Show in the Cleveland and Barnard Rooms.

We couldn't have all of these successful learning opportunities, moments and memories without the collaboration with Catherine Bertrand, Rev. Jenny Rankin, Jamie Tanch, Billy McCarthy and all the Standing Committee members.

Respectfully submitted,

Lisa Charest

Henny Penny Director

RELIGIOUS EDUCATION COORDINATOR

The Religious Education at the First Church provides children and youth with a caring, supportive, and engaging environment to engage in religious exploration and spiritual growth, as well as foster connections with the other children and the larger congregation.

The 2022-2023 church year has been my first full year as the Religious Education Coordinator at First Church. We moved from having children's RE programming every other Sunday to every single Sunday, and we hosted a number of special events. We were also able to hire a new Childcare Provider, Juliana Cullivan-White, and an Assistant Teacher, Cormac Warner-Streff. A few new families have joined our program this year, and our regular attendance has grown from 6-8 at the beginning of the year to 12-14 children and youth most Sundays.

Our theme for Sunday School this year was "Living our UU Values". We started off the year by discussing what our shared UU values are, and how they relate to our 7 principles. Then we examined how we can incorporate these values into our everyday lives, examining how we can live them out in our home, our church, our community, and the wider world.

Every year, our children choose an organization to raise money for. This year they chose The Wish Project: an organization that provides furniture, household goods, and other necessities to families in need in the Merrimack Valley. Our Chocolate Sunday fundraiser brought in about \$750, and we look forward to hosting our second fundraiser, Sundae Sunday, in May. Some of the money we take in will go directly to The Wish Project, and some will be used to create "Cleaning Kits": bags full of personal care and house care items. The Wish Project said that these are some of their most-needed supplies, as they give out 50-60 per week.

This year we were able to bring back some favorite traditions and start some new ones! We had our usual Halloween Family Fun Night in October, and an indoor "drive in" (complete with cardboard cars) in the Spring. We held our first live Christmas Pageant and party in three years, as well as our Egg Dying event and Easter Egg hunt. We also took a field trip to the Peabody Essex Museum, where we explored exhibits that connected to our church and our UU values.

Three of our youth participated in a Coming of Age program this year, facilitated by Valentina Burbank and Rex Krajewski. This program began in January 2023. During this period, the youth have examined a wide variety of beliefs regarding the divine, the afterlife, good and evil, and various religious traditions in order to distill and articulate their personal beliefs. They have each been paired with a mentor to help them in this process and form a Faith Statement, which the youth will share during the service on May 21.

At the start of the year, I attended a workshop for new religious educators. This workshop allowed me to meet many other new and newer RE leaders from UU churches around the country, and to gain insight and resources from experienced professionals. I also participated in professional development opportunities that focused on innovation in RE, OWL facilitation, supporting trans youth, and supporting neurodiversity in our congregations. These experiences inspired a number of activities and projects that we have done in RE this year, as well as my approach to religious exploration.

It's been a wonderful year in RE, and I am deeply thankful to the RE Committee and our Classroom Volunteers: Valentina Burbank, Chris Granniss, Jess Kane, Jeannene Helen, Bob Soucy, Anna Brandenburg, and Sarah Blodgett. I'm also incredibly thankful for the children who make up our program and all of the ideas that they have brought to the table this year. I am constantly amazed by how goofy, kind, and insightful they all are.

In Faith,

Theo Burbank

Interim Religious Education Coordinator

SECTION 8

PERMANENT COMMITTEE REPORTS

NOMINATING COMMITTEE—PERMANENT COMMITTEE

The Nominating Committee consists of three members appointed by the Standing Committee to serve staggered three-year terms. The role of the Nominating Committee is to identify and recruit candidates for the elected leadership positions at First Church. The slate of candidates is presented to the congregation, at the annual meeting, for a vote.

Current Nominating Committee membership:

| Member | Term expires at Annual Meeting in: |
|---------------|------------------------------------|
| Brenda Marean | 2023 |
| (vacant) | 2024 |
| Anthony Silva | 2025 |

The Nominating Committee presents the following slate of nominees for vote at the annual meeting of the First Church congregation on Sunday, May 7th, 2023. Candidates whose names appear in bold are presented for election at this meeting.

| Organization | Size | # Elected Annually | Term | Term Limit? | Term Ending 2024 | Term Ending 2025 | Term Ending 2026 |
|--------------------|------|--------------------|-------|-------------|---------------------------|------------------|--------------------------|
| Standing Committee | 9 | 3 | 3 yrs | yes | Holly Chase | Chris Granniss | Kathleen Salas |
| Standing Committee | | | | | Anna Brandenburg | John Newhall | Helen Jacoby |
| Standing Committee | | | | | John Ninneman | Steve Palmer | James LaRue |
| Membership | 3 | 1 | 3 yrs | no | Claire Donaldson * | Eric Kenney | Donna Fritz |
| Trustees | 3 | 1 | 3 yrs | no | Peter Copelas | Laura Caron | Nicole McLaughlin |
| Treasurer | 1 | 1 | 1 yr | no | Marlene Warner | | |
| Clerk | 1 | 1 | 1 yr | no | Jim Ognibene | | |
| Moderator | 1 | 1 | 1 yr | no | Jamie Tanch | | |

Note:

Membership: *Claire Donaldson is nominated to fill the vacant term ending in 2024.

Please note: due to vacancies created by illness and other causes, and at the request of the current Standing Committee, the Nominating Committee wishes to clarify the terms of Standing Committee members as follows, and asks the congregation to ratify:

The term vacated by Tiffany Magnolia (expiring 2023) was assigned to Rose Marcrum, who was elected in 2022 and resigned in March 2023.

John Newhall's term has been extended to 2025.

To summarize, the following Standing Committee terms end in 2023: Jeannine Helen, Rose Marcrum (filling Tiffany Magnolia's vacancy), John Pydynkowski.

Terms ending in 2024: Holly Chase (elected in 2021), Anna Brandenburg (elected 2022, filling Mame Meleski's vacancy), John Ninneman (elected 2022, filling Veronica Silva's vacancy),

Terms ending in 2025: Chris Granniss (elected in 2022), John Newhall (elected 2022, term adjusted from 2024), Steve Palmer (elected 2022).

MEMBERSHIP COMMITTEE—PERMANENT COMMITTEE

The committee is reporting that there are no new members since our last Annual Meeting.

We are sad to report the passing of our long time member and Deacon Jean Arlander.

One of the functions granted to the Membership Committee is to periodically review the membership list. This year with the assistance of Sharon Corrigan, Sally Millice, and church administrator Catherine Bertrand, we have a updated the church directory and membership list.

Please find else where in the Annual Meeting report the list of all members of The First Church. The church directory is available in printed form and also on line for downloading. The committee would like to thank all who assisted in the updating project.

Respectfully submitted,
Donna Fritz 2023
Charlene Long 2024
Eric Kenney 2025

SECTION 9

COMMITTEE REPORTS

ARCHIVES

The Archives Committee suspended its formal meeting schedule awaiting the resumption of in person church services and activities. Monitoring of the rooms and materials was regularly maintained by the committee chair without issues or problems, requests for information from church members and outside inquiries proceeded normally, and all activity was recorded in the Archives email account.

Anticipated for a Fall 2022 release is an update version of a formal tour of the church, its artifacts, and grounds. Past records of tours and relevant content to be provided from the archives.

Relationships were continued and in some cases newly established throughout the year: Destination Salem and the New England Historic Genealogical Society for church participation in the citywide Ancestry Days project, Harmony Grove Cemetery in relation to former church members interred there, documentary makers from California involving inquiries about the role of the 1st Church in the witch trials of 1692, and a representative from Budleigh Salterton in Devon UK, close to the village of East Budleigh where Conant was born in connection with planning for newsletter activities and the Church's Founders Day.

Working with Salem Ancestry Days project, the church opened its doors in the Spring to visitors, providing informal tours led by church members acting as greeters and ambassadors. Participation in Ancestry Days marked the committee's interest in preparing materials with an eye toward its 400th Anniversary in 2029. It was noted that Quadricentennial celebrations in surrounding communities began in 2020, often overlapping with related happenings in Salem that sometimes involve the history of The First Church in Salem.

Committee meetings are expected to resume in the Fall of 2022 with a call for committee members and reconsideration of planned future activities.

Respectfully submitted by Diane Smith, Archives Committee Chair.

FELLOWSHIP

Chair: Alicia Diozzi

Members: Stephanie Diozzi

Mission Statement: We believe that Coffee Hour is an important part of our First Church ministry, giving an opportunity for members and friends to converse, relax, and get to know one another better while sharing food, coffee and tea in a lovely setting: the historic Cleveland Room. Our children are welcome to meet with one another and enjoy snacks sharing a table that is prepared especially for them in the adjoining Barnard Room. We coordinate Annual Picnic and Pancake Breakfast.

We have a Community Fellowship monthly, and on those Sundays, we ask all members of the community to consider bringing a snack to share.

What We Do: Fellowship signs up hosts for both Adult Table and Children's table, and provides support and guidance for people new to the process. Fellowship checks supplies of sugar and other extras and communicates with the church administrator and our sexton when supplies need to be ordered. At our annual picnic and pancake breakfast (in recent years, these have been on hold due to the pandemic), Fellowship coordinates volunteers for shopping, set up, clean up cooking, and collection of donations, and assists on the day of the events. We accept donations when hosts would rather not shop and prepare. We shop and prepare using these funds.

Fellowship is currently looking for new members. We are coming back from pandemic challenges, and are always open to new ways of encouraging members of our community to sign up to host, or to join our team. This year, we have struggled to find hosts, and many of our Sundays were not covered by an official host. When this happens, we rely on leftover and simple snacks that we store in the kitchen. Coffee and tea are always on offer, as First Church covers that. We want to thank all of our 2023 hosts for their generosity; it is much appreciated.

GARDEN AND DECORATING

Our Mission:

Through a shared love of plants, the Garden and Decorating Committee honors our connection to the Earth by creating and maintaining welcoming and safe grounds and adorning the interior church spaces. In the process we strive to build community, cultivate environmental awareness, enhance the worship experience, and provide opportunities for celebration of the natural world.

Our Responsibilities:

Maintain and care for the Church garden spaces (with the exception of the lawns and hardscape)

Provide altar flowers and seasonal holiday interior and exterior floral displays

Interface with the Property Committee, the Sexton, and the Congregational Administrator to ensure outdoor tasks which are not the responsibility of the Garden Committee are assigned and accomplished.

Our Values:

Inclusivity, sustainability, respect, honesty, conservation, integrity, responsibility, collaboration, wise stewardship of all our resources - human, financial, and natural - flexibility, open mindedness, and joyful work

This Year:

For reasons of health, two of the three co-chairs of the committee, Jan Eschazier and Lynn Taggart, took a leave of absence beginning in mid-summer. At that point, co-chair Brenda Marean took over nearly all of the garden care and indoor decorating for the remainder of the church year. She and a small team took on the summer/fall watering of all of the outdoor containers and the young trees that were gifted to us by the Greening The Gateway Cities state program. Those folks weeded and deadheaded through the autumn and cut back the appropriate perennials when the time came to put the garden to bed. Our sexton, Billy McCarthy, maintained the lawns and hardscape.

Brenda also marshalled a few people to create lovely seasonal indoor decorations, and she made sure there was always an altar display for worship. For Christmas and Easter she and a small but very effective team created dramatic presentations of flowering plants donated by church members and friends.

Our Future:

The Garden Committee has been very high functioning for over a decade, and we are proud of our contributions to making the churchyard welcoming and beautiful. Now, both Brenda Marean and Jan Eschazier are resigning from our committee, and I personally am not capable of doing many of the things I used to in the garden. There is a dire need to recruit new helpers and co-chairs.

We need new ideas, fresh perspective, and someone to organize the garden/decorating events and activities during the year. Since we are a task-oriented committee and rarely have meetings, our entire church community is invited to participate in our projects and our work sessions regardless of experience. We learn from and mentor one another. Gardens are a work in progress as are we.

Special Thanks:

Our sincere gratitude and thanks to all the following volunteers who watered, weeded, arranged, dug, carried, :

Penny Bigmore Mike Giaque Annike Corrigan John Pydynkowski Sharon Corrigan Diane Smith

And, of course, a huge thank you to Billy McCarthy and Catherine Bertrand, who have been patient and accommodating as we all figured out our way forward.

Short-term Goals:

Continue to provide and maintain seasonal displays at the entrances to the church and in our fellowship rooms

Grow committee leadership and team members

Label donated plants and trees on the grounds

Implement a more sustainable system for altar flowers

Long-term Goals:

Continue to review Mission, Responsibilities, and Values

Review and Prioritize Future Goals

Make a recommendation for outside furniture in the lower garden (carried over from last year)

Grow the Committee and work on a succession plan, spread out task responsibilities

Create a plan for the lower garden to accommodate events and the nursery school, addressing the turf issue

Identify ways to reach out to the community (i.e., sponsor a victory garden, flower ministry)

In closing:

My gratitude for the years of working together with Jan Eschauzier, Brenda Marean, and Mary Collari is boundless. From them I learned about gardening, partnership, motivation, design, and teamwork. The lessons in friendship, “guilt-free zones”, grace, generosity, and support have been like music in my life. Their enthusiasm for ambitious projects kept us all engaged in remarkable ways. Occasionally the risks didn’t quite pay off, but many of them resulted in changes to our churchyard that will be enjoyed long into the future.

Respectfully submitted, Lynn Taggart, Co-chair

Jan Eschauzier, Brenda Marean, resigning Co-Chairs

HUMAN RESOURCES

Chair: Ben Waxman

Members: Deb Greel, Rev. Rankin

The HR Committee serves at the pleasure of the Standing Committee and makes recommendations to SC for their approval. During the past year, the HR Committee met 5 times to review a range of First Church staffing priorities and administrative oversight of salaries and benefits. With the transition to Rev. Rankin and the addition of new Religious Education staff, the committee had a range of priorities to support SC initiatives.

During Spring 2023, the committee vetted and then hired, with SC input and approval, a HR consulting firm to help develop new job descriptions and an employee policies handbook including updated Paid Time Off (PTO) guidance that follow Massachusetts, Federal and UUA guidelines.

The HR committee will continue to support SC initiatives and develop systems and expand communications which efficiently track changes. The committee welcomes new members who have experience in human resources and an interest in how the Unitarian Universalist Association supports our congregation.

MASTER PLANNING

Inactive 2022-2023

PASTORAL CARE

Purpose of the Committee:

We coordinate assistance to members and friends of First Church who are ill or in need of comfort. We provide meals, rides, send condolence cards and make phone calls. We pay visits to people in their homes, hospital and care facilities.

The Committee: Sally Millice, Chair, Sharon Corrigan

This year, we utilized the meal train website to coordinate meals for Lynn Taggart who had two surgeries over a period of months. We also provided meals to Jim Ognibene who had health issues and to Jerrie Hildebrand following surgery. Meals were also provided to the Helen family following hospitalizations of their daughter Bella. We are grateful to all the care angels who provided this generous service.

At holiday season, a group of crafters met weekly to assemble goodie bags of small gifts for our elderly and shut in members. We created and delivered gifts to 20 people. The craft team was made up of Nancy Peluso, Pat Small, Iris Weaver, Helen Jacoby, Bob Soucy, Sharon Corrigan, Lucy Sprague and Sally Millice.

During a January church service, we acknowledged the care angels who have provided meals, rides and other support during the past year and during the pandemic. We heard from Laura Caron who shared what the meals and support meant to her and her family during her cancer treatment. We are grateful to all who participated.

During the year we sent condolences to Jamie Tanch on the loss of his step father and to Richard L'heureux on the loss of his nephew. We also sent condolences to Jane Arlander on the death of her mother and First Church Deacon Jean in January. Her memorial service will be held in May at the church. We offered sympathy to Jan Eschauzier on the passing of her dad. Several members attended a memorial tribute to Bonnie Hurd Smith's husband Nelson Dionne in April.

Visits were made to Robert Walker who lives at Hunt Nursing facility in Danvers. Rides and meals were provided to Charlene Long who has medical issues. Support calls and cards were offered to Claire Donaldson, Jan and Peter Eschauzier following medical challenges this year. Well wishes were sent to Susan Linder-Bean following knee surgery.

We are grateful to the members of our community who provided care team services this year. They are Donna Fritz, Christina Plum, Penny Bigmore, Stephanie Diozzi, Michael Kraft, Michael Mascolo, Nancy Peluso, Brenda Marean, Catherine Bertrand, Joan and Richard Hannah, Tanya Shallop, Rebecca Hains, Diane Smith, Charlie Hildebrand, Liv Radue, Tiffany Magnolia, Marie Cardillo, Russell Lane, Kate Dulmage, Mary Krigbaum, Nancy TenBroeck, Cynthia Cox, Kate Flood, Wolfgang Koch, Hilary Grimes, Sharon Corrigan, Don Glover and Tommy Leon, Jessica Kane, John Pydynkowski, Claire Donaldson, Laura Caron, Kelly Tyler, Linda Stark, Bonnie Hurd Smith, Susan Linder-Bean, Jan Eschauzier, Alicia Diozzi, Sally Millice, Sandy and Carl Riggs, and Jeannine Helen.

The meals, rides, visits, cards, calls by all of you and those who may not be mentioned form the backbone of this caring community. Just as we are helped when we are in need, we willingly help others in their time of challenge. It is a circle of love and caring that sustains us. We are a stronger and more resilient community because of our involvement and support of one another.

May it continue to be so.

Respectfully,

Sally Millice

Pastoral Care Chairperson

PROPERTY

The First Church Property Committee had a fairly quiet year with most of the activity being scheduled maintenance items.

Inside Matters

- Annual service and testing (and state inspection) performed on elevator
- Annual service performed on gas boilers
- Annual service performed on fire extinguishers
- Annual service performed on sprinkler system
- Annual service and testing performed on fire alarm system
- Fire alarm sensor in Henny Penny area replace (due to roof leak)
- Meetinghouse light switch bank replaced (six total)
- Latch on Vestry closet door replaced
- More clutter (two truckloads) removed from basement

Outside Matters

- New garden fence and rear gate installed
- Roof drains above Henny Penny cleaned multiple times
- Meetinghouse gutters and downspouts cleaned
- New snowblower purchased

Future Tasks and Projects (most pending additional funding)

- New exterior storm door for minister's office (in progress, early May completion)
- Repair peeling Meetinghouse wall paint (estimate received, work starting soon)
- Address issues found during previous fire escape inspection- Removal of fire escape closest to the North Street is planned pending approval from the building inspector (need liaison to get this going with City of Salem)
- Repair Meetinghouse east side center Tiffany stained glass window
- Replace rotted sprinkler system pipe in belfry area
- Improve Willson Hall lighting – construction lights now in use
- Fix Henny Penny broken window pane in metal sash
- Expand keyless entry system to door facing rear parking lot
- Replace narthex entry door glass with architectural glass
- Unique heating zone for minister's office (currently part of Cleveland Room heat)
- Further repair of Meetinghouse slate roof if needed
- Install door closer on second Meetinghouse vestibule exit door
- Replace rug in Meetinghouse – worn through to the backing in many places

The First Church Property Committee wishes to thank Peter Eschauzier (who is retiring from the Committee this spring), for his many years of service to the Committee. Since day one, Peter has been Mr. Fixit, whether it be repairing a sink disposal, managing fence replacement and repaving projects, or just keeping our three heating boilers online. Thank you, Peter!

We also again send thanks to Sexton Bill McCarthy for various projects and work around the property.

Committee members:

Peter Eschauzier (retiring 2023)

Eric Kenney

Jamie Tanch

John Wathne

Respectfully submitted,

Jamie Tanch, Chair

SOCIAL OUTREACH

Members: Stephanie Diozzi, Brenda Marean and Jim Ognibene, Chairperson

Our Mission Statement - "By fostering participation in acts of good will, community building, and advocacy, the Committee supports socially just causes, helping First Church members to clarify and exercise their unique voices and contributions towards society's betterment."

Here are the six organizations we supported this year: ROOT, Youth Build, Salem Pantry, Mental Makeover, Plummer Youth Promise and Clothing Connection. We've shared all about ROOT, Youth Build, Salem Pantry in prior annual reports, so for this report we will take a look at: Mental Makeover, Plummer Youth Home and Clothing Connection.

Mental Makeover Mission Statement

Mental Makeover is a 501(c) 3 non-profit organization committed to fighting stigma surrounding mental health and empowering young people to learn about mental health and talk about their own thoughts, emotions, and experiences. We are changing the WAY mental health is discussed in our local community and beyond through Wellness, Awareness, and Youth education.

THANK YOU NOTE for our financial contribution to their work.

"Thanks to our generous supporters, we are able to develop and pilot Understanding Emotions educational boxes for youth, as well as The World Needs You Here support boxes for all ages. We are able to host community-wide events to raise awareness, fight stigma, and keep the conversation about mental health going. We are able to partner with local human service organizations in our Salem community and beyond to expand our impact and provide education and support tools for the individuals they serve.

You are helping change lives. You are empowering youth and people of all ages to tell their stories and share their own thoughts, emotions, and experiences with mental health. You are helping change the way our society views mental health. You are helping put an end to stigma.

We cannot thank you enough. We couldn't do this work without you. Together, we can create a Mental Makeover."
Co-founder, Emily Lonergan

Stocking Project 2022

The First Church partnered with two organizations this year: Plummer Youth Promise and Clothing Connection to implement the "Stocking Project" during the December holiday season. Plummer Youth Promise provided us with wish lists and we helped "stock the shelves" at the Clothing Connection store room. We all came together as always, to support those in need; Covid or no Covid!

Plummer Youth Promise Mission Statement

Plummer's mission is to set a standard of excellence that improves outcomes for young people in or at risk of entering state care by deeply engaging youth, families, and the systems that impact them to develop permanent family relationships, skills, and community connections.

Plummer's intervention model focuses on three concepts: permanent families, preparedness and community. Their theory is that when young people have all three of these things, they are more likely to succeed as adults. Each of our programs emphasizes these concepts to varying degrees, depending on the program and the needs of the youth served.

All About the Clothing Connection

The Clothing Connection provides new and gently used clothing to Salem children. Working with school staff and caregivers, we choose clothing with each child's personal sensory and style preferences in mind. In middle and high school, we use a closet model, allowing teenagers to choose their own clothes. Clothes aren't just a basic need; they are also a means of self-expression. We provide clothes that make children feel good, inside and out.

Clothing Connection currently use one of the church basement rooms as their "headquarters" to store clothes and to be able to put together outfits and clothing packages as they are requested.

Older kids can "shop" at closets we run at Collins Middle School and the high school, and with the younger kids (Early Childhood Center on up) caregivers work with school staff to fill out extensive forms helping us understand what kind of clothes makes kids really feel comfortable and good. Choosing clothing WITH families and kids that they not only need, but like, is very important to us.

In Closing

First Church has been reaching out to those in need for centuries. We continue to carry that spirit of empathy and compassion into the local Salem community and beyond.

Respectfully submitted,

Jim Ognibene, Chairperson

STEWARDSHIP

Soulful Stew(ardship): All Carrot, No Stick

The Stewardship Committee (perhaps more aptly called The Stewardship Ministry) is a group of First Church members and friends who try to help us nurture one another through generosity. The most visible form of this is by running the Annual Stewardship campaign requesting members and friends to make financial pledges for the upcoming fiscal year, and thanking them for doing so!

So to all of you, here's a giant THANK YOU!!!

The amount of the pledges made for the fiscal year are communicated to the Treasurers and Standing Committee, who use that information to create a responsible budget. Payment on pledges is collected over the course of the year. Some people opt to pay in a lump sum, some through automatic monthly withdrawals from their bank account, some by periodic payments during service on Sunday. It varies widely.

If you examine the Church's financial information carefully, you will see that "member / friend giving" always exceeds the amount pledged for the year. This is because, in addition to regular gifts made to the Church based on a pledge, we receive gifts from a variety of other means. For example, some people may attend only once or twice and make a gift during the service at the time for generosity. The Christmas Eve service is a good example of when this happens. Other times, members will make a gift in addition to their pledge, often to help pay for a particular project or need. Financial support comes in many forms, and is so very much appreciated by all of us.

FY 23 Stewardship Campaign (for the church year running from July 1, 2023 - June 30, 2024)

This campaign got off to a late start (May 2022) and so requests for pledging continued into the Fall of 2023. The results were:

\$90,500 pledged by 58 individuals / families

FY 24 Stewardship Campaign (for the church year running from July 2, 2023 - June 30, 2024)

This year's campaign got organized slightly earlier, and we were able to pick a theme:

Soulful Stew(ardship): All Carrot, No Stick

We kicked off the campaign on the day the Fellowship Committee organized Soup and Bread Fellowship. For those of you who don't know, at Soup and Bread Fellowship, willing members and friends bring a pot of their favorite soup to share with all of us. To the many other delicious soups that day, the Stewardship Ministry was able to add its version of Stone Soup, made from vegetables provided by members the prior week. As of May 5th, for the upcoming fiscal year, members and friends have pledged:

\$73,000 pledged by 42 individuals and families

This spring, the Standing Committee has put in place a budgeting process that includes presentations to the entire church community as well as decision-making deadlines. In particular, on May 10th, Standing Committee will share with the church community the draft budget for the year beginning July 1. Because creating a prudent budget depends largely on being able to make a reasonable estimate of the funds available for spending, it is the hope of the Stewardship Ministry that we can support the Standing Committee with pledge information from as many members as possible.

If you have not yet pledged, please consider doing so before May 10th so we can provide to the Treasurers and Standing Committee information enabling them to fulfill the ministry to which they are so generously devoting their time and love. In this way, we all lean into the collective nourishment of one another.

With thanks for your generosity and many gifts of time, spirit and resources,

The Stewardship Committee

Neil Alsip, Anna Brandenburg, Mike Giauque, and Nicole McLaughlin, Chair

TRANSITION TEAM

Created by the Standing Committee in November 2022, the Transition Team is charged with guiding the congregation through the work of the interim period in preparation for searching for a new settled minister. Co-chairs, Russell Lane and Melody Lee, and members Deborah Greel, Jerrie Hildebrand, Eric Kenney, and Patti Roka have been working closely with our interim minister Jenny Rankin. Our mission is to provide opportunities for the congregation to take stock of itself in five crucial areas: coming to terms with our history, recognizing our sense of identity, reviewing our governance and leadership structures, considering our relationship with the Salem community and the UUA, and making a commitment to revitalizing our congregation in partnership with our next settled minister.

As we got underway as a team, we worked on writing a team covenant. This was an opportunity for team building and growth as we wrestled with setting forth principles that we could all agree to. We learn a lot about what it means to be in covenant with one another.

We have held bi-weekly meetings and had two team retreats on January 9 and March 18.

We held a Meet and Greet event after church on February 5, 2023, which allowed the congregation to meet the Transition Team, learn more about the transition process, and ask questions.

We hosted a series of three Community Conversations facilitated by wren Bellevance-Grace from the UUA to help achieve the goal of coming to terms with the last five years of our history as a congregation. On March 12, the first Community Conversation, “The Way We Were,” considered the state of the church during the tenure of our long-term minister, Jeff Barz-Snell. On April 12, the second Community Conversation, “Betwixt and Between,” considered the interim period after Rev. Barz-Snell left and before Rev. Elizabeth Ide was called. Finally, on April 23, the third Community Conversation, “Getting to Know You,” considered how we adjusted to a new minister and dealt with Covid restrictions.

The Transition Team posted the results of small-group responses to questions posed during the Community Conversations on easels in the Cleveland Room. These conversations are ongoing as this report is being written. We hope they will give congregants at FCIS an opportunity to express their views and listen to others. Since the last five years have presented FCIS with great challenges, we hope that spending some time on self-reflection will help strengthen our congregation as we move forward together. We hope to wrap up the interim goal of coming to terms with our history this spring and move on to developing a clearer sense of our identity as a congregation next fall.

The Transition Team has a budget of \$2000. We have spent around \$80 for food for our team retreat, \$86 for display easels, and \$382 for the supper on April 12 before the second Community Conversation, for a total of \$548.00.

The Transition Team will meet at the end of this year to begin to plan congregational events for the 2023-24 church year. We are discussing the possibility of listening circles, conversations about our theology, and opportunities to learn about congregational covenants and shared ministry and to explore what those would look like in practice at FCIS.

VESTRY COMMITTEE

Vestry has been inactive over the last year and is without a chair or members. Our sexton Billy McCarthy has been working on repairing some of the most damaged pew upholstery, for which we are very grateful. Brenda Marean has been doing the weekly laundering of tablecloths, but she is not a member of the committee and will no longer be taking care of the linens after the close of this church year.

The Vestry Committee is tasked with the cleaning, repair and any necessary replacement of the furnishings of the church for the comfort and pleasure of staff, congregation, and those from the greater community who would rent our spaces.

Respectfully submitted by Lynn Taggart

WORSHIP

The worship committee has spent the last year acclimating the interim minister with the shape of worship at First Church. Going over the worship calendar, helping the minister recruit participants for services, and ensuring key parts of service are followed are all responsibilities of the worship committee.

Respectfully submitted, Tiffany Magnolia

SECTION 10

DEACONS' REPORT

DEACONS' REPORT

The deacons of First Church held several meetings during the 2022-23 church year. Our discussions and concerns covered a wide range of church matters, from the mundane to long-term questions of church leadership.

This year we mourned the loss of two beloved long-time members of the diaconate. Both Priscilla Sload and Jean Arlander served graciously for many years, and they leave a hole in the fabric of our congregation. Deacons Eric Kenney and Lynn Taggart will participate in the memorial service for Jean in May. Now that pandemic restrictions for gatherings have been lifted, we are also planning a garden dedication and worship service focusing on the spirit of sharing talents and treasures - embodied in the life of cherished church member Betty Nichols. That service will take place in early June.

The deacons serve on a rotating monthly schedule as greeters for church services and as lay worship assistants. Our duties as outlined in the church by-laws include maintaining the church communion silver, which this year we assessed, cleaned, and stored; we assisted our Interim Minister, Rev. Jenny Rankin, with several communion services. Deacons will also participate as “tellers” or counters of votes taken at the congregational annual meeting.

Individual deacons participate in several significant church governance groups. This year, Deacon Steve Palmer is chair of the Standing Committee, Jamie Tanch is finishing as chair of the Property Committee while continuing as a member, and Nicole McLaughlin is chairing a revitalized Stewardship Committee. Eric Kenney is participating in the important tasks of the Transition Team, Valentina Burbank continues her dedicated work and valuable role on the Religious Education Committee, and Lynn Taggart is on the Garden Committee. Each person brings a wider perspective of the congregation to the deacons' deliberations and discussions about church life.

The diaconate maintains a Deacons Fund checking account to cover ad hoc expenses for special projects, memorials, or for congregants in need. Although the origins of the Fund are shrouded in the mists of time, in living memory the balance has been derived from the disbursement of the deacons' 1.6% share of the First Church endowment plus annual donations collected from each deacon. This year flowers were purchased for illnesses and deaths, and several memorial donations were made; others are in process. Additionally, new preservation storage bags were purchased to protect the church's collection of historic silver.

The charge of the Nominating Committee of the deacons is to collaborate with the minister in the process for nominating new Deacons/Deaconesses, to nominate candidates for the offices of the Diaconate, to nominate candidates as needed to the Deacons Nomination Committee, and to make a report to the Annual Meeting of the Deacons. Nominated for one-year terms from March 28, 2023 until the next Deacons Annual Meeting in 2024 are the following:

Chair: Lynn Taggart

Vice Chair: Claire Donaldson

Treasurer: William Henning

Clerk: Peter A. Copelas

The Nominating Committee for the upcoming year and their remaining terms are:

Steve Palmer: 2024

Eric Kenney: 2025

Valentina Burbank: 2026

We are committed to helping our congregation understand the role of the diaconate, and we are looking at ways to communicate with more people. The deacons would welcome your questions, and we will be doing some outreach from the pulpit and in church communications. We will try to support our church community in gaining perspective on the complex events leading up to and including the resignation of our settled minister, Rev. Elizabeth Ide, and we will participate in the work of the congregation in healing the divisions that have surfaced in light of those events.

A personal note from chair Lynn Taggart: I am so deeply grateful for the support of past chair Eric Kenney and vice-chair Claire Donaldson this church year. I had barely begun my first term as chair of the deacons when I needed to step back to concentrate on health concerns. Both Eric and Claire took on so many tasks that were mine, resulting in peace of mind for me and the continuing functioning of the diaconate.

Respectfully submitted,
Lynn Taggart, Chair and Claire Donaldson, Vice Chair 2022-2023

Deacons of the First Church in Salem, Unitarian Universalist

| | | |
|-------------------------|-------------------|---------------------------------|
| Jean Arlander - Emerita | William Henning | Walter Stevenson Palmer (Steve) |
| Mary (Mimi) Ballou | Valentina Burbank | Eric Kenney |
| Peter A. Copelas | Nicole McLaughlin | Lynn Taggart |
| Claire Donaldson | Charles Newhall | James E. Tanch |

SECTION 11

TREASURER'S REPORT FINANCIAL REPORT

TREASURERS'

This narrative is compiled from the presentation given at the Financial Open House on April 16. The information and numbers are current as of March 31.

Currently we are in Fiscal Year 2023 (FY23) which covers July 1, 2022 through June 30, 2023, and that puts us at about 75% of the way through the year. Although most income and expenses are not equally proportioned to each month, we'd expect to have our income and expenses at approximately 75%.

Income Notes:

- Some non-budgeted income has come in—the October fundraiser and some rental income.
- Henny Penny monies will likely come in through only early June.

Expense Notes:

- Under in RE but may pick up as we head into the end of the year
- Over in office supplies and utilities. Some items were billed toward Office costs: changing table in the rest room, some worship items as we establish a new line item for Worship Materials, etc. Electricity rates have gone up and that may be contributing to higher utility costs. We're still investigating that.
- Administrative costs are higher mostly due to costs of transition. We may see a bit more of that for the next year and we can budget more appropriately for FY24.
- Under in a number of categories (supplies, GA, garden, social outreach, committees) but we anticipate those expenses increasing in this final quarter.

FY24 Budgeting Plan:

- May 1: All input due from staff and committee members for budget development
- May 10: Draft budget emailed to Standing Committee
- May 17: Standing Committee meeting (Draft Budget to be discussed)
- May 18: 7pm Congregational Budget Zoom Meeting
- May 21: 12pm (after church) Congregational Budget Zoom Meeting
- June 21: Standing Committee to vote on FY24 Budget

The following pages contain the current FY23 Budget v. Actuals.

Respectfully submitted,
Marlene Warner & Brenda Marean, Co-Treasurers

| First Church in Salem - Unitarian | | | | |
|--|---------------|---------------|---------------|-------------|
| Budget vs. Actuals: FY2023 as of March 31 | | | | |
| July 2022 - June 2023 | | | | |
| | | | Total | |
| | Actual | Budget | over Budget | % of Budget |
| Income | | | | |
| 401 Endowment | 214,500.00 | 234,000.00 | -19,500.00 | 91.67% |
| 402 Member/Friend Giving | 3,521.97 | | 3,521.97 | |
| 402.01 Member Giving | 75,450.45 | 100,000.00 | -24,549.55 | 75.45% |
| 402.02 Misc Cash Collections | 3,106.66 | 5,004.00 | -1,897.34 | 62.08% |
| Total 402 Member/Friend Giving | \$ 82,079.08 | \$ 105,004.00 | -\$ 22,924.92 | 78.17% |
| 403 Other Income | 563.27 | | 563.27 | |
| 403.04 Interest | 21.22 | | 21.22 | |
| 403.10 Functions | 1,955.00 | | 1,955.00 | |
| 403.12 Fellowship | 100.00 | | 100.00 | |
| 403.16 Garden Committee Carry Over | 92.92 | | 92.92 | |
| 403.17 Fundraising | 1,837.58 | | 1,837.58 | |
| 403.1.1 October Parking Fundraiser | | 2,000.00 | -2,000.00 | 0.00% |
| Total 403.17 Fundraising | \$ 1,837.58 | \$ 2,000.00 | -\$ 162.42 | 91.88% |
| 403.20 Religious Ed Income/Fundrasing | 96.00 | | 96.00 | |
| 403.201 Religious Income Social Justice | 1,223.78 | | 1,223.78 | |
| Total 403.20 Religious Ed Income/Fundrasing | \$ 1,319.78 | \$ 0.00 | \$ 1,319.78 | |
| Total 403 Other Income | \$ 5,889.77 | \$ 2,000.00 | \$ 3,889.77 | 294.49% |
| 404 Flower Donations | 725.60 | | 725.60 | |
| 404.01 Dennis Trust Flowers | | 240.00 | -240.00 | 0.00% |
| Total 404 Flower Donations | \$ 725.60 | \$ 240.00 | \$ 485.60 | 302.33% |
| 407 Henny Penny Revenue | | | 0.00 | |
| 407.01 Tuition | 84,491.43 | 100,000.00 | -15,508.57 | 84.49% |
| 407.09 Henny Penny Grant Funds Income | 35,933.30 | 15,000.00 | 20,933.30 | 239.56% |
| Total 407 Henny Penny Revenue | \$ 120,424.73 | \$ 115,000.00 | \$ 5,424.73 | 104.72% |
| 410 Music Program Income | | | 0.00 | |
| 410.01 Dennis Trust Recital | | 600.00 | -600.00 | 0.00% |
| Total 410 Music Program Income | \$ 0.00 | \$ 600.00 | -\$ 600.00 | 0.00% |
| 412 Endowment Trustees Funds Income | | | 0.00 | |
| 412.01 Reimbursements (Betty Nichols Fund Capital Improvement) | | 65,542.42 | -65,542.42 | 0.00% |
| Total 412 Endowment Trustees Funds Income | \$ 0.00 | \$ 65,542.42 | -\$ 65,542.42 | 0.00% |
| Uncategorized Income | 777.76 | | 777.76 | |
| Total Income | \$ 424,396.94 | \$ 522,386.42 | -\$ 97,989.48 | 81.24% |
| Gross Profit | \$ 424,396.94 | \$ 522,386.42 | -\$ 97,989.48 | 81.24% |
| Expenses | | | | |
| 500 Endowment Trustees Fund Expenses | 38.58 | | 38.58 | |
| 501 Total Cost of Ministry | | | 0.00 | |
| 501.01 Minister | | | 0.00 | |
| 501.1.1 Salary | 4,725.00 | | 4,725.00 | |
| 501.1.2 Housing | 4,463.04 | | 4,463.04 | |
| 501.1.3 Retirement | 10,907.68 | | 10,907.68 | |
| 501.1.4 Insurance | 5,577.85 | | 5,577.85 | |
| 501.1.5 Minister-Taxes | 334.52 | | 334.52 | |
| Total 501.01 Minister | \$ 26,008.09 | \$ 0.00 | \$ 26,008.09 | |
| 501.011 Interim Minister | | | 0.00 | |
| 501.2.1 Interim Salary | 37,075.66 | 61,750.08 | -24,674.42 | 60.04% |
| 501.2.2 Interim Housing | 32,669.20 | 54,799.92 | -22,130.72 | 59.62% |

2022–2023 ANNUAL REPORT of The First Church in Salem, Unitarian Universalist

| | | | | |
|---|---------------|---------------|---------------|---------|
| 501.2.3 Interim Retirement | 3,487.28 | 5,827.08 | -2,339.80 | 59.85% |
| 501.2.4 Interim Insurance | 11,609.88 | 16,776.68 | -5,166.80 | 69.20% |
| 501.2.6 Interim Payment-in-Lieu of FICA | 5,315.12 | 8,916.00 | -3,600.88 | 59.61% |
| Total 501.011 Interim Minister | \$ 90,157.14 | \$ 148,069.76 | -\$ 57,912.62 | 60.89% |
| 501.02 Professional Expenses | 0.00 | | 0.00 | |
| 501.025 Interim Min Professional Expenses | 4,874.31 | 8,000.00 | -3,125.69 | 60.93% |
| 501.03 Guest Ministers | 1,050.00 | 1,800.00 | -750.00 | 58.33% |
| Total 501 Total Cost of Ministry | \$ 122,089.54 | \$ 157,869.76 | -\$ 35,780.22 | 77.34% |
| 508 Sexton | | | 0.00 | |
| 508.01 Sextons Wages | 21,020.70 | 26,650.00 | -5,629.30 | 78.88% |
| 508.02 Sexton - Retirement & Insurance | 1,366.54 | 1,332.50 | 34.04 | 102.55% |
| 508.03 Function Hours | 350.00 | | 350.00 | |
| 508.10 Sextons - Taxes | 1,588.98 | 2,038.73 | -449.75 | 77.94% |
| Total 508 Sexton | \$ 24,326.22 | \$ 30,021.23 | -\$ 5,695.01 | 81.03% |
| 509 Church Administrator | | | 0.00 | |
| 509.01 Administrator - Wages | 44,693.72 | 57,750.00 | -13,056.28 | 77.39% |
| 509.02 Administrator - Taxes | 3,419.07 | 4,418.00 | -998.93 | 77.39% |
| 509.03 Administrator - Retirement & Insur | 2,901.07 | 2,888.00 | 13.07 | 100.45% |
| Total 509 Church Administrator | \$ 51,013.86 | \$ 65,056.00 | -\$ 14,042.14 | 78.42% |
| 511 Music Program | | | 0.00 | |
| 511.01 Music Director | | | 0.00 | |
| 511.1.1 Salary | 19,761.51 | 25,338.00 | -5,576.49 | 77.99% |
| 511.1.2 Taxes | 1,511.76 | 1,938.00 | -426.24 | 78.01% |
| Total 511.01 Music Director | \$ 21,273.27 | \$ 27,276.00 | -\$ 6,002.73 | 77.99% |
| 511.02 Guest Musicians | 1,900.00 | | 1,900.00 | |
| 511.2.1 Substitutue Organ / Piano | | 1,000.00 | -1,000.00 | 0.00% |
| 511.2.9 Other | 100.00 | | 100.00 | |
| Total 511.02 Guest Musicians | \$ 2,000.00 | \$ 1,000.00 | \$ 1,000.00 | 200.00% |
| 511.03 Guest Vocals | 1,350.00 | 1,600.00 | -250.00 | 84.38% |
| 511.05 Holiday Music | 2,050.00 | 1,700.00 | 350.00 | 120.59% |
| 511.07 Supplies | 15.93 | 100.00 | -84.07 | 15.93% |
| 511.08 Instrument Maintenance | | | 0.00 | |
| 511.8.1 Piano | 1,480.00 | 600.00 | 880.00 | 246.67% |
| 511.8.2 Organ | | 1,000.00 | -1,000.00 | 0.00% |
| Total 511.08 Instrument Maintenance | \$ 1,480.00 | \$ 1,600.00 | -\$ 120.00 | 92.50% |
| Total 511 Music Program | \$ 28,169.20 | \$ 33,276.00 | -\$ 5,106.80 | 84.65% |
| 513 Religious Education Program | | | 0.00 | |
| 513.01 RE Director | | | 0.00 | |
| 513.1.1 Salary | 11,857.46 | 17,220.00 | -5,362.54 | 68.86% |
| 513.1.2 Taxes | | 1,317.00 | -1,317.00 | 0.00% |
| Total 513.01 RE Director | \$ 11,857.46 | \$ 18,537.00 | -\$ 6,679.54 | 63.97% |
| 513.02 RE - Other Payroll | | | 0.00 | |
| 513.2.1 Childcare | 358.48 | 600.00 | -241.52 | 59.75% |
| 513.2.3 Childcare Taxes | | 50.00 | -50.00 | 0.00% |
| Total 513.2.1 Childcare | \$ 358.48 | \$ 650.00 | -\$ 291.52 | 55.15% |
| 513.2.2 Teachers | 304.00 | 4,480.00 | -4,176.00 | 6.79% |
| 513.2.4 Teacher Taxes | 907.10 | | 907.10 | |
| Total 513.2.2 Teachers | \$ 1,211.10 | \$ 4,480.00 | -\$ 3,268.90 | 27.03% |
| Total 513.02 RE - Other Payroll | \$ 1,569.58 | \$ 5,130.00 | -\$ 3,560.42 | 30.60% |
| 513.05 Supplies | 519.09 | 600.00 | -80.91 | 86.52% |
| 513.06 Professional Development | 25.00 | | 25.00 | |
| 513.07 Curriculum | 84.00 | | 84.00 | |
| 513.7.1 Annual Purchase | | 150.00 | -150.00 | 0.00% |
| 513.7.2 Books | 9.29 | 150.00 | -140.71 | 6.19% |
| 513.7.3 Field Trips | | 150.00 | -150.00 | 0.00% |

2022–2023 ANNUAL REPORT of The First Church in Salem, Unitarian Universalist

| | | | | |
|---|--------------|--------------|---------------|---------|
| Total 513.07 Curriculum | \$ 93.29 | \$ 450.00 | -\$ 356.71 | 20.73% |
| 513.08 Staff Recognition | | 1,000.00 | -1,000.00 | 0.00% |
| 513.09 Events / Projects | 43.35 | | 43.35 | |
| 513.9.2 Events | 810.53 | 500.00 | 310.53 | 162.11% |
| Total 513.09 Events / Projects | \$ 853.88 | \$ 500.00 | \$ 353.88 | 170.78% |
| Total 513 Religious Education Program | \$ 14,918.30 | \$ 26,217.00 | -\$ 11,298.70 | 56.90% |
| 514 Office Expense | | | 0.00 | |
| 514.01 Postage | 37.50 | 500.00 | -462.50 | 7.50% |
| 514.02 Supplies | 1,228.46 | 1,000.00 | 228.46 | 122.85% |
| 514.03 Telephone / Internet | 5,945.21 | 4,200.00 | 1,745.21 | 141.55% |
| 514.04 Printing | 1,115.02 | 600.00 | 515.02 | 185.84% |
| 514.05 Subscriptions | 4,559.52 | 4,200.00 | 359.52 | 108.56% |
| 514.07 Website | 507.75 | 240.00 | 267.75 | 211.56% |
| 514.10 Admin Professional Expenses | 695.30 | | 695.30 | |
| 514.20 Equipment | 3,685.43 | 3,600.00 | 85.43 | 102.37% |
| Total 514 Office Expense | \$ 17,774.19 | \$ 14,340.00 | \$ 3,434.19 | 123.95% |
| 515 Administration | | | 0.00 | |
| 515.01 Payroll Service | 3,304.05 | 3,600.00 | -295.95 | 91.78% |
| 515.02 Bank Charges | 319.80 | 480.00 | -160.20 | 66.63% |
| 515.05 Insurance | 335.75 | | 335.75 | |
| 515.5.1 Property | 13,647.50 | 11,500.00 | 2,147.50 | 118.67% |
| 515.5.2 Workers Compansation | 2,754.25 | 2,500.00 | 254.25 | 110.17% |
| Total 515.05 Insurance | \$ 16,737.50 | \$ 14,000.00 | \$ 2,737.50 | 119.55% |
| 515.07 Bookkeeper | 4,460.00 | 3,000.00 | 1,460.00 | 148.67% |
| Total 515 Administration | \$ 24,821.35 | \$ 21,080.00 | \$ 3,741.35 | 117.75% |
| 516 Building & Grounds | | | 0.00 | |
| 516.01 Maintenance | 2,477.90 | | 2,477.90 | |
| 516.1.1 Sprinklers | | 1,800.00 | -1,800.00 | 0.00% |
| 516.1.2 Fire & Security Alarms | 2,268.00 | 2,700.00 | -432.00 | 84.00% |
| 516.1.3 Elevator | 3,278.00 | 3,500.00 | -222.00 | 93.66% |
| 516.1.4 Boiler | | 2,400.00 | -2,400.00 | 0.00% |
| 516.1.5 Gutter and Downspout | | 1,600.00 | -1,600.00 | 0.00% |
| 516.1.9 Other | 327.94 | 600.00 | -272.06 | 54.66% |
| Total 516.01 Maintenance | \$ 8,351.84 | \$ 12,600.00 | -\$ 4,248.16 | 66.28% |
| 516.02 Repairs | 1,091.63 | | 1,091.63 | |
| 516.2.1 Roof Repair | | 3,600.00 | -3,600.00 | 0.00% |
| 516.2.3 Betty Nichols Restricted Expenses | 1,287.28 | | 1,287.28 | |
| 516.2.9 Other | 110.00 | 1,200.00 | -1,090.00 | 9.17% |
| Total 516.02 Repairs | \$ 2,488.91 | \$ 4,800.00 | -\$ 2,311.09 | 51.85% |
| 516.03 Supplies | 1,234.77 | 1,000.00 | 234.77 | 123.48% |
| 516.04 Utilities | | | 0.00 | |
| 516.4.1 Gas | 7,129.17 | 5,400.00 | 1,729.17 | 132.02% |
| 516.4.2 Electric | 7,511.70 | 6,000.00 | 1,511.70 | 125.20% |
| 516.4.4 Water/Sewer | 1,225.09 | 1,500.00 | -274.91 | 81.67% |
| 516.4.5 Trash and Recycling | 89.25 | 500.00 | -410.75 | 17.85% |
| Total 516.04 Utilities | \$ 15,955.21 | \$ 13,400.00 | \$ 2,555.21 | 119.07% |
| 516.05 Snow Removal | 1,200.00 | 1,800.00 | -600.00 | 66.67% |
| 516.99 Other | 2,649.00 | | 2,649.00 | |
| 516.6.1 High Priority | | 6,750.00 | -6,750.00 | 0.00% |
| 516.6.2 Low Priority | 4.92 | 15,650.00 | -15,645.08 | 0.03% |
| Total 516.99 Other | \$ 2,653.92 | \$ 22,400.00 | -\$ 19,746.08 | 11.85% |
| Total 516 Building & Grounds | \$ 31,884.65 | \$ 56,000.00 | -\$ 24,115.35 | 56.94% |
| 517 Henny Penny Expenses | | | 0.00 | |
| 517.01 Director | | | 0.00 | |
| 517.1.1 Salary | 27,209.40 | 37,000.00 | -9,790.60 | 73.54% |

2022–2023 ANNUAL REPORT of The First Church in Salem, Unitarian Universalist

| | | | | |
|---|--------------|---------------|---------------|----------|
| 517.1.2 Taxes | 2,081.52 | 3,145.00 | -1,063.48 | 66.19% |
| 517.1.3 Retirement | 1,368.29 | 1,850.00 | -481.71 | 73.96% |
| Total 517.01 Director | \$ 30,659.21 | \$ 41,995.00 | -\$ 11,335.79 | 73.01% |
| 517.02 Other Personnel | | | 0.00 | |
| 517.2.1 Teacher | 21,134.97 | 28,000.00 | -6,865.03 | 75.48% |
| 517.2.2 Substitute Teachers | 12,769.96 | 350.00 | 12,419.96 | 3648.56% |
| 517.2.6 Teacher #2 | | 14,060.00 | -14,060.00 | 0.00% |
| 517.2.7 Taxes | 2,688.55 | 2,092.00 | 596.55 | 128.52% |
| 517.2.8 Retirement | | 1,400.00 | -1,400.00 | 0.00% |
| Total 517.02 Other Personnel | \$ 36,593.48 | \$ 45,902.00 | -\$ 9,308.52 | 79.72% |
| 517.03 Maintenance and Repairs | 338.78 | 500.00 | -161.22 | 67.76% |
| 517.04 Supplies | 952.68 | | 952.68 | |
| 517.4.1 Art Supplies | 2,401.97 | 5,000.00 | -2,598.03 | 48.04% |
| 517.4.2 Groceries/Food | | 500.00 | -500.00 | 0.00% |
| 517.4.3 Administrative | 111.50 | 3,500.00 | -3,388.50 | 3.19% |
| 517.4.5 Cleaning | 97.10 | 1,000.00 | -902.90 | 9.71% |
| 517.4.6 Other (First Aid, etc) | | 250.00 | -250.00 | 0.00% |
| Total 517.04 Supplies | \$ 3,563.25 | \$ 10,250.00 | -\$ 6,686.75 | 34.76% |
| 517.05 Curriculum Materials | 918.20 | 2,500.00 | -1,581.80 | 36.73% |
| 517.06 Furniture | | 1,500.00 | -1,500.00 | 0.00% |
| 517.08 Gifts | | 500.00 | -500.00 | 0.00% |
| 517.09 Professional Development | 128.07 | 1,000.00 | -871.93 | 12.81% |
| 517.10 Special Events | | 2,000.00 | -2,000.00 | 0.00% |
| 517.11 Relicensing Fees | 72.00 | 500.00 | -428.00 | 14.40% |
| 517.25 Other | | 250.00 | -250.00 | 0.00% |
| 517.50 Henny Penny Grant Funds Expenses | 4,327.67 | | 4,327.67 | |
| Total 517 Henny Penny Expenses | \$ 76,600.66 | \$ 106,897.00 | -\$ 30,296.34 | 71.66% |
| 519 General Assembly | | | 0.00 | |
| 519.1 GA- Adults | 900.00 | 2,800.00 | -1,900.00 | 32.14% |
| Total 519 General Assembly | \$ 900.00 | \$ 2,800.00 | -\$ 1,900.00 | 32.14% |
| 520 Bonus / Gifts | 100.00 | | 100.00 | |
| 523 Memberships | | | 0.00 | |
| 523.01 UUA | 9,600.00 | 9,600.00 | 0.00 | 100.00% |
| 523.02 Member Retreats & Scholarships | | 10,000.00 | -10,000.00 | 0.00% |
| 523.05 Salem Chamber of Commerce | 190.00 | 360.00 | -170.00 | 52.78% |
| 523.06 Mass Interfaith Power and Light | | 150.00 | -150.00 | 0.00% |
| 523.07 Ecco | | 1,000.00 | -1,000.00 | 0.00% |
| Total 523 Memberships | \$ 9,790.00 | \$ 21,110.00 | -\$ 11,320.00 | 46.38% |
| 525 Committee Expenses | | | 0.00 | |
| 525.01 Standing Committee | 397.22 | 900.00 | -502.78 | 44.14% |
| 525.03 Fellowship | 250.91 | 600.00 | -349.09 | 41.82% |
| 525.06 Vestry | 50.77 | 1,500.00 | -1,449.23 | 3.38% |
| 525.07 Garden Committee | 599.99 | | 599.99 | |
| 525.7.1 New Budget | | 2,000.00 | -2,000.00 | 0.00% |
| Total 525.07 Garden Committee | \$ 599.99 | \$ 2,000.00 | -\$ 1,400.01 | 30.00% |
| 525.08 Archives | | 600.00 | -600.00 | 0.00% |
| 525.09 Lifebridge | 187.61 | | 187.61 | |
| 525.10 Decorating | 212.50 | 360.00 | -147.50 | 59.03% |
| 525.12 Deacons Distributions | 3,736.98 | 3,500.00 | 236.98 | 106.77% |
| 525.18 Transition Team | 696.24 | 2,500.00 | -1,803.76 | 27.85% |
| Total 525 Committee Expenses | \$ 6,132.22 | \$ 11,960.00 | -\$ 5,827.78 | 51.27% |
| 535 Social Outreach | | | 0.00 | |
| 525.9 Lifebridge Dinners | 1,147.03 | 2,400.00 | -1,252.97 | 47.79% |
| 535.3 Social Outreach | 3,880.65 | 7,500.00 | -3,619.35 | 51.74% |
| 535.4 535.4 Minister's Discretionary | -266.00 | 2,000.00 | -2,266.00 | -13.30% |

2022–2023 ANNUAL REPORT of The First Church in Salem, Unitarian Universalist

| | | | | |
|--------------------------------|---------------|---------------|---------------|---------|
| Total 535 Social Outreach | \$ 4,761.68 | \$ 11,900.00 | -\$ 7,138.32 | 40.01% |
| 537 Worship Materials | 778.50 | | 778.50 | |
| Uncategorized Expense | 1,789.90 | | 1,789.90 | |
| Total Expenses | \$ 415,888.85 | \$ 558,526.99 | -\$142,638.14 | 74.46% |
| Net Operating Income | \$ 8,508.09 | -\$ 36,140.57 | \$ 44,648.66 | -23.54% |
| Other Expenses | | | | |
| Reconciliation Discrepancies-1 | -0.01 | | -0.01 | |
| Total Other Expenses | -\$ 0.01 | \$ 0.00 | -\$ 0.01 | |
| Net Other Income | \$ 0.01 | \$ 0.00 | \$ 0.01 | |
| Net Income | \$ 8,508.10 | -\$ 36,140.57 | \$ 44,648.67 | -23.54% |
| | | | | |

SECTION 12

TRUSTEES' REPORT

THE TRUSTEES'

The Trustees

The bylaws of the First Church provide a group of three elected trustees who have sole responsibility for managing any trusts or endowments that have been given to the Church. Trustees serve three-year terms, with one Trustee's term expiring each year. There are no term limits. The current Trustees are Peter Andrew Copelas, Nicole McLaughlin and Laura Caron.

Trustees' Ministry

The ministry of the First Church Trustees is to steward the Church's endowment so that it will support the church and its Unitarian Universalist principles for generations to come. Typically, we do this by: 1) setting an investment strategy for the endowment's funds in consultation with Cabot Wealth Management, and 2) determining a yearly income distribution policy that supplements member giving to the church's annual operating budget. By calibrating these, we can ensure that the endowment increases over time and thus continues to support the church into the future.

The Endowment

The principal of the Church's endowment funds generally consists of money donated to the Church by people who have directed that those funds be invested in perpetuity, allowing income generated by the funds be used to support the church. Sometimes the donor has gone so far as to say that the income must be used for a particular purpose, in which case those gifts are treated as restricted funds within the endowment.

Within those parameters, the Trustees have broad discretion with respect to the investment of the funds and the distribution taken from the endowment. For the past 20 years, we have contracted with Cabot Wealth Management to invest the funds on the Church's behalf and instructed that funds not be invested in alcohol, tobacco, firearms and (more recently) fossil fuel companies.

Monthly statements from Cabot are kept in a binder in the Cleveland Room and are available for viewing by members. Prior to COVID, the Trustees would host periodic open meetings during which representatives from Cabot would make a presentation to the membership. We intend to arrange a zoom meeting for the congregation in FY24.

The Trustees also have discretion to distribute a percentage of the endowment funds to support the Church. To maintain the principal of the endowment and make sure its value keeps up with inflation so that it can support the Church well into the future, distributions need to be below the average rate of return. In the case of First Church, annual endowment distributions are essential for the Church's daily operation because member giving is insufficient to fully support annual operating costs such as paying our staff fairly, maintaining our property, engaging in social outreach, running an RE program, etc.

The average rate of return on the First Church's endowment funds over the past 20 years has been 5.9%, with some periods of much higher returns and others with lower. In the world of endowment management, distribution percentages are recommended to be between 4% and 5%. For FY23, the percentage distribution from the endowment to the Church's operating budget was 5% of the average of the prior 12 quarters endowment value, or approximately \$200,000.

For perspective, here are the market values of the endowment on March 31 for the last four fiscal years:

- March 31, 2020: \$3,772,140
- March 31, 2021: \$5,092,703
- March 31, 2022: \$5,054,906
- March 31, 2023: \$4,605,873

Finance Open House

Under Steve Palmer’s leadership, it was determined that the Trustees would host a finance open house in Fall 2023 as a complement to the April 2023 open house that covered the First Church budget v. actuals for the year, and information on Betty Nichols’ bequest.

Thank you for the opportunity to serve First Church.

In covenant,
Peter Andrew Copelas
Nicole McLaughlin
Laura Caron

| Trustees of the First Congregational Society in Salem | | | |
|--|--------------|-------------------|---------------------|
| Funds Held For Unrestricted Purposes, June 30, 2022 | | | |
| Fund | Units | Book Value | Market Value |
| | | | 06/30/2022 |
| General | 28714 | \$ 135,416.75 | \$ 976,649.00 |
| Endowment | 2253 | \$ 19,667.15 | \$ 76,631.27 |
| Second Church | 7352 | \$ 76,557.39 | \$ 250,063.50 |
| Orne & Subscription | 4113 | \$ 25,821.78 | \$ 139,895.43 |
| Horace S. Follansbee | 17998 | \$ 116,951.87 | \$ 612,165.80 |
| Louise B. Gifford | 100 | \$ 1,000.00 | \$ 3,401.30 |
| Eleanor Hassam | 5657 | \$ 30,652.74 | \$ 192,411.49 |
| William A. Kinsman | 467 | \$ 4,665.87 | \$ 15,884.07 |
| Harriet R. Lee | 402 | \$ 3,413.67 | \$ 13,673.22 |
| Sylvia Benson Lawson | 941 | \$ 10,000.00 | \$ 32,006.22 |
| Isabel S. Newcomb | 11369 | \$ 51,108.46 | \$ 386,693.69 |
| Marion Winchester Nichols | 466 | \$ 5,000.00 | \$ 15,850.05 |
| Grace M. Parker | 500 | \$ 5,000.00 | \$ 17,006.50 |
| Marion Felt Sargent | 500 | \$ 5,000.00 | \$ 17,006.50 |
| Elizabeth D. Williams | 100 | \$ 1,000.00 | \$ 3,401.30 |
| Edmund B. Willson Mem. | 6128 | \$ 66,635.79 | \$ 208,431.60 |
| Margaret C. Slaughter | 201 | \$ 2,000.00 | \$ 6,836.61 |
| Mildred C. Halvorson | 482 | \$ 5,000.00 | \$ 16,394.26 |
| Rosamond Little Delaitre | 39 | \$ 500.00 | \$ 1,326.51 |
| Mary E. Nash | 78 | \$ 1,000.00 | \$ 2,653.01 |
| Edith A. Tanch | 78 | \$ 1,000.00 | \$ 2,653.01 |
| John B. Ballou (A) | 68 | \$ 1,000.00 | \$ 2,312.88 |
| Catherine B. Marchand (B) | 69 | \$ 1,080.00 | \$ 2,346.90 |
| Carmen R. Small | 5112 | \$ 157,500.00 | \$ 173,874.41 |
| Harriet Rand Pingree | 78 | \$ 1,500.00 | \$ 2,653.01 |
| Octavia Peirson Hamlin | 113 | \$ 2,500.00 | \$ 3,843.47 |
| William K. Freeman | 20 | \$ 500.00 | \$ 680.26 |
| Hazel Gravely | 409 | \$ 14,500.00 | \$ 13,911.31 |
| John Chipman Shaw | 625 | \$ 22,500.00 | \$ 21,258.12 |
| Prudence C. Randell | 4140 | \$ 93,855.00 | \$ 140,813.78 |
| Total | 98572 | \$ 862,326.47 | \$ 3,352,728.48 |

| Trustees of the First Congregational Society in Salem | | | | |
|---|--|--------------|-------------------|-----------------------------------|
| Funds Held For Restricted Purposes, June 30, 2022 | | | | |
| <u>Purpose</u> | <u>Fund</u> | <u>Units</u> | <u>Book Value</u> | <u>Market Value</u> 06/30/2022 |
| Building Maintenance | | | | |
| | Stephen Phillips | 6,584 | \$ 100,500.00 | \$ 223,941.53 |
| Ministerial Salary | | | | |
| | Barton Square Church | 10,494 | \$ 71,739.38 | \$ 356,932.32 |
| Bentley Memorial | | | | |
| | Rev.Wm Bentley Memorial | 1,466 | \$ 18,595.05 | \$ 49,863.04 |
| Charitable purposes | | | | |
| | Amos Choate Charity | 118 | \$ 1,180.00 | \$ 4,013.53 |
| | Adeliza A. Forrest | 109 | \$ 1,263.97 | \$ 3,707.42 |
| | Elizabeth Wheatland (1/2) | 403 | \$ 3,109.16 | \$ 13,707.24 |
| Decorations & Flowers | | | | |
| | Wilhemena Christinson (1/2) | 36 | \$ 367.73 | \$ 1,224.47 |
| | First Church Guild | 30 | \$ 300.00 | \$ 1,020.39 |
| | Sarah M. Todd | 50 | \$ 500.00 | \$ 1,700.65 |
| | Dorothy Wintersteen (B) | 20 | \$ 350.00 | \$ 680.26 |
| | Higginson Flower | 43 | \$ 420.64 | \$ 1,462.56 |
| | Grace Morrison | 95 | \$ 3,545.00 | \$ 3,231.23 |
| Music | | | | |
| | John S. Crowley | 117 | \$ 1,165.00 | \$ 3,979.52 |
| | Fred Lamson | 104 | \$ 1,035.00 | \$ 3,537.35 |
| Church Socials | | | | |
| | Elizabeth Wheatland (1/2) | 402 | \$ 3,109.15 | \$ 13,673.22 |
| Sunday Schools | | | | |
| | Wilhemena Christinson (1/2) | 37 | \$ 367.73 | \$ 1,258.48 |
| | Amos Choate Sunday Scho | 218 | \$ 2,178.13 | \$ 7,414.83 |
| First Church Alliance | | | | |
| | Custodian Account - 1993 | 155 | \$ 4,050.00 | \$ 5,272.01 |
| | Edmund B. & Martha B. Willson (1/2) | 49 | \$ 488.04 | \$ 1,666.64 |
| | Marie P. Silsbee (1/2) | 12 | \$ 125.00 | \$ 408.16 |
| | Susan B. Farrington | 20 | \$ 200.00 | \$ 680.26 |
| | Sarah S. Kimball | 15 | \$ 150.00 | \$ 510.19 |
| | Annie L. Warner | 10 | \$ 100.00 | \$ 340.13 |
| | Emma Graves | 10 | \$ 100.00 | \$ 340.13 |
| First Church Missions | | | | |
| | Jenny Brooks | 23 | \$ 500.00 | \$ 782.30 |
| | Abbie C. West | 6,918 | \$ 24,801.71 | \$ 235,301.87 |
| | Trustees for Missions (A) | 130 | \$ 1,572.12 | \$ 4,421.69 |
| | Elizabeth Faxon | 105 | \$ 1,000.00 | \$ 3,571.36 |
| | Edmund B. & Martha B. Willson (1/2) | 51 | \$ 488.03 | \$ 1,734.66 |
| | Mary T. Saunders | 53 | \$ 500.00 | \$ 1,802.69 |
| | Marie P. Silsbee (1/2) | 13 | \$ 125.00 | \$ 442.17 |
| Parker Restricted | | | | |
| | Grace M. Parker Restricted | 2,559 | \$ 50,000.00 | \$ 87,039.24 |
| | Parker Window Repairs | 362 | \$ 8,625.68 | \$ 12,312.70 |
| First Church Deacons | | | | |
| | Discretionary Account - 200 | 2,100 | \$ 48,575.00 | \$ 71,427.28 |
| | Total | 32,911 | \$ 351,126.52 | \$ 1,119,401.52 |

SECTION 13

MEMBERSHIP LIST OF FIRST CHURCH

MEMBERS OF THE FIRST CHURCH OF SALEM AS OF MAY 1, 2023

| | | | |
|-----------------------|-------------------------|------------------------|-----------------|
| Bob Allen | Don Glover | Melissa McDermott | Lynn Taggart |
| Neil Alsip | Denise Graniss | Kara McLaughlin | James Tanch |
| Lance Arlander | Christopher Granniss | Nicole McLaughlin | Nancy TenBroeck |
| Mary Ballou | Deborah Greel | Sally Millice | Mark Ternullo |
| Maggie Balz | Kathy Gupta | Indra Milowe | Brian Trippe |
| Joe Bayne | Rebecca Hains | George Milowe | Chrystal Truong |
| Jeffrey P. Beale | Dr. Richard Hannah | Dexter Mitchell | Margaret Twohey |
| Charles Bean | Joan Hannah | Michelle Mitchell | Kate Van Dyke |
| Doreen Beauregard | Alan Hanscom | Jamie Navins | Robert Walker |
| Penny Bigmore | Christiane Hansen-Mitev | Matthew Navins | Marlene Warner |
| Sarah Blodgett | Rebecca Hart | John B. Newhall | John Wathne |
| Anna Brandenburg | Robin Haynes | Charles L. Newhall | Benjamin Waxman |
| Luce Brandt | Carol Hedstrom | Jazz Newhall | Iris P. Weaver |
| Jeff Brandt | David Helen | John Ninneman | Rose Wolf |
| Adam Breazeale | Jeannine Helen | Caroline Nye | |
| Maria Buckley | William Henning | Rick Nye | |
| Valentina Burbank | Charlie Hilderbrand | James Ognibene | |
| Max Burbank | Jerrie Hilderbrand | Jennifer Palermo | |
| Cordelia Burbank | Bonnie Hurd Smith | W. Stevenson Palmer | |
| Theodora Burbank | Helen Jacoby | Katherine Palmer | |
| Laura Caron | Pamela Jendrysik | Nancy Peluso | |
| Brett Carroll | Jessica Kane | David Phipps | |
| Ethan Ceplikas | Matthew Kane | Tricia Pini | |
| Lisa Ceplikas | John Keenan | Christiana (Iana) Plum | |
| Holly Chase | Eric Kenney | Amy Prodanas | |
| Priscilla Christensen | Denise Kent | Rebecca Putnam | |
| Scott Christensen | Susan Kirby | John Pydynkowski | |
| Kathleen Collins | Wolfgang Koch | Jacquelyn Rae | |
| Peter A. Copelas | Mary Krigbaum | Mary Richards | |
| Cynthia Cox | Richard L'heureux | Sandy Riggs | |
| Duncan Cox | Russell Lane II | Amanda Roeder | |
| Luke Cuddy | Mark LaPointe | Patti Roka | |
| Deborah DiGuilio | Jim LaRue | Adam Schoenhardt | |
| Alicia Diozzi | Kristelle Lavallee | Elizabeth Schultz | |
| Hannah Diozzi | Melody Lee | Jessica Sedgewick | |
| Stephanie Diozzi | Tommy Leon | Tanya Shallop | |
| Claire Donaldson | Kelly Lewis | Benjamin Shallop | |
| Eileen Driscoll | Nick Lewis | Helen Sides | |
| Kate Dulmage | Susan Linder-Bean | Anthony Silva | |
| Susan Engelke | Charlene D. Long | JoAnn Silva | |
| Jan N. Eschazier | Thomas MacDonald | Veronica Silva | |
| Peter G. Eschazier | Tiffany Magnolia | Diane Smith | |
| Christopher Finn | Barbara Maitland | Bob Soucy | |
| Donna Fritz | Rose Marcrum | Rachel Spatafore | |
| Michael Fritz | Brenda Marean | Linda Stark | |
| Mike Giauque | Paul Marquis | Mark Stevens | |
| Mike Gibson | Michael Mascolo | Jonathan Streff | |

SECTION 14

BY LAWS

FIRST CONGREGATIONAL SOCIETY IN SALEM

Revised June 4, 2020

First Congregational Society in Salem

By Laws

LAST REVISED: June 4, 2020

ARTICLE I

NAME

The name of the Society, which is a religious corporation, is the First Congregational Society in Salem. It is so identified in Chapter 35 of the Acts of 1817, chapter 100 of the Acts of 1904, chapter 306 of the Acts of 1923, and chapter 219 of the Acts of 1956 of the General Court of the Commonwealth of Massachusetts. First Church in Salem, Unitarian Universalist is the commonly used name by which to identify the First Congregational Society in Salem within the greater community.

ARTICLE II

PURPOSE

The purpose of the Society is expressed in its original covenant adopted August 6, 1629 as follows:

“We covenant with the Lord and one with another, and do bind ourselves, in the presence of God, to walk together in all His ways, according as He is pleased to reveal Himself unto us in His blessed word of truth.”

The interpretation thereof commonly accepted in churches of Unitarian and Universalist fellowship and accepted by the Society as the interpretation of the purpose of its original covenant follows:

“In the freedom of the truth, and the spirit of Jesus, we unite for the worship of God, and the service of all.”
- Charles Gordon Ames, 1880

ARTICLE III

MEMBERSHIP

Section 1. Members. The members of the Society are those who were members of the First Congregational Society in Salem or the Second Church in Salem in May 8, 1956, the date of consolidation of the two bodies, and the persons thereafter elected to membership in the Society except any person who had died or otherwise relinquished membership of the society.

Section 2. Application for Membership. Any person desiring to become a member may sign an application stating that he or she sympathizes with the purpose of the Society, wishes to affiliate with it, and intends to aid in its support. Such applications shall be filed with the Clerk who shall refer them to the Membership Committee. The Membership committee shall report such applications to the Minister and shall present them with their recommendations to the next meeting of the Society for its action thereon.

Section 3. Qualification to vote. Only members of the Society who have attained the age of eighteen years and appear on the records of the Treasurer to have made monetary contribution to the maintenance of the Society during a calendar year shall have the privilege of voting at a meeting of the Society during such year.

Section 4. Termination of Membership. A member may terminate his or her membership at any time by a written or verbal resignation filed with the Clerk, the Minister, the Church Administrator, or anyone on the Membership or Standing Committees. The Membership Committee will inquire of members who have been inactive in the affairs of the Society for an extended period of time whether they wish to continue their membership in the Society. If there is no response to these inquiries, the Membership Committee, in consultation with the Minister, the Standing Committee, and the Clerk, may propose removal of inactive members from membership in the Society at the next annual meeting. Former members who have been removed in error will be reinstated upon request.

ARTICLE IV

THE MINISTER

The Minister shall be elected by the affirmative vote on a written ballot of two-thirds of the members of the Society who are present and voting at an Annual or Special Meeting of the Society called for the purpose of electing a Minister at which a quorum is present. The term of service of the minister shall be at the pleasure of the Society except that he or she may resign at any time acting in accordance with the terms of such employment contract as may be in force, by giving written notice of his or her resignation to the Chairperson of the Standing Committee of at least one month.

It shall be the duty of the Minister to take charge of public worship, religious education, pastoral responsibilities associated with his or her ministry, or such other activities of the Society as the Society itself or its Standing Committee shall from time to time determine. The Minister shall cooperate with the other officers of the Society in promoting the purpose of the Society and the express directions of the Society itself or its Standing Committee. The Minister is expected to attend all meetings of the Committees of the Society except executive sessions thereof.

ARTICLE V

THE OFFICERS

Section 1. Identification, election, and terms of office. The officers of the Society shall be the Moderator, Treasurer, the Clerk, the Trustees, the members of the Membership and the Standing Committee, and the Minister. The Moderator, the Treasurer and the Clerk shall be elected by written ballot at each Annual Meeting by a plurality of members present and voting and each shall hold office until the following Annual Meeting and until his or her successor is elected and qualified, unless he or she sooner resigns, dies, is removed, or becomes disqualified. Provisions governing the term of office or the Trustees and the members of the Membership Committee and the standing committee shall set forth in the Sections of this ARTICLE V and of ARTICLE VII relating to such officers.

Section 2. The Moderator. The Moderator shall preside at all meetings of the Society at which he or she shall be present.

Section 3. The Treasurer. The Treasurer shall have custody of the current funds of the Society and shall de-

posit them in the name of the Society in a Bank or Trust Company approved by the Standing Committee. He or she shall collect all pledges, contributions, and other sums due and pay such bills as may be approved by the standing Committee or persons authorized by the Standing Committee to approve them. He or she shall keep the church building and the property therein and any other real or personal property in which the Society has an interest, except intangible property in the hands of the Treasurer or of the Board of Trustees, insured in an amount satisfactory to the Standing Committee. He or she shall keep accurate books of account and furnish the Standing Committee when requested with information as to the financial condition of the Society.

At each Annual Meeting of the Society, he or she shall present a statement showing the receipts and disbursements of the Society known to him or her, and the amount of insurance upon the property of the Society for the most recent calendar year or other period for which the records of the Treasurer are regularly kept. Any vacancy in the office of the Treasurer, however created, shall be promptly filled through the appointment of a Treasurer by the Standing Committee to serve the balance of the vacated term.

Section 4. The Clerk. The Clerk shall be the principal recording officer of the Society. He or she shall record the proceedings of all Annual or Special Meetings of the Society and shall keep two current counterpart holographic or typed lists of its members which shall be certified by him or her as the two original counterparts. One such counterpart shall be secured in the Church Building and always kept therein, and the other such counterpart shall be held in safekeeping by the Trustees outside the Church Building. The Clerk shall notify in writing all officers and members of committees of the Society or the Standing Committee of their appointment. He or she shall be sworn to the faithful performance of his or her duties and a certificate of the oath of the Clerk shall be entered upon the records of the Society. Any vacancy in the office of the Clerk, however created, shall be promptly filled through the appointment of a Clerk by the Standing Committee to serve the balance of the vacated term.

Section 5. The Board of Trustees. The Board of Trustees shall consist of three Trustees serving staggered terms, each of whom shall be elected by written ballot, but one Trustee only each year at the Annual Meeting by a plurality of the members of the Society present and voting to hold qualified, unless he or she sooner resigns, dies, is removed, or becomes disqualified. Any vacancy caused by the resignation, death, removal or disqualification of a Trustee shall be filled by the election as above provided a new Trustee to hold office for the balance of the vacated term.

The Board of Trustees shall have sole management of all trust funds and endowments that may have been or may be given into the control of the Society or ANY of its officers which may be legally entrusted to the Board of Trustees. The Board shall also have authority to advise and assist any officers of the Society in the management of any trust fund in the charge of any such officer which cannot legally be transferred to the Board of Trustees whenever requested to do so by any such officer. The Board of Trustees shall have authority fully to represent the Society in all matters relating to such trust funds and endowments; to retain investments; to invest, reinvest, and change investments of the funds in their control; to foreclose, assign, and discharge mortgages; and to hold and transfer property.

The Board of Trustees shall collect all income from the trust funds and endowments held by the Trustees and shall pay over such income to the Treasurer upon his or her request so far as the terms of such trusts and endowments shall permit or to such other person or persons as the terms of the controlling trust instruments require.

The Trustees in their sole discretion shall determine what receipts and disbursements shall be credited or charged to income and what to principal and are authorized specifically, but without limitation, to make such determination in regard to stock and cash dividends, rights and all other receipts in respect to the ownership of stock. The Board of Trustees is authorized to enter into an agreement with a Bank or Trust Company as Custodian under the terms of which all stocks, bonds and other investments under control of the Trustees are held by

such Bank or Trust company. The Custodian shall render quarterly accounts to the Trustees of its custodianship in such form as may be approved from time to time by the Board of Trustees. The Custodian may hold and securities which are in Registered form in the name of the Trustees of the First Congregational Society in Salem, in the name of a nominee, in street form, or under a Book Entry system. The Board of Trustees is further authorized to enter into an investment advisory agreement with an Investment Advisor, which may or may not be serving as Custodian, under the terms of which the Investment Advisor shall provide investment advisory services to the Board of Trustees. The investment advisory agreement shall be in such form as shall be agreeable to the Trustees provided, however, that the Board of Trustees shall retain full investment discretion over the funds and endowments in their control and shall be under no duty to follow in whole or in part the investment advice so provided. The Trustees may divide their duties among themselves as they may from time to time in their sole discretion deem advisable and any person dealing with any one or more of the Trustees shall be protected in relying on his or her or their authority to act for the Board of Trustees.

Investments of the trust funds and endowments of the Society shall be limited to those which are legal for trustees in Massachusetts. The Trustees may continue to hold securities turned over to them at the time of the consolidation of the Society and the Second church in Salem in 1956. None of the funds belonging to the Society shall at any time be invested in obligations of the Society or in any mortgage upon the property of the Society.

The Board of Trustees shall present to the Society at its annual Meeting a statement showing the principal of the several funds in their hands the changes of investments, if any, during the year completed prior to the annual Meeting, and a complete list of the securities and other investments owned at the end of the year.

Notwithstanding any prior vote or act of the Society or any of its Committees, but without thereby altering, establishing, or affecting and restrictions as to the use as to the use of the income or principal of any restricted fund, the Trustees may from time to time, in so far as legally permissible, establish one or more pooled funds for the investment of the assets of the several funds from time to time in their hands and invest such assets in such pooled funds and may determine and alter the valuation or method of valuation and other terms and conditions on which additions to and withdrawals from such pooled funds may be made in cash or in kind and on which receipts, disbursements, gains, losses, expenses, and principal and income thereof are accounted for or distributed.

ARTICLE VI

DEACONS AND DEACONESSES

Section 1. Number, Election, and Term of Office. There shall be two or more Deacons or Deaconesses each of whom shall be elected, individually and not as part of a slate of nominees, at an Annual Meeting of the Society, or at a Special Meeting called for threat purpose, upon the affirmative vote on a written ballot of two-thirds of the members of the Society who are present and voting. Unless a deacon or Deaconess resigns or is removed for cause by vote of two-thirds of the members of the Society at an Annual Meeting of the Society or at a Special Meeting called for the purpose of his or her removal, he or she shall serve for life

Section 2. The Duties of Deacons and Deaconesses. The deacons and Deaconesses shall serve as lay assistants to the Minister with the particular duties of preparing the Communion Table, assisting the Minister in the distribution of Communion, and of planning and arranging the worship services of the Church with substitute clergy in the absence of the Minister. The Deacons and Deaconesses shall be responsible for the custody and safekeeping of the Communion, which shall be securely kept in the Church vault when not in use and shall be removed from the Church building only for the purposes of necessary repair and maintenance.

The Deacons and Deaconesses shall advise the Minister on disciplinary matters arising within the Society other than those delegated to the Standing Committee under the provisions of ARTICLE VII of the By-Laws. They shall assist the Minister upon request in the discharge of pastoral responsibilities such as ministering to the needs of those requiring succor.

Section 3. Selection of Deacons and Deaconesses. Members of the Society may be suggested for election as Deacons or Deaconesses upon the recommendation of any three or more members to the Minister stating that the member suggested is qualified to discharge the duties of the diaconate. Such recommendations shall be solicited by the Minister upon advice from the diaconate that a need exists for the election of one or more additional Deacons or Deaconesses. The Minister shall lay before the diaconate each such recommendation with his or her advice with respect thereto. The Deacons and Deaconesses shall carefully consider such recommendation with his or her advice with respect thereto. The Deacons and Deaconesses shall carefully consider such recommendations and shall submit such of them as meet their approval to the Annual Meeting of the Society or a Special Meeting for action thereon when they shall deem it to be appropriate.

ARTICLE VII

COMMITTEES

Section 1. The Standing Committee. There shall be a Standing Committee composed of nine members of the Society, each serving staggered terms of three years. Three members shall be elected by written ballot at each Annual Meeting by a plurality of the members present and voting and each shall hold office until the third following Annual Meeting and until his or her successor is elected and qualified, unless he or she sooner resigns, dies, is removed or becomes disqualified. Such additional member or members may be required to fill any vacancy or vacancies caused by the resignation, death, removal or disqualification of one or more members of the Committee shall be similarly elected at each Annual Meeting or Special Meeting held under Article 8, Section 2, for the balance of the vacated term each is filling. In lieu of a Special Membership meeting, the Standing Committee may also appoint interim Standing Committee member(s) to fill vacancies until the next annual meeting.. No person shall be eligible for election to the Committee has elapsed since his or her last period of service as a member of the Committee.

The Standing Committee shall be the governing body of the Society charged with administering the affairs of the Society. The Committee shall be responsible for the custody and control of the Church Building and the tangible property of the Society. It shall make such regulations in regard thereto as it sees fit subject to the instruction of the Society.

The Standing Committee shall hire all employees and appoint all agents of the Society except the Minister, Deacons and Deaconesses, and the officers of the Society, who shall be elected the members of the Society as provided else here in the By-Laws provided that the Committee may fill vacancies in the offices of the Treasurer and the Clerk as set forth in ARTICLE V, Sections 3 and 4. The Standing Committee, nevertheless, shall have no authority over the appointment of a custodian bank or trust company, investment advisor, or other agents of the Board of Trustees, such appointments being within the sole discretion of the Board of Trustees. The Committee shall appoint one of its members to serve as Chairperson of the Committee and one its members to serve as Secretary of the Committee until the first meeting of the Committee following the Annual Meeting of the Society. In the event of a vacancy in the position of Committee Chairperson or Secretary, such vacancy shall be promptly filled by the Committee from its remaining members. The Standing Committee shall fix the compensation and establish the terms and conditions of employment of all the employees and agents of the Society including the Minister but shall have no authority over the other officers of the Society except in their capacity as members of subcommittees of the Standing Committee. The officers of the Society

other than the Minister shall serve without compensation. The Standing Committee is authorized from time to time to vary the compensation and other terms and conditions of the employment or engagement of the employees and agents of the Society other than any custodian, investment advisor, or any other agent appointed by the Trustees with regard to the custody or investment of the funds and endowments of the Society. The Committee may terminate the services of any employee or agent except the Minister.

The Standing Committee shall authorize all expenditures of money by the Society either directly or through the delegation of authority within particular guidelines and limits prescribed by the Committee to make expenditures with the exception of expenditures by the Treasurer or the Board of Trustees within the scope of their authority under the By-Laws.

The Standing Committee shall appoint an independent auditor to audit the accounts of the Treasurer and of the Board of Trustees for their respective fiscal years preceding each Annual Meeting and shall make such appointment in sufficient time for the independent auditor to make his or her report of such audits to the Trustees and the Society for the presentation thereof to the members of the Society at their Annual Meeting. During the intervals between meetings of the Society which are Annual Meetings or Special Meetings called pursuant to the provision of ARTICLE VIII, Sections 1 and 2 of the By-Laws and unless otherwise provided by law or the By-Laws, the Standing Committee may exercise all authority for the Society except that it shall not be entitled to

- (i) exercise any powers specifically reserved to the members of the Society, the Minister, the Deacons and Deaconesses, the Moderator, the Treasurer, the Clerk, the Board of Trustees, or the Membership Committee under the By-Laws;
- (ii) amend or repeal the By-Laws or adopt new By-Laws;
- (iii) elect officers required by law or by the By-Laws to be elected by the members of the Society or to fill vacancies in such offices except that it may fill vacancies in the offices of the Treasurer and the Clerk as provided in ARTICLE V, Sections 3 and 4 of the By-Laws;
- (iv) change the number of Deacons and Deaconesses, the number of Trustees, or the number of members of the Standing Committee or of the Membership Committee; or remove the Minister or any other officer from office.

At each meeting of the Society called under the provisions of ARTICLE VIII, Sections 1 or 2, the action taken by the Standing Committee in the interval since the previous such meeting shall be reported to the meeting of the Society and shall be subject to alteration or repeal thereat provided that no alteration or repeal shall prejudice the rights or acts of any third person.

The Standing Committee shall hold meetings at such times and places and upon such notice as it may from time to time determine. The Committee may request as it deems necessary the attendance of the Treasurer and the Clerk and other officers at any of its meetings and shall invite the Minister to attend each of its meetings except executive sessions thereof.

The offices of Treasurer and Clerk being ones that should be filled at all times, questions relating to the qualification of the Treasurer or the Clerk, in the event of accident, injury, or other disabling cause, to continue in office shall fall within the discretion of the Standing Committee in order that the Committee may promptly fill any vacancy arising from the disqualification of either such officer.

Section 2. The Membership Committee. There shall be a Membership Committee composed of three members of the Society service staggered terms of three years. One member shall be elected by written ballot at each Annual Meeting by a plurality of the members present and voting and he or she shall hold office until the third following Annual Meeting and until his or her successor is elected and qualified, unless the member so elected sooner resigns, dies, is removed or becomes disqualified. Such new member or members as may be

needed to fill any vacancy or vacancies caused by the resignation, death, removal, or disqualification of one or more members of the Committee with term or terms unexpired shall be similarly elected at each Annual Meeting or Special Meeting called to fill a vacancy or vacancies in office, each such new member or members to hold office for the balance of the vacated term which he or she is to complete.

The Minister and the Clerk shall also serve as members of the Membership Committee *ex officio*. The Committee shall report to the Society on all applications for membership and on the resignation of members. The Committee shall regularly examine the roll of members of the Society and shall aid the Clerk in keeping the roll updated.

The Committee shall report at the Annual Meeting the names of members who have withdrawn from membership and the names of those who have become members since the preceding Annual Meeting. The Committee shall conduct its affairs in such manner as to enable the Society to take prompt action of applications for membership.

Section 3. The Nominating Committee. There shall be a Nominating Committee composed of three members of the Society appointed by the Standing Committee, each member serving a staggered term of three years. One member of the Society shall be appointed each within two months following the annual Meeting. In the event a member of the Committee is unable to complete his or her own office, a member of the Society shall be appointed by the Standing Committee to serve for the balance of the vacated term. No person shall be eligible for appointment as a member of the Nominating Committee if he or she has served as a member within the preceding twelve months. At the Annual Meeting of the Society and at any Special Meeting called for the purpose of electing officers or members of Committees of the Society the Nominating Committee shall make a written report nominating members of the Society as officers and Committee members.

Upon request of the Standing Committee, the Nominating Committee shall make a written report to the Standing Committee recommending candidates to fill vacancies in the office of Treasurer or Clerk to fill positions on sub-committees of the Standing Committee. The nominating Committee reports to the annual Meeting or any Special Meeting of the Society to elect officers or members of Committees shall not prejudice the right of any member of the Society to make nominations from the floor at any such meeting.

In the event that the Standing Committee requests a report from the Nominating Committee in appointing persons to fill positions that the Standing Committee is authorized to fill, the Standing Committee may but need not follow the recommendations of the Nominating Committee.

The members of the Nominating Committee shall appoint a Chairperson who shall communicate the reports of its nominations to the members of the Society assembled in an Annual Meeting or a Special Meeting of the Society called for the election of officers.

Section 4. Other Committees. The Standing Committee shall have the power to create, and to specify the functions of, special committees, which shall be sub-committees of the Standing Committee, and to appoint Chairpersons and other members of such special committees and to specify their duties. The frequency and time and place of meetings of such special committees shall be at the discretion of each such committee together with other matters relating to their governance.

No function or duty shall be specified for any such sub-committee which is delegated to another sub-committee of the Standing Committee or encroaches upon the authority of a Committee of the Society.

The actions taken at meetings of special committees shall be reported to the next meeting of the Standing Committee.

Section 5. Quorum. A majority of the members of any Committee of the Society or sub-committee of the Standing Committee shall constitute a quorum for the transaction of business.

ARTICLE VIII

MEETINGS OF THE SOCIETY

Section 1. The Annual Meeting. The annual Meeting of the Society shall be held on the first Sunday in May of each year following the morning service of worship in the Church sanctuary unless a different time and place is designated by the Standing Committee.

Section 2. Special Meetings. Except for special meetings held under the provisions of Section 6 of this ARTICLE VIII, special meetings of the Society may be called by the Standing Committee and shall be called upon the request in writing of ten members of the Society. No business shall be taken or acted upon at any special meeting under this Section 2 unless notice of it has been given in warrant for the meeting.

Section 3. Quorum. Twenty members shall constitute a quorum at any meeting of the Society.

Section 4. The Warrant. The warrant for the annual Meeting or any special meeting to be held under Section 2 of this ARTICLE VIII shall state the purpose of the meeting and shall be served by the Clerk by posting an attested copy thereof on the front door of the Church Building for the two Sundays next preceding the meeting and by mailing a copy thereof to each members at his or her address on the records of the Society at least seven days before the date of the meeting. The Clerk shall return the warrant, with his or her service of the warrant endorsed thereon, to the Moderator prior to the opening of the meeting.

Section 5. Chairperson of Meetings. The Moderator, or, in his or her absence, the Chairperson of the Standing Committee or, in the absence of both, a person chosen by majority vote of the members present and voting at the time of the meeting shall call the meeting to order and preside.

Section 6. Special Meetings to elect members of the Society or to choose delegates to represent the Society. A special meeting of the Society for the purpose of electing members or choosing one or more delegates to represent the Society at conventions, conferences, and similar assemblies may be called by the Minister, or other person presiding at any Sunday morning service for religious worship, reading from the pulpit the particular purpose among those cited in this Section 6 for which the meeting is called. The name or names of the proposed delegate or delegates shall also be announced. The next Sunday meeting at which there is a worship service shall be established as the date and time for the meeting which shall take place in the Church sanctuary.

The report of the Membership Committee shall precede any vote on the election of members of the Society. Any special meeting held under the provision of this Section 6 shall have the same legal effect as meetings called pursuant to any other Sections of this ARTICLE VIII.

Section 7. Order of Business. Except for special meetings of the Society held under the provisions of Section 6, the order of business at the Annual Meeting and, so far as practicable, at Special Meetings shall be as follows:

- approval of the minutes of the previous meeting except that, if such meeting was held under the provisions of Section 6, approval shall be requested for the minutes of the meeting next prior thereto which was not a meeting held under Section 6, as well as for the minutes of any Section 6 meeting or meetings since such prior meeting;

- presentation of the reports of the Clerk, the Treasurer, the Board of Trustees, the Standing Committee, and

the Membership Committee;
the election of new members;
the report of the Nominating Committee;
the election of officers and members of Committees of the Society;
the Minister’s Report
other business
motion to adjourn.

ARTICLE IX

DEFINITIONS

Section 1. Independent Auditor. Independent Auditor means a Certified Public Accountant who is not a member of the Society and has no contractual or other significant connection any ANY officer of the Church, either financial or a relationship by blood or marriage, which would tend to influence his or her performance in the engagement as auditor of the records of the Treasurer or of the Board of Trustees.

Section 2. Member. For the purpose of determining a quorum or of voting at meetings of the Society, the term “member” is limited to those members of the Society who appear on the records of the Treasurer to have made monetary contributions to the Society for the year which is concurrent with that of the relevant meeting of the Society.

Section 3. Year. “Year” means a calendar year as used in the By-Laws unless the context clearly requires the meaning of any period of twelve consecutive months. The fiscal year of the Society is the calendar year except that the Treasurer or the board of Trustees may each designate for their records and the annual audit thereof a fiscal year ended at the close of any calendar quarter.

ARTICLE X

MONETARY LIABILITY OF OFFICERS, DEACONS, AND DEACONESSES

To the extent legally permissible, each officer and each Deacon or Deaconess of the Society shall be relieved of monetary liability to the Society for his or her act or acts or failure to act in his or her capacity as an officer, Deacon or Deaconess of the Society provided he or she shall have acted or failed to act in good faith in the reasonable belief that his or her action or failure to act was in the best interest of Society.

ARTICLE XI

AMENDMENTS TO THE BY-LAWS

The By-Laws of the Society may be amended by the vote of two-thirds of the members of the Society who are present and voting at any meeting of the Society provided that notice of the proposed amendment or amendments has been included in the warrant for the meeting.

AMENDMENT I

1) DISSOLUTION PROVISION

In the event of dissolution, all of the remaining assets and property of the corporation shall after necessary expenses thereof be distributed to such organizations as shall qualify under section 501 (c)(3) of the Internal Revenue Code of 1986, or corresponding provisions of any subsequent Federal tax laws; or to the federal government, or to a state or local government for a public purpose; or to another organization to be used in such a manner as in the judgment of a Justice of the Supreme Court of the State of New York will best accomplish the general purposes for which this corporation was formed.

2) NON-INUREMENT PROVISION

No part of the net earnings of the organization shall inure to the benefit of any member, trustee, director, officer of the organization, or any private individual (except that reasonable compensation may be paid for services rendered to or for the organization), and no member, trustee, officer of the organization or any private individual shall be entitled to share in the distribution of any of the assets upon dissolution of the organization.

3) RESTRICTIVE LEGISLATION PROVISION

No substantial part of the activities of the corporation shall be carrying on propaganda, or otherwise attempting to influence legislation (except as otherwise provided by section 501 (h) of the Internal Revenue Code, as amended), nor shall the corporation participate in, or intervene in, (including the publication or distribution of statements), any political campaign on behalf of or in opposition to any candidate for public office.

4) RESTRICTIVE PURPOSES AND ACTIVITIES PROVISION

Notwithstanding any other provision of these articles, the organization is organized exclusively for one or more of the following purposes: religious, charitable, scientific, testing for public safety, literary, or educational purposes, or to foster national or international amateur sports competition (but only if no part of its activities involve the provision of athletic facilities or equipment), or for the prevention of cruelty to children or animals, as specified in section 501(c)(3) of the Internal Revenue Code of 1986, and shall not carry on any activities not permitted to be carried on by an organization exempt from Federal income tax under section 501 (c)(3) or corresponding provisions of any subsequent Federal tax laws.

AMENDMENT II (Approved at a Special Meeting of the Society held on September 23, 2012)

Welcoming Congregation Provision

This congregation affirms and promotes the full participation of all people in all congregation activities -- including membership, programming, hiring practices, and the calling of religious professionals -- without regard to race, sex, gender expression, physical appearance or physical ability, affectional or sexual orientation, age, class, or national origin. No test of creed, of faith, or interpretation of religion shall be imposed as a condition of membership.

AMENDMENT III (Approved at a Special Meeting of the Society held on May 3, 2015)

Adding “Universalist”

Article I: To strike the last sentence of the paragraph, which reads “The Society is commonly known as the First Church in Salem.” and replace it with “First Church in Salem, Unitarian Universalist is the commonly used name by which to identify the First Congregational Society in Salem within the greater community.”

Article II: In the third paragraph add the words “and Universalist” between the words “Unitarian” and “fellowship”.

AMENDMENT IV (Approved at a Special Meeting of the Society held on May 6, 2018)

Amending Termination of Membership Clause (language that was added is underlined)

Article III; Section 4. Termination of Membership. A member may terminate his or her membership at any time by a written or verbal resignation filed with the Clerk, the Minister, the Church Administrator, or anyone on the Membership or Standing Committees. The Membership Committee will inquire of members who have been inactive in the affairs of the Society for an extended period of time whether they wish to continue their membership in the Society. If there is no response to these inquiries, the Membership Committee, in consultation with the Minister, the Standing Committee, and the Clerk, may propose removal of inactive members from membership in the Society at the next annual meeting. Former members who have been removed in error will be reinstated upon request.



First Church in Salem, Unitarian Universalist



316 Essex Street
Salem, MA 01970
978-744-1551

Office: firstchurchinsalem@gmail.com
Minister: jrankin@firstchurchinsalem.org

www.firstchurchinsalem.org



VERSION: 2023-5-7