Delegate Packet

184th Annual Meeting
of the
Unitarian Universalist
Urban Ministry

May 16, 2019
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We are pleased to invite you to the UU Urban Ministry's 2019 Annual Meeting. This past year has been a transformative one at the UU Urban Ministry as our youth historian tour guide program came into focus, and as we continued to fine-tune our job-readiness training program for survivors of domestic violence. With renovations to our Meetinghouse and greenspace nearly complete, we have turned our sights inward to imagine the future our building and grounds will have serving as an arts, culture, and history hub for our community. This past year’s re-envisioning work happened in two ways: through a series of stakeholder meetings comprised of musicians and artists, preservationists, UUs, and neighbors who came together to brainstorm renovations to the Meetinghouse’s interior; and a Community Engagement taskforce that launched a community-wide survey to investigate the type of programming most needed and desired by our Roxbury neighborhood. We look forward to sharing with you our progress so far and working alongside you to realize these visions in the new year.

You are cordially invited to

The 184th Annual Meeting of the Unitarian Universalist Urban Ministry
Thursday, May 16, 2019
First Church in Roxbury
10 Putnam St., Roxbury, MA 02119

6:00 pm — Refreshments
6:30 pm — Dinner
7:00 pm — Annual Meeting begins
8:15 pm — Annual Meeting adjourns
8:30 pm — Sending Ritual

Annual Meeting Registration

If you haven’t registered yet, please use our online registration form by clicking the following link:

www.uuum.org/registration
NOTICE TO DELEGATES

The Annual Meeting of the Corporation will be held

Thursday, May 16, 2019
First Church in Roxbury
10 Putnam Street
Roxbury, MA 02119

Annual Meeting

6:30 pm — Dinner
7:00 pm — Annual Meeting begins
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To hear reports from the directors and staff on activities in the year ending April 30, 2019, including the Report of the Treasurer;

To recognize the service of Mr. Peter Coccoluto.

To hear and act on the report of the nominating committee.

Attached to this notice are the following:
   A description of Delegate Responsibilities
   Minutes of the 2018 Annual Meeting
   Report of the Nominating Committee

Notice Given: May 1, 2019
Mr. Derek Lumpkins, Clerk
Board of Directors
The mission of the Unitarian Universalist Urban Ministry (UUUM) is to unite communities and transform individuals through education, service, and advocacy. We engage communities and congregations in social action and change, with programs that empower youth and adults to realize their full potential. Over nearly 200 years, our programs have adapted to meet the needs of our community. Today, we provide academic enrichment programming for youth, shelter, counseling services, and job-readiness training for survivors of domestic violence, and host events that bring people together across difference to learn and grow. We are located in John Eliot Square, the heart of Roxbury, and our campus boasts the historic First Church in Roxbury.

Getting Involved

The UU Urban Ministry welcomes people of all backgrounds and is always looking for volunteers for its programs. Volunteers are an essential part of making our programs successful, providing mentoring, tutoring, professional resources, support for events, and technical assistance. For more information, please contact us at engagement@uuum.org.

The UUUM relies on the participation and generosity of member congregations and individual congregants to support this important social justice work. Thank you for agreeing to serve in the important capacity of member congregation delegate.

Our programs focus on:

Youth Programs
- Roxbury Youth Programs for teens that emphasizes a curriculum of history, art, and sense of place

Domestic Violence Services
- Renewal House domestic violence shelter and services
- Believe in Success, a trauma-informed job- and education-readiness training program for survivors

Community Engagement Activities
- Workshops, forums, speakers, arts & cultural events, and other gatherings in our historic Meetinghouse
- Facilitated conversations about race for UU youth, with corresponding service learning opportunities

Support UU Urban Ministry programs with a gift online at www.uuum.org/donate

Thank you for your service as a UUUM delegate!

Delegate Responsibilities

UU Urban Ministry
10 Putnam Street
John Eliot Square
Roxbury, MA 02119
Tel: 617-318-6010
www.uuum.org

@uuurbanministry
Your Relationship to the UU Urban Ministry

Delegates to the Unitarian Universalist Urban Ministry play a critical role in the support and governance of the organization and its social justice activities.

As a membership corporation, the UU Urban Ministry is accountable to and dependent on volunteer and financial resources from its member congregations in and around Boston.

Member congregations are those that:
- Make a financial contribution
- provide support
- participate in the social justice work of the UU Urban Ministry

We anticipate that delegates will increasingly be active members of the congregational teams being created in many of our member congregations. Each member congregation is entitled to three delegates to the UU Urban Ministry.

Delegate Responsibilities

Delegate responsibilities include the following activities:

1. Remaining informed about the UU Urban Ministry, its mission, programs and activities, and providing your insights and advice to the leadership and staff of the UU Urban Ministry.

2. Acting as an ambassador between your congregation and the UU Urban Ministry by:
   - Keeping your congregation informed of UUUM programs, activities and volunteer opportunities (for example, through announcements in worship and your church newsletter, and by directing communications to appropriate committees).
   - Advising the UU Urban Ministry about the social justice outreach requirements and potential of your congregation.

3. Inviting and sponsoring UUUM staff as appropriate for worship, social justice or educational events in your congregation.

4. Representing your congregation at UU Urban Ministry events and meetings. This includes attending the Annual Meeting each May when delegates elect Directors to the UU Urban Ministry Board, receive the board and staff reports on the activities of the UU Urban Ministry for the preceding year, and conduct other business as appropriate.

5. Many delegates also choose to get more involved by encouraging members of their congregations to volunteer in UUUM programs, volunteering themselves, and encouraging their congregations to sponsor fundraising events or special collections to benefit the UU Urban Ministry.
The meeting was preceded by music on the piano by Adonis Martin.

The 183rd meeting of the corporation was called to order at 7:27 p.m. by Karla Baehr as Chair of the Board of Directors. She introduced Rev. Mary Margaret Earl, Executive Director and Senior Minister, for the invocation.

Rev. Mary Margaret Earl opened the meeting with a prayer.

Rev. Earl reflected on the past year and invited all gathered to look toward the future. She thanked the delegates gathered for being conduits to their congregations, thanked donors for investing financially in the UUUM’s work, and the volunteers who move the organization forward through their acts of commitment and kindness. She noted the history of the Meetinghouse in which we were gathered and the programming taking place there today. She noted the past year’s sale of Bethany House and the investment this enabled in the future of the UUUM. She highlighted the launch of Believe in Success, the reshaping of the Roxbury Youth Programs curriculum, and the community engagement task force work to strengthen authentic relationships with the neighborhood as central to the UUUM’s work this year.

Rev. Earl introduced Nicole Castillo, the new Director of Programs. Nicole thanked everyone for welcoming her and spoke about her first months at the UUUM, learning about staff members’ experiences with the UUUM. She highlighted her commitment to creating a “culture of data” so programs could be evaluated and adjusted to make real impact. Ms. Castillo introduced speakers for each program. Vanessa Cordero, Renewal House advocate, spoke of the UUUM’s commitment to supporting LGBTQ survivors of color and Cinthia Arias, relief staff and former shelter guest, spoke of her own experience in shelter and beyond, including her role in the creation of Believe in Success. Shayra, a recent graduate of Believe in Success, spoke of the program’s influence on her confidence and her drive to take her next steps. Five Roxbury Youth Programs participants (Niall, Mitch, Tracy, Jennifer, and Dakare) shared their experiences in RYP and thanked those gathered for these opportunities.

Marvin Venay, Director of Congregational and Volunteer Engagement thanked those gathered for being “in the right place in the right moment”, and invited all present to thank those sitting beside them for their commitment to the UUUM. He introduced the Seeing Me in the World racial justice program for Unitarian Universalist youth, and invited all to bring their congregation’s youth to the UUUM to have these conversations about race and class.
Ms. Baehr thanked Karen Erikson and volunteers from the Winchester Unitarian Society for providing the delicious meal; Ms. Baehr led the business meeting.

For the Nominating Committee Carol Lohe read the proposed slate for Delegates at Large, then for the Board of Directors, and finally for the Nominating Committee; all were accepted by unanimous vote and appear in the Appendix.

The Minutes of the 2017 Annual Meeting were moved, seconded, and unanimously accepted.

Alan Cody gave the Treasurer’s Report.

Ms. Baehr thanked Mr. Cody for his expertise as Treasurer. Ms. Baehr noted that the past year was one of staff transition at the UUUM and that it was amazing to see the progress that Rev. Earl could report and the equanimity with which she did that; she thanked Rev. Earl.

Ms. Baehr and Rev. Earl recognized outgoing board members Rev. Ken Sawyer and Jamiese Martin. Ms. Martin could not be present. Rev. Sawyer was presented with a box of hope (painted by Roxbury Youth Programs participants) filled with items to keep Roxbury close to his heart, including books, a bumper sticker, and other mementos.

A question was raised by delegate Myrna Howe of the First Parish in Framingham regarding the number of Delegates permitted per congregation. Ms. Baehr confirmed that each congregation could send three with additional delegates recognized as Delegates at Large.

A motion to adjourn was made, seconded, and unanimously passed. Ms. Baehr did so at 8:36 pm, and turned the microphone over to Rev. Earl.

Before offering the final benediction, Rev. Earl introduced the staff with thanks, as well as reiterated Ms. Baehr’s appreciation for Ms. Erikson and the Winchester Unitarian Society for dinner.

The meeting concluded with a benediction by Rev. Earl.

Respectfully submitted,

Karla Baehr and Rev. Ken Sawyer
The Nominating Committee of the Unitarian Universalist Urban Ministry is pleased to present the following slate of candidates to the delegates for election at the Annual Meeting:

**Delegates at Large**
Delegate term to expire 2020

Mr. Alan Cody  
Mr. David Harris  
Mr. Marshall Hughes  
Ms. Mimi Jones  
Mr. Derek Lumpkins

**Candidates for the Board of Directors**
Board term to expire in parentheses

**I. Candidates currently serving on the UU Urban Ministry Board of Directors**

Ms. Karla Baehr (2025)  
Ms. Marcia Butman (2025)  
Mr. Alan Cody (2022)

Mr. Marshall Hughes (2025)  
Mr. Derek Lumpkins (2025)

**II. New candidates to the UU Urban Ministry Board of Directors**

Mr. Brian Keith (2028)  
Mr. Doug Poutasse (2028)

**Nominating Committee**
Committee term to expire 2020

Rev. John Hickey  
Mr. Marshall Hughes  
Ms. Carol Troyen Lohe  
Mr. Derek Lumpkins

*Respectfully Submitted,*  
Rev. John Hickey  
Mr. Marshall Hughes  
Ms. Carol Troyen Lohe  
Mr. Derek Lumpkins
Biographies
Candidates for Unitarian Universalist Urban Ministry
Board of Directors

I. The following current Board Members are being nominated as candidates for re-election:

Ms. Karla Baehr, co-leader of Massachusetts’ New Superintendent Induction Program
Ms. Marcia Butman, Founder of Discover Roxbury
Mr. Alan Cody, retired Managing Director of Duff & Phelps, LLC
Mr. Marshall Hughes, Manager of the Bridge to Equity and Achievement in Music (BEAM) program at the New England Conservatory
Mr. Derek Lumpkins, Director of Neighborhood Partnerships and Programs at Northeastern Crossing

II. The following new Board Members are being nominated as candidates for election:

Mr. Brian Keith
A resident of Boston, Brian was a candidate for the Boston City Council, District 7, in 2017. He is a former President of his local neighborhood association, and an active community advocate in Roxbury. He was elected to the Boston Renaissance Charter Public School Board of Trustees in November, 2017, and currently serves as their Vice Chair. A professional in the aviation industry, Brian is Vice President for Sales at PrivateFly, a private charter jet company headquartered in St. Albans, UK. Brian lives with his wife Joanne and son August, and enjoys traveling, softball, and working in his yard.

Mr. Doug Poutasse
Doug Poutasse is the Head of Strategy and Research for Bentall Kennedy, an institutional real estate investment management firm. During his 40 year career he has been an economic forecaster, software developer, real estate market researcher and forecaster, and Executive Director of a national industry association. Doug and his wife Elaine Mittell have lived in Wellesley for 35 years, where they have been active members of UU Wellesley Hills for 22 years. Doug has chaired the Standing Committee, served as treasurer for eight years and recently completed service on the Ministerial Search Committee. He has been a member of the Board of Directors of Hearth, Inc., a Boston based non-profit which works to end elder homelessness, since 2009. Doug’s direct engagement with the UU Urban Ministry began when he was invited to join the Steering Committee of the Fundraising Campaign in 2013. His indirect engagement goes back much further through Elaine’s nearly 20-year commitment.