

Unitarian Universalist Urban Ministry

Benevolent Fraternity of Unitarian Churches

10 Putnam Street
John Eliot Square
Roxbury, MA 02119

Annual Report
Fiscal Year 2020
(May 2019 - April 2020)

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Gifts to the UU Urban Ministry

The Unitarian Universalist Urban Ministry is a 501(c)3 nonprofit that unites communities and transforms 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.

Your financial support makes so much possible!
Please consider the UUUM in your giving.

Contributions

Your gift may be mailed to:

UU Urban Ministry
10 Putnam Street
John Eliot Square
Roxbury, MA 02119

Or visit www.uuum.org/donate to make your gift online.

Bequests

Please consider including the UU Urban Ministry in your estate plan. We would be pleased to talk with you regarding the tax advantages of making a charitable bequest to the UU Urban Ministry. For more information, please contact Greta Hagen at 617-318-6010 x204 or development@uum.org.



The Roxbury-based jazz ensemble, The Makanda Project, performs on the UUUM Green during a festive neighborhood gathering.

Message from the Chair

Fellow Delegates and Friends of the UU Urban Ministry,
Last year I started my Annual letter with “Another special year for the Urban Ministry!” Little did I know that a year later I’d be writing from my home in the eighth week of the COVID-19-inspired Massachusetts “stay at home” mandate! On behalf of the Board, our first concern is for your safety and well-being – and that of all the families touched by the Urban Ministry’s work.

Over the past months our world has been deeply shaken by the pandemic in so many ways. Few are being spared its painful consequences: uncertainty and isolation, loss of jobs and livelihoods, sickness and death of loved ones. And few places are being harder hit than our Roxbury neighborhood. COVID-19 has, once again, laid bare the long-standing injustice and racial and economic inequity that divide and damage us all. The Urban Ministry is needed now more than ever.

And thank goodness we have the staff and supporters we do! Their strong and sensitive response has been chronicled regularly by our Executive Director in her email messages to us all. We can all be so proud of their resourcefulness and compassion!

Before COVID-19 turned our worlds upside down, we were making steady progress on several important fronts:

- Finishing touches were put on the design of our Healing Garden and fundraising began.
- Believe in Success developed new ways to connect with graduates to support them on their journeys of personal growth, healing and economic self-sufficiency.
- RYP intensified its focus on its tour guide program.

Our community outreach efforts deepened partnerships with Roxbury-based neighbors and organizations, moving the Urban Ministry closer to our vision of relationships built as partnerships to dismantle racism. Your Board has continued its visioning and strategic planning work. We look forward to engaging congregations – in-person and virtually, as permitted – to explore together ways to deepen congregations’ connections to the Urban Ministry’s mission. To support that aspiration, we are expanding our Board to 16 members with two of the three new members coming from member congregations located further from Roxbury: Duxbury and Medfield.

We know that progress will continue – even as we all discover new ways to do our work together – like our first-ever virtual Annual Meeting! Welcome to our experiment! And thank you for believing in the Urban Ministry’s work.

Renewal House

Ada Guadalupe

Marie Padilla

Ann Taylor

Cinthia Arias

Marie Carmel Tunis

Natalia Berthet Garcia

Lillian Calderon

Ashley Platt

Diana Vargas Cruz

Ruth Worrede

Doris Gilliam

Shelter Manager

Housing Advocate

Overnight Advocate

Training and Outreach Specialist

Advocate

Relief Staff

Relief Staff

Relief Staff

Relief Staff

Relief Staff

Relief Staff

Believe in Success

Jackie Dabo

Christine Dickerson

Cinthia Arias

Director of Believe in Success

Program Coordinator

Case Manager/Training & Outreach Specialist

Community Engagement

Bithyah Israel

Monique Marshall Veale

Roxanne Coker

Social Justice Fellow for the Arts and Humanities

Director of Special Projects/HR

Special Projects Assistant

UU Urban Ministry Staff – May 2020

Rev. Mary Margaret Earl *Executive Director and Senior Minister*

Administration

Peter Tam *Director of Programs*
Rachel Shapiro *Finance Director*
Joseph Butler *Finance Assistant*
Shamika Harrison *Director of Facilities and Office*
Annie Stubbs *Donor Relationships Manager*
Greta Hagen *Director of Development*
Robert White *Building Manager*
Bryan McCray *Food Services Manager*
Milton Duarte-Paulino *Cleaner/Facilities Staff*

Roxbury Youth Programs

Chris Allen *Roxbury Youth Programs Coordinator*
Ché Goncalves *Roxbury Youth Programs Coordinator*
Jonathan Williamson *Bus Driver*

I wrote last year, "Crossing boundaries of race, class and faith has never been more important than it is now." True then. And even more true today as we see poor people of color bearing more and more of the consequences of the pandemic and how it's being handled.

Thank you for all you are doing to stand up for justice – now more than ever!

Karla Baehr
Chair, Board of Directors
Unitarian Universalist Urban Ministry

“Even though this apartment is beautiful—and it’s nice to have some extra space— I can’t wait to be back at Renewal House. I miss my Renewal House *family*.”

~ Current Renewal House Resident,
on being relocated to a private apartment in
the time of COVID-19

Report of the Executive Director and Senior Minister

Like the rest of the world, UUUM experienced a Great Interruption this springtime.

As the Boston Public Schools closed, we transitioned our afterschool and workforce programming to remote educational, emotional and material support.

As we learned more about this pandemic, we moved families in our shelter to separate, offsite quarters.

And as we began cancelling events in our historic Meetinghouse, we began imagining how we still could highlight the richness of the Roxbury artists in this neighborhood.

As we prepare to gather for an unconventional Annual Meeting – the first since I arrived that we have not hugged and sung and broken bread together on our campus – we travel through an historic moment.

We witness the health and wealth disparities in communities of color – this health crisis underscoring racism’s ongoing legacy.

We worry over survivors of domestic violence whose lives now have become even harder.

We ache for hemmed-in young people who do not know what summer will bring.

And we see that we are called to keep doing this work no matter the challenges – that we are called to be creative and persistent, and move forward. The gift in serving an 190-year-old organization is that adaptability dwells in its DNA. As we move through today’s challenges, we seek to continue building on the work of the past year:

- We continued building our youth-led tour guide program, offering tours of John Eliot Square, our own campus, and of Nubian Square. In the past year, we dug more deeply into the overall structure of our afterschool programming, with an eye to refining our focus on history, and seeing how our Seeing Me in the World anti-racism program for UU youth can be incorporated into it.
- Our Believe in Success job-readiness program, now in its third year, began strengthening our alumni program and ensuring we stay



Roxbury Youth Programs participants in a position of learning (above), as they do research on a tour of the Dillaway-Thomas House and Roxbury Heritage State Park.

RYP participant in a position of teaching (below): Jennifer shares her expertise in a historic walking tour of John Eliot Square.



Scituate

First Parish UU Church of Scituate
 Wendy Brown
 Jennifer McGonagle Dziedzic
 Carol Sullivan-Hanley

Sharon

Unitarian Church of Sharon
 Gare B. Reid
 Elizabeth Siftar

Sherborn

First Parish in Sherborn

Stow

First Parish Church, UU,
 of Stow & Acton

Swampscott

UU Church of Greater Lynn
 John Benson
 Sarah Drewry
 Dean McKennon

Waltham

First Parish Church in Waltham, UU

Watertown

First Parish of Watertown
 Jenny Larios Berlin
 Katherine Button
 Beverly Smith

Wayland

The First Parish in Wayland
 Susan Crowley-Bechtel
 Lois Doerr
 Rev. Stephanie May

Wellesley Hills

UU Society of Wellesley Hills
 Tricia Johnson
 Kathy Kaufmann
 Rev. Kelly Murphy Mason

Weston

First Parish Church in Weston
 Melissa Greenlaw
 Jean Masland
 Donna Pearlstein

Winchester

Winchester Unitarian Society
 Patty Cameron
 Rev. Heather Janules
 Gordon McIntosh

If changes have been made to your listed delegates since printing, simply be in touch to engagement@uuum.org and we will make that correction. Each congregation may send up to three delegates to the UU Urban Ministry.

Delegates at Large

2020-2021

Mr. Larry Bennigson
 Mr. Peter Coccoluto
 Mr. Alan Cody
 Mr. David Harris
 Rev. John Hickey
 Mr. Marshall Hughes

Mr. Brian Keith
 Ms. Mimi Jones
 Mr. Derek Lumpkins
 Ms. Christine Nelson
 Mr. Douglas Poutasse

connected to graduates as they move toward financial independence.

- We began planning for a renovation of our longstanding Renewal House shelter, thanks to a generous grant from the Franklin Square House Foundation.
- We hired a Social Justice Fellow for the Arts and Humanities, thanks to a grant from the Polly Thayer Starr Charitable Trust. The Fellow's goals are curating and shepherding events in our Meetinghouse and campus, especially highlighting the artistry of Roxbury and serving our neighbors through the arts.
- We continued transforming our campus into a welcoming hub for the community we serve. The past year we worked through the permitting processes needed for exterior grounds work that will recreate the historic, circular drive in front of the Meetinghouse. We also worked with gardeners and neighbors on the design of a healing garden space serving survivors and our neighbors, and began fundraising for its installation.

In the year ahead, we will press forward with these projects – knowing that our work will look different. And while the work will, no doubt, be harder to accomplish, we also know that in hardship is opportunity for innovation and growth.

Thank you for the ways you've journeyed with UUUM this past year. And no matter what's ahead, I look forward to walking forward with you.

Onward,



*Rev. Mary Margaret Earl
 Executive Director and Senior Minister*

**Minutes of the Annual Meeting
of the Benevolent Fraternity of Unitarian Churches
d/b/a The Unitarian Universalist Urban Ministry
May 16, 2019**

The meeting was preceded by music from Paul Mardy of the New England Conservatory on classical saxophone and Anna Zimmerman, a neighbor of the UUUM, on violin.

The 184th meeting of the corporation was called to order at 7:35 p.m. by Karla Baehr as Chair of the Board of Directors. She thanked the board, staff, and all in attendance for their dedication to the UUUM before introducing Rev. Mary Margaret Earl, Executive Director and Senior Minister, for the invocation.

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

Rev. Earl transitioned into the report of the Executive Director, and reflected on the past year and about our progress – as a country and society – since the year of the UU Urban Ministry’s first annual meeting, in 1835. She thanked the delegates gathered for being conduits to their congregations, thanked donors for investing financially in the UUUM’s work, the volunteers who move the organization forward through their acts of commitment and kindness, and the staff for its dedication. Rev. Earl spoke of highlights from the past year, including the growth of the Roxbury Youth Programs’ tour guide program, work to engage the Roxbury neighborhood in defining the UUUM’s community engagement programming strategy, and the continued importance of the UUUM’s domestic violence resources.

Rev. Earl introduced Nicole Castillo, the UUUM’s Director of Programs. Ms. Castillo thanked the program staff of the UUUM for bringing their hearts, brains, and humor to their work every day. Ms. Castillo introduced staff and participant speakers for each program. Franceska Jean-Pierre, Director of Youth Programs, introduced five Roxbury Youth Programs participants (Kimberly, India, Tracy, Jennifer, and Abbigail), who shared their experiences in RYP with a focus on the impact mentorship, tutoring, the staff, college preparation activities, and the tour guide program have had on their time here. Anna Borroz, Assistant Manager of Renewal House, spoke of the UUUM’s commitment to supporting survivors who otherwise face great barriers to accessing services, and current shelter resident Folake spoke of her own experience in shelter and as a participant in Believe in Success, the UUUM’s job-readiness training program. Hannah Stohler, Director of Believe in Success, introduced Mary, a recent graduate, who spoke of the program’s influence on her confidence as she embarks on her journey to re-enter the field of nursing. Ms. Stohler also thanked the 65 volunteers who dedicated time to Believe in Success over the last year, and introduced new staff.

Framingham

First Parish in Framingham
Myrna F. Howe
Carol Lawton
Valerie Waldman

Harvard

First Congregational Unitarian
Church of Harvard
Rev. Jill Cowie
Ted Johnson

Hingham

First Parish Old Ship Church
of Hingham
Davalene Cooper
Pam Harty

Second Parish in Hingham

Kingston

The First Congregational Parish
in Kingston
Jacqueline Hochstin
Amy Walsh

Lexington

First Parish in Lexington
Lee Brami
Connee Counts
Teresa Jacobson

Follen Church Society in Lexington

Marcia Butman
Catherine Collins
Tempe D. Goodhue

Lincoln

The First Parish in Lincoln
Alice DeNormandie
Gary Taylor

Littleton

First Church Unitarian, Littleton
Laurence Lickteig

Medfield

First Parish UU Church, Medfield
Rev. Dave Egan
Margaret E. Rolph

Melrose

Melrose UU Church
Mary Beth Griscom

Milton

First Parish in Milton, UU
Linda Carney-Goodrich
Tracey Robinson
Rev. Lisa Ward

Needham

First Parish in Needham
Ruth C. Kolbe
Marianne McGowan
Rebecca A. Siebens

Newton

First Unitarian Universalist Society
in Newton
Barbara Bates
Judy Friedman
Robert Staulo

Norwell

First Parish Church in Norwell
Rev. Susan Chorley
Jack Wallace

Quincy

United First Parish Church Unitarian
in Quincy
Rev. Rebecca Froom

Reading

UU Church of Reading
Marianne Bezaire
Marie Hanson
Anne P. Mark

Member Churches/Delegates

2020-2021

Arlington

First Parish UU Church
of Arlington
Rev. Marta Flanagan
Margaret Schramm
Maryglenn Vincens

Bedford

First Parish in Bedford, UU
Maureen Richichi
Robert Schmalz
Nancy Willet

Belmont

The First Church in Belmont, UU
Michael Collins
Nancy Davis
Sean Westgate

Boston

Arlington Street Church
Jon Ellertson
Shane McBride
Rev. George Whitehouse

Community Church of Boston

First Parish Church in Dorchester

Laura Maltby
Bruce Shatswell

First Church in Boston

Grace Gregor
Tiffany Lin
Daniel Willig

King's Chapel

Amy Meyer
Amanda Pickett

Theodore Parker Unitarian Church

Jennifer Bottomley
David Harrington
Posy Walton

Brookline

First Parish in Brookline
Karla Baehr
Clint Richmond

Cambridge

First Parish in Cambridge

Canton

First Parish UU in Canton

Chestnut Hill

The First Church in Chestnut Hill
Sally Baker
Carol Lohe
Ludy Shih

Cohasset

First Parish in Cohasset
Eric Kluz
Rev. Bob McKetchnie

Concord

First Parish in Concord
Mary Ann Barton
Wendy Holt

Danvers

Northshore UU Church

Dedham

First Church & Parish in Dedham
Susan Sennott

Duxbury

First Parish Church in Duxbury
Rev. Dr. Catherine Cullen
Sally Delisa

Ms. Baehr invited Carol Lohe to present the report of the nominating committee. Ms. Lohe read the proposed slate for Delegates at Large, then for the Board of Directors (including the biographies of the two incoming board members, Brian Keith and Doug Poutasse), and finally for the Nominating Committee. All were accepted by unanimous vote and appear in the Appendix.

The Minutes of the May 2018 Annual Meeting were moved, seconded, and unanimously accepted.

Alan Cody gave the Treasurer's Report, thanking Finance Director Rachel Shapiro and Rev. Earl for their leadership. He spoke of the UUUM's diversified revenue streams as an asset and remarked that increasing corporate sponsorships, especially for the Believe in Success program, were a goal for the new year. Mr. Cody thanked the board for being invested in the financial management of the organization and shared his confidence in the UUUM's investment strategy.

Ms. Baehr thanked Mr. Cody for his expertise as Treasurer.

Ms. Baehr presented the report on behalf of the board, saying the UUUM was blessed by its leadership in Rev. Earl and in its work as developed by the staff at large. She spoke about the efforts over the last year to focus on building the UUUM's authentic partnerships with our community and the board's role in this.

Ms. Baehr and Rev. Earl recognized long-time board member Mr. Peter Coccoluto who is stepping off the board after nearly 50 years of service to the UUUM. Mr. Coccoluto was presented with a candle as a token of the UUUM's appreciation for his service as a beacon of light, especially in the darkness. Mr. Coccoluto shared a few words of appreciation for his time serving the UUUM, as well as the UUUM's good work, strong leadership, wide volunteer support, and its partnership with the Roxbury community.

Ms. Baehr invited a motion to approve the budget for fiscal year 2020, which was made, seconded, and unanimously approved.

A motion to adjourn was made, seconded, and unanimously passed. Ms. Baehr did so at 8:45 pm, and turned the microphone over to Rev. Earl.

Before offering the final benediction, Rev. Earl shared appreciation to Karen Erikson and the Winchester congregation for dinner, as well as to members from First Parish in Lexington for dessert and help with the meeting.

The meeting concluded with a benediction by Rev. Earl.

Respectfully submitted,
Greta Hagen, on behalf of Karla Baehr and Derek Lumpkins

Budget Report

	May 1, 2019 through April 30, 2019		May 1, 2020 through April 30, 2021
	FY 2020 Budget	FY 2020 Actual	FY 2021 Budget
	Revenue		
Individuals	450,000	360,640	450,000
Congregations	110,000	96,604	110,000
Board of Directors	40,000	32,900	45,000
Grants	200,000	219,584	200,000
Corporate Sponsors	30,000	2,500	30,000
Rental Income	60,000	19,900	20,000
Government Funding	347,763	351,978	543,409
Meetinghouse Improvements	200,000	377,872	
Endowment Fund - Programs	681,000	625,000	684,285
Endowment Fund - Capital	231,060	142,000	167,531
Interest & Miscellaneous	3,000	3,982	6,000
Total Revenue	2,352,823	2,232,960	2,256,225

	May 1, 2019 through April 30, 2020		May 1, 2020 through April 30, 2021
	FY 2020 Budget	FY 2020 Actual	FY 2021 Budget
	Expenses		
Ministry at Large	139,565	194,170	189,772
Renewal House	468,959	456,022	560,441
Believe in Success	335,035	278,379	335,294
Roxbury Youth Programs	299,175	275,886	361,308
John Eliot Corp. Development	536,787	342,581	439,027
Administration	151,322	130,570	158,980
	218,853	200,786	211,403
Total Expenses	2,149,696	1,878,394	2,256,225
Income to Expense Position	203,127	354,566	-

Contributing Foundations, Organizations and Non-Member Churches

1199 SEIU	George B. Henderson Foundation
Adobe Systems Matching Gift Program	Google Matching Gifts Program
Boise Unitarian Universalist Fellowship	Harvard Pilgrim Health Care Foundation
Brigham and Women's Hospital Community Health and Health Equity	Holland & Knight
Brookline Bank	Intel Corporation Matching Program
Bushrod H. Campbell and Adah F. Hall Charity Fund	Isaac Munroe Foundation for Children
Chevron Matching Employee Funds	Liberty Mutual Foundation
Christ Episcopal Church	Linden Ponds UU Fellowship
Community Church of Chapel Hill UU	Mass Humanities
Community Works	Partners Healthcare
Dudley Square Main Streets	Polly Thayer Starr Charitable Trust
Eastern Bank Charitable Foundation	PricewaterhouseCoopers LLP
Edward Kane and Martha Wallace Family Foundation	Priscilla Endicott Charitable Foundation
First Parish Church of Groton, UU	Prudential Foundation Matching Gifts Program
FTI Consulting	Ropes & Gray
Garden Club Federation of Massachusetts	Russell Colgate Fund
	Sacajawea Charitable Foundation
	Stop the Bleeding, Inc.

Supporting Member Churches Financial Gifts

\$10,000 and above

First Parish Church in Weston
Follen Church Society
The First Church in Chestnut Hill

\$1,000 - \$9,999

Arlington Street Church, UU
First Church and Parish in Dedham
First Church in Belmont, UU
First Parish in Cambridge
First Parish in Cohasset
First Parish in Concord
First Parish in Lexington, UU
First Parish in Wayland, UU
First Parish Unitarian Universalist of
Arlington
First Parish UU in Canton
First Unitarian Universalist Society
in Newton
King's Chapel
Melrose UU Church
Old Ship Church, First Parish in
Hingham
The First Parish in Bedford, UU
The First Parish in Lincoln
UU Church of Greater Lynn
UU Church of Reading
UU Wellesley Hills
Winchester Unitarian Society

Up to \$999

First Church in Boston, UU
First Church Unitarian, Littleton
First Parish Church in Duxbury
First Parish Church in Norwell
First Parish Church of Kingston
First Parish Church of Stow and
Acton, UU
First Parish in Brookline, UU
First Parish in Milton, UU
First Parish in Needham, UU
First Parish in Waltham
First Parish of Watertown
First Parish UU Church of Scituate
First Parish UU Church, Medfield
First Universalist Society in Franklin
The Unitarian Church of Sharon
Theodore Parker Unitarian Church

2020 - 2021 Board of Directors

Karla Baehr, Chair
David Harris, Vice Chair
Alan Cody, Treasurer
Derek Lumpkins, Clerk

Marcia Butman

Rev. Dr. Catherine Cullen

Rev. Dave Egan

Rev. John Hickey

Marshall Hughes

Mimi Jones

Brian Keith

Jean Krasnow

Carol Troyen Lohe

Doug Poutasse

Lisa Snellings

Rev. George Whitehouse

Report of the Nominating Committee Annual Meeting May 21, 2020

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 2021

Mr. Larry Bennigson	Mr. Brian Keith
Mr. Peter Coccoluto	Ms. Mimi Jones
Mr. Alan Cody	Mr. Derek Lumpkins
Mr. David Harris	Ms. Christine Nelson
Rev. John Hickey	Mr. Douglas Poutasse
Mr. Marshall Hughes	

Candidates for the Board of Directors

Board term to expire in parentheses

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

Rev. John Hickey (2026)
Ms. Jean Krasnow (2026)

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

Rev. Dr. Catherine Cullen (2029)
Rev. Dave Egan (2029)
Ms. Lisa Snellings (2029)

Nominating Committee

Committee term to expire 2021

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

For Roxbury Youth Programs, collaborative planning around youth-led tours and the local outings has begun in anticipation of the continuation of the touring season.

Meetings were held with other institutions in the expectation of having dynamic speaking series to address the social justice topics highlighted in the Community Engagement Task Force report and to foster continued connection with our neighbors in John Eliot Square.

With our virtual methods taking shape, there are exciting possibilities which we will continue to develop to fulfill our mission to support economic justice and racial equality in meaningful and impactful ways as we hope for the safe reopening of live events.

Bithyah Israel

Social Justice Fellow for the Arts and Humanities



Castle of our Skins and Boston Lyric Opera combined creative forces in a moving performance, “Crossing the Line to Freedom” (left).



Youth from Handel + Haydn Society’s Chamber Choir line the Meetinghouse aisles for “Every Voice”, an annual collaboration that raises the voices of marginalized communities through music (right).

Arts and Humanities at the First Church in Roxbury Meetinghouse

I came on board in a new role with the Community Engagement team in November of 2019: Social Justice Fellow for the Arts and Humanities. Based on the findings of the Community Engagement Task Force report of 2019, events with a focus on social justice through the arts were created.

Dinners at the Meetinghouse were held monthly, featuring local artists, generally having 15-22 attendees, with the most recent one in March showing an increase in attendance and engagement – a sign that the hope of UUUM to foster community and connection is being realized.

The 2019 holiday season featured the following events:

- John Muratore: Noël holiday concert
- An outing to Black Market to support local artists
- December Dinner at the Meetinghouse featuring local author Valerie Foxx

The first quarter of 2020 featured these events:

- Opera unMet: The Ties That Bind concert
- January Dinner at the Meetinghouse featuring the UUUM Healing Garden plans presented by board member Jean Krasnow
- February Dinner at the Meetinghouse featuring a tour of the Dillaway-Thomas House led by General Manager/Curator Leonard Lee
- Free Community Chamber Concert by Boston Symphony Orchestra's Brass Quintet
- March Dinner at the Meetinghouse featuring local artist Gloretta Baynes

In addition to these concerts, 16 live events were planned for the remainder of 2020, with four additional outings to focus on local institutions.

With the cancellation of live events due to the viral pandemic, UUUM Arts and Humanities pivoted to continue to deliver on our mission to support and celebrate local artists through a virtual gallery series through videos. Artists were appreciative of UUUM's commitment to continue highlighting their work, even without the possibility of a live event this spring.

Internal collaborations between the Arts and Humanities department and Believe in Success and Roxbury Youth Programs have developed.

For Believe in Success, job descriptions were created to provide professional opportunities for graduates whose career focus aligned with our event needs, such as photography and event planning.

Board Candidate Biographies

The following are being nominated as candidates for election:

Rev. Dr. Catherine Cullen

Rev. Dr. Cullen is currently completing her 16th year as parish minister at First Parish Church Duxbury. Catherine came to ministry after nearly twenty years as a trial attorney in Boston, where she sat on several boards and was active in local, state and national politics. A former member of the UUA Board of Trustees, Catherine is currently the president of the BCD-UUMA Chapter and a Good Officer in her district. She is active in her community, currently serving as the president of the Duxbury Interfaith Council and a member of the King Caesar Council, a local board which offers subsidies for medical expenses of citizens in need. Catherine and her late husband David raised a blended family of six. Their family now includes eleven grandchildren, ages four months to fifteen years old. Her avocations include travel and sailboat racing.

Lisa Snellings

Lisa Snellings is a life-long Unitarian Universalist. She has served in legal and program management roles in the non-profit and public sectors, working to expand access to quality, affordable healthcare and housing. Most recently, Lisa has worked as an attorney with the Commonwealth of Massachusetts Health Policy Commission and Department of Public Health. She began her legal career as a civil legal aid attorney in Northern California, representing low-income clients and social service providers in housing, land use, civil rights and public benefits cases. She received her B.A. from Stanford University and her J.D. from Georgetown Law Center. Lisa and her husband Hill live in Somerville, and are members of Follen Church in Lexington. They and their daughters Quincy and Frances have been beneficiaries and supporters of the social justice work of the UU Urban Ministry for many years.

Rev. Dave Egan

Rev. Dave Egan is currently serving as the minister of First Parish Unitarian Universalist, in Medfield, Massachusetts. During his career, he has worked as a professional stage actor, a drama teacher, and an art teacher in New Haven, Quincy, and Roxbury. He is a graduate of Andover Newton Theological School (ANTS) with a Masters of Divinity degree. During his time at ANTS he also served as a chaplain at Beverly Hospital and at the Grace Center, a homeless day shelter in Gloucester. He did ministerial internships at First Parish UU in Canton, and at First Parish UU Hingham Old Ship Church. Before being called to First Parish in Medfield, Dave served as the Director of Family Ministry at the Arlington Street Church in Boston, and the Program Director for the Friday Night Supper Program, providing a weekly 3-course meal and clothing to Boston's underserved community. He has been involved over the years at the U.U. Urban Ministry both as a co-leader of the Seeing Me in the World Program, and as a regular volunteer for Fair Foods. He lives in Quincy with his wife, Karina, and two daughters, Maya and Lyla.

Renewal House

In the last year, three of our residents moved to new apartments: one in Boston and two in other cities in Massachusetts. We have three new families in the shelter. We assisted a family of five to relocate to a location that was a better fit for their family size. We served a total of 15 individuals, including 6 women, 1 man, and 8 children.

Three members of our staff, including our Director of Programs, departed for new journeys. In October, we promoted Cinthia Arias – a former relief staff member – to Training Advocate Specialist, and she is also doing case management in Believe in Success. She is currently in Believe in Success 3 days and Renewal House 2 days. We hired Marie Padilla in a new role as Housing Advocate. We are continuing to receive support from our volunteers Marsha Knight and Juanita Sims. We brought on board our intern from Simmons University, Sara Almeida. We have made small upgrades to Renewal House. In the spring, we painted the shelter. In the winter, we upgraded our window blinds. We hired maintenance personnel to assist in deep cleaning the shelter once a week and also to assist with minor repairs. We are excited to have received a generous grant from the Franklin Square House Foundation to do more significant repairs to our common spaces, including a kitchen renovation.

This year, the COVID-19 pandemic was the most challenging thing we have experienced. We moved residents from the shelter for their own safety as well as for the safety of staff. We felt this was the best decision to have the lowest risk to exposure from the coronavirus. We first moved the residents to a hotel with kitchenettes where they spent about 3 weeks. We then secured a more affordable rental lease until the end June of 2019. We are providing emotional support daily, as well as essential support via gift cards for the needs of residents along with MBTA passes. Every week, we are providing case management for the residents via Renewal House staff working remotely. We are also providing support for our former guests. Other staff are covering the hotline so we can continue providing services to the survivor population in our community. This situation has been challenging for staff and residents. By networking with other agencies, we have been able to overcome challenges and barriers. We hope this epidemic will be over soon so that we can commence to a life as normal.

Ada Guadalupe
Shelter Manager

alumni as they prepared to graduate the program last fall. We look forward to hosting this panel every semester.

Lastly, by the end of this fiscal year we would have graduated our 6th cohort, with an alumni base of 57 graduates. Due to COVID-19 impacting our program by week 6, we are now creating remote learning opportunities for our students, and establishing safe ways to return to our classroom space. With a new Director of Programs, Peter Tam, the BIS team is looking forward to tackling new goals for 2020-2021, including streamlining how we track alumni success metrics, creating a more robust alumni summer program, and engaging new collaborators, especially new referring partners for the program. We are grateful for your continued support and look forward to evolving this upcoming year.

Jaquelina Dabo
Director of Believe in Success

“For years, as a nurse, I asked my patients if they felt safe at home. I never thought to ask myself that question. My counselors helped me find safety but it was Believe in Success that helped me get back to what I love: being a nurse.”

~ Believe in Success graduate

Believe in Success

At the start of the 2019-2020 fiscal year, BIS had completed four cohorts since launching in the fall of 2017. With four different data sets, the staff's main goal for the year included evaluating the program, restructuring the upcoming fall and spring semesters, and strengthening our alumni engagement.

Mid-summer we revised our staffing after three BIS staff transitioned from the agency. Former Career Specialist and Lead Teacher, Jaqueline Dabo, was promoted to Director of BIS, and Christine Dickerson, former Volunteer Coordinator, was promoted to Program Coordinator. To fill the other gaps in coverage, BIS welcomed Renewal House's Training and Outreach Specialist, Cinthia Arias, who provides case management and co-facilitates lessons three days a week. Additionally, the transition would not have been possible without our second year MSW interns, our incredible UUUM volunteers, and numerous community organizations that serve as speakers for our career panels and provide our participants with next-step opportunities.

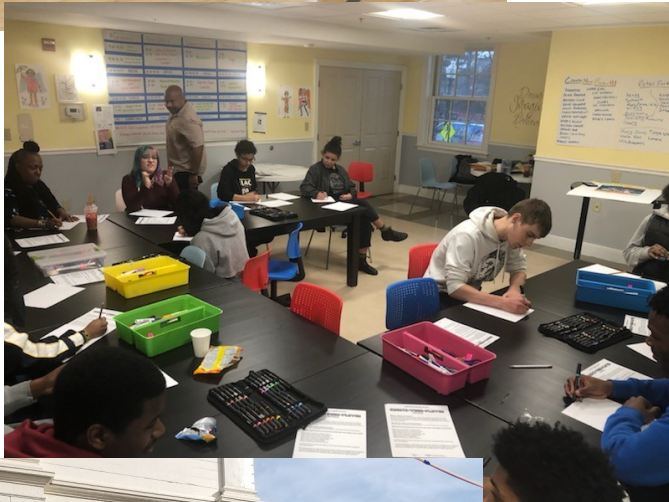
Over the summer, we also tackled our goal of evaluating the program by forming the BIS Evaluation Committee, consisting of professionals with an understanding of trauma-informed care, domestic violence services, workforce development trends, and data evaluation experience. In order to assess our program's impact, the committee members focused specifically on our curriculum content, our case management approach, equity principles, and overall program outcomes.

Based on these recommendations, we incorporated our mindfulness techniques into all classes, not just one class a week, so that participants can better apply and master the techniques before they graduate from the program. The Evaluation Committee also suggested doing in-person check-out interviews at the end of every cohort to better gather information on the student's experience. Alumni should then be invited to participate in planning alumni events that are scheduled for the year. This process was scheduled to be implemented for the first time this spring semester. However, due to COVID-19, we will apply this new approach once we resume in-person programming.

We continued to strengthen our alumni involvement in the program by hosting our first alumni career panel, which was held in the fall. This past year alone, alumni have obtained employment in the healthcare and human service fields, others enrolled in higher education, and several moved into their own apartments. These are stories that alumni are able to share with their peers who are enrolled in the program and wondering what post-graduation entails. Participants voiced how inspiring it was to hear from



First Parish Church Kingston's volunteer crew poses with Ada Guadalupe at Renewal House's annual summertime celebration. Current and former shelter residents gather for a day of fun in the sun, picnicking, kayaking, swimming, and more.



Roxbury Youth Programs

This school year has been one of growth, development and resiliency for students and staff. We were able to build partnerships with Madison Park High School, Timilty Middle School and the John D. O'Bryant. These partnerships have given us the opportunity to provide academic and social emotional support for approximately 25 students from various neighborhoods in Boston. We continued to provide a safe and nurturing space for students to come to and build near-peer relationships with our Boston College volunteers.

In addition to connecting our seniors to Funderburg Scholars for assistance in navigating the college process, we were also able to continue to invite local organizations and people to engage with the students. For example, the Massachusetts Black Lawyers Association returned to lead a conversation on the incarceration rates of people of color. The Boston Public Health Commission's Violence Intervention and Prevention initiative came and facilitated a workshop where the students had the opportunity to reflect on how violence affects their community. The Boch Center Teen Council conducted an interactive workshop on the impact of racism on teens. Mass College of Art facilitated creative workshops including visual art, music and spoken word. Students were able to hear words of wisdom from several neighborhood residents who spoke about their experiences as judges, community advocates, historians and artists, including retired judge Geraldine Hines, former State Representative Byron Rushing, Horace Grant, and Leonard Lee.

Our Roxbury Youth Historian Tour Guide program is continuing to develop. During the academic year, 12 of our students were hired to become tour guides and led a tour that focused on the historical significance of Nubian Square, John Eliot Square and First Church Roxbury.

Unfortunately, on March 16 we temporarily closed the doors to RYP, due to the COVID-19 pandemic. We have remained connected to our students via text, email and video chat. It is important that we let students know we are here for them and their families during this very challenging time. We have distributed masks, gift cards and groceries to families to assist with the loss of income and we will continue support them with available resources. Staff continues to plan for the summer employment program and the upcoming school year while exploring various platforms for virtual employment and engagement. We look forward to another year of student-centered support, meaningful engagement and community building.

*Monique Marshall-Veale
Interim Youth Program Director for 2019-2020 school year*