



Unitarian Universalist
Urban Ministry

**Annual Report
2021 - 2022**

187 Years

Unitarian Universalist Urban Ministry

Benevolent Fraternity of Unitarian Churches

10 Putnam Street
John Eliot Square
Roxbury, MA 02119

Annual Report
Fiscal Year 2022
(May 2021 - April 2022)

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OUR MISSION:

We work across race and place

to dismantle racism

and white supremacy culture

and to advance racial, economic,

and social justice

OUR VISION:

We envision a Greater Boston

where all people

live with freedom and dignity,

and have equitable access

to resources and opportunity

to shape the present and the future

Message from the Chair

Fellow Delegates and Friends of the UU Urban Ministry,

Thank you for all you have done to support the Urban Ministry to sustain and grow its work, consistent with the new vision and mission you embraced at last year's Annual Meeting!

In the year since we have been together, much has happened as our Executive Director, Rev Mary Margaret Earl, and the staff have continued to respond to the "twin pandemics" of Covid and racism with flexibility, persistence, and creativity. Fittingly, the year began and ended with two ribbon cutting ceremonies on our restored greenspace: Last June 25th we hosted a celebration of plans to install a permanent memorial honoring civil rights activist and former Board member Mimi Jones. And on May 14th, we celebrated the opening of our Peace Garden whose creation has been led by Peace Garden Committee co-chairs Jean Krasnow and Malene Welch and whose construction and installation has been made possible by the generous support of many.

Together, the two ceremonies epitomize much of what our new vision and mission call us to be and do. We are partnering with congregations, neighbors, community-based organizations, and program participants to transform our buildings and grounds into beautifully renovated, landscaped, and designed space for learning, growth, reflection, and action. With preparations for handicapped accessibility and interior renovation of the Meetinghouse already underway, we are poised to make good on the opportunity and obligation an earlier generation of Urban Ministry leaders and neighbors first glimpsed back in 1976. That was the year the Urban Ministry became stewards of First Church in Roxbury. In 2003, the Urban Ministry build the Education and Justice Center that connects the Meetinghouse and Putnam Chapel and moved its operations here to John Eliot Square from Beacon Hill. It took us until 2017 to begin renovations to the Meetinghouse exterior, addressing decades of deferred maintenance.

Over these past five years of physical transformation, special thanks must go to three longtime current and former members of our Board - Marshall Hughes,

Carol Lohe and Chris Nelson – along with Andrea Gilmore, volunteer preservationist extraordinaire from Dedham's UU congregation. We can see our future in this space more clearly now: enduring partnerships that breathe life into a vibrant community landmark and laboratory for arts, education, civic engagement, and racial justice. Our staff this past year have paid particular attention to developing and strengthening partnerships, including those with Roxbury Historical Association, Casa Myrna, ICNA Relief's Food Pantry Program, and the Louis D. Brown Peace Institute. And a Congregational Engagement Task Force, co-led by Rev Earl and Board member Rev Catherine Cullen from Duxbury, has launched to work with congregations to explore new ways to partner so that we all may live into our vision and mission.

Together, we can point to important work behind us. Much good work remains. We are so honored to have you in this work with us!



Karla Baehr

*Chair, Board of Directors
Unitarian Universalist Urban Ministry*

Report of the Executive Director and Senior Minister

This spring I look out the education building windows and see evidence of the past four years: a peace garden that began as a dream and by many discussions and many hands became real. This will be a place for neighbors to sit and talk, for program participants to wander, for gardeners to tend, and for us all to pause and breathe and watch the Boston skyline.

It took four times as long as I expected it to. It took even-more-times as many people to build it. But it's perhaps 100-times more beautiful than I imagined it. And it was all worth it.

For me, it is an embodiment of the work of this past year and the year ahead to begin living into our new mission and vision statement, which our board and delegates adopted in 2021:

Our Mission: We work across race and place to dismantle racism and white supremacy culture, and to advance racial, economic and social justice.

Our Vision: We envision a Greater Boston where all people live with freedom and dignity, and have equitable access to resources and opportunity to shape the present and the future.

After years of discussion and focus groups and refinement, our organization in its 186th year adopted a bold mission and vision that calls us forward. My heart was elated. I hope your hearts lifted, too.

And then, the work to live into it. More work than we can even guess, now. Over the past year we began pushing our work forward while asking ourselves the questions we must: How do we live into this new mission? How can our congregations help us live into it? What must we change? What must we begin?

And even more fundamental questions emerge: How does racism show itself in Greater Boston and what does it mean to dismantle it? What is our piece of that ambitious work? And how does white supremacy culture show up in our own UUUM organization and history and how we will we name it – and change?

As we got our arms around the call we put before ourselves, we also kept moving.

Over this past year we kept working to improve our greenspace and welcoming our Roxbury neighbors to use it. We hosted peace gatherings and yoga classes and Writing on the Green meetings. Our jazz concerts resumed last summer and continue this season. Roxbury artists sold their work here, and we hosted Community Conversations webinars again, highlighting issues facing Roxbury like gentrification.

This spring we began expanding our Roxbury tours program, creating a fuller portfolio of walks in Roxbury that highlight its rich history. And this summer we are expanding, too, our summer youth program, and some young people will learn to be tour guides. Our workforce and shelter programs operated full steam.

Annual meeting is always a precious time to reflect on the work of the year behind. It was good work, friends, built on a new mission you embraced and that our talented staff is seeing through.

It's also time to look ahead. And the road ahead is long and winding. It will take all of us to keep moving along it – to keep asking the questions, looking within, reaching out, building and rebuilding.

It will take, no doubt, many-times longer than we once imagined. And become many-times more essential. I look forward to continuing journeying with you.

In faith, and 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 20, 2021

Meeting remotely, via Zoom, during COVID-19 pandemic.

The meeting was preceded by music and images from UUUM programs and events over the last few years.

The 186th meeting of the corporation was called to order at 6:06 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, particularly during this challenging time. She then introduced Rev. Mary Margaret Earl, Executive Director and Senior Minister, for the invocation. Rev. Earl invited all participants to “register” their presence in the Zoom chat.

Rev. Mary Margaret Earl opened the meeting with a chalice lighting and prayer.

Rev. Earl transitioned into the report of the Executive Director, and reflected on the events of the last year, particularly as they related to the racial justice movement and the pandemic. Rev. Earl spoke of the progress made on the Peace Garden being built on the northeast corner of the UUUM campus, and of the completion of our transformed parking area and driveway entrance and exit. Still to come is a new handicap accessible entrance and all of the interior renovations to the meetinghouse. She thanked the dedicated staff and generous donors who made these transitions possible. She stated that we are poised to unlock our potential as an organization and are anxious to welcome people back to our campus as the Covid restrictions are lifted.

Rev. Earl introduced Peter Tam, the UUUM’s Director of Programs. Mr. Tam thanked the program staff for their dedication and professionalism. He introduced Ché Goncalves to discuss Roxbury Youth Programs. Mr. Goncalves spoke about RYP’s CLC program (Community Leadership Corps) and invited Tali Giarratani-Chandler, a current CLC participant who attends Natick high school as a METCO student, to share her thoughts about the benefits of the CLC program. Mr. Goncalves added that all CLC students were accepted into 4-year universities.

Next, Mr. Tam introduced Ada Guadalupe, Manager of Renewal House, who reflected on the ways that Renewal House supported its program participants, despite the fact that no one was residing at the shelter due to the pandemic. Ms. Guadalupe thanked supporters for their gift card donations, which made assistance with groceries and other purchases possible. The Renewal House staff continued to assist the participants with finding permanent housing and advocacy.

Mr. Tam then introduced Jackie Dabo, Director of Believe in Success who discussed the

adaptation of BIS to a virtual format, and mentioned that alumnae participation had increased with Zoom, as child care and other issues were no longer a problem. Mr. Tam introduced Shamika Harrison, Director of Facilities, who presented photos of many of the changes/updates to our buildings and grounds, including extensive renovations to the kitchen and living room at Renewal House, our new campus gates, circular driveway, back steps and Peace Garden hardscape.

Ms. Harrison introduced Roxanne Clarke, Special Projects assistant, who mentioned the Peace Gatherings that have been held monthly in conjunction with Paige Academy. She also described the monthly Community Conversations held throughout the past year tackling many aspects of racial injustice and white supremacy culture. These included Commitment Minutes from the sponsoring congregations in addition to commercials for local BIPOC-owned businesses.

Ms. Clarke introduced Bithyah Israel, Social Justice Fellow of the Arts and Humanities, who discussed the Artist Spotlight Series, designed to publicize and support the work of local artists of color. These have generated interest from several galleries and UU congregations and a local artist directory has also been created.

At 7:02, Ms. Baehr called the business portion of the Annual Meeting to order, and mentioned that an estimated 32 UU congregations were represented, as evidenced by the “registration” comments in the Zoom Chat.

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 three incoming board members, Kayla Drumgold, Marisa Luce and Nishaila Porter) and finally for the Nominating Committee. All were accepted by unanimous vote and appear in the Appendices. Ms. Baehr then called for a vote to accept the minutes of the 2020 Annual Meeting minutes, which were unanimously approved.

Ms. Baehr introduced Alan Cody, the Treasurer of the UUUM to present his financial report for the fiscal year ending 4/30/21. Our revenue increased 14% over the previous fiscal year, representing increased donations from individuals, congregations and board members. He also mentioned that the organization had received a federal PPP loan, which was subsequently forgiven. Additionally, grants were received to fund the Renewal House renovations. With this financial strength, two additional full-time staff will be added in FY22: an administrative position and a community engagement position.

After an explanation of how our new vision and mission statements were developed, Ms. Baehr called for a vote to amend the By-laws to include the new vision and mission. The motion passed with 75 ayes and 1 abstention.

Appreciations were given to Dr. David Harris and Rev. George Whitehouse, the two outgoing board members whose contributions have been essential in helping us to grow and be accountable. With thanks to the Board, to Rev. Earl and the rest of the staff, and to the delegates, and following a benediction from Rev. Earl, Ms. Baehr adjourned the meeting at 7:32 pm.

Respectfully submitted,

Annie Stubbs on behalf of Ms. Baehr and Mr. Lumpkins.

Report of the Nominating Committee 187th Annual Meeting

May 26, 2022

The Nominating Committee of the Unitarian Universalist Urban Ministry is pleased to present the following slate of candidates for at-large delegates for election at the Annual Meeting:

Delegates at Large

Delegate term to expire in 2023

Ms. Marcia Butman	Mr. Brian Keith	Mr. Douglas Poutasse
Mr. Peter Coccoluto	Ms. Jean Krasnow	Mr. Tony Rodriguez
Ms. Kayla Drumgold	Ms. Marisa Luse	Mr. Thomas Roose
Rev. John E. Hickey	Ms. Christine Nelson	Ms. Lisa Snellings
Mr. Marshall Hughes	Ms. Nishaila Porter	

Candidates for the Board of Directors

Board term to expire in the year in parentheses

I. Candidates currently serving on the UUUM Board of Directors

Ms. Karla Baehr (2025)	Mr. Brian Keith (2028)
Ms. Marcia Butman (2025)	Mr. Douglas Poutasse (2028)
Mr. Marshall Hughes (2025)	

II. New candidates to the UUUM Board of Directors

Mr. Thomas Roose (2031)
Mr. Manuel (Tony) Rodriguez (2031)

Nominating Committee

Committee term to expire in 2023

Rev. John E. Hickey	Ms. Marisa Luse
Mr. Marshall Hughes	Ms. Lisa Snellings
Ms. Carol Troyen Lohe	

Respectfully Submitted,

Rev. John E. Hickey
Mr. Marshall Hughes
Ms. Carol Troyen Lohe
Mr. Derek Lumpkins
Ms. Marisa Luse
Ms. Lisa Snellings

Board Candidate Biographies

The following are being nominated as candidates for election to the board of directors:

Mr. Thomas Roose

Tom Roose of Sudbury earned an MBA from the Amos Tuck School of Business Administration at Dartmouth College. Before his work in the financial services sector, including serving as the director of marketing and business development for HP Financial Services, he was a school teacher. He serves on the board of the Cambridge Insight Meditation Center, the board of the Concord Prison Outreach and has served as an advisor for Accion International on strategic issues related to international development and microfinance.

Mr. Manuel (Tony) Rodriguez

Tony Rodriguez is a graduate of the Massachusetts Institute of Technology and Boston University. He grew up in Puerto Rico. Upon his graduation from MIT he served in the US Army for four years. He spent the next 35 years working as an IT professional in the financial services industry. He retired in 2014 after 14 years as Vice President of trading systems at Fidelity Investments. Tony has been a member of First Parish in Concord (UU) for over 10 years. He's a new board member of the Social Action Community of First Parish. He volunteers with the Hispanic community in East Boston teaching math, English and civics classes. He's also working with RAICES (Texas) as a volunteer advocate for the families released from the detention centers currently living in the Boston area.

Renewal House

Renewal House re-opened in August of 2021, after the need to temporarily shut down was made necessary by the COVID-19 pandemic. We transitioned families back into the shelter one by one - and week by week - from where they had been living during their temporary placements outside of the shelter.

This year, we had the opportunity to move two residents from Renewal House into permanent housing. We accepted an intern, Erin Billings, into Renewal House where she conducted domestic violence in-house groups as well as other tasks. Additionally, one of our former program participants had to return to Renewal House when safety concerns arose from a new relationship. These concerns were significant, and the signs of abuse and potential harm prompted this past participant's return to the shelter. They stayed with us for a period of weeks, and were able to remove themselves from a volatile situation and find safety. When this resident was ready to return home, Renewal House staff worked with them on a safety plan.

We received donations for Christmas from numerous congregations for our residents, and are grateful for this generosity. Also this year, one of our residents was expecting and with the help of the First Parish Church Weston, donations were brought in for mother and baby.

This year we have served 6 families and 6 children. We have experienced some challenges due to COVID-19 and have protocols in place to do all that is possible to prevent our families and staff from the risk of infection. We have faced positive cases with both residents and staff. We were able to self-isolate those who were infected to contain the virus, and continue to be vigilant.

Ada Guadalupe
Shelter Manager

The past year's events at UUUM have been a mix of in-person gatherings when it was safe and made sense, as well as the virtual gatherings that have become so familiar to us all. Below are some of the events that brought us together.



Roxbury Patriot's Day (04.18.22)

Virtual Lunch with an Artist
Part of the UU Urban Ministry's Roxbury Artist Amplification Project

<p>Wed, March 2nd 1:00pm - 1:45pm</p> <p>Christie Rawlins-Jackson</p> <p>Click here to attend this event: www.uuum.org/attend</p>	<p>Wed, March 10th 1:00pm - 1:45pm</p> <p>Gloretta Baynes</p> <p>Click here to attend this event: www.uuum.org/attend</p>	<p>Wed, March 30th 1:00pm - 1:45pm</p> <p>Hakim Raquib</p> <p>Click here to attend this event: www.uuum.org/attend</p>
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UU URBAN MINISTRY invites you to:

Community Holiday Celebration

Celebrate The Holidays With Us
Saturday, December 11th
@ 1pm-3pm

- Holiday Music-
- Hot Cider & Hot Chocolate-
- Decorate an Ornament-
- Listen to a Reading of A Christmas Story-
- & More!

10 Putnam St | Roxbury, MA 02119
UNITARIAN UNIVERSALIST URBAN MINISTRY

- Bring a Chair
- No RSVP Needed
- * Rain Date: Sun, Dec. 12 @ 1pm - 3pm

OPEN AIR ART EXHIBIT
Part of the UU Urban Ministry's Roxbury Artist Amplification Project

WHEN: Sunday, Oct. 17, 2021
TIME: 11:00am - 6:00pm
WHERE: UU Urban Ministry
10 Putnam St, Roxbury, MA

*Light refreshments will be served

ARTISTS TO INCLUDE:
Lisa Lee Keyse Angelo Malika Crichlow & other artists from the UUUM Artist Directory

For info about the event:
VISIT OUR WEBSITE: [uuum.org/attend](#) EMAIL: [BITHYAH ISRAEL: bithyah.israel@uum.org](mailto:bithyah.israel@uum.org)

Made possible in part by the support of the Polly Thayer Starr Fund

UNITARIAN UNIVERSALIST URBAN MINISTRY presents

COMMUNITY CONVERSATIONS

Mission and Vision

UU Urban Ministry leaders talk about achieving a new mission and how we will get there

KARLA BAEHR, UUUM BOARD CHAIR & DAVID HARRIS, FMR, VICE CHAIR

Tuesday, March 15th, 6:00pm - 7:30pm

Join us for this virtual event: [Zoom link to join](#)

At the UU Urban Ministry's Annual Meeting last May, delegates voted to approve new, bold mission and vision statements for the organization.

Join us as we welcome UUUM board chair, Karla Baehr, and former board vice chair and retired Managing Director of the Charles Hamilton Houston Institute, David Harris, to discuss UUUM's new vision and mission statements, the process behind their creation, and how we will help bring them about.

Event sponsored by: First Parish in Milton, First Parish Lexington, and Follen Church

UU Urban Ministry | 10 Putnam Street | Roxbury, MA 02119 | www.uuum.org/attend

UU URBAN MINISTRY presents

the Treasures of the Meetinghouse
SERIES

Visit www.uuum.org for all event details

- An Archeological Tour: Behind - and Beneath - the Landscape Restoration of First Church (w/ city archaeologist Joe Bagley)
Monday, Nov. 1 @ 6PM
- The Organ Returns: A Behind-the-Scenes Look at the Restoration & Re-Installation of the Historic Hook & Hoop's Organ (w/ historian Thomas Plant)
Monday, Dec. 6 @ 6PM
- Tick Tock: A Glimpse of the Historic Clocks of the Meetinghouse (w/ William Cheney, executive director of the Wildcat Clock Museum)
Monday, Jan 10 @ 6PM
- Behind the Scenes: Tackling a Major Restoration of an Historic Structure (w/ Sara Kudra & Nick Brooks from DreamWorks Collaborative & Andrea Gilmore)
Monday, Feb. 7 @ 6PM

Co-sponsored by The Roxbury Historical Society

Virtual UU URBAN MINISTRY 2022 MEETING

DELEGATE OPEN HOUSE

STARTING 2022 TOGETHER

Two chances for you to attend via Zoom
COVID may delay us from meeting in-person - but not from getting together!

Tuesday, Jan. 18th: 9:30am-11:00am
Thursday, Jan. 20th: 6:00pm-7:30pm

WE HOPE YOU CAN JOIN US!
COVID may delay us from meeting in-person - but not from getting together!

FOR EVENT INFO OR TO RSVP, CONTACT:
CRISTY STILES
Volunteer Coordinator
cs@uum.org

(You will receive the Zoom link after you RSVP)

Our Vision

We envision a Greater Boston where all people **live with freedom and dignity,** and have equitable access to resources and opportunity **to shape the present and the future.**

10 PUTNAM ST | ROXBURY, MA 02119 | WWW.UUUM.ORG



Mimi Jones Memorial Ribbon Cutting (06.25.21)

Roxbury Youth Programs

Roxbury Youth Programs has spent the last year adapting to the many changes and challenges brought on by the Covid-19 pandemic and new variants that forced us back into virtual programming for a portion of the year. Our programs met in person last summer and for the first few weeks of fall, but transitioned to virtual programming due to the Omicron variant in December, much to the reluctance of our youth participants. RYP staff have been focusing most of their time on providing safe spaces for youth to express themselves, their needs, and their frustrations around Covid-19, the school system, and various mental health challenges. In a world that continues to demand so much of each of us, RYP has been actively prioritizing community healing and care throughout all of our programming.

We welcomed a new Program Manager in November 2021 whose focus has been on recruiting and retaining young people in RYP, while developing programming and resources that participants can use to connect more deeply to themselves and their community. RYP welcomed 12 new youth interns in the fall who have been learning photography, leadership, and community organizing skills through a lens of Roxbury history and social change. RYP interns learned how to use DSLR cameras to take vibrant, powerful photos of their neighborhoods and the UUUM campus. Interns spent the Spring organizing the final Community Conversations event of the year around the topic of gang violence and its impact on youth mental health in Roxbury, which yielded over 50 attendees via Zoom. For their final project, youth interns reflected on the importance of joy and community events centered on collective gathering. They spent five weeks planning, organizing, and hosting the Spring Community Event on the UUUM Green Space on April 30th, which featured a bounce house, ice cream truck, community cookout with Chef Bryan, and a participatory mural made by attendees. This program was able to provide 160 hours of RYP curriculum and virtual programming to youth interns.

RYP reopened its doors in March to in person drop-in programming after school, and now supports 30 young people who attend our programs for homework help, mentorship, field trips, workshops, and a space to hang out with friends and have lunch and dinner. This year, RYP took field trips to the Institute of Contemporary Art, Boston Bowl, a Red Sox game, and a

Roxbury Mural Walk; and attended workshops on Self Care, Career Exploration, Resume Writing, Personal Finance, and Art as a Tool for Self Expression. The drop-in program has provided over 100 hours of academic support, enrichment, workshops, and field trips to young people from our community.

Overall, the pandemic has challenged RYP staff to expand our definitions of youth support and empowerment. This year, we have had youth participants express the need for mental health support, mentorship from trusted adults, and resources for houselessness and financial support. One thing we have learned from listening to our young people is that they are ready to return to programs that can provide them with the platform and resources they need to build community, develop leadership skills, and find purpose and meaning in their work.

We are incredibly proud of everything RYP participants have done in the past year, and can't wait to continue supporting them this summer in exploring Design as a Tool for Social Change.

Tarik Bartel
Program Manager



Believe in Success

It has been a year for change and adoption for the Believe in Success Program (BIS) in more ways than one. The 17 new participants that came into our fall 2022 cohort had to deal with a fully remote program, curriculum changes, and new staff. Our 70+ alumni had those same challenges along with changing our form of communication so BIS staff capacity can match this ever-expanding group. While these programmatic growing pains are challenging, we believe it will ultimately allow BIS to grow its impact in the community for years to come.

First, BIS welcomed former Renewal House intern and licensed Social Worker, Elise Lemons, onto the team. Elise supported BIS in a part time capacity from the summer through the new year and ultimately took on a full time role as a Lead Facilitator. With Elise onboard, we were able to lean into the trauma informed part of the curriculum, by creating and redesigning workshops and classes to meet our participants where they are at.

With health and safety still being at the forefront, staff refined in person lessons to support a remote learning style. We allowed folks to login via phone or computer if they so desired as well as be off screen as well. Our social work interns continued to provide biweekly case management over the phone or Zoom depending on comfortability. BIS also provided participants Chromebooks, hot spots (for the first time ever) and access a safe space (classrooms at the office) if so desired to log on to weekly classes.

Over these last two semesters, we also changed how many classes are delivered to which type of participant. This spring semester, BIS is a tiered program, which allows new applicants to choose between a drop in model (once a week) or an intensive model (three days a week). This allows for BIS accept more participants and have them choose which tier they believe will fit into their current schedule. This allowed us to accept 25 new participants, the most of any semester of the program!

BIS graduates now make up the 3rd tier of the program. With the formalization of alumni engagement, graduates have access to monthly newsletters, scholarship and volunteer opportunities, along with periodic workshops and events that alumni have raised as topics of interest. We believe that current and former participants informing curriculum is vital to maximize participation and

shape what this 3rd tier will look like. So far, some of these workshops have come in the form of 2021 Tax Return Preparation and a 6-part yoga series.

Lastly, I want to give praise to our BIS team of staff and interns that took the lead overcoming the pandemic and programmatic challenges this year. Our Program Coordinator, Chris Dickerson led and supported much of the newly tiered curriculum development, while leading the 1st tier of drop in programming. As mentioned above, Elise Lemons, our Lead Facilitator of our 2nd tier, continued the development of BIS' trauma informed practices. Cinthia Arias, our Case Manager and lead for the 3rd tier brought to life our newly formalized alumni engagement curriculum. And finally, our two social work interns Cindy De La Cruz and Leah Simonson supported participants in the virtual classroom and one-on-one in case management. Everyone played a key role in BIS' continued impact with participants.

We are so excited at what BIS has to offer to new participants and alumni alike in the coming year!

Peter Tam
Director of Programs

“ My participation in Believe in Success...was life changing. The staff, as well as other participants, created such a safe space for me to collect my thoughts and put together an action plan in a time of most need for myself, both personally and professionally. The skills gained during the cohort gave me the confidence and strength to overcome my challenges and proceed in a structured path in achieving my outset goals.”

- '21 Believe in Success graduate

Community Engagement

Over the last year, the Community Engagement team continued to create opportunities to bring together our neighbors, staff, program participants, and committed congregations.

The past year we hosted Makanda Jazz concerts, community wellness classes-relaxation, boot camp sessions, and holiday events. These events helped everyone build new relationships or re-establish old ones. Below is a visual of all the UUUM Community Engagement happenings and we are looking forward to an inspiring and engaging year.

Monique Marshall-Veale

Director of Special Projects and HR Advisor



Above: Info flyers for three of the events organized during the past year by the Community Engagement team.

Roxbury Youth Programs

Roxbury Youth Programs (RYP) is an out-of-school-time youth development center housed at the UU Urban Ministry. We believe in uplifting and supporting young people in Roxbury and Boston to create achievable pathways to social and economic success.

Our history: Roxbury Youth Programs was established in 1992 in response to youth violence in our community, and as a safe space for young people to find supportive resources and connections. Today, we continue to equip and empower young people with the skills to become leaders in their communities and beyond.

RYP After School

RYP After School is a drop-in program that provides a safe, enriching environment for young people during out-of-school hours. Our highest priority is promoting academic success, and we make use of more than 50 dedicated volunteers to provide a wide spectrum of academic support to our program participants.

RYP After School provides:

- Daily homework assistance and tutoring
- College application support and campus visits
- College & Career practice interviews
- Career panels
- Enrichment activities
- Field trips
- Opportunities for civic engagement
- Hot meals and transportation home

RYP Internship

An intensive leadership development program, the RYP Internship introduces and supports the development of leadership, communication, and digital skills in high school-aged young people through a lens of history and community-centered activism.

RYP interns learn photography, graphic design, and community event planning skills as tools to leverage social change and connect more deeply to their community and to themselves. This academic year long internship allows youth to:

- Earn a bi-weekly stipend, totaling up to \$2000
- Develop new leadership, production, and communication skills
- Learn new digital media and creative skills
- Think critically about their relationship to history
- Engage in a safe and inclusive environment
- Learn to strengthen their voices and develop advocacy skills
- Gain practical knowledge of Roxbury

Supporting Member Churches Financial Gifts

\$10,000 and over

First Church and Parish in Dedham
First Parish Church in Weston
The First Church in Chestnut Hill

\$1,000 - \$9,999

First Parish in Bedford
First Church in Belmont
First Church in Boston
First Parish Church in Duxbury
First Parish Church of Stow and Acton
First Parish in Cambridge
First Parish in Concord
First Parish in Lexington
First Parish in Milton
First Parish in Wayland
First Parish Unitarian Universalist of Arlington
First Unitarian Universalist Society in Newton
Follen Community Church
King's Chapel
Old Ship Church, First Parish in Hingham
First Parish in Lincoln
Theodore Parker Unitarian Church
Winchester Unitarian Society

Up to \$999

Arlington Street Church
First Church Unitarian of Littleton
First Parish Church in Norwell
First Parish Church of Kingston
First Parish in Needham
First Parish in Waltham
First Parish of Watertown
First Parish Church of Scituate
First Parish UU of Medfield
First Parish UU in Canton
Harvard Unitarian Universalist Church
Melrose UU Church
Unitarian Church of Sharon
First Parish Church in Quincy
UU Area Church at First Parish in Sherborn
UU Church of Greater Lynn
UU Church of Reading
UU Congregation at First Church In Roxbury
UU Wellesley Hills

Contributing Foundations, Organizations and Non-Member Churches

Anonymous

Bending the Arc Towards Justice Fund
Boston After School & Beyond
Brigham and Women's Hospital
Bushrod H. Campbell and Adah F. Hall Charity Fund
Chevron Matching Employee Funds
Christ Episcopal Church
Eastern Bank Charitable Foundation
Edward Kane and Martha Wallace Family Foundation
First Universalist Society in Franklin
First Religious Society in Carlisle

Liberty Mutual Foundation

GE Foundation
Highland Partners Charitable Fund
Holland & Knight
Isaac Munroe Foundation for Children
Linden Ponds UU Fellowship
Polly Thayer Starr Charitable Trust
Priscilla Endicott Charitable Foundation
Russell Colgate Fund
Sacajawea Charitable Foundation
Swartz Foundation

Does your employer offer matching gifts?

Matching gifts are a benefit offered by many employers and can make a big impact. It's a way to double, and sometimes triple, your gift to the UUUM. It's easy to do!

Ask your HR department for a matching gift form, and we'll do the rest.
Email: development@uuum.org to submit your form or with any questions.

Member Churches/Delegates 2022-2023

Arlington

First Parish UU Church
of Arlington
Lois Fine
Maryglenn Vincens

Bedford

First Parish in Bedford, UU
Robert Schmalz
Nancy Willet

Belmont

The First Church in Belmont, UU
Michael Collins
Nancy Davis

Boston

Arlington Street Church
Jon Ellertson
Julia Simon
Rev. George Whitehouse

Community Church of Boston

First Parish Church in Dorchester

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
Madeline Fine
Carol Spitzer

Cambridge

First Parish in Cambridge
Cushing Giesey

Canton

First Parish UU in Canton

Chestnut Hill

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

Cohasset

First Parish in Cohasset
Eric Kluz
Rev. Bob McKetchnie

Concord

First Parish in Concord
Leslie Fisher
Rebecca Winborn
Gib Metcalf

Danvers

Northshore UU Church

Dedham

First Church & Parish in Dedham

Duxbury

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

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
Rev. Ken Read-Brown

Second Parish in Hingham

Kingston

The First Congregational Parish
in Kingston
Mary Ann Barrow
Jacqueline Hochstin
Amy Walsh

Lexington

First Parish in Lexington
Lee Brami
Connee Counts
Teresa Jacobson

Follen Church Society in Lexington

Catherine Collins
Tempe D. Goodhue
Gray Watson

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
Mary Blanchette
Tracey Robinson
Rev. Lisa Ward

Needham

First Parish in Needham
Vicky Makrides
Marianne McGowan
Jackie Shephard

Newton

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

Norwell

First Parish Church in Norwell
Peg Kitchenham
Jack Wallace

Quincy

United First Parish Church Unitarian
in Quincy
Rev. Rebecca Froom

Reading

UU Church of Reading
Marianne Bezaire
Anne P. Mark

Scituate

First Parish UU Church of Scituate
Jennifer McGonagle Dzedzic
Carol Sullivan-Hanley

Sharon

Unitarian Church of Sharon
Alison Reid
Gare B. Reid

Continued on next page

*Member Churches/Delegates, cont.***Sherborn**

First Parish in Sherborn

Stow

First Parish Church Stow & Acton

Swampscott

UU Church of Greater Lynn

Waltham

First Parish Church in Waltham, UU

Watertown

First Parish of Watertown

Wayland

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

Wellesley Hills

UU Society of Wellesley Hills
 Kathy Kaufmann
 Elaine Mittell

Weston

First Parish Church in Weston
 Melissa Greenlaw
 Jean Masland
 Donna Pearlstein

Winchester

Winchester Unitarian Society
 Patty Cameron
 Rev. Heather Janules
 Gordon McIntosh

If there are changes to your delegate list, email Annie Stubbs, astubbs@uuum.org to update your congregation's information. Each congregation may have as many as three delegates to the UU Urban Ministry each year.

Delegates-at-Large

2022-2023

Ms. Marcia Butman	Mr. Brian Keith	Mr. Douglas Poutasse
Mr. Peter Coccoluto	Ms. Jean Krasnow	Mr. Tony Rodriguez
Ms. Kayla Drumgold	Ms. Marisa Luse	Mr. Thomas Roose
Rev. John E. Hickey	Ms. Christine Nelson	Ms. Lisa Snellings
Mr. Marshall Hughes	Ms. Nishaila Porter	

Believe in Success

Believe in Success (BIS) is a trauma-informed, workforce development program for survivors of domestic violence, with specialized advocacy provided for LGBTQ survivors.

Believe in Success focuses on building technical, confidence, and mindfulness skills - and it is all done in a community setting. Our technical skills classes include career development, financial mobility, and Tech Goes Home, a technical-skills-building curriculum that culminates with each participant receiving a laptop. We incorporate mindfulness activities into each day including yoga and creative art, all with a goal of building a personal self-care toolkit.

Believe in Success offers three tiers of programming:

TIER 1 - Drop-In Model: Our introductory level to Believe in Success is where trauma informed classes/workshops meet survivors where they are at in their lives. We welcome anyone who has the desire to further themselves through their education or occupation/career.

TIER 2 – Intensive: Our intensive level to Believe in Success is a 10-13 week workforce development program for survivors who are ready to take their next steps towards education or occupation/ career by developing technical work, confidence, and mindfulness techniques in a trauma informed, community environment.

TIER 3 – Alumni Engagement: Our graduate level to Believe in Success is for alumni to continue to receive opportunities and resources to maintain or further themselves through their education or occupation/career through engaging with the other levels of our BIS community.

UU Urban Ministry Team

May 2022

**Leadership**

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

Community Engagement & Special Projects

Bithyah Israel *Community Engagement and Educational Tours Coordinator*

Roxanne Clarke Monique *Special Projects Assistant*

Marshall Veale *Director of Special Projects/HR Advisor*

Development

Vinnie Myles *Director of Development and Communications*

Annie Stubbs *Donor Relationships Manager*

Facilities

Shamika Harrison *Director of Facilities*

Milton Duarte-Paulino *Facilities Coordinator*

Bryan McCray *Food Services Manager*

Finance

Jayanthi (Jay) Ganapathy *Finance*

Joseph Butler *Finance Assistant/Bookkeeper*

Programs

Peter Tam *Director of Programs*

Believe in Success

Cinthia Arias *Case Manager*

Christine Dickerson *Program Coordinator*

Elise Lemons *Lead Instructor*

Renewal House

Natalya Berthet Garcia *Relief Staff*

Lillian Calderon *Relief Staff*

Marie Carmel Tunis *Advocate*

Doris Gilliam *Relief Staff*

Ada Guadalupe *Shelter Manager*

Marie Padilla *Housing Advocate*

Ashley Platt *Relief Staff*

Ann Taylor *Overnight Advocate*

Diana Vargas Cruz *Relief Staff*

Ruth Worrede *Relief Staff*

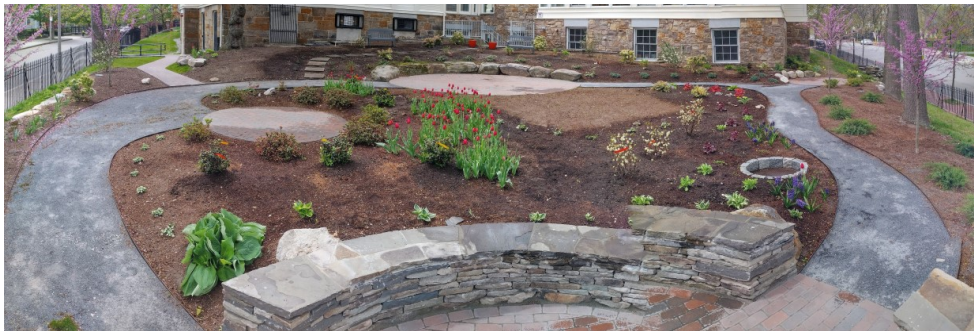
Roxbury Youth Programs

Chris Allen *Program Coordinator*

Tarik Bartel *Program Manager*

Kim Nelson *Bus Driver*

Jonathan Williamson *Bus Driver*



Photos of the new peace garden that is on a once barren corner of the UUUM campus.

Supporting the UU Urban Ministry

The UU Urban Ministry is a 501(c)3 nonprofit organization that works across race and place to dismantle racism and white supremacy culture and to advance racial, social, and economic justice.

Today, our work focuses in three areas:

- Safer shelter and workforce development programming for survivors of domestic violence
- Academic enrichment for Boston-area youth of color
- Arts and Humanities programming grounded in a social justice message that amplifies artists and historians of color in our neighborhood

Your financial support makes so much possible!
Please consider the UU Urban Ministry 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:
Vinnie Myles, Director of Development and Communications:
(617) 318-6010 x204 or vmyles@uum.org.

Thank you for your continued support of the UU Urban Ministry's mission, vision, and work.

Renewal House

Renewal House is a domestic violence shelter for individuals and families who are fleeing from domestic violence.

In operation since 1980, Renewal House was one of the first domestic violence shelters in the state to provide shelter for male survivors, and we now work closely with programs across Greater Boston in order to bring culturally-responsive and LGBTQ-inclusive advocacy and counseling to those we serve.

Renewal House Hotline

Our 24-hour confidential hotline is available to those seeking shelter or in need of support with safety planning or counseling. *All of our domestic violence services are free and confidential.*

The UU Urban Ministry's domestic violence programs are proud members of Jane Doe Inc., the Massachusetts Coalition Against Sexual Assault and Domestic violence.

UUUM Videos On Demand

If you missed a Community Conversations that sparked your interest, or would like to have lunch in Roxbury and want to check out one of our Community Commercials, you can now find them all in one spot.

Visit our website, and under the “Media” tab, you will see the new “[Video Library](#)”. This is updated regularly and we hope it enables individuals - social justice committees - and congregations - utilize this material and the wealth of information it contains.

Community Conversations

Every episode of our Community Conversations series is available. These discussions focus on topics that impact communities of color - and feature special guests who are experts in their field.

Community Commercials

Short profile of minority owned, Roxbury -area businesses. From books, food, attractions, and boutiques - check out these great businesses the next time you're in Roxbury.

Treasures of the Meetinghouse

Check out this 4-part series featuring local experts who join us to take an in-depth look at various aspects of our historic Meetinghouse.

In the first, we discuss the archaeological dig done on the UUUM campus with Boston's city archaeologist, Joe Bagley.

These and more are available on our website...

Visit: www.uuum.org/video-library



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Roxbury, MA 02119

www.uuum.org