

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 25<sup>th</sup> we hosted a celebration of plans to install a permanent memorial honoring civil rights activist and former Board member Mimi Jones. And on May 14<sup>th</sup>, 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 built 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 been launched to work with congregations to explore new ways to part-ner 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*

## 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 187<sup>th</sup> 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 in 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

Wed, March 2nd 1:00pm - 1:45pm	Wed, March 10th 1:00pm - 1:45pm	Wed, March 30th 1:00pm - 1:45pm
Click here to attend this event: <a href="#">www.uuum.org/attend</a>	Click here to attend this event: <a href="#">www.uuum.org/attend</a>	Click here to attend this event: <a href="#">www.uuum.org/attend</a>

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 the 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](http://uuum.org/attend) EMAIL: [BITHYAH ISRAEL: bithyah@uum.org](mailto:bithyah@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](http://www.uuum.org/attend)

UU URBAN MINISTRY presents

### the Treasures of the Meetinghouse SERIES

Visit [www.uuum.org](http://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:  
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](mailto: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](http://WWW.UUUM.ORG)



Mimi Jones Memorial Ribbon Cutting (06.25.21)

## Roxbury Youth Programs

This year in Roxbury Youth Programs has been about adapting and pivoting programs to the various ways that COVID-19 has affected the lives of our young people and their families. We started our summer programming in a hybrid format and by September, moved all of our programs online. All parties involved were frustrated with all the starts and stops through the year, but as we head towards a close we look back to see many positive impacts our staff and young people have made.

Story-telling through media was an important part of RYP this year. Staff and young people learned to use an online software platform WeVideo to create and edit personal and impactful videos about their hobbies, community interests, and impactful people related to Boston. Videos ranged from how a young person makes their favorite meal to a short on Malcolm X's life and impact on human rights. Participants presented their work via Zoom to UU staff, board members, and other key stakeholders.

This Fall we piloted a new program within RYP named the Community Leadership Corps (CLC). This program, which engaged 7 young people this academic year, is an out-of-school community engagement and youth development program that introduces and supports leadership, communication, and project management through the lens of local modern history and current community issues. Using a positive youth development approach, participants engaged in interactive workshops lead by staff or guest speakers and multimedia projects. This program, led by Ché Goncalves, was able to provide more than 150 hours of CLC curriculum and virtual programming to young people.

Along with CLC, we continued to provide tutoring (online) to young people through our partnership with 4Boston. We learned quickly that many youth also had college questions because of the many college admissions changes that had happened this year. So along with support in academic subjects, tutors also tried to provide college preparation support for youth who were interested. Led by Chris Allen, 10 youth were supported by our tutors this year with online sessions averaging about an hour. Over 180 hours of academic and college support were provided.

Lastly, staff are spending time preparing for what in-person programming may look like in Summer 2022 and beyond. Revisiting old, connecting with

current, and cultivating new partnerships is the plan for RYP to continue to provide quality and impactful programming to all young people that come through our physical and virtual doors. We are also planning in-person and hybrid options for young people and looking to see how our curriculum may affect that.

Having our youth space closed to our young people for a full year was tough, but staff AND youth did a wonderful job in recreating the space online. We hope to bring the energy and work we've done this year virtually back onto the UU campus next year!

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 to 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 3<sup>rd</sup> 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 3<sup>rd</sup> 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 1<sup>st</sup> tier of drop in programming. As mentioned above, Elise Lemons, our Lead Facilitator of our 2<sup>nd</sup> tier, continued the development of BIS' trauma informed practices. Cinthia Arias, our Case Manager and lead for the 3<sup>rd</sup> 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

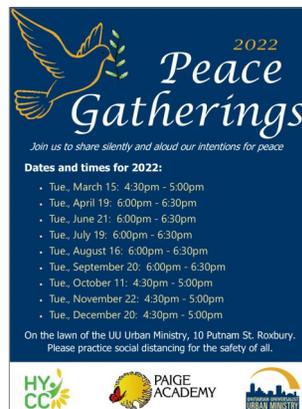
## Community Engagement

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](mailto: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  
Cecile Mercado  
Robert Schmalz

**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

Laura Maltby  
Ginnette Powell  
Bruce Shatswell

First Church in Boston

Grace Gregor

King's Chapel

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 Gieseey

**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  
Mary Parker

**Concord**

First Parish in Concord  
Leslie Fisher  
Rebecca Winborn  
Gib Metcalf

**Danvers**

Northshore UU Church

**Dedham**

First Church & Parish in Dedham  
Grace Pena  
Susan Sennott  
Rev. Rali Weaver

**Duxbury**

First Parish Church in Duxbury  
Rev. Dr. Catherine Cullen  
Shirley Jenkins  
Donna Savicki

**Framingham**

First Parish in Framingham  
Lauren Fawell

Myrna F. Howe  
Julie Porter

**Harvard**

First Congregational Unitarian  
Church of Harvard  
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  
Cathy Herder-Bernier  
Peg Kitchenham  
Jack Wallace

**Quincy**

United First Parish Church  
Unitarian in Quincy

**Reading**

UU Church of Reading  
Marianne Bezaire  
Michele Catalano  
Anne P. Mark

**Scituate**

First Parish UU Church of Scituate  
Jennifer McGonagle Dziedzic  
Kate Glennon  
Carol Sullivan-Hanley

**Sharon**

Unitarian Church of Sharon  
Alison Reid  
Gare B. Reid

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

First Parish in Sherborn

**Stow**

First Parish Church Stow &amp; 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

Lea Anderson

Susan Crowley-Bechtel

Rev. Dr. Stephanie May

**Wellesley Hills**

UU Society of Wellesley Hills

Tricia Johnson

Kathy Kaufmann

Elaine Mittell

**Weston**

First Parish Church in Weston

Melissa Greenlaw

Jean Masland

**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](mailto: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 *Special Projects Assistant*

Monique 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**

Tarik Bartel *Program Manager*

Chris Allen *Program Coordinator*

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](http://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](mailto: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 - to 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](http://www.uuum.org/video-library)



10 Putnam St.  
Roxbury, MA 02119

[www.uuum.org](http://www.uuum.org)