



Unitarian Universalist
Urban Ministry

**Annual Report
2022 - 2023**

188 Years



Unitarian Universalist Urban Ministry

Benevolent Fraternity of Unitarian Churches

10 Putnam Street
John Eliot Square
Roxbury, MA 02119

Annual Report
Fiscal Year 2023
(May 1, 2022 - April 30, 2023)

PUBLIC ART

WALKING

TOUR



UU Urban Ministry Peace Garden

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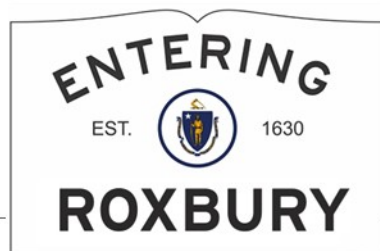
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Message from the Chair

Fellow Delegates and Friends of the UU Urban Ministry,

It is good to be with you once again to do the necessary business of the UU Urban Ministry at this 188th Annual Meeting – and, more importantly, to celebrate you and the work underway to live more fully into our mission and vision.

I have space here to highlight just two aspects of the partnership work that is becoming the hallmark of the Urban Ministry’s work.

First, the work of the Congregational Task Force has helped bind the congregations more closely to the Urban Ministry. The Task Force has been led co-led by our exquisitely skilled and resourceful Executive Director and departing Board member Rev Catherine Cullen from the UU Congregation in Duxbury. The current and former delegates and Board members who serve on the Task Force invited congregational leaders of our 40+ congregations to participate in one of three virtual sessions designed to learn about congregational priorities and their perceptions of the Urban Ministry and our new mission and vision. Concurrently, our Executive Director, Rev Mary Margaret Earl, reached out to ministers to do the same. The report of the Task Force to the Board on these informative sessions has reinforced the Board’s resolve to explore ways to deepen and strengthen the essential partnership between delegates and the Urban Ministry – especially as the reopening of our completely renovated Meetinghouse nears!

Second, the work staff has done to partner with the Roxbury community to reconceive our fledgling tours program means that we are piloting an approach to tours that speaks directly to our mission to “work across race and place...to dismantle white supremacy culture and racism”. Rather than stick with a preconceived idea of what the tours program should look like, Mary Margaret and staff elevated the voice of community business owners, entrepreneurs, and residents. As a result, the tours being developed and piloted now explicitly call out the resiliency, activism, and riches of the community – not just the challenges wrought by systemic racism. And they will ensure that tour participants will not be just passive observers, but that they will be called upon to reflect together and contribute economically to

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the community while they are walking Roxbury streets.

There are many other examples of how we are expanding and deepening our partnership approach to the work. That approach is essential if the Urban Ministry is to be the vibrant, relevant resource we need it to be for all of us. We are fortunate to have an executive director that, along with our increasingly diverse Board, recognizes the power of partnership. And we have the gift of you – our delegates – whose role as bridge builders between congregations and the Urban Ministry has never been more important.

Thank you for all you have done – and will do in the year ahead – to inform and inspire your congregations to engage more deeply than ever in the Urban Ministry and its important work of “working across race and place to dismantle racism and white supremacy culture” so that – together – we can help build “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”.



Karla Baehr
Chair, Board of Directors

Report of the Executive Director and Senior Minister

Making new paths:

This season marks the second year since we adopted a new mission and vision for the work of the UU Urban Ministry, and set for ourselves a new course. This new course has asked us to roll up our sleeves and change. To try new things. To learn, and ask, and listen.

It’s messy, imperfect work, and necessarily so. A new mission and vision are not just a series of words for our stationary and website. These words call us forward, sometimes down new paths.

And so we go forward. We consider how we will change longtime programs, and what we begin anew. We shift how we go about changing them. I am proud of the work we have accomplished this past year, and glad to walk this journey with you, our delegates and congregations, with the staff and the board and with our Roxbury neighbors.

Closing the racial wealth gap: Over the past year we have focused on how the UUUM can address Boston’s wealth gap.

- Our third season of **Community Conversations** focused on the wealth gap, and we highlighted leaders like investor Mark Watson, researcher Dr. Karilyn Crockett and historian Byron Rushing. Our aim was highlighting the systemic ways the gap was created and ways systems and individuals can make change – and how the UUUM can be part of it.
- We continued amplifying the work of **Roxbury artists** of color through our artists’ catalogue, an art show, and “Lunch with an Artist” webinars – encouraging support for these artists.
- We joined a network of Boston nonprofits and faith communities co-creating a three-year **Hacking the Racial Wealth Gap** project. This brings together people across generations to dig into historical archives and come up with modern solutions to an entrenched problem.

Building partnerships: We continue to see strength in partnership in this work – building strategic partnerships that enable us to support great and important work underway in Boston. Examples include:

- Supporting the **Louis D. Brown Peace Institute’s** Mother’s Day Walk for Peace, encouraging member congregations to fundraise and walk.

continued

- Building our relationship with **DeeDee's Cry**, supporting efforts to create a local park focused on suicide awareness and prevention.
- Engaging with the **UUA Mass Bay Region** and **UU Mass Action** to coordinate our racial justice work.

Listening to the community:

- We convened entrepreneurs, neighbors and partners last summer to hear how we can leverage our campus and network of congregations to advance their efforts. Then we interviewed additional businesses via surveys about their greatest needs, and began envisioning new programming to close the wealth gap.
- We partnered with Roxbury Main Streets to gather Nubian Square businesses to explore how our tours program can amplify their efforts.
- We built a new set of tours celebrating Roxbury, listening carefully to feedback after each.
- This summer, we will again spend time reaching out to community members and organizations to understand how we can be a truly good neighbor.

Preparing for a transformed campus:

As we move toward completion of the last phase of our Meetinghouse restoration, we also ready for the additional changes that a vibrant event venue will mean – imagining how our historic building will be alive with music, history and arts that shine a light toward justice and a better Greater Boston.

In this season of change and promise, we keep journeying and stay open-our hearts, our ears, our hands – to how our mission and the community keep calling us forward.

In faith,



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 26, 2022

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

The meeting was preceded by music and images from recent UUUM programs and events. The 187th meeting of the corporation was called to order at 6:04 p.m. by Karla Baehr as Chair of the Board of Directors. Ms. Baehr thanked the board, staff, and all in attendance for their dedication to the UUUM, particularly during this second year of the pandemic and its challenges. She then introduced Rev. Mary Margaret Earl, Executive Director and Senior Minister, who invited all participants to “register” their presence in the Zoom chat.

Rev. Earl opened the meeting with an Invocation that honored perseverance, which will be critical to moving our work forward. 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, continued police brutality, and the pandemic. She concluded that in the face of sorrow and disappointment, the only real response is to keep on trying.

Rev. Earl introduced Peter Tam, the UUUM’s Director of Programs. Mr. Tam thanked the program staff for their dedication and professionalism. He noted that this had been a year of transition for the program staff: residents moved back into Renewal House this past fall; RYP programming had shifted from remote to in-person and back to remote, as the COVID numbers fluctuated; the *Believe in Success* program has been thoroughly revamped. Mr. Tam introduced Mx. Tarik Bartel to discuss Roxbury Youth Programs in more detail. Mx. Bartel spoke about RYP’s development of a Community Conversations event on the *Effects of Gang Violence on the Mental Health of Roxbury Youth*. The youth conducted all their own research and interviews and led the on-camera discussion.

Next, Mr. Tam introduced Bithyah Israel, Community Engagement Coordinator, who reflected on our program of highlighting Roxbury artists in an attempt to impact commerce and their economic well-being. Ms. Israel also discussed the two pilot tours that will be offered: one is on Roxbury public art and the other on gentrification in Roxbury. She also showed a video that was a compilation of several Community Conversations. Mr. Tam then introduced Mx. Christine Dickerson, *Believe in Success* program coordinator, who discussed the restructuring of the BIS program into three tiers. Tier 1 is a trauma-informed

virtual drop-in group for applicants who have a desire to further themselves through education or their career. Stipends are awarded to those individuals attending 7 or more sessions. Tier 2 is the formal 13-week virtual workforce development program that requires a serious time commitment and includes developing technical work, confidence, and mindfulness techniques. Lastly, Tier 3 is geared toward alumnae of Tier 2, who may apply for scholarships of up to \$1,000 for tuition or job-training/retraining.

Mr. Tam introduced Sherri R., an enthusiastic alumna of BIS who told her story of first applying to BIS when she was a shelter resident at Casa Myrna. She unfortunately could not make the time commitment that spring, but with the program's restructuring and Tier 2 being virtual, she was able to attend in the fall of 2021. She concluded her personal story by announcing that she had received her Ph.D in Education the weekend prior and would soon be celebrating her one-year anniversary of living safely and independently.

Ms. Marie Padilla, Renewal House Housing Advocate reported on life at Renewal House during the pandemic, and how glad residents were to get back to the shelter where services could be provided live, rather than by phone or Zoom. Ms. Padilla mentioned that though there were a few breakthrough cases of COVID that required that separate, temporary housing be provided for those who became ill, for the most part the residents and staff were able to remain healthy. Mr. Tam introduced Ms. Shamika Harrison, Director of Facilities, to discuss changes that have been made to our campus to improve COVID safety (tents and outdoor wi-fi to encourage as much outdoor work/events as possible). Also, she shared photos of the installed bench in memory of our late board member and tireless civil rights advocate Mimi Jones, and of the finished peace garden in the back corner of our campus.

With the conclusion of the programs presentation, the business portion of the meeting began, with Ms. Baehr introducing board member Ms. Lisa Snellings, chair of the Nominating Committee. Ms. Snellings read the proposed slate for Delegates-At-Large, then for the Board of Directors (including the biographies of the two incoming board members, Tony Rodriguez and Tom Roose) and finally for the Nominating Committee, which is reelected each year. All were accepted by unanimous vote and appear in the Appendices.

Ms. Baehr then called for a vote to approve the Minutes of last year's Annual Meeting. These were approved with one abstention.

Ms. Baehr introduced Mr. Alan Cody who presented the Treasurer's Report for FY2022. He noted that the organization's income was under budget by \$125K, but that expenses were under budget by \$148K, resulting in a break-even year. He noted that the UUUM is fortunate to have a diverse revenue stream and that our focus in FY2023 will be to wrap up the Meetinghouse campaign so that more focus can be placed on annual giving.

Mr. Cody introduced Rev. Dr. Catherine Cullen, speaking as co-chair (along with Rev. Earl) of the Congregational and Delegate Task Force. Other members are Rev. Egan, Mr. Rodriguez, Ms. Butman, Ms. Jacqueline Hochstin (delegate from Kingston congregation), Ms. Mary Blanchette (delegate from Milton congregation), Ms. Elaine Mittell and Ms. Baehr. The purpose of the task force is to:

- examine, clarify and develop the role of delegates to the UUUM
- to ascertain how congregations can help the UUUM achieve its mission of dismantling racism and white supremacy culture
- to explore how the UUUM can help congregations pursue the work of racial justice
- to develop best practices regarding delegate selection
- to determine what is needed for training/on-boarding of delegates.

This group will continue to meet throughout the coming year to probe these questions and to solicit input from the congregations (clergy, current and former delegates, religious education directors, board chairs, and Racial Justice Committee chairs).

Due to time constraints, Ms. Baehr forewent presenting her Chair's Report and instead asked Rev. Earl to offer a Benediction. Before doing so, Rev. Earl gave special thanks to Vinnie Myles for his extensive work in planning this meeting and for handling all the technology. She also thanked everyone for attending. In her closing remarks, Rev. Earl referenced the words previously spoken by Dr. David Harris, former board member, and asked that we all continue our work to build a bigger "WE" and that we do that through our hard work, our hearts, our openness and our perseverance.

The meeting was adjourned at 7:42 pm.

Respectfully submitted by Annie Stubbs, on behalf of Ms. Baehr and Ms. Porter.

Budget Report

	May 1, 2023 through April 30, 2024		May 1, 2023 through April 30, 2024
	FY 2023 Budget	FY 2023 Actual	FY 2024 Budget
	Revenue		
Individuals	547,659	610,199	555,000
Congregations	100,000	65,508	100,000
Board of Directors	50,000	39,350	50,000
Grants	350,000	252,551	294,252
Government Funding	461,723	461,525	568,000
Endowment Fund - Programs	806,956	806,956	722,940
Endowment Fund - Capital			-
Rental Income		1,037	10,000
Interest and Miscellaneous		190	5,000
Total Revenue	2,316,338	2,237,317	2,305,192
	May 1, 2022 through April 30, 2023		May 1, 2023 through April 30, 2024
	FY 2023 Budget	FY 2023 Actual	FY 2024 Budget
	Expenses		
Ministry at Large	240,183	214,006	229,756
Renewal House	593,010	460,008	459,740
Believe in Success	329,043	265,615	281,012
Roxbury Youth Program	387,430	428,628	445,723
John Eliot Corporation	348,395	354,948	359,949
Development	178,221	165,480	281,513
Administration	240,056	241,599	247,499
Total Expenses	2,316,338	2,130,284	2,305,192
Income to Expense Position	-	107,033	-

Unitarian Universalist Urban Ministry Board of Directors 2022 - 2023

Executive Committee of the UU Urban Ministry Board

- Ms. Karla Baehr, *Chair*
- Ms. Nishaila Porter, *Vice Chair*
- Mr. Tom Roose, *Treasurer*
- Ms. Marisa Luse, *Clerk*

Directors of the UU Urban Ministry

- Ms. Marcia Butman
- Rev. Dr. Catherine Cullen
- Ms. Kayla Drumgold
- Rev. David Egan
- Rev. John E. Hickey
- Mr. Marshall Hughes
- Mr. Brian Keith
- Ms. Jean Krasnow
- Ms. Carol Troyen Lohe
- Mr. Doug Poutasse
- Mr. Tony Rodriguez
- Ms. Lisa Snellings

**Report of the Nominating Committee
188th Annual Meeting
May 25, 2023**

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 2024

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

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

Rev. Dave Egan (2029)
Rev. John Hickey (2026)
Ms. Jean Krasnow (2026)

II. New candidates to the UUUM Board of Directors

Mr. Thomas Plant (2032)

Nominating Committee

Committee term to expire in 2024

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
Ms. Marisa Luse
Ms. Lisa Snellings

**Board of Directors
Candidate Biographies**

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



Mr. Thomas Plant

Many of you know Mr. Plant, who is a long-time friend and supporter of the UU Urban Ministry. Mr. Plant's professional career is in public health, having worked with the Boston Public Health Commission for 21 years, and currently as Director of Special Projects. He served on the board of directors of Discover Roxbury from 2004-2011.

Mr. Plant has been deeply involved in local history (and in particular the history of the Meetinghouse), has for many years coordinated the Patriot's Day celebration that takes place on our campus, and leads Urban Ministry walking tours.

Renewal House

Renewal House has experienced many changes since our last Annual Report. Ada Guadalupe retired after over-20 years of service. Ada leaves behind a legacy of wisdom and dedication that has propelled Renewal House into a successful program.

I stepped into the role of shelter manager having worked under Ada's tutelage for over-3 years. We have also hired 4 new relief staff during the past year and our looking for to hiring a new housing case manager. We received state funds to allow us to replace our office furniture, electronics and technology, and new mattresses for our overnight staff.

Our current guests and former guests enjoyed our annual trip to a farm in Plympton, MA, thanks to First Parish in Kingston who has made this possible every year. Our guests also enjoyed a spa day with a massage from a professional massage therapist. Christmas was a success thanks to the UUUM congregations who so graciously donated to our program participants.

Since last fiscal year, we have serviced 7 adults and 9 children. We had great success in keeping our shelter free from COVID infections thanks to all the COVID protocols and procedures that were put in place and staff working diligently to make sure these safety guidelines were followed.

Marie Padilla
Shelter Manager

We Speak Now: Race & Enslavement at the First Church in Roxbury

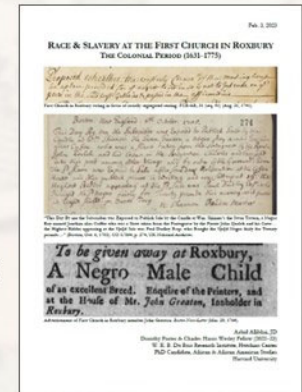
In early 2023, Aabid Allibhad, a Ph.D candidate in the Department of African and African American Studies at Harvard University, completed a report that focused on the history of racism and enslavement at First Church in Roxbury. Aabid started this report at the request of the UU Urban Ministry at First Church and the Roxbury Historical Society, and also solicited feedback from other historians and residents before the report was published.

The report, titled, "Race & Slavery at the First Church in Roxbury (The Colonial Period 1631-1775)", tells the story of at least fifty-eight human beings—Black and Indigenous men, women, and children—who were enslaved by First Church's white parishioners. Aabid's report is part of our commitment to an accurate look at our history in order to work for a more just future. And it's just the beginning of our work.



The full report, and the video of the presentation of the report from earlier this year, as well as more information about the history of First Church in Roxbury are posted on our website (link below).

We encourage you to read Aabid's report, and we encourage you to join us in this important work of examining our full history.



Get more information about the History of First Church in Roxbury, as well as Aabid's full report on the UU Urban Ministry's website:

www.uuum.org/history-of-first-church-in-roxbury

Roxbury Youth Programs

Roxbury Youth Programs its first year fully in person since pre-pandemic/lockdown in 2020. It was a strong comeback for RYP and our young people were excited to have the building consistently open and their space available to them.

Over the summer, 16 young people participated in our 6 week, paid summer internship thanks to City of Boston's SuccessLink Program. Participants engaged in over 120 hours of programming that included workshops on photography, art, identity, and tools for social change. One project that young people completed called Self/Identity Portraits was selected for exhibition at the Boston Children's Museum. This collaboration between RYP, The Diahann Project, and !sparc the ArtMobile, was unveiled in October and the exhibit is still available for folks to visit!

In the fall, we welcomed 23 young people into our two paid internships: Community Artists and Learning Artists. Learning Artists consisted of 15 young people who spent the academic year focusing on learning about social justice and how it relates to the community they live and go to school in. They took the topics they resonated with and created art, videos, and community conversations. In March, Learning Artists led the Urban Ministry's community conversation on the topic of "Policing in Schools". They invited 25 youth from our program partner, Children Services of Roxbury to a watch party and asked some of their program's young people to participate in the discussion. More than 60 people attended via Zoom.

Community Artists consisted of folks who have been in our program before. These young people learned about how community organizing, art, and history can be tools for social change. They led and participated in a logo project to design the first ever RYP logo. They led 6 workshops during the academic year for their peers and staff members in topics like positive youth development, adulthood, and mental health of young people. They also supported different initiatives from local organizations like Children Services of Roxbury and individuals teaching artists like Lily Xie.

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 "Names, and History of Naming".

Peter Tam
Director of Programs

Believe in Success

This was another successful year for Believe in Success (BIS), led by our team of Christine Dickerson and Elise Lemons. The program continued running a virtual curriculum, adjusting levels of engagement, and always meeting participants where they are in their lives.

Summer 2022 was spent engaging alumni in drop-in case management appointments. The team utilized Calendly, a scheduling software, to allow individuals to pick available dates and times quickly and easily. Alumni met with staff to get resources and referrals on jobs, housing, and continuing education. More than 40 appointments were scheduled through August and this new method for scheduling continued throughout the year.

Staff refined workshops/sessions to support a remote learning style. Folks were able login via phone or computer if they so desired as well as be off camera as well. BIS continued to give participants Chromebooks and hot spots if needed.

The 18 new participants that came into our Fall 2022 cohort worked through our tiered system classes, which gave options for folks who needed flexibility in classes and/or had time to dive into more intensive schedule. Tier 2 graduated 10 participants in Putnam Hall, our first in person BIS graduation in 3 years.

This was also the first year BIS was able to offer alumni scholarships for former participants that need support for continuing education or job/career related expenses. Three different times this fiscal year, a committee of 3 volunteers came together to discuss alumni applications. We received close to 40 applications and will give out \$10,000 this year to 15 people. I want to acknowledge and appreciate our BIS team of staff and interns that led the program all year. Chris and Elise support all three Tiers, along with two social work interns, Wande Ogunkoya and Carlin Matejka, and

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two alumni interns. This team supported more than 30 fall and spring participants in and out of class, and many more alumni throughout the year.

Finally, this summer and next fall will bring changes to our workforce programming. During the pandemic shutdown BIS moved to an online/remote format and has remained online and serving survivors from a wide geographic area. Our online format allowed us to serve survivors in the safety of this format.

Now, we look to serve our proximate Roxbury neighbors in person, and to shape our work based on the input of neighbors and community partners.

So, we will graduate this spring's online cohort of survivors, and spend the summer supporting program alum - and we will be listening to the community for how we can bring our workforce development resources, in person, to this neighborhood, in new ways.

Peter Tam
Director of Programs

Community Engagement

This year, we returned to in-person gatherings with inspiring events such as Ties That Bind and Community Suppers focused on social justice writings in our series entitled, "In Their Own Words."

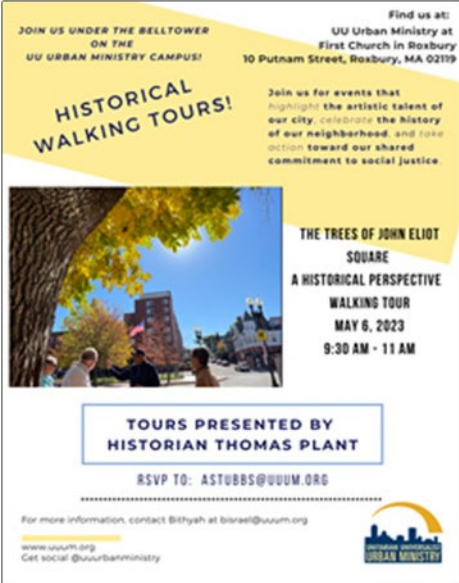
We began new partnerships with neighborhood organizations such as Roxbury Main Streets and the Roxbury Branch of the Boston Public Library.

Our Artist Amplification initiative continued through inspiring conversations with artists featured in the Urban Ministry's shopping guide, which was reissued during the holiday season.

We added to the tours program by piloting our economic tour, focused on the businesses of Nubian Square. This brings the number of tours offered by the Urban Ministry to four: Educational Institutions Tour, Public Art Tour, History of Trees of John Eliot Square Tour, and the Economic Tour of Nubian Square.

Below are samples of flyers from our events.

Bithyah Israel
Community Engagement Coordinator for the Arts and Humanities



Facilities

Over the past year facilities focused on the day to day operations of our beautiful campus and facility to ensure the upkeep, maintenance, repairs and safety. We strived on welcoming the Roxbury community and activating our greenspace. Red Adirondack chairs and red vibrant colored bistro tables/chairs were placed around the greenspace and the peace garden, tents and outdoor Wi-Fi installed on the grounds – all conveying welcoming and accessibility.

Facilities played an active role in ensuring our facility and greenspace remained accessible to our neighbors, community organizations and partners. We shepherded a free vaccine and back bag community event with Acedone, welcomed TimiltyMiddle School to host their school closing ceremony/celebration on our greenspace, and kicked off our first community supper –welcoming Toy Burton of Dee Dee’s Cry as a guest speaker in honor of Suicide Awareness Month. My year ended wearing a Santa hat, passing out free toys and coats to the community at a free toy drive at UUUM, hosted by Dee Dee’s Cry.

The Meetinghouse restoration is well underway. We conducted weekly meetings with our architecture firm, preservationist, and contractors to discuss the status and scope of work of the Meeting House Restoration. We also met with our Meetinghouse Committee team, which consists of former and current board members and community members to share updates and make decisions – such as selecting paint colors for the restoration. It has been a joy experiencing coordinating the moving pieces of this effort - interior restoration work that will restore and modify our historic church to be a functional space for the use of community meetings, performing arts and weddings.

This past year I have been working closely with our dedicated team of clock winders – not only to coordinate access to the steeple, but being more involved. The clock winders are community neighbors who volunteer their time to ensure that our clock is working. Each of these volunteers take turns climbing up to the top of the steeple to wind the clock. Our neighbors appreciate the sound of the clock striking/chiming directly on the hour. At

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times, small things can go unseen! The commitment and dedication of this crew has been acknowledged and appreciated. The work of this past year focused on how to live into our new mission and vision statement. Strategic planning work, which aimed to align staff and community with our mission statement and a Mission engagement committee, grounded in/get to better know this community. Facilities strived to source local minority contractors in the community before the adoption of our new mission and vision. However, we continue the commitment to foster more partnerships and support more minority-owned businesses and build connections.

What a precious moment to reflect on the year behind! Facilities evolved in ensuring operational and administrative needs were met– inspections, HVAC cleaning, building projects, coordinating space usage calendar, landscaping, snow removal and all building and ground necessities. All while up keeping the commitment and ability to connect with the community to ensure the work we were doing as an organization was aligned with our Mission Statement.

It’s time we look ahead through a new lens and envision the many opportunities our wonderful, beautiful space at UUUM can offer our community, neighbors, partners, program participants, congregations, and organizations.

Special thank you to our Chef Bryan McCray, Kitchen Chef/Manger for his assistance with supporting the needs of Facilities, while continuing to provide food to our youth program, engagement events, and meetings.

Shamika Harrison
Director of Facilities

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 a space of empowerment and enrichment, and we make use of our dedicated volunteers to provide a wide spectrum of academic support to our program participants.

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 in Chestnut Hill
First Parish Church in Weston

\$1,000 - \$9,999

First Parish UU Church of Arlington	First Parish in Wayland
First Parish in Bedford	Follen Community Church
First Church in Belmont	Harvard Unitarian Universalist Church
First Parish in Cohasset	King's Chapel
First Parish in Concord	Melrose Unitarian Universalist Church
First Church and Parish in Dedham	Old Ship Church (First Parish in Hingham)
First Parish Church in Duxbury	Theodore Parker Unitarian Church
First Parish in Framingham	UU Church of Greater Lynn
First Parish in Lexington	UU Society of Wellesley Hills
First Parish in Lincoln	Winchester Unitarian Society
First Church Littleton	
First Parish in Milton	Up to \$999
First Unitarian Universalist Society in Newton (FUUSN)	First Parish in Brookline
First Parish Church in Norwell	First Parish Church in Dorchester
First Parish Church of Scituate	First Parish in Sherborn
First Parish of Watertown	First Parish Church of Stow and Acton

Contributing Foundations, Organizations, and Non-member Churches

Adelard A Roy & Valeda Lea Roy Foundation	Holland & Knight
Alexandria Real Estate Equities	Isaac Munroe Foundation for Children
Anonymous (2)	Linden Ponds UU Fellowship
Boston After School & Beyond	Mabel A Horne Fund Trust
Brigham & Women's Hospital Health Equity Program	Mass Cultural Council Mass Humanities
Bushrod H. Campbell and Adah F. Hall Charity Fund	National Trust for Historic Preservation
Cabot Family Charitable Trust	Opera on Tap
Christ Episcopal Church	Polly Thayer Starr Charitable Trust
City of Boston Cultural Facilities Fund	Priscilla Endicott Charitable Foundation
Edward Kane and Martha Wallace Family Foundation	Russell Colgate Fund
First Universalist Society in Franklin	Sacajawea Charitable Foundation
Highland Partners Charitable Fund	Unitarian Universalist Veatch Program at Shelter Rock

Member Churches and Delegates 2023-2024

<u>Arlington</u> First Parish Church of Arlington Lois Fine Maryglenn Vincens	<u>Cambridge</u> First Parish in Cambridge Cushing Giesey
<u>Bedford</u> First Parish in Bedford Robert Schmalz Nancy Willet	<u>Canton</u> First Parish in Canton
<u>Belmont</u> First Church in Belmont Michael Collins Nancy Davis Sean Westgate	<u>Chestnut Hill</u> First Church in Chestnut Hill Sally Baker Carol Lohe Dr. Ludy Shih
<u>Boston</u> Arlington Street Church Jon Ellertson Julia Simon Rev. George Whitehouse	<u>Cohasset</u> First Parish in Cohasset Mary Parker Nancy Robertson
Community Church of Boston	<u>Concord</u> First Parish in Concord Leslie Fisher Rebecca Winborn
First Church in Boston Grace Gregor Rev. Stephanie May	<u>Danvers</u> Northshore UU Church
King's Chapel Amanda Pickett	<u>Dedham</u> First Church & Parish in Dedham Paquita Bass Howard Ostroff Susan Sennott
<u>Brookline</u> First Parish in Brookline Karla Baehr Madeline Fine	<u>Dorchester</u> Laura Maltby Ginnette Powell Bruce Shatswell

Duxbury

First Parish Church in Duxbury
Shirley Jenkins
Donna Savicki

Framingham

First Parish in Framingham
Lauren Fawell
Julie Porter

Harvard

First Congregational Church of
Harvard
Ted Johnson

Hingham

Old Ship Church
Davalene Cooper
Lisa Sawyer
Dianne Walcott

Kingston

First Parish Church in Kingston
Mary Ann Barrow
Emily Bruce

Lexington

First Parish in Lexington
Lee Brami
Connee Counts
Teresa Jacobson

Follen Church

Catherine Collins
Tempe D. Goodhue
Gray Watson

Lincoln

First Parish in Lincoln
Alice DeNormandie
Gary Taylor

Littleton

First Church Littleton

Medfield

First Parish Church Medfield
Rev. Dave Egan
Margaret Rolph
Nicole Silvestri Hall

Melrose

Melrose UU Church

Milton

First Parish in Milton
Mary Blanchette
Dottie Pitt
Rev. Lisa Ward

Needham

First Parish in Needham
Vicky Makrides
Marianne McGowan

Newton

First UU Society in Newton
(FUUSN)
Barbara Bates
Kevan Hartshorn
Pat Rohan

Norwell

First Parish Church in Norwell
Peggy Kitchenham
John Wallace

Quincy

United First Parish Church in Quincy

Reading

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

Scituate

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

Sharon

Unitarian Church of Sharon
Alison Reid
Gare B. Reid

Sherborn

First Parish in Sherborn

Stow

First Parish Church Stow and Acton
Lisa Fagerstrom
Katherine Weeks

Swampscott

UU Church of Greater Lynn

Waltham

First Parish Church in Waltham

Watertown

First Parish of Watertown

Wayland

The First Parish in Wayland
Lea Anderson
Susan Crowley-Bechtel

Wellesley Hills

UU Society of Wellesley Hills
Tricia Johnson
Elaine Mittell
Joan Parrish

West Roxbury

Theodore Parker Church
Jennifer Bottomley
David Harrington
Posy Walton

Weston

First Parish Church in Weston
Georgia Foote
Jean Masland
Nancy Vescuso

Winchester

Winchester Unitarian Society
Patty Cameron
Rev. Heather Janules
Gordon McIntosh

UU Urban Ministry Delegates

Our delegates serve as ambassadors - bringing the work of the
Urban Ministry to our member congregations.

They truly help to make all that we do possible. For that, we say

Thank you!

Tours Program

In the past year, our tours program has grown from an idea in the works to a series of three experiences that look at what makes Roxbury great. To get here, we have convened discussions with neighbors to hear their thoughts, and have led numerous test tours to garner feedback—which at times was positive, challenging, and enriching. It pushed us to reflect on how we are approaching this work - which aims to tell a deeper story of Roxbury and engage visitors more in our mission to dismantle racism and white supremacy culture.



LEARN HISTORY MAKE CHANGE

We envision these walking tours accomplishing the following goals:

- Countering traditional narratives of Roxbury as a place of deficits with witnessing the historical and cultural richness of this significant Boston neighborhood – which was protected and preserved by the Black community that has taken root here.
- Uncovering the ways government-sanction and systemic racism have shaped segregated communities in Boston, and this community. We hold our own institution up for such interrogation.
- Creating space for shared learning, in reflection after the tours. These become more than just walks. They become opportunity for transformational learning.
- Driving dollars to Black-owned businesses in nearby Nubian Square. All visitors on the tours are encouraged to dine and shop in nearby businesses after their walks.

The 2023 Spring/Summer Tours schedule is on our website. Join us for a walk focusing on **public art**, the **educational institutions in Roxbury**, or to look at the **trees of John Eliot Square from a historical perspective**.

To read more about our tours, or to schedule a time to join us for a tour, visit: uuum.org/uuum-tours



UU Urban Ministry Team

May 2023

Leadership	
Rev. Mary Margaret Earl	<i>Executive Director and Senior Minister</i>
Community Engagement & Special Projects	
Monique Marshall Veale	<i>Director of Special Projects/HR Advisor</i>
Bithyah Israel	<i>Community Engagement Coordinator for the Arts and Humanities</i>
Roxanne Clarke	<i>Special Projects Assistant</i>
Development & Communications	
Vinnie Myles	<i>Director of Development and Communications</i>
Annie Stubbs	<i>Donor Relationships Manager</i>
Facilities	
Shamika Harrison	<i>Director of Facilities</i>
Bryan McCray	<i>Food Services Manager</i>
Finance	
Jayanthi (Jay) Ganapathy	<i>Finance Lead</i>
Joseph Butler	<i>Finance Assistant/Bookkeeper</i>

Programs	
Peter Tam	<i>Director of Programs</i>

Believe in Success	
Christine Dickerson	<i>Program Coordinator</i>
Elise Lemons	<i>Lead Instructor</i>

Renewal House	
Arianna Agosto	<i>Relief Staff</i>
Lillian Calderon	<i>Relief Staff</i>
Marie Carmel Tunis	<i>Advocate</i>
Kenya Diaz	<i>Relief Staff</i>
Doris Gilliam	<i>Relief Staff</i>
Niki Hamidi	<i>Relief Staff</i>
Ayan Hassan	<i>Relief Staff</i>
Mihret Kasaye	<i>Relief Staff</i>
Marie Padilla	<i>Shelter Manager</i>
Nichole Penney	<i>Relief Staff</i>
Ashley Platt	<i>Relief Staff</i>
Ann Taylor	<i>Overnight Advocate</i>
Ruth Worrede	<i>Relief Staff</i>

Roxbury Youth Programs	
Sarah Hope	<i>Program Coordinator</i>
Kim Nelson	<i>Bus Driver</i>
Rosemary Santiago	<i>Bus Driver</i>

Restoration of Roxbury's Meetinghouse

The work to restore the interior of the Meetinghouse continues. Workers have completed the plasterwork, and are now painting the walls and ceiling. Electrical rewiring has begun, and the installation of the new sprinkler system is underway.



Meetinghouse Named Boston Landmark

On Feb. 28, the Boston Landmarks Commission voted unanimously to name the Meetinghouse a Boston Landmark. Community members had recommended the building for consideration in 1987, and the City of Boston undertook a study of the building and its history in 2021. This iconic building – so important in the history of Roxbury and of Boston – is being preserved and activated with new life.



Crossing the Finish Line

Throughout the past 3 years, friends have made generous and inspired gifts, helping us near our \$2.8 million goal. One way friends have stepped forward is through our **Pews Project**. Donors give \$1,000 to sponsor restoration of one of the 106 box pews. Each sponsor receives the history of that pew, that we know, and will be invited to sit in it at a celebration for pew sponsors once construction is complete.

In addition to individual gifts, we are proud to have the support of funders like the Boston Cultural Space Fund, Community Preservation Act funding, and the Massachusetts Historic Commission.



Now, as we meet at this Annual Meeting, there is \$250K more to raise in order for us to cross the finish line, and complete this transformative work.

Once completed, the Meetinghouse will be a home for the arts, music, and civic life that Roxbury both needs and deserves. Be a part of this historic effort - email Vinnie Myles: vmyles@uum.org to discuss a Meetinghouse gift.

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

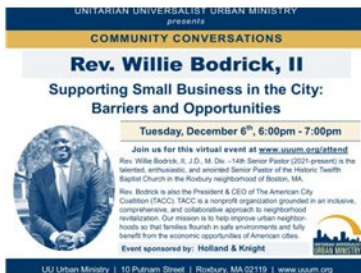
Our 24-hour confidential hotline is available to those seeking shelter or in need of support with safety planning or counseling. *All of our domestic violence services are free and confidential.*

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 “Resources” 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.



UNITARIAN UNIVERSALIST URBAN MINISTRY
presents
COMMUNITY CONVERSATIONS
Rev. Willie Bodrick, II
Supporting Small Business in the City:
Barriers and Opportunities
Tuesday, December 6th, 6:00pm - 7:00pm
Join us for this virtual event at www.uuum.org/attend
Rev. Willie Bodrick, R. JD., M. Div. -16th Senior Pastor (2011-present) is the talented, enthusiastic, and awarded Senior Pastor of the Historic Twelfth Baptist Church in the Roxbury neighborhood of Boston, MA.
Rev. Bodrick is also the President & CEO of The American City Coalition (TACC). TACC is a nonprofit organization grounded in an inclusive, comprehensive, and collaborative approach to neighborhood revitalization. Our mission is to help improve urban neighborhoods so that families flourish in safe environments and fully benefit from the economic opportunities of American cities.
Event sponsored by: Holland & Knight

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.

Lunch with an Artist

Intimate conversations between UUUM’s Bithyah Israel and a Boston-area artist where together, we discuss their art while viewing selections from their catalogue.



Part of the UU Urban Ministry's Roxbury Artist Amplification Project
Wednesday, February 15
1 - 1:45 pm
Designer Ayana Mack joins UUUM's Bithyah Israel to share work samples and inspiration behind her work.
We invite you to join the conversation!
Join us for lunch and 45-minutes connecting with the featured artist. Together, we will look at their virtual gallery and hear more from them about their work.

Community Commercials

Check out these videos featuring Roxbury businesses, and then visit the neighborhood to check them out.

Restaurants, boutiques, bookstores, and more. Make an impact by spending money in Roxbury. If you do visit, you're always

welcome to visit us in John Eliot Square.



These videos and more are available on our website.

Visit: www.uuum.org/video-library



RESTORING ROXBURY'S MEETINGHOUSE



“If you have come here
to help me,
you are wasting your time.

But if you have come
because your liberation
is bound up
with mine, then let us
work together.”

- Lilla Watson



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www.uuum.org