



Annual Report 2020 - 2021

186 Years

Unitarian Universalist Urban Ministry

Benevolent Fraternity of Unitarian Churches

10 Putnam Street
John Eliot Square
Roxbury, MA 02119

Annual Report
Fiscal Year 2021
(May 2020 - April 2021)

TABLE OF CONTENTS

Message from the Chair	2-3
Report from Executive Director and Senior Minister...	4-5
2020 Annual Meeting Minutes	6-7
Budget Report.....	8
Board of Directors 2020 - 2021	9
Report of the Nominating Committee.....	10
Board of Directors Candidate Biographies.....	11
Program and Department Reports.....	12-19
Supporting Member Churches: Financial Gifts	20
Contributing Foundations, Organizations and Non-Member Churches	21
Member Churches, Delegates and Delegates at Supporting and Member Churches	22-24
UU Urban Ministry Team	26-27
Supporting the UU Urban Ministry	28
Proposed Amendment to the By-laws (Proposed New Vision and Mission Statement).....	30
“We Speak Now” A message from the UUUM Board of Directors (Published in June 2020).....	32-33

Message from the Chair

Fellow Delegates and Friends of the UU Urban Ministry,

What a year it has been!

It began with the murder of George Floyd, laying bare – once again – the scourge of racism and prompting the Board’s commitment to anti-racist work embodied in the action steps outlined in our June *We Speak Now* statement. That Statement reads, in part:

The UU Urban Ministry stands at the intersection between communities: Boston’s historic African American community - directly and disproportionately impacted by economic, educational, social, environmental and health injustice; encircled by UU member congregations of predominantly white people who have inherited their privilege and power. And we have not asked enough. These past weeks may lead to an awakening of white people who hold power. We resolve to claim this opportunity and live into our potential to challenge and dismantle institutional racism. (see p. 32 for the full statement)

The year is ending with an improving vaccine supply and delivery system that lets us look forward to face-to-face interaction on our John Eliot Square campus in the not-too-distant future – yes!

In between George Floyd and the vaccine, the creative, committed and resilient staff did amazing work to adjust, adapt and serve.

Ada Guadalupe and the rest of the staff at Renewal House found creative ways to maintain connections with the residents who spent the year in scattered site housing – as Renewal House itself underwent a major, much-needed facelift.

Peter Tam supported the leaders of RYP to turn to video production and paid internships as a way to deepen the connections and capacity of young people.

Bithyah Israel introduced five more artists to Greater Boston through her video *Artist Spotlight* series; and 12 more artists are featured in the Artist Amplification Project’s *Artists of Color Directory*.

Jackie Dabo figured out how to recruit, support and graduate two more Believe in Success cohorts!

Rachel Shapiro did the lion’s share of the work required to get a PPP loan that helped the Urban Ministry maintain its strong financial foundation

“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

Report of the Executive Director and Senior Minister

Of course, all of that – and more – was accomplished under the inspired leadership of our resourceful, imaginative and skillful senior minister and executive director, the **Reverend Mary Margaret Earl**.

For me, the most exciting development in Urban Ministry programming was the Community Conversation series she and Special Projects Director **Monique Marshall Veale** conceived, planned and delivered. From local residents detailing the causes and costs of gentrification in Roxbury to contemporaries of Henry Hampton sharing memories of his passion for home and history - these conversations embody much of what we dream the Urban Ministry can be and do. They breathe life into the words of the revised Urban Ministry mission statement that the Board is asking the delegates to adopt at this Annual Meeting:

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 future.

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

The Board is recommending these words to describe the Urban Ministry's purpose after a nearly two-year process of discernment, guided by consultants from TSNE/ Missionworks. Hopes, dreams and insights from focus groups involving staff, delegates, ministers and community representatives informed the Board's exploration. Board members see this mission as building on longstanding Urban Ministry aspirations with a sharper focus on the systemic nature of racism and its impacts on all of Greater Boston.

If the new statement is adopted by the Delegates to replace the current statement of purpose in our bylaws, then we will be engaging staff, delegates and community representatives in the year ahead to begin the work of aligning programming and budget with the new vision and mission. It's an exciting time for the Urban Ministry!

On behalf of the Board, thank you for the ways in which each of you has worked to sustain and deepen your embrace of the Urban Ministry and its mission over the past year. Much work remains. We are so honored to have you in this work with us!

Karla Baehr
Chair, Board of Directors
Unitarian Universalist Urban Ministry

This spring the fog of the past year lifts: days lengthen, families reconnect and hugs resume. In 2021, this season – always one that pulses with hope – is singular in its promise of better days ahead.

The lifting fog also reveals the work before us to be done. And it is abundant. These past few years and especially 2020 revealed that this nation's legacy of enslavement continues wending through the systems that shape our lives: criminal justice, education, transportation, housing, healthcare. White communities have begun reckoning more actively with this legacy, and the UU Urban Ministry moves to more fully live into its potential to make a lasting change in Greater Boston.

We convene this annual meeting ready to move more squarely into the work that is at the heart of UUUM – leaning into the fact of our location in the heart of Boston's historic African American community and encircled by mostly white, suburban congregations increasingly committed to racial justice work. This year's annual meeting gives our delegates – those who represent our member congregations – the opportunity to vote on a new vision and mission statement:

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.

Mission:

UUUM: We work across race and place to dismantle racism and white supremacy culture and to advance racial, economic and social justice. This vision and mission empower UUUM to embrace our potential to span Greater Boston, reach across the racial divides, and move with greater intention for racial justice. A next step will be developing strategies for accomplishing this mission, and then aligning out programs.

The board members of the UU Urban Ministry spent a year of deep deliberation listening to the voices of Roxbury community members, UUUM staff, UU ministers and delegates to fashion these statements.

That had not been the plan. The board had planned a retreat in the spring of 2020 – which was to result in a new mission - that was upended by the pandemic. Then George Floyd was killed, and the board responded with its We Speak Now statement. These pushed the board into a longer, wider and deeper process that resulted in a bold new mission and vision. One that gets at the heart of our work.

In so many ways the Urban Ministry did not just survive a pandemic year, did not just find silver linings, but together we moved with purpose to respond to the moment we faced and into the future with all its possibilities. We kept serving participants in our programs, finding new ways to deliver services. Our shelter families were relocated to short-term apartment rentals to ensure their well-being during COVID- 19. Youth in our after-school program learned video editing skills to tell Boston history.

Our workforce program participants learned via Zoom and we still graduated 3 cohorts since the onset of the pandemic.

We transformed our campus greenspace and our shelter. We began installing a peace garden of flowering trees and walking paths on a formerly dreary patch of our campus, and we recreated an historic circular drive, orderly parking and added lighting to the front of our historic Meetinghouse. And we completely renovated Renewal House while it was empty.

We created monthly Community Conversations via webinar to highlight issues of concern to Boston's communities of color, which also were educational for suburban communities, such as Gentrification, closing the racial wealth gap, and the role of our Meetinghouse in Roxbury.

We highlighted Black-owned businesses by crafting commercials to encourage support and investment.

We created new ways of amplifying the work of Black artists in Roxbury, through Virtual Galleries and a catalogue of artists' work.

We deepened community outreach. As we install the peace garden, we seek the input and volunteerism of adjacent neighbors. We are designing a memorial to UUUM board member and civil rights icon Mimi Jones through a working group made up mostly of Roxbury neighbors.

When I arrived at this organization more than 6 years ago, I fell in love with its compelling mix of history and ability to be nimble and respond to the times we face. I felt the extraordinary potential of our location and campus and the justice-seeking UU congregations encircling it. This year bore witness to that uncommon potential – our ability to rise to meet this time, to innovate, and to move together into the future. I'm grateful to do this work with you.



*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 21, 2020

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

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

The 185th meeting of the corporation was called to order at 6:03 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. 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 completed design of a Healing Garden to be built on the northeast corner of the UUUM campus, and of the plans to renovate and landscape our parking area, driveway entrance and exit, and handicap accessibility of the meetinghouse. She also mentioned the overall renovations of the meetinghouse interior, which will occur after the necessary funds have been raised. She reported that there have been several new hires on the UUUM staff, and that our partnerships with several other organizations strengthened this year, most notably with the Louis D. Brown Peace Institute. She told of our need to pivot in March when the pandemic shut-down began, when we had to re-house our Renewal House families in order that they could stay safe and socially distant. We also had to revamp our Believe in Success and RYP programs to take place remotely. She thanked the dedicated staff and generous donors who made these transitions possible. She stated that the ache we feel missing our community echoes the ache of racial segregation and injustices.

Rev. Earl introduced Peter Tam, the UUUM's new Director of Programs. Mr. Tam explained that he had been on staff for slightly more than a month, but thanked the program staff for their dedication and professionalism. He introduced Mr. Chris Allen to discuss Roxbury Youth Programs, Ms. Ada Guadalupe to discuss Renewal House, and Ms. Jackie Dabo to discuss Believe in Success.

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, Rev. Catherine Cullen, Lisa Snellings, and Rev. Dave Egan), and finally for the Nominating Committee. All were accepted by unanimous vote and appear in the Appendix.

The Minutes of the May 2019 Annual Meeting were moved, seconded, and unanimously accepted.

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

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

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

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

Ms. Baehr invited a motion to approve the budget for fiscal year 2021, which was made, seconded, and unanimously approved.

A motion to adjourn was made, seconded, and unanimously approved. Ms. Baehr 6:59 pm, and turned the microphone over to Rev. Earl.

The meeting concluded at 7:01 pm with a benediction by Rev. Earl.

Respectfully submitted,
Annie Stubbs, on behalf of Karla Baehr and Derek Lumpkins

Budget Report

	May 1, 2020 through April 30, 2021		May 1, 2021 through April 30, 2022
	FY 2021 Budget	FY 2021 Actual	FY 2022 Budget
Revenue			
Individuals	450,000	409,786	450,000
Congregations	110,000	107,638	135,000
Board of Directors	45,000	37,636	50,000
Corporate Sponsors	30,000	1,500	5,000
Grants	200,000	334,238	275,000
Government Funding	543,409	667,997	388,309
Endowment Fund - Programs	684,285	480,000	889,855
Endowment Fund - Capital	17,531	50,000	-
Rental Income	20,000	900	-
Interest and Miscellaneous	6,000	8,375	6,000
Restricted Cash MH	150,000	150,000	110,500
Total Revenue	2,256,225	2,248,070	2,309,664
Expenses			
Ministry at Large	189,722	188,070	301,207
Renewal House	560,441	553,992	484,366
Believe in Success	335,294	349,014	360,109
Roxbury Youth Program	361,308	248,116	284,822
John Eliot Corporation	439,027	348,449	494,008
Development	158,980	150,476	158,441
Administration	211,453	250,406	226,711
Total Expenses	2,256,225	2,088,523	2,309,664
Income to Expense Position	-	159,547	-

The Board of Directors
2020 - 2021

Executive Committee
of the UU Urban Ministry Board

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

Board of the UU Urban Ministry

Marcia Butman
Rev. Dr. Catherine Cullen
Rev. David Egan
David Harris
Rev. John E. Hickey
Marshall Hughes
Jean Krasnow
Carol Troyen Lohe
Doug Poutasse
Lisa Snellings
Rev. George Whitehouse

Report of the Nominating Committee
186th Annual Meeting
May 20, 2020

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

Delegates at Large

Delegate term to expire in 2022

Mr. Larry Bennigson	Rev. John E. Hickey	Ms. Marisa Luse
Ms. Marcia Butman	Mr. Marshall Hughes	Ms. Christine Nelson
Mr. Peter Coccoluto	Mr. Brian Keith	Ms. Nishaila Porter
Mr. Alan M. Cody	Ms. Jean Krasnow	Mr. Douglas Poutasse
Ms. Kayla Drumgold	Mr. Derek Lumpkins	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

Ms. Carol Troyen Lohe (2024)

II. New candidates to the UUUM Board of Directors

Ms. Kayla Drumgold (2030)

Ms. Marisa Luse (2030)

Ms. Nishaila Porter (2030)

Nominating Committee

Committee term to expire in 2022

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

Respectfully Submitted,

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

Board Candidate Biographies

The following are being nominated as candidates for election:

Kayla Drumgold

Kayla Drumgold is a graduate of Northeastern University's D'Amore McKim School of Business where she received her Bachelor of Science degree in Business Administration, with a concentration in Finance. Kayla has worked for numerous Boston-area financial institutions, including Massachusetts Investment Management, where she supported traders, portfolio managers, and other members of investment operations team. From there, she did a short stint as an Educational Assistant at the Dover Sherborn Middle School. Currently, Kayla is working as an Accounting Representative at Massachusetts Investment Management.

Marisa Luse

was a Co-founding Site Director at Social Capital Inc./DotWell, an organization that's mission is to unite Dorchester residents community organizations; and to strengthen the Dorchester community through civic engagement initiatives. While at DotWell, she also worked in the role of Director of Community Programs & Site Planning where she oversaw and executed community programs focused on self-care and wellness, economic empowerment, and physical and mental health. From there, she worked in the role of Director of Survivors Outreach Services at the Louis D. Brown Peace Institute. Marisa then was a Program Director at Discover Roxbury, where she developed and planned events and educational programming for a leading arts and culture organization to promote Roxbury's vibrant arts and culture community. Since 2015, Marisa has served in the role of Campus Engagement & Collaborations Manager at Northeastern University.

Nishaila Porter

Nishaila Porter is a Roxbury Youth Program (RYP) alumna, participating in the program from 2004 until 2010. She graduated from the John D. O'Bryant School of Mathematics and Science and extended her education to Northfield Mount Hermon, where she did a post graduate year, before attending Wesleyan University to obtain her B.A. in earth and environmental science. Nishaila currently works for the Charles River Watershed Association as the Program Associate for Urban Resilience focusing on advocacy projects and resilience planning projects. She is also the Vice President of the LEAH Project advisory board, a LEAH alum, and is affiliated with The Net Mentoring Group in Boston.

Nishaila currently resides in Randolph. In her spare time, she enjoys volunteering, working out, the great outdoors, and traveling.

Renewal House

In the last year, we have continued to work closely with our residents from their placement due to Covid-19. We are providing services and financial assistance to 8 families. We have also been able to assist two of our current residents with vouchers. Our residents have found units and are awaiting to finalize inspection and anticipate move in dates. Residents have adapted well to their placement and have been able to navigate their normal routines.

With the help of Franklin Square House Foundation we were able to renovate the common areas of the shelter, paint bathrooms and bedrooms. Renovations have been completed. The staff is working remotely with residents and the community. We are planning to reopen sometime in the foreseeable summer if everything goes according to plan.

We have been fortunate to take on Elise Lemons an intern from Simmons University who has worked diligently with residents providing advocacy and other services. Elise has proofread and updated Renewal House documents to facilitate and make them more user friendly and up to date. She has created a resource manual that will be available for the entire organization to use. She has been a great asset and addition to our team and we will miss her skills and wonderful personality.

In the midst of the challenges presented during this pandemic we are proud that the staff has been able to adapt and provide the services needed by our residents and organization. We have been abiding by the CDC guidelines to keep our staff and residents. Staff has been testing monthly for COVID-19 to ensure this safety.

Ada Guadalupe

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 after 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 led by staff or guest speakers and multimedia projects. This program, led by Che 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 and expanding to work with tutors from Boston University, Northeastern University, and Tufts University. 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 with an online session 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 2021 and beyond. Revisiting old, connecting with



Above: Before and after photos of rehab work completed in FY21 at Renewal House. When residents return, they will be welcomed by numerous improvements throughout the house, including new cabinets and appliances in the kitchen.

Thank you to the Franklin Square House Foundation and a generous private donor for supporting this project.

Believe in Success

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 bring the energy and work we've done this year virtually back onto the UU campus next year!

Peter Tam
Director of Programs



LEFT: Students from our CLC program meet with Lynn DuVal Luse and Ena Fox (who were on the panel of March's Community Conversations entitled "Henry Hampton Stories").



RIGHT: CLC students welcome guest speaker, Rev. Stephen Schick to learn about and public speaking.

Over the years, the Believe in Success program achieved a number of initiatives, including career panels to introduce next step programs to participants, professional development and family fun alumni events to unite the cohorts, and countless unique mindfulness classes to support survivors with their healing, to name a few. Now with 8 completed cohorts and 66 alumni as part of our community, we are also able to add "remote version of BIS" to our list.

With the challenges the pandemic presented, we adapted our lessons, and with the support of the Tech Goes Home program, who provided Chromebooks and internet options for participants to use at home, we were able to move all our programming to zoom. Alumni voiced increased levels of anxiety and depression, inability to pay their rent, lack of mental health services and many other financial burdens that BIS staff stepped in to support. We welcomed Cinthia Arias, former Renewal House staff, as a full-time BIS Case Manager due to the demands for case management support. With additional staff on hand, case management became a priority over the summer, and staff continued to successfully engage BIS alumni through various zoom events. Participants who were out of touch were able to reengage with the BIS community, a goal that was difficult to meet with in-person events.

These challenges also reminded us why trauma-informed spaces are crucial for survivors healing, advancement and their overall well-being. The BIS team was intentional in providing classes that prepared participants for their next steps, while also making space to have a dialogue in community about the effects of the pandemic and ways to cope. The pandemic also challenged us to expand our services to reach a wider survivor audience outside of Massachusetts, which we saw through unprecedented number of applications during our recruitment period.

Moreover, the spring semester brought additional challenges as the BIS Director was out on maternity leave. Peter Tam, Director of Programs, stepped in to supervise the program, and Nora Sullivan, Volunteer Coordinator, joined the BIS team to oversee the career panels and

mindfulness volunteers. Additionally, we increased alumni participation in the program by inviting alumni to be guest speakers in the career panels and some of our technical classes. This experience was rewarding to the current class, and they were empowered by the alumni stories.

We are incredibly proud of what we were able to accomplish in a year like no other, and extremely grateful for all the volunteers, staff, interns and program participants that made this year happen! We look forward to another year of continued alumni support and new partnerships with community organizations.

Jaquelina Dabo
Director of Believe in Success

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

~ *Believe in Success graduate*

Arts and Humanities at the First Church in Roxbury Meetinghouse

Over the past year, we’ve continued telling powerful artist stories through our virtual gallery series and highlighting local businesses through our commercials featuring entrepreneurs of color. The production of these videos has provided marketing products for artists and businesses to share with their networks. This demonstrates the Urban Ministry’s commitment to support and strengthen Roxbury commerce in meaningful ways, addressing economic and racial justice.

Artists and business owners have responded with a lot of appreciation. The greatest impact has been through the artist videos. These videos have created a growing interest for other venues, such as art galleries and UU member congregations, to host artists of color in additional in-person and virtual events. As a result, additional income for artists in the form of stipends and/or sales occurs through these events.

Here is a quote from an artist, in response to this initiative, which we have named the Artist Amplification Project:

“I feel that this was one of the best initiatives that has happened to help artists gain exposure. It also draws attention to the fact that there are many people of color who are not really recognized for the creative work they do...”

In a recent survey, we learned that, although this is a new initiative, some artists have seen \$150 - \$500 of additional income through our efforts. This is not the case for all artists we’ve highlighted, but we hope this will become a trend as our virtual and in-person events are attended by more people.

Businesses we’ve highlighted in commercials:

- Haley House Café
- Suya Joint
- Frugal Bookstore

Supporting Member Churches Financial Gifts

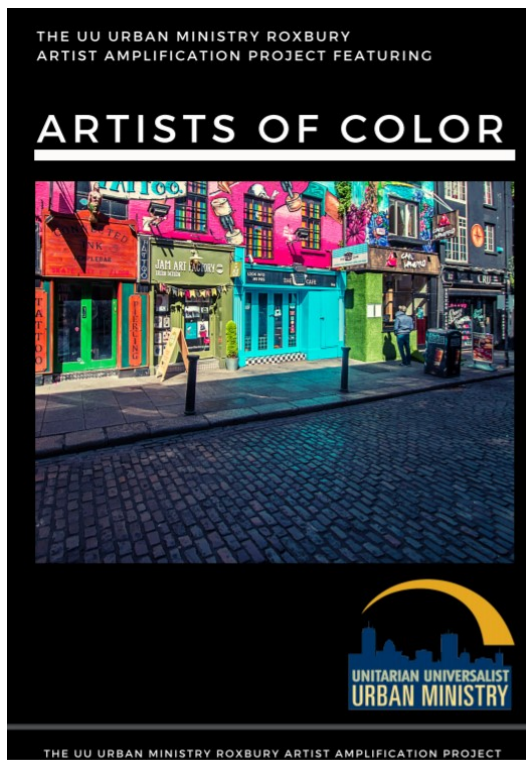
\$10,000 and over

The First Church in Chestnut Hill
 First Parish Church in Weston
 First Parish in Concord
 Follen Community Church
 King's Chapel

- Soleil Restaurant
- Final Touch Boutique
- In editing: Unified Fitness

In winter 2020, we published a directory highlighting 17 artists of color. We are publishing the second, Spring 2021 edition this month. 26 artists are featured in this coming edition.

Bithyah Israel
Social Justice Fellow for the Arts and Humanities



The first-ever UUUM Artist Directory (above) was released in 2020, and features the work of local artists of color. It is available on our website or by clicking the image.

\$1,000 - \$9,999

Arlington Street Church, UU
 First Church in Belmont, UU
 First Parish Church in Duxbury
 First Parish Church in Norwell
 First Parish Church of Stow and Acton, UU
 The First Parish in Bedford, UU
 First Parish in Cohasset
 First Parish in Lexington, UU
 The First Parish in Lincoln
 First Parish UU Church, Medfield
 First Parish Unitarian Universalist of Arlington
 First Unitarian Universalist Society in Newton
 Old Ship Church, First Parish in Hingham
 Theodore Parker Unitarian Church
 UU Wellesley Hills
 Winchester Unitarian Society

Up to \$999

First Church and Parish in Dedham
 First Church in Boston, UU
 First Church Unitarian, Littleton
 First Parish Church of Kingston
 First Parish in Brookline, UU
 First Parish in Cambridge
 First Parish in Framingham
 First Parish in Milton, UU
 First Parish in Needham, UU
 First Parish in Waltham
 First Parish in Wayland, UU
 First Parish UU Church of Scituate
 First Parish UU in Canton
 Harvard Unitarian Universalist Church
 Melrose UU Church
 The Unitarian Church of Sharon
 United First Parish Church (Unitarian) in Quincy
 UU Church of Greater Lynn
 UU Church of Reading

Contributing Foundations, Organizations and Non-Member Churches

1199 SEIU	<i>Holland & Knight</i>
Adobe Systems Matching Gift Program	<i>Intel Corporation Matching Program</i>
Alliance of UUAC	Isaac Munroe Foundation for Children
AmazonSmile	Jane Doe, Inc.
Brigham and Women's Hospital Community Health and Health Equity	Liberty Mutual Foundation
Brookline Bank	Linden Ponds UU Fellowship
Bushrod H. Campbell and Adah F. Hall Charity Fund	Mass Medical Society, Committee on Community Action
Chevron Matching Employee Funds	Mass Mutual
Christ Episcopal Church	Morgan Stanley
City of Boston	<i>Partners Healthcare</i>
Community Works	Pfizer
Eastern Bank Charitable Foundation	Polly Thayer Starr Charitable Trust
Edward Kane and Martha Wallace Family Foundation	Priscilla Endicott Charitable Foundation
First Universalist Society in Franklin	Ropes & Gray
Franklin Square House Foundation	Russell Colgate Fund
<i>Harvard Pilgrim Health Care Foundation</i>	Sacajawea Charitable Foundation
	UU Fellowship of San Miguel de Allende
	United Way of Massachusetts Bay and Merrimack Valley

Does your employer offer matching gifts?

Matching gifts are a benefit offered by many employers to support causes supported by their employees. It's a way to double, or in some cases triple, your gift to the UU Urban Ministry.

And it's easy to do!

Ask your HR Dept. a matching gift form, and we'll do the rest.

Email development@uum.org to submit your form or with questions.

Member Churches/Delegates

2021-2022

Arlington

First Parish UU Church
of Arlington
Lois Fine
Maryglenn Vincens

Bedford

First Parish in Bedford, UU
Robert Schmalz
Nancy Willet

Belmont

The First Church in Belmont, UU
Michael Collins
Nancy Davis

Boston

Arlington Street Church
Jon Ellertson
Julia Simon
Rev. George Whitehouse

Community Church of Boston

First Parish Church in Dorchester

Bruce Shatswell
Laura Maltby

First Church in Boston

Grace Gregor
Tiffany Lin
Daniel Willig

King's Chapel

Amy Meyer
Amanda Pickett

Theodore Parker Unitarian Church

Jennifer Bottomley
David Harrington
Posy Walton

Brookline

First Parish in Brookline
Karla Baehr
Madeline Fine
Carol Spitzer

Cambridge

First Parish in Cambridge
Cushing Giesey

Canton

First Parish UU in Canton

Chestnut Hill

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

Cohasset

First Parish in Cohasset
Eric Kluz
Rev. Bob McKetchnie

Concord

First Parish in Concord
Leslie Fisher
Rebecca Winborn
Gib Metcalf

Danvers

Northshore UU Church

Dedham

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

Duxbury

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

Framingham

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

Harvard

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

Hingham

First Parish Old Ship Church
of Hingham
Davalene Cooper
Rev. Ken Read-Brown

Second Parish in Hingham

Kingston

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

Lexington

First Parish in Lexington
Lee Brami
Connee Counts
Teresa Jacobson

Follen Church Society in Lexington

Catherine Collins
Tempe D. Goodhue
Gray Watson

Lincoln

The First Parish in Lincoln
Alice DeNormandie
Gary Taylor

Littleton

First Church Unitarian, Littleton
Laurence Lickteig

Medfield

First Parish UU Church, Medfield

Rev. Dave Egan
Margaret E. Rolph

Melrose

Melrose UU Church
Mary Beth Griscom

Milton

First Parish in Milton, UU
Mary Blanchette
Tracey Robinson
Rev. Lisa Ward

Needham

First Parish in Needham
Vicky Makrides
Marianne McGowan
Jackie Shepherd

Newton

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

Norwell

First Parish Church in Norwell
Peg Kitchenham
Jack Wallace

Quincy

United First Parish Church Unitarian
in Quincy
Rev. Rebecca Froom

Reading

UU Church of Reading
Marianne Bezaire
Anne P. Mark

Scituate

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

Sharon

Unitarian Church of Sharon
Alison Reid
Gare B. Reid

Rev. Stephanie May

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

First Parish in Sherborn

Stow

First Parish Church Stow & Acton

Swampscott

UU Church of Greater Lynn

Waltham

First Parish Church in Waltham, UU

Watertown

First Parish of Watertown

Wayland

The First Parish in Wayland
Susan Crowley-Bechtel
Lois Doerr

Wellesley Hills

Society of Wellesley Hills
Kathy Kaufmann
Elaine Mittell

Weston

First Parish Church in Weston
Melissa Greenlaw
Jean Masland
Donna Pearlstein

Winchester

Winchester Unitarian Society
Patty Cameron
Rev. Heather Janules
Gordon McIntosh

If changes have been made to your listed delegates since this report was sent, simply email Nora nsullivan@uuum.org and we will update this list. Each congregation may send up to three delegates to the UU Urban Ministry annually.

Delegates at Large 2021-2022

Mr. Larry Bennigson
Ms. Marcia Butman
Mr. Peter Coccoluto
Mr. Alan M. Cody
Ms. Kayla Drumgold

Rev. John E. Hickey
Mr. Marshall Hughes
Mr. Brian Keith
Ms. Jean Krasnow
Mr. Derek Lumpkins

Ms. Marisa Luse
Ms. Christine Nelson
Ms. Nishaila Porter
Mr. Douglas Poutasse
Ms. Lisa Snellings

Community Engagement During COVID-19

UU Urban Ministry Team May 2021

Leadership

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

Administration

Joseph Butler *Bookkeeper*

Milton Duarte-Paulino *Facilities Coordinator*

Shamika Harrison *Director of Office and Facilities*

Bryan McCray *Food Services Manager*

Rachel Shapiro *Finance Director*

Peter Tam *Director of Programs*

Robert White *Manager of Building Operations and Maintenance*

Believe in Success

Cynthia Arias *Case Manager/Training & Outreach*

Jackie Dabo *Director of Believe in Success*

Christine Dickerson *Program Coordinator*

Community Engagement

Bithyah Israel *Social Justice Fellow for the Arts and Humanities*

Roxanne Clarke *Special Projects Assistant*

Monique Marshall Veale *Director of Special Projects and HR Advisor*

There is no better way to illustrate our resilience and commitment to engaging our community during COVID-19 than these event posters from this past year.

Whether the “Community Conversations” series, Peace Gatherings, or congregations supporting UUUM with virtual events, we adapted and remained actively engaged in support of our mission.

UNITARIAN UNIVERSALIST URBAN MINISTRY presents

COMMUNITY CONVERSATIONS

Byron Rushing
Facing Yesterday to Face Today - and Tomorrow

Tuesday, June 22 • 6:00 pm to 7:30 pm

Join us for this virtual event at www.uuum.org

Historian Byron Rushing, who served in the Massachusetts House of Representatives for over 30-years, was also president of the Museum of African American History in Boston.

Through his life he has been a champion for justice, and will speak about how understanding history can illuminate the way forward for a better, more just world.

Event sponsored by First Church Milton

UU Urban Ministry | 10 Putnam St. Roxbury, MA 02119 | www.uuum.org

UNITARIAN UNIVERSALIST URBAN MINISTRY presents

COMMUNITY CONVERSATIONS

The Rev. Mariama White-Hammond
Black People and the Land: Urban Farming, Rural Farming, and Connecting with the Earth

Tuesday, May 25 • 6:00 pm to 7:30 pm

Join us for this virtual event at www.uuum.org!

The Rev. Mariama White-Hammond is a community activist and advocate for ecological and social justice, youth engagement, and spirit-filled organizing.

This event is sponsored by Theodore Parker Church

UU Urban Ministry | 10 Putnam St. Roxbury, MA 02119 | www.uuum.org

The First Church in Roxbury Meetinghouse

A LIVING LANDMARK

October 8 | 7 PM - 8:30 PM

LIVE ZOOM COCKTAIL PARTY

ANNUAL FUUSN MUSICIANS CONCERT

Sunday May 2, 2021 3pm
over Zoom <https://www.uuum.org>

BENEFIT FOR THE UU URBAN MINISTRY

featuring Catie Curtis

Classical Chamber Music and FUUSION (aka the FUUSN Band)

The Winchester Unitarian Society Proudly Presents:

Kemp Harris

with Jim Luchessa on percussion and Brian Verrochi on bass

Saturday April 17th 7:00pm

"Kemp writes with honesty and heart. The poetic and dramatic in his songs touch us all and makes us think. As his latest CD shows, he creates an experience for the audience that is personal and moving." -The Okeana WFU

"Kemp Harris is a thief, a hoarder, and a hoarder's hoarder. He loves too much. And it's all right there when he sings... beautifully there, he'll take your breath away." -JFK's Unitarian

www.kempharris.band

Winchester Unitarian Society
478 Main Street
Winchester, MA
For information or directions, call (781) 722-5949

Suggested Donations:
\$20 adults
\$15 seniors
\$ 5 students

This concert will help support the UU Urban Ministry and the Winchester Unitarian Society.
Handshipped e-commerce: www.winchestersociety.org

MAKING ART and MAKING CHANGE

A Conversation with Roxbury Artists

Virtual Panel Discussion

Monday, April 19 • 3:00 pm to 4:30 pm

Join us for this virtual event at www.uuum.org

PANELISTS

Napoleon Jones-Henderson
Weaver and multimedia artist

Candelaria Silva-Collins
Consultant, writer, trainer/facilitator

Chanel Therail
Artist, educator, and consultant

MODERATOR: Bithyah Israel, UU Urban Ministry Social Justice Fellow for the Arts and Humanities

Sponsored by the Unitarian Universalist Urban Ministry

For more information:
Rev. Mary Margaret Earl, Exec. Director & Sr. Minister, UU Urban Ministry, mmeearl@uum.org
Bithyah Israel, UUUM Social Justice Fellow for the Arts and Humanities, biisrael@uum.org

You are cordially invited to a
Unitarian Universalist Urban Ministry

Peace Garden Tea Party

Tuesday, April 27 | 3:00 pm | via Zoom

PEACE GATHERING 3/17 4:30-5 pm

Join us to share silently and aloud our intentions for peace

On the lawn of UU Urban Ministry at the First Church in Roxbury 10 Putnam Street, Roxbury MA 02119

Please wear a mask and practice social distancing for the safety of all.

If you need to be seated for the duration of today's event, a staff member or volunteer would be happy to provide you with a chair.

HYCC PAIGE ACADEMY

Supporting the UU Urban Ministry

The UU Urban Ministry is a 501(c)3 nonprofit organization that unites communities and transforms individuals through education, service, and advocacy.

We engage communities and congregations in social action and change, with programs that empower youth and adults to realize their full potential.

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

Contributions

Your gift may be mailed to:

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

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

Bequests

Please consider including the UU Urban Ministry in your estate plan. We would be pleased to talk with you regarding the tax advantages of making a charitable bequest to the UU Urban Ministry.

For more information, please contact Vinnie Myles at 617-318-6010 x204 or vmyles@uum.org.

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

Development

Vinnie Myles *Manager of Development and Communications*
Annie Stubbs *Donor Relationship Manager*
Nora Sullivan *Volunteer Coordinator*

Renewal House

Natalya Berthet Garcia *Relief Staff*
Lillian Calderon *Relief Staff*
Marie Carmel Tunis *Advocate*
Doris Gilliam *Relief Staff*
Ada Guadalupe *Shelter Manager*
Elise Lemons *Intern*
Marie Padilla *Housing Advocate*
Ashley Platt *Relief Staff*
Ann Taylor *Overnight Advocate*
Diana Vargas Cruz *Relief Staff*
Ruth Worrede *Relief Staff*

Roxbury Youth Programs

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





Below are the proposed new vision and mission statements that will be voted on tonight. These are the result of close to two-years of work. The process was led by an outside consulting firm, and we crafted with the input of delegates, ministers, UUUM staff and board members, as well as representatives from the community.

If adopted, these will replace the existing vision and mission and become the purpose of the UUUM in our bylaws. These are strong statements at a time when we need to act boldly.

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.

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

Facilities and Campus Improvements

This year, we made multiple improvements to our campus and facilities so that our space can support our mission.

The exterior improvements to the Meetinghouse have been completed, and now the Meetinghouse Campaign has shifted to focus on renovating the interior of the building. In addition, we have done extensive work on the front of the property, are in the process of transforming a corner of the property into a Peace Garden, for the use of our program participants and neighbors, and finally renovating Renewal House.

Front of the Property



The Peace Garden



We Speak Now

*A public commitment by the UU Urban Ministry's Board of Directors.
Published in June 2020.*

As the United States and Greater Boston confront the painful consequence of systemic racism, ignited by the deaths of innocent African Americans including George Floyd, Ahmaud Arbery, Breonna Taylor and many named and unnamed others, the board of the Unitarian Universalist Urban Ministry stands as one to say this:

Through the UU Urban Ministry's 190-year history, we have predominantly been led by people who are white and our work framed by people with the privileges conferred by their whiteness.

And we have not said enough.

In the spring of 2020, we will not flinch.

We were birthed in a nation and community built upon racism and White Supremacy. The death of George Floyd tracks an unbroken line from slavery through lynching, Jim Crow and mass incarceration.

Systemic racism is baked into every single system of Greater Boston and this nation - our courts, politics, transportation, environmental protections, healthcare, education, economy and housing. One way these systemic inequities have manifested is the disproportionate impact of COVID-19 on people and communities of color.

And we have not said enough.

The UU Urban Ministry stands at the intersection between communities: Boston's historic African American community - directly and disproportionately impacted by economic, educational, social, environmental and health injustice; encircled by UU member congregations of predominantly white people who have inherited their privilege and power.

And we have not asked enough.

These past weeks may lead to an awakening of white people who hold power.

We resolve to claim this opportunity and live into our potential to challenge and dismantle institutional racism.

We speak now.

We commit to the following:

- We will continue to transform our historic Roxbury campus - inherited in 1976 from a UU congregation that died by white flight - into a hub to serve the community of Roxbury.
- We will prioritize using our space to serve our programs and also groups working for racial justice. We will welcome artists and leaders speaking Truth about our nation's history, and use our historic Meetinghouse to highlight Roxbury artists and speakers of color.

- We will interrogate the racial history of our inherited Meetinghouse, and investigate ways that First Church Roxbury and the UU Urban Ministry served and failed to serve people of color. And we will tell those multiple stories.
- We will deepen our investment in programming that addresses racial economic injustice, in particular calling on member congregations to invest in cultural institutions and businesses led and owned by people of color.
- We will ensure that before the end of 2022 we will welcome at least 5 new board members of color, bringing board racial composition to greater balance.
- We will support and challenge member congregations to confront institutional racism in Greater Boston and in their own communities.
- We will use our voice to speak up on critical issues that perpetuate the systems birthed in enslavement.
- We will create a board accountability structure to ensure we remain focused on these priorities in the years to come.

In this time of great upheaval, we commit to being the change that we seek.

The time is more than 400 years too late.

The time is now.

In faith,

The Executive Committee of the UUUM Board

Karla Baehr, Chair
 David Harris, Vice Chair
 Alan M. Cody, Treasurer
 Derek Lumpkins, Secretary

The Board of the UUUM

Marcia Butman
 Rev. Dr. Catherine Cullen
 Rev. Dave Egan
 Rev. John E. Hickey
 Marshall Hughes
 Brian Keith
 Jean Krasnow
 Carol Troyen Lohe
 Doug Poutasse
 Lisa Snellings
 Rev. George Whitehouse

Unitarian Universalist Urban Ministry

Rev. Mary Margaret Earl
Executive Director and Senior Minister

Programs

Domestic Violence Programs

Believe In Success
Renewal House

Youth Programs

Community Leadership Corps
Roxbury Youth Programs Afterschool
Seeing Me In the World

Arts and Humanities Programming



10 Putnam Street
John Eliot Square
Roxbury, MA 02119

Tel: (617) 318-6010 • www.uuum.org

