

**First Parish Unitarian Universalist - Canton
Informational Guide for
Prospective Ministerial Candidates
October 2010**

A. LOWRY '74

Cover art by Alan Lowry, a long time FPUU member and artist, now deceased, which so lovingly captures the vibrant beauty of our historic buildings in this New England landscape. We were drawn to this picture for its intrinsic beauty and as a symbol of the many ways FPUU inspires the creative energies of our members as we move forward together.



First Parish Unitarian Universalist – Canton
1508 Washington Street
Canton, Massachusetts 02021

The Reverend Cricket Potter
Interim Minister

Angela Konzal
Director of Religious Education

Office: 781-828-0296
Minister: 781-828-8851

August 1, 2010

Dear Candidate:

On behalf of First Parish Unitarian Universalist – Canton, I am pleased to invite you to become acquainted with our church, the congregation, and the Canton community. It is our hope that this packet will inform, intrigue, and welcome you.

First Parish is firmly anchored by a core group of members whose continued dedication amazes everyone who witnesses their achievements. We are a liberal community comprised of both youthful and mature members, newly arrived and ever abiding members. Our strongest commitment is to our children. Throughout all our ups and downs as a congregation, our children always take center stage in our hearts and minds. Our greatest challenge as a community is to hold on tight to our Unitarian Universalist ideals. We don't always succeed, but the commitment to move forward is ever present and frequently palpable.

Canton is a small town some eighteen miles south and slightly west of Boston, Massachusetts. This proximity provides many of the benefits of living in a major metropolitan area and few of the problems of urban life. Canton is far more than a bedroom community, however. There are trains with direct access to Boston, making commuting into town to take advantage of the rich educational, cultural, and entertainment offering a breeze.

First Parish has had a long history in the town dating back to the seventeen hundreds. First Parish was the site of the first reading in the town of Canton of the Declaration of Independence by our minister, the Rev. Samuel Dunbar, on the steps of the church on August 18, 1776. The church continues to be very active in this historically rich community. Canton can rightfully boast of its fine schools, library, and town recreational facilities. First Parish Unitarian Universalist is proud to play a leading role in the future of this fundamentally liberal community.

We seek a minister who will provide the guidance and leadership that will facilitate our commitment to the community and the continued support of our members. We sincerely hope that after reviewing our packet you will consider us as a home for your ministry.

Sincerely yours,

Debbie Radovsky
President

.....proud to be a Welcoming Congregation.



BALLOU CHANNING DISTRICT

of the Unitarian Universalist Association

District Office: 325 West Elm Street * Brockton, MA 02301 * 508-559-6650 * BCDoffice@verizon.org
Rhode Island Office: 26 Packard Avenue * North Providence, RI 02911 * 401-353-5334 * zelaz@aol.com

August 2010

Dear Colleague:

I am pleased to have this opportunity to introduce you to First Parish Unitarian Universalist and the Ballou Channing District. First Parish is a good church. I have had the opportunity to consult with the lay and ordained leadership of this church on a number of occasions over the past decade and I know they are a solid congregation with a core of dedicated leaders.

First Parish is an historical church in a close-in suburb to Boston that still retains the feel of a small town with a town center. They had a long-term, successful ministry which they have celebrated, but are now ready for a new minister.

A minister coming into this congregation will be entering a parish that has a long history and committed leadership who have been working hard with the interim minister to get the church ready to move into a new era. They need a minister who is able to relate to traditional Unitarian theology, but also able to speak to people seeking broader spiritual experiences. A minister who serves this congregation should be comfortable working in a smaller church environment, while also helping them grow, and be willing to be fully engaged in pastoral care.

The Ballou Channing District covers southeast Massachusetts including Cape Cod, Martha's Vineyard and Nantucket, and Rhode Island. We have 45 congregations ranging in size from twelve to approximately five hundred. About 6,000 UUs live within the District.

Because the district is compact, the district officers, board members and staff are readily accessible to the congregations. The district offers a wide range of leadership and organization development, training, and support services to the ordained and lay leaders by direct consultation and conferences or workshops. We often call upon our ministers to be presenters and facilitators at our conferences, as well as, invite them to participate on boards and committees.

The district UUMA chapter is well organized and congenial. It meets both as a whole chapter, including at least one joint meeting with the religious educators' organization, and in cluster groups.

There will be challenges for a minister in this congregation regarding money, membership, community involvement, identity, growth, and volunteer recruitment – the usual list of issues facing congregations all over the continent. But there is also great opportunity for a minister and great potential for the congregation.

If I may be of assistance feel free to contact me. Now, I invite you to get to know First Parish.

Sincerely,

Rev. William P. Zelazny

District Executive



First Parish Unitarian Universalist – Canton
1508 Washington Street
Canton, Massachusetts 02021

Reverend Cricket Potter
Interim Minister

Angela Konzal
Director of Religious Education

Office: 781-828-0296

Minister: 781-828-8851

September 21, 2010

Dear Colleague,

I have been serving First Parish Unitarian Universalist – Canton since August, 2009, coming in after another interim minister served them for one year. I can say with great respect for this congregation that they have worked hard and made some courageous decisions in an effort to face into their history and begin to move ahead with where they want to go.

The first decision was to add another interim year. The congregation needed more time to work on the interim tasks, particularly since they had gotten off to a slow start in their first interim year. They were very receptive to my assessment of the “state of the church” and my suggestion to add a third interim year, and they came to an almost unanimous decision that they wanted to do the work needed before going into search.

Another truly historic decision for this congregation was made at the Annual Meeting this past June. First Parish has owned and run its own preschool for the past forty years, and this preschool has been overseen by the minister and the Parish Committee. It was a difficult and draining situation at best for the minister and lay leadership except for the income the preschool brought in. Thankfully, the congregation voted in June to discontinue its ownership of the preschool. The preschool will continue to operate in the church building renting its usual space, but it will operate under the ownership of the ongoing director. This change should significantly alter the dynamics for the minister and leadership in the years ahead allowing much more time and energy to be focused on matters of the church and not matters of running a preschool.

In the broader interim tasks, I have used First Parish’s Vision and Purpose Statement as the guide for the congregation’s work: *We are a caring and diverse faith community that seeks to nurture and inspire each person’s spiritual journey while serving others in our commitment to peace and justice.* Through open forums held throughout the year, I engaged the congregation in reflecting upon what this Vision and Purpose Statement asks of them and how they wanted to respond at this time. The overriding question I brought to all this was: What makes First Parish a community of faith and not just a social club? Folks listened with open hearts and minds and stepped up to make a difference.

They are definitely engaging in the work of building a stronger faith community. Some efforts include: the formation of a Welcoming Congregation Task Force to revisit what it means to be truly welcoming (after voting to become a Welcoming Congregation in 2004); the formation of a Caring Circle to offer better support to those in need and to support the minister in this aspect of

.....proud to be a Welcoming Congregation.

congregational life; and, a strong stewardship campaign which brought a twelve percent increase in pledges. The congregation also recognized that its social action work as a community is all but nonexistent, and they are beginning to consider ways to address this area of need. I see this as a major growing edge for the congregation.

Another growing edge concerns leadership development and cohesiveness. I continue to encourage a greater sense of each committee's mission along with communication and cooperation among and between committees. And finally, the Religious Education Program is one that is rebuilding and growing after some difficult years. The program will continue to need strong guidance and support from the minister.

Should you want to discuss any of these issues in greater detail, please feel free to contact me at 508-277-7757 or at revcpotter@gmail.com.

Last but not least, I want to lift up First Parish's greatest strength - that it is a community with a big heart, with people who genuinely care about each other and look forward to seeing each other. It has been a pleasure to work with them. I see First Parish as fully ready to engage with a new settled minister and develop a successful partnership for ministry in the years ahead.

Sincerely,

Cricket Potter
Interim Minister

First Parish Unitarian Universalist

1508 Washington Street, Canton, Massachusetts 02021

Tel: 781-828-0296 Website: www.fpuucanton.org Email: fpuu.canton@verizon.net

Informational Guide for Prospective Ministerial Candidates October 2010

Contents

Ministerial Search Committee Letter	2
Profile of Our Congregation.....	3
Our Interim Journey.....	6
Profile of Our Next Settled Ministry	7
Short History of FPUU.....	9
Sunday Services at First Parish	12
Religious Education Programs.....	13
First Parish at a Glance	16
A Typical Parish Year.....	20
Building and its Uses	21
Changes with the Children's Garden School.....	23
Canton, Massachusetts Profile.....	24
Search Committee Biographies	27

Appendixes

- A. Draft Letter to Call and Ministerial Agreement
- B. Profit and Loss Statement (July 2009 – June 2010)
- C. Budgets vs. Actuals: FY 10 P&L, Operating Fund (July 2009 – June 2010)
- D. Balance Sheet by Fund (as of June 30, 2010)
- E. Projected Budget, Fiscal Year 2011
- F. Constitution and Bylaws
- G. Disruptive Persons Policy
- H. Safe Congregation Policy
- I. Organization Charts
- J. Survey Responses

Presented by the Ministerial Search Committee:
Laurie Burkhardt Charlie Earle Diana King

Gary Casaly, Chair
Christine Shoemaker
Kathleen O'Connell

Ministerial Search Committee Letter

Dear Candidate,

The Ministerial Search Committee of First Parish has prepared, and we now submit to you, this packet of materials that will give you a glimpse of our congregation. We look forward to receiving and reviewing your packet.

As you peruse the packet you will learn more about our congregation — its activities, interests and visions. We are a small congregation — about 85 members — but are quite active in many activities ranging from Covenant Groups of congregation members who meet regularly to an annual Coffee House where we attract the general population of the town to enjoy a night of music and other entertainment.

The packet contains pictures — each worth a thousand words — that will give you an idea of the diverse interests and activities of our congregation, as well as financial information, a history of our beginnings and the story of our journey together over the years and other materials that will tell you a great deal about who we are.

After ten years of service our settled minister decided to “move on” and pursue pastoral work at another parish in Maryland and, since her departure, we have had two interim ministers, one for one year and another now for more than one year. We are now in search looking for a special person to direct us toward and lead us into the future. It is now time for us to “move on” and continue our journey where we left off. We are ready for the challenge and are hoping that you may be the person we are looking for.

Please review our packet with an eye to assessing whether our parish is of interest to you. If you have questions, please do not hesitate to raise them. If you have an interest in our parish please give us the opportunity to review your packet.

We look forward to hearing from you.

Sincerely,

Gary Casaly, Chair
Ministerial Search Committee

Cricket Potter, Interim Minister
Angela Konzal, Director of Religious Education

Janice Lewis, Administrative Assistant
Jim Chubet, Music Director

Profile of Our Congregation

Introduction

First Parish Unitarian Universalist in Canton, Massachusetts, has a long history of religious evolution that dates back to 1717 when it was the First Congregational Church, through 1828 when the congregation voted to become Unitarian, and having recently passed our 35th anniversary of being a Unitarian-Universalist congregation. We take great pride in our historically rich sanctuary, built in 1825, and the Paul Revere bell that we ring every Sunday.



We at First Parish are proud of our many strengths. We are a caring community, welcoming to newcomers, and supportive of each other. The sense of caring, connection, and fellowship is much valued, and we enjoy having fun together.

A recent survey of our congregation indicates that newcomers to First Parish are initially attracted by the minister, worship services, religious education programs, and sense of community and fellowship that they find. As time goes on our survey indicated that a shift in priorities occurs. Community and fellowship becomes even more important, as well as social services, celebrating common

Cricket Potter, Interim Minister
Angela Konzal, Director of Religious Education

Janice Lewis, Administrative Assistant
Jim Chubet, Music Director

First Parish Unitarian Universalist – Canton, Massachusetts

values, UU beliefs, and spiritual growth. Over the past ten years we've made major improvements to our music program, moving from a sole organist to a professional music director with a very talented choir, and this was reflected by a 27% increase in importance by the congregation.

The majority of survey respondents are active participants in Sunday services as ushers/greeters, children's RE, musical events, committees or task forces, social activities, and, of course, coffee hour. Congregants also participate in social action activities, covenant groups, as leaders/participants for Sunday services and/or singing in the choir.

We are a small congregation with the number of members consistently around 85, and an almost equal number of friends. A majority of our members (51%) have been UU for over 15 years and another 20% for 11 to 15 years. We definitely have a core of long-term, dedicated members and friends.

The majority of our members would like to see us grow. One of the best ways to accomplish this is by attracting more young families with children. We as the Ministerial Search Committee are aware that spiritual growth is also a way to grow our community. We have had some ups and downs with our RE program over time but have made great progress in the past year under the guidance of a new Director of RE, and, once again, we can see and hear the sounds of many happy children on Sundays.

Service

For First Parish, Sunday worship is a time to celebrate common values and be stimulated intellectually. Members and friends often boast of our "fabulous" music program with our very talented choir and music director. We also enjoy the sense of belonging that we feel, the time for personal reflection and meditation, and the fellowship period after the service.

The sermon, selected musical performances and singing of hymns, readings, sharing of joys and sorrows, reciting our covenant, recognizing visitors, chalice lightings, and child dedications are all important parts of our Sunday services.



Theological Leanings

Our tradition is a mix of humanist and ethical religion, followed closely by religious humanism. We want our worship services to help us build community, understand ourselves better, promote a supportive environment for developing and sharing our feelings and beliefs, and spur individuals to act on their own convictions.

A third of our members and friends come from a Protestant Christian religious affiliation. Another 23% were formerly Catholics and 9% were Jewish.

Cricket Potter, Interim Minister
Angela Konzal, Director of Religious Education

Janice Lewis, Administrative Assistant
Jim Chubet, Music Director

First Parish Unitarian Universalist – Canton, Massachusetts

Demographics

We are a mature congregation. Over 70% of our congregation is between 40 and 69 years of age and another 18% are over 70. Seven percent of the congregation is between 19 and 39 years of age and 3% are 18 or younger. As mentioned previously, we are working to further enhance our RE program and attract more young families with children.



All but one respondent identified as Caucasian, 90% as heterosexual, 6% as lesbian, and 3% as bisexual.

In January 2004 we voted to become a Welcoming Congregation and we are working at becoming more open to all types of diversity. We had an outstanding Beyond Categorical Thinking Workshop in February 2010 that affirmed our commitment as UUs to explore gender issues, identity, and race.



We have an educated congregation. Thirty one percent have a Bachelor's degree, 27% a Master's degree, and 20% have earned PhD's, MD's, JD's or other advanced graduate degrees. Of the remaining members, 17% have an Associate's, trade degree or some college, and 4% have their high school diploma or GED.



Although there are a number of other UU parishes in surrounding towns, 40% of our respondents travel between 15 and 45 minutes from outside of Canton to travel to FPUU. We are proud of this geographic diversity and that, although our region provides several options for UU worship, FPUU has become the spiritual home chosen by many.

Cricket Potter, Interim Minister
Angela Konzal, Director of Religious Education

Janice Lewis, Administrative Assistant
Jim Chubet, Music Director

Our Interim Journey

...began in June 2008 when we bid farewell to our beloved minister, Diane Teichert, after 10 years with us. We wished her well, wiped away our tears, entered into interim ministry with Rev. Bill Robinson, and formed a Ministerial Search Committee.

Our first year of interim ministry was a bit rocky as we struggled with several issues related to our infrastructure, our financial well-being, and an ailing interim minister. Throughout the 2008-09 year, Rev. Bill's health issues exacerbated and he was unable to complete more than one year with us. Fortunately, we found a new interim minister in the summer of 2009, Rev. Cricket Potter, who has guided us with the tough love and strong leadership that we needed to face some of our imperfections. Early in the 2009-10 year, Rev. Cricket challenged us to examine our readiness to call a new minister, and we decided to extend our interim ministry for a 3rd year while we continue to address some of our ongoing struggles.

Excerpts from Cricket's June 2010 Annual Report summarize highlights of our 2009-10 year of interim ministry:

Right away, I could see that you are a community with a big heart. You care deeply about one another, you know the importance of showing up, and you truly enjoy one another's company....What I didn't know then but soon discovered is how courageous you are as a congregation. Part of my task as Interim Minister is to name a congregation's growing edges and to empower the congregation to face into its challenges. When I shared my concern about your readiness to go into search this year, you listened thoughtfully and responded bravely. I know that what I had to share was a hard pill to swallow. Yet, you agreed to postpone going into search for a new settled minister so that you could focus on the community-building work you needed to do.

So, this year has been about facing into the growing edges. We gathered throughout the year for a series of six open forums after worship on Sunday to discuss these growing edges, strategize together, set goals and priorities, and renew everyone's commitment to First Parish's Vision and Purpose Statement...

You have taken on these tasks with an open heart and willing hands. More communication across all levels, efforts such as the formation of a Welcoming Congregation Task Force and a Caring Circle, an outstanding show of support through your financial pledges for the coming year, your willingness to try a different model of partnership with the preschool, and your desire to have a greater impact on the larger community and establish goals for social action that you can work on together as a congregation – these are all major steps forward. You are well on your way to completing the interim tasks of looking back at where you have been as a congregation, looking honestly at where you are now, and looking ahead with a renewed commitment to where you want to go as a community.

The 2009-10 year also marked the first year of what we hope will be a long relationship with our new Director of Religious Education, Angela Konzal, who partnered successfully with our RE Committee and brought a renewed vision and energy to the Religious Education Program. Our children's happy

Cricket Potter, Interim Minister
Angela Konzal, Director of Religious Education

Janice Lewis, Administrative Assistant
Jim Chubet, Music Director

First Parish Unitarian Universalist – Canton, Massachusetts

faces reflect their joy to be an integral part of the First Parish family, as they eagerly participate in different aspects of worship, in their classroom learning, and in making friends across the generations.

Our interim ministry has run a parallel journey with our ministerial search process. The Ministerial Search Committee convened in March 2009 and has been meeting continuously throughout these intervening months. Some of the major work that we have accomplished includes the following:

- Conducted a Congregational Survey in May 2009 to solicit the congregation's input to the search process.
- Held four Cottage Meetings (three adult and one with children) during the summer of 2009 to discuss survey results and provide opportunities for questions.
- Worked with Cricket throughout the 2009-10 year in sponsoring and participating in multiple Open Forums to discuss the ministerial search process, our Vision and Purpose Statement, our relationship with our onsite preschool, our involvements in Social Action work, and our space utilization.
- Sponsored the UUA's "Beyond Categorical Thinking" service and workshop in February 2010. The well-attended presentation and discussion focused on diversity issues and possible discrimination based on gender, race/ethnicity, sexual orientation and differences in ability or disabilities.
- Conducted a follow-up Congregational Survey in June 2010 to gauge how the pulse of the congregation had shifted during our interim year with Rev. Cricket.



As we enter the third and final year of our Interim Journey, we look forward to our continued exploration under Cricket's able guidance, our 2nd year with Angela as our not-so-new but oh-so-loved DRE, and our ongoing appreciation of our talented Music Director, Jim Chubet, and our fine choir. During this year, we especially look forward with excitement and anticipation to finding and beginning a long and fruitful relationship with a new settled minister.

Profile of Our Next Settled Ministry

Since our interim ministry was extended to span 3 years, we conducted 2 surveys of our congregation – one in May 2009 and another in June 2010. Both surveys revealed consistency in the personal qualities that our congregation seeks in our next minister.

First Parish wants our next minister to prioritize his or her time and attention as follows:

- Presenting stimulating and challenging Sunday services
- Fostering a sense of community within the congregation
- Providing pastoral care

Cricket Potter, Interim Minister
Angela Konzal, Director of Religious Education

Janice Lewis, Administrative Assistant
Jim Chubet, Music Director

First Parish Unitarian Universalist – Canton, Massachusetts

The congregation has asked the Ministerial Search Committee to screen candidates for the following qualities:

- Professional competence (ability to communicate, counsel, empower)
- Empathy (genuine interest in and concern about others)
- Character (strong moral consistency, stability, reliability)
- Sense of humor
- Sense of calling (motivated, enthusiastic)

First Parish UU Canton seeks a minister with strong leadership skills and attention to detail, who gently pushes us to move beyond our comfort zones. We want our next minister to help us to better understand our vision and purpose, excite us about that vision, and lead us enthusiastically into the future.

Our minister should be a dynamic and energetic people person, who is comfortable with all ages. He or she should enjoy being around children and seek to get involved in the local community. First Parish desires an inspirational leader that helps and guides us to be a caring community that participates in our village and the world around us.

It is important to our congregation that we maintain or develop our current strengths in our next settled ministry. Among those strengths include the following:

- We have a fabulous music program with a talented, professional director and gifted choir.
- We have a strong sense of community, and we excel at providing care and support to each other.
- We are very welcoming to newcomers.
- We have begun to revitalize our children's Religious Education program.
- We are starting to develop a more committed interest in exploring social issues and outreach activities.
- We have identified the following goals for the first few years of our next settled ministry:
 - Continue to strengthen children's religious education and establish a vibrant youth program.
 - Identify and assume an established role in the larger community.
 - Reinvigorate our committees and infrastructure.
 - Strengthen our commitment to social justice work.
 - Attract and retain more new and diverse members.
 - Increase our financial stability and strive to be self-sustaining and less dependent on renters.

Cricket Potter, Interim Minister
Angela Konzal, Director of Religious Education

Janice Lewis, Administrative Assistant
Jim Chubet, Music Director

Short History of FPUU



The Massachusetts tribe of native people who inhabited the Massachusetts Bay area was led by Chief Chickataubut when the first white settlers came to this area. In 1621, Chickataubut signed a treaty with Plymouth colony and in 1630 he consented to the settlement in Dorchester. After his death in 1633 of smallpox, his brother ceded to Dorchester the lands beyond the Blue Hills, which became known as the “New Grant.” In 1668 land in the new grant, except the portion known as Ponkapoag Plantation, which was reserved for the tribal people, was granted to settlers.

After several years of petitioning to become a separate town and establish their own church, this right was granted to the New Grant settlers in 1707. The site chosen for their first church was in what is now Canton Corners Cemetery adjacent to First Parish. In 1717 the church (originally the First Congregational Church) was gathered and dedicated with Rev. Joseph Morse as the first minister. Our stained glass windows in the sanctuary give some of the history of First Parish. We are the 14th oldest congregation in the Ballou Channing District, a position shared with Kingston, MA. Over the next 80 years as settlements expanded and were populated in the New Grant, separate towns/parishes were created:



Stoughton in 1726 (which initially included Sharon and Canton), Sharon in 1765, and Canton in 1797.

Well-known names that are historically linked with this church include Roger Sherman, one of the committee that drafted the Declaration of Independence and also one of that brave group who signed the Declaration. It should also be noted that the Declaration of Independence was read on the front steps of the second Meeting House. Also historically linked are Colonel Richard Gridley, who planned and helped construct the fortifications around Boston during the Revolutionary War, and other active leaders in the events that shaped the birth of this nation.

In 1820, an act of the legislature of the Commonwealth separated parish and town government functions; thus, the law no longer required the residents to support the church and, by vote of the congregation, First Parish changed its name from First Congregational Church to the First Congregational Parish and Society. The First Parish meeting house presently in use was completed and dedicated in 1825, with a bell in the steeple cast in 1821 by Canton resident Paul Revere, and a pineapple (an 18th century symbol of hospitality) high over the front door. The Parish hall was added in 1878 and the chapel, office, and classrooms in 1955. Our sanctuary seats 360 plus a choir loft for 35 and is located approximately 1½ miles north of Canton Center.

By 1828, as was happening in many New England towns, the Canton congregation voted to become Unitarian. Ten members who preferred to remain Trinitarian formed the Orthodox Congregational Church and the group erected its first house of worship in 1830 and a second in 1860. A third was built in 1963, across the street from First Parish, the present United Church of Christ.

Cricket Potter, Interim Minister
Angela Konzal, Director of Religious Education

Janice Lewis, Administrative Assistant
Jim Chubet, Music Director

First Parish Unitarian Universalist – Canton, Massachusetts

In Canton, the Universalist congregation began with a series of meetings in 1806, ten years after the well-attended funeral of Canton's most famous revolutionary War hero, General Richard Gridley, for which the Rev. John Murray, the founder of Universalism in America, was the preacher. The Norfolk Universalist Society was founded in 1819, with 152 members. In 1847 they erected a meeting house on Washington Street at Mechanic Street (where Cumberland Farms store is now located) and reorganized as The First Universalist Parish in Canton in 1849. It was the first parish to call a woman as a minister: Isabella MacDuff, 1913-1918.



First Parish Unitarian Universalist of Canton is a consolidation of the two oldest parishes in Canton. The First Universalist Parish and First Parish Unitarian began a ten-year period of shared ministry and programs in 1964. Following the 1961 merger of the continental Unitarian and Universalist denominations, creating the Unitarian Universalist Association (UUA), a joint Consolidation Committee, with representatives of both parishes, was appointed in July 1963 to consider merger possibilities. The formal union took place on July 1, 1974, with the Reverend Kenneth Phifer as minister. Shortly thereafter, the Universalist church property was sold and on the weekend of November 19-20, 1977, it was torn down after 127 years of faithful service. The church bell (last heard in 1976 in honor of the Bicentennial) and cornerstone were moved to the front lawn of the "new" First Parish Unitarian Universalist - Canton. It serves to remind us of the rich diversity of our tradition.

Since 1974, of course, many of the individuals involved in the merger moved away or died and, happily, new people were welcomed in the pews and the leadership positions. Three settled ministers have served since 1974: the Reverend Anita Farber-Robertson (1980-1991) who helped establish the Canton Hot Line and later the Canton Food Pantry, the Reverend Brad Cullen (1993-1996) who helped organize outing events and our softball games for members of all ages, and the Reverend Diane Teichert (1998-2008) who was involved with the Canton Clergy Association and helped organize "Promote Understanding: Stop the Hate" and the Clergy Association 9/11 service on our front lawn. Additionally, from 1996-1998, four interim ministers served First Parish: Rev. Larry McGinty, Rev. Susan Milner, Rev. Laurel Sheridan, and Rev. Dan Hodgkiss. More recently, Rev. Bill Robinson served as interim (2008-2009) and Rev. Cricket Potter is currently serving as interim minister from 2009-2011.

First Parish recently passed the 35th anniversary of its beginning as a Unitarian-Universalist congregation. First Parish Unitarian Universalist – Canton looks forward to further growth, with a typical attendance of sixty adults in worship and a Religious Education program representing children from Canton and the surrounding towns of Sharon, Norwood, Dedham, Westwood, and Randolph.

[Information cited here was drawn from the *History of the Town of Canton* by Daniel Huntoon, *Canton Comes of Age* published by the Town of Canton in 1997, and First Parish documents.]

Because we are such an historic (old) parish that represents the merger of the Universalists and Unitarians, limiting important historic events to three or four was too difficult. Following are a few of the significant events in FPUU Canton's history.

Cricket Potter, Interim Minister
Angela Konzal, Director of Religious Education

Janice Lewis, Administrative Assistant
Jim Chubet, Music Director

First Parish Unitarian Universalist – Canton, Massachusetts

- 1717 - New Grant settlers of Plymouth Colony gather and dedicate the First Congregational Church in what is now Canton Corners Cemetery, adjacent to First Parish. Rev. Joseph Morse is the first minister.
- 1806 - Universalist Congregation of Canton begins to meet.
- 1819 - Norfolk Universalist Society founded.
- 1820 - First Congregational Church changes name to First Congregational Parish and Society.
- 1825 - First Parish meeting house, presently in use, was completed.
- 1828 - Canton Congregational voted to become Unitarian.
- 1847 - Norfolk Universalists erected a meeting house on Washington St. (at Mechanic St.) and reorganize as First Universalist Parish of Canton in 1849.
- 1878 - Parish Hall added.
- 1913 - First Universalist Parish Canton calls first woman minister, Rev. Isabella MacDuff.
- 1955 - Chapel, office, and classrooms added to buildings.
- 1964 - First Parish Unitarian and First Universalist Parish consolidate and begin shared ministry.
- 1974 - Formal merger of First Parish Unitarian and First Universalist Parish as First Parish Unitarian Universalist of Canton.

Settled Ministers of First Parish have their names on one of the stained glass windows. Below is a partial list of ministers and the years they served (for both Unitarian and Universalist congregations).

8/09-present	Rev. Cricket Potter	interim
8/08-6/09	Rev. Bill Robinson ¹	interim
8/98-6/08	Rev. Diane Teichert ²	settled
1/97-7/97	Rev. Dan Hodgkiss ³	interim
8/97-12/97	Rev. Laurel Sheridan ¹	interim
1/97-7/97	Rev. Susan Milner ⁴	interim
8/96-11/96	Rev. Larry McGuinty ⁵	interim
1993-1996	Rev. Brad Cullen ²	settled
1981-1991	Rev. Anita Farber-Robertson ²	settled
1973-1980	Rev. Kenneth Phifer ²	settled
1969-1972	Rev. John Hay Nichols	settled
1964-1968	Rev. William Jacobsen	settled
1962-1964	Rev. Robert Cummings	settled
1960-1962	Rev. Peter Knost	settled
1954-1960	Rev. William Farnsworth	settled
1951-1954	Rev. Wilbur Parker	settled
1948-1951	Rev. Fred LeShane	settled
1727-1783	Rev. Samuel Dunbar	settled
1913-1918	Rev. Isabella MacDuff	settled
1841-1849	Rev. Benjamin Huntoon	settled
1717-1727	Rev. Joseph Morse	settled



¹ Illness

⁴ Accepted called ministry

² Career growth

⁵ Died

³ Interim period completed

Cricket Potter, Interim Minister
 Angela Konzal, Director of Religious Education

Janice Lewis, Administrative Assistant
 Jim Chubet, Music Director

Sunday Services at First Parish



Our survey confirmed how important Sunday service is to First Parish. Every week, we celebrate our common values, bask in our sense of belonging, and get stimulated by the readings, sermon, and musical accompaniment.

Although services start at 10:30 AM, there is a flurry of activity well before that. Typically, the first to arrive are our fabulous music director and choir members ready to rehearse the hymns and arrangements for that or a future date. This is followed by the arrivals of our DRE, Minister, coffee hour hosts, RE teachers, and ushers.

Our ushers welcome us and newcomers in the vestibule of the sanctuary. Here we get our Order of Service and pick our name tag from the board, while visitors are able to make a name tag for themselves. Handicapped members and friends use the ramp to the side door and pick up their Order of Service from the front pew.

Music is an important part of our service. Many Sundays feature our excellent choir, but we always have superb musicianship of our music director, Jim Chubet, and three or four well chosen hymns and tunes to fit the theme of the service.



The schedule and theme of services is arranged by close collaboration among the Minister, Church Services committee, and Music Director.

Once a month, the committee arranges to have a layperson or guest minister perform the service, which allows our own minister some time to get inspiration from elsewhere or just do something else. We've had some wonderful services led by members of our congregation, our youth, or other guests.

Children are also an important part of the service. At 10:20 AM, one or two of them will climb up to our steeple to ring our Paul Revere bell. They also light the chalice and lead the reading of our Congregational Covenant. Frequently, there is also a Time for All Ages, after which they head off to their classrooms for RE.

After the service everyone heads down the hall, past the classrooms, and into our Parish Hall for Coffee Hour. This time together is almost as important to First Parish as the service itself, with some members lingering for the entire hour. It provides us the chance to mingle, to catch up on events in each others' lives, to share joys and sorrows in more direct ways than the service allows, to compare plans – personal, professional, or First Parish related – and to welcome visitors and newcomers face-to-face, all while enjoying treats and coffee and watching the younger children play.

Cricket Potter, Interim Minister
Angela Konzal, Director of Religious Education

Janice Lewis, Administrative Assistant
Jim Chubet, Music Director

Religious Education Programs

Children's Programs

The Religious Education Program at First Parish strives to nurture, educate, and welcome the children who come through our doors. Children begin each Sunday in the worship service usually participating as greeters, chalice lighter, bell ringers, and readers before going off to their respective Sunday school classrooms, a group Chapel service, or staying in the sanctuary to participate in an Intergenerational Service. Some services include "A Time for All Ages" in which the children are invited to come to the front of the sanctuary to hear a story and connect more personally to the message of that service. By beginning each Sunday in the sanctuary, we hope to



nurture a new generation of UU's who are comfortable and familiar with the service, and who enjoy Sunday worship traditions.

Nursery care is offered to parents of infants and toddlers free-of-charge each Sunday morning so parents may attend service. A trained childcare provider is hired for the year so the children grow comfortable and their parent(s) is able to leave the child to attend services. The older children often stop by to play with the younger ones in the nursery, building friendships from an early age.

The RE classes group children by age-level, usually combining two or three grade levels. After eighth grade, the students move into the Youth Group and may or may not meet on Sunday mornings in the Youth Room. The RE classes take place in the many rooms we have available. The DRE's office and the children's library are also spaces where the children can gather before and after service and/or class.

Our classes and the curricula the RE Committee selects each year, strives to celebrate the individuality of each child and foster their curiosity and creativity. Parents and other congregants are encouraged to become teachers for a semester or a year. We hope that the classroom experience helps the children (and their teachers!) to develop a life-long love of learning, of questioning, and of critical thinking. Classes at all levels focus on the Seven Principles of the Unitarian Universalist faith tradition.



Cricket Potter, Interim Minister
Angela Konzal, Director of Religious Education

Janice Lewis, Administrative Assistant
Jim Chubet, Music Director

First Parish Unitarian Universalist – Canton, Massachusetts

First Parish holds intergenerational services several times per year when the children remain in the sanctuary with their families for the entire service. These services are usually planned as a collaboration between the minister, the RE Director, and the Music Director and include A Time For All Ages and other ways for the children to participate in the service. We all look forward to the special service the Youth Group offers in the spring. They have a way of making the adults think twice about many of our preconceptions about religion, our community, and the social world around us.

The younger children (aged preschool through grade 5) attend children's worship service developed especially for them in our Children's Chapel several times each semester. In Children's Chapel, the children light the chalice, read various poems and prayers, share joys and sorrows, discuss the covenant, and engage in conversation. A special lesson is prepared along with an accompanying activity.

The RE Program involves the children in social action in our local community, and in the larger world, often in response to the children's desire to help. The children typically spend about two months of Sundays on social action projects such as collecting food and helping out at the Canton Food Pantry, helping to support the First Parish room at a local battered women's shelter, or raising money to donate to the local animal shelter.

Every other year, FPUU and the Sharon Unitarian Church collaborate to offer an OWL (Our Whole Lives) program to the middle schoolers. We have found that not only are the kids learning all about human sexuality, but also bonding and developing new friendships with peers from our neighboring town.

The DRE and the minister offer a Child Dedication ceremony once or twice a year depending on interest. This, and the send off for high school seniors, is a much-loved part of the parish year celebrating all of our First Parish children.

FPUU developed and actively uses its Safe Congregations policy in which a lead teacher and assistant co-facilitate each class.



Cricket Potter, Interim Minister
Angela Konzal, Director of Religious Education

Janice Lewis, Administrative Assistant
Jim Chubet, Music Director

First Parish Unitarian Universalist – Canton, Massachusetts

Adult Religious Exploration

FPUU has had an active religious education program with both lay-led and minister-led and supported programs. Many of our congregants welcome the opportunity to lead a workshop on an area of interest to them, and fellow congregants have responded positively to these workshops. Our new minister would be expected to lead several workshops a year, as well as the Introduction to UU for newcomers. Most classes and workshops start with chalice lighting, a reading, and a brief check-in. The ensuing readings and discussions are one more way FPUU congregants deepen their relationships with each other and enrich their spiritual and intellectual life.

Our former settled minister offered a three-session Introduction to Unitarian Universalism class twice a year in formats that evolved over the years. A sampling of other classes and workshops our former minister developed and taught are:

Walking Meditation Jefferson's Bible Your Personality Type/Your Spiritual Path The Bible and Gay Sex Deep Listening	Is War the Only Way to Peace Islam in Ramadan Renewing Our Spirits: A Retreat for Covenant Groups and Others 'Tis the Season: Being Present to Ourselves (Advent)
---	--

Our interim minister offered the following workshops:

Speaking of our Faith, based on Krista Tippett's book with the same name	Learning to Live and Love the Imperfect Life, based on Phillip Simons' book, <i>Learning to Fall: The Blessings of an Imperfect Life</i>
--	--

Following is a sampling of UU Curricula taught or co-led:

Weaving the Fabric of Diversity Building Your Own Theology Evensong	From the Welcoming Congregation Handbook: Religion and Homosexuality Transgender Identity: What it Means Articulating Your UU Faith
---	---

Other curricula include:

Saving Jesus (12-session DVD-based curriculum by Living the Questions, featuring progressive Christian scholars, including our own Rebecca Parker) Video with Discussion: Living by Heart	Blacks in a White Denomination Faith and Doubt Since 9/11 That's a Family! Inconvenient Truth
--	--

Lay-led offerings at FPUU include:

Spirit Sangha Year of Discovery based on Stephen Levine's <i>A Year to Live</i> The Last Lecture, a seminar on the book by Randy Pausch	Holy Evolution! based on <i>Thank God for Evolution</i> by Michael Dowd
---	---

UUA workshops include:

Social Justice Empowerment	Beyond Categorical Thinking
----------------------------	-----------------------------

Cricket Potter, Interim Minister
Angela Konzal, Director of Religious Education

Janice Lewis, Administrative Assistant
Jim Chubet, Music Director

First Parish at a Glance

Visitors to First Parish sense a warm and friendly atmosphere when they arrive for Sunday service, with ushers greeting at the front door and a warm welcome from people in the sanctuary prior to the start of the service exemplifying what First Parish does best—create a warm and welcoming place for worship and community. Following the service, the coffee hour is a great place to meet and talk. We are a gregarious group, and we reach out to newcomers and each other.

Committees are the mechanism where we get to know each other better and accomplish parish tasks and activities. We strive to make our committees as worshipful as possible.

The Parish Committee is a seven-member body that, along with the minister, provides the parish leadership and adherence to our mission. First Parish committees handle membership, programs, religious services, religious education, the financial needs and interests of the congregation, and buildings and grounds.

Events

First Parish has an annual Coffee House in the spring (our sixth in 2010), featuring our music director, members of our choir, children in our congregation, and area residents, all of whom volunteer their time and talents to put on an eclectic show of song and comedy, with audience participation.

During the year we put on clothing sales and book sales in an effort to recycle, to make items available at low cost, and to raise funds for a worthy cause or to support First Parish.

Our parishioners also love to get together and to eat. Circle suppers at members' or friends' home are an excellent way to get to know people better and are extremely well attended. Pot luck suppers also are very popular with an impressive turnout, with one in early 2010, having the theme of a Hawaiian Luau, being extremely successful. In December 2009 we offered a pancake breakfast that was well attended. For many years now the pancake breakfast has become an annual event organized by parish leaders.



Music

Our music program, under the leadership of Jim Chubet, our music director, combines choir performances, congregational singing, piano and organ music, and special guest performances. Our music program is highly valued by the congregation as a significant part of our service. Choir members enjoy the fun and stimulation of learning new music from Jim's eclectic selections, and the congregants enjoy listening and participating in song. Jim works closely with the minister to select music that enhances the worship experience. Congregants have taken to sitting through the beautiful postludes played by Jim on the new piano in our sanctuary.

Cricket Potter, Interim Minister
Angela Konzal, Director of Religious Education

Janice Lewis, Administrative Assistant
Jim Chubet, Music Director

First Parish Unitarian Universalist – Canton, Massachusetts

Religious Education for Children

First Parish has an enthusiastic group of children and youth under the direction of Angela Konzal, our Director of Religious Education. The children light the chalice at worship service and lead the reciting of our covenant. We have A Time for All Ages as part of some services, intergenerational services during the year, and religious education for all children. The yearly youth-led service is always fun and inspirational.



Small Groups

In addition to our adult RE programs we have many discussion, discovery, covenant, and affinity groups to allow people to connect with one another on a short-term or on-going basis. Groups may use a book and other resources as a discussion starting point.

Recent discussion groups had the following themes and titles: “Holy Evolution!” based on research by Michael Dowd, The Last Lecture by Randy Pauch, “Speaking of our Faith” (using a book of the same name by Krista Tippett), and Learning to Live and Love the Imperfect Life (using the book by Phillip Simmons, *Learning to Fall: The Blessings of an Imperfect Life*). A discovery group, One Year to Live, based on Stephen Levine’s book, is a 12-session one-year-long journey.

Covenant Groups

Covenant groups have been an integral aspect of providing small group ministry since Rev. Diane Teichert introduced FPUU to the concept over six years ago. Through Diane’s commitment and energy we developed five covenant groups at the height of covenant group activity, incorporating nearly 40 members of our community.

Covenant groups have offered the opportunity for small groups (ten members at most) to meet regularly in a semi-structured format, to discuss a variety of topics designed and facilitated to enable members to know each other and themselves in deeper and more spiritual ways. For more introverted or newer FPUU members/friends covenant groups have provided additional opportunity to become part of the FPUU community. The relationships that have developed have also resulted in close friendships, additional social activities amongst members, support during times of need, and increased communications, willingness and energy to work together on other parish-related tasks and social justice projects.

We currently have two active covenant groups with some members having been participants since the inception of covenant groups at FPUU and committed to its continuation. Additional FPUU members have shown interest in joining a group and our intention is to seek out individuals to be trained as potential facilitators during the coming year to be able to offer more groups. Covenant groups have been truly valued by participants and we look forward to again increasing participation within our congregation.

Cricket Potter, Interim Minister
Angela Konzal, Director of Religious Education

Janice Lewis, Administrative Assistant
Jim Chubet, Music Director

First Parish Unitarian Universalist – Canton, Massachusetts



Outreach

Our parish supports the Canton Food Pantry, Womansplace Crisis Center (Rape Crisis and Domestic Violence Service), Cell Phones for Soldiers, the Arlington Street Church in Boston Feed the Hungry program, and a local program to provide holiday gifts to needy children. This year the youth held a masquerade ball and a rock concert, with proceeds going to Haitian relief efforts.

Caring Circle

To connect with people who need assistance and ensure that people are properly assisted, First Parish has formed a group of people to assist the minister in coordinating the care that our parishioners provide to others.

Soup's On

Begun as a new tradition by former minister, Diane Teichert, Soup's On is a monthly lunch gathering open to all within our FPUU community. Every third Friday of the month, at noon, soup is provided (initially by Diane and currently by congregation volunteers), other attendees bring a sandwich for themselves or bread or dessert to share. We average 8 to 15 attendees each month. On occasion, members who have traveled have presented slide shows and have facilitated conversation about their experiences. It always proves to be a lively mix of folks, an opportunity for fellowship, stimulating conversations, and a nourishing meal.



Cricket Potter, Interim Minister
Angela Konzal, Director of Religious Education

Janice Lewis, Administrative Assistant
Jim Chubet, Music Director

First Parish Unitarian Universalist – Canton, Massachusetts

New Amsterdam Boys' and Girls' Choir

In March, 2007 First Parish began a tradition of inviting the former New Amsterdam Boys' Choir — now the New Amsterdam Boys' and Girls' Choir — to First Parish every other year. The choir is from New York City. They perform solo and together with our choir when they visit.

In March 2009 10 FPUU families welcomed 31 New York choir guests that included the choir director, James Backmon, choir members and older choir “alumni,” and chaperones who arrived by bus on a Saturday. Activities with First Parish youth and adults were offered during the day on Saturday followed by a pot luck dinner and choir practice before adjourning to First Parish host family's homes for the night. A hearty breakfast was served in Parish Hall on Sunday morning, followed by rousing singing during our Sunday service and a return home later in the day.



Choir directors Jim Chubet and James Backmon have been discussing a third visit from the New York choir and are awaiting the arrival of our next settled minister before firming up plans.

Passover Seder

The Passover Seder is a pot-luck dinner with traditional foods, but we are not strict about following a kosher meal. The organizers purchase matzot, gefelta fish, and sparkling juices. They also use parsley and salt water for dipping, and volunteers make charoset, hard boiled eggs, and matzo ball soup. Tables are set using our best dishes and silverware. Candles are lit and the Seder plate is explained. Forty people typically attend, including some extended family members. The service leader selects from several different haggadah that he has compiled over the years. Everyone takes part in the reading in turn around the table. Participants sing traditional songs including “Let My People Go” and dip their pinkys in the wine symbolically for each plague. As is also traditional, the youngest say the four questions with the leader, who gives a prize to each child who finds the afikomen. Everyone helps with the meal. This tradition is a great way to explore members Jewish roots, while also bringing awareness to human conflict and social action in which all faiths can share.

Spirit Sangha

Spirit Sangha was started by a former FPUU member who had been a practicing Buddhist for more than 20 years. The sangha met biweekly and followed a format of discussion, reading of/listening to selected books by various contemporary Buddhist authors like Pema Chodron and Thich Nhat Han, and ending with a 10- to 20-minute meditation period. In 2008, the Spirit Sangha also led a Sunday worship service. The format of the program changed in 2008 to a check-in, followed by a reading, discussion, and then meditation. The sangha had its last meeting in June 2009; however, if there is interest the program may be revitalized. Upwards of 20 parishioners participated in the sangha over time.

Cricket Potter, Interim Minister
Angela Konzal, Director of Religious Education

Janice Lewis, Administrative Assistant
Jim Chubet, Music Director

First Parish Unitarian Universalist – Canton, Massachusetts

Yoga Classes

FPUU offered hatha yoga classes in the chapel weekly from March through August 2009. The classes incorporated gentle stretches, breath work, and deep relaxation. The first six weeks were taught by a paid, experienced Vinyassa yoga teacher and were attended by up to 9 people. Later, the program was changed to a free, drop-in format with a video instructor. The classes ended in the summer, when attendance dropped off considerably. Reinstating the program during other seasons may be considered.

A Typical Parish Year

Weekly from September through June

- 10:30 AM worship service followed by coffee hour
- Religious education classes for children during service
- Youth group meetings
- First Parish choir performs at service

Monthly Happenings

- Soup's On in the parlor
- Covenant groups meet bimonthly
- Parish Committee meeting
- Committee meetings

Yearly Events

- Child dedication ceremony, usually in May or June
- Memorial services followed by a gathering in the Parish Hall
- Weddings (as requested)

September: the year begins!

- Ingathering water ceremony
- RE booklets go out to all families

October

- Fall work party
- Clothing sale
- Fall potluck supper

November

- Thanksgiving dinner in the Parish Hall for members, friends and the community hosted every year by a First Parish family

December

- Intergenerational holiday service celebrating the Solstice, with a children's play and/or choir
- Gift collection for area children in need, and the Womansplace Shelter
- Christmas Eve candlelit service at 7 PM with special musical performances including flute and cello followed by cookies in the Parish Hall

January - March

- Circle suppers
- Yearly Coffee House extravaganza with performances by members, our fabulous choir director and others
- Winter pancake breakfast

April - June

- Lay-led Passover Seder
- Flower ceremony

Summer months

- Lay-led services in the Chapel

Cricket Potter, Interim Minister
Angela Konzal, Director of Religious Education

Janice Lewis, Administrative Assistant
Jim Chubet, Music Director

First Parish Unitarian Universalist – Canton, Massachusetts

Building and its Uses

First Parish Unitarian Universalist - Canton is a treasured American colonial style meeting house built with loving hands and construction technology from the shipping industry in 1825; a parish hall built in 1878 with a large kitchen, parlor, and dining room on the first floor, and a dance hall with full stage above; a chapel and classroom wing built in 1955 connects the two buildings. Wearing an apron of green grass our buildings are flanked by sister historic sites: a graveyard and the Eliot School turned police station. A Paul Revere bell rings in the steeple. The Universalist bell sits on the front lawn representing the merger of two congregations, honoring our heritage. A local cultural icon seated directly in the center of town, we like to be known as “the church with the yellow doors.”

As you enter our yellow doors on a Sunday morning you will pass under the carved pineapple and a rainbow flag — an ancient and a new symbol of welcome. Make your way into our traditional sanctuary and take a seat in our fixed pews. Listen to the pipe organ in the choir loft or the grand piano set beside our raised pulpit. Enjoy the jeweled stained glass windows set in gothic arches as we begin worship by lighting our chalice. After the service follow the crowd out the door, down the ramp, past the classrooms and into the parish hall. You will find a hot cup of coffee and warm greetings with seating arranged to integrate children and adults.



In addition to regularly using our space for Sunday services, meetings, covenant groups, Soup’s On, pot luck meals, pancake breakfasts, adult religious education classes and assorted gatherings, our spaces are also available for rental. Our spacious sanctuary is used for weddings, child dedications, and memorial services and has also been used to host community speakers and panel discussions. Our classrooms are rented to a community-based pre-school and toddler program, and our chapel hosts a mommy and me

Cricket Potter, Interim Minister
Angela Konzal, Director of Religious Education

Janice Lewis, Administrative Assistant
Jim Chubet, Music Director

First Parish Unitarian Universalist – Canton, Massachusetts

music program, AA groups, and movie nights for FPUU children and friends (with a state of the art projector system). Our lower parish hall is used for receptions and features an expansive updated kitchen. We also have an upper parish hall with additional classrooms, stage and a dance studio that is rented for various genres of dance classes, an East Indian cultural class and has been used for yoga classes and community dances and social events.



Lower Parish Hall



Kitchen



Upper Parish Hall



Chapel

The First Parish buildings are old yet well kept and in fairly good condition. For ten years we have been actively working on repairing the damaged and replacing what's broken. We have reached a point where the aesthetic has become important as we consider how we live in our space and foster fellowship.

Cricket Potter, Interim Minister
Angela Konzal, Director of Religious Education

Janice Lewis, Administrative Assistant
Jim Chubet, Music Director

Changes with the Children’s Garden School

The Children’s Garden School was started in the late 1950’s by parish members in order to fill a need by the community for a preschool program, since the town public school system consisted of grades 1 through 12 only. When the town public school system started kindergarten classes, the program changed to a two-day program for 3- and 4-year olds and a three-day program for 4- and 5-year olds, still providing a service to the community prior to other organizations providing child care and preschool programs.

Since its inception, the operation of the preschool was under the general direction of the Parish Committee. The Parish Committee appointed a Preschool Committee, which engaged appropriate staff, established fees, approved the general curriculum, and established any other operating requirements that were appropriate. A director was hired to operate the school, hire additional staff, and oversee the daily operation. However, the overall responsibility of the preschool was still with the Parish Committee. During the past year and a half, operation of the school consumed much of the time of the Parish Committee.

Our operating a preschool has been an issue with many of the parishioners for many years. The concerns were:

- First Parish is not in the business of operating a school.
- It was unclear how running the school was consistent with our mission.
- State regulations constantly change and required more time to maintain the program.
- The staff required supervision.

At this year’s Annual Meeting the parish voted to discontinue the operation of the preschool. Presently, the director of the preschool has taken over the operation and responsibility and will be running the school as a privately owned and operated organization. The director will be renting space at First Parish this year.

The significance of this parish vote cannot be understated, as oversight of the Canton Garden Preschool has diverted too much attention from parish leadership.

Canton, Massachusetts Profile



Welcome to First Parish Unitarian Universalist - Canton. We are located in the geographical center of Canton in a registered historic district known as Canton Corner. We worship on a site where the first church gathered in 1717, in our historic building that was completed as the First Parish Meeting House in 1825. Our buildings include our sanctuary, showcasing our colonial architecture graced by an original Paul Revere bell that was cast in 1821, and more contemporary classroom,



office, and events spaces. The pineapple motif can be found throughout our parish, an 18th century symbol of hospitality that we embody to this day. We are bordered



by open wooded space in the back and, on the adjacent north side, a town cemetery that dates back to the early 1700s, with inhabitants that reflect the rich history of our area.

Canton is a town with a rich and varied history, from the native American tribes that reportedly lived here over 10,000 years before the first European explorers arrived and generations later worked alongside early New England settlers, to today's industrial neighbors. Paul Revere built our nation's first Copper Rolling Mill here in 1801 and today we are home to Reebok's International headquarters, Computershare, Dunkin Donuts headquarters, and Acambis, one of the few smallpox vaccine producers contracted by the U.S. government. The Irish Cultural Center also makes its home in Canton. With close to 22,000 residents (as of the 2008 census) we also serve as a growing suburb of the greater Boston area, as we are about 15 miles southwest of downtown Boston. Canton residents identify as approximately 85% Caucasian, 8% African American, 3% Asian, and 7% as Latino with our racial/ethnic diversity increasing every year. We boast strong public schools, a vocational-technical regional high school and a community college in our town.

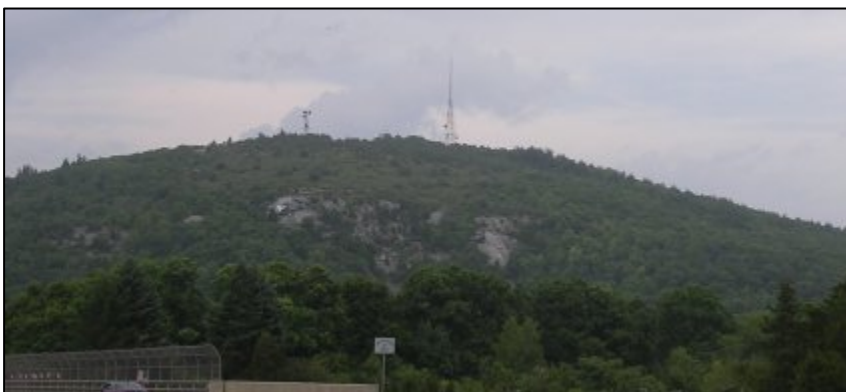


Cricket Potter, Interim Minister
Angela Konzal, Director of Religious Education

Janice Lewis, Administrative Assistant
Jim Chubet, Music Director

First Parish Unitarian Universalist – Canton, Massachusetts

Our name “Canton” comes from the early belief that Canton China was on the complete opposite side of the earth. Canton covers just less than 20 square miles and is nestled at the foothills of the Blue Hills, sharing a 7,000 acre Audubon reservation (www.mass.gov/dcr/parks/metrobos-ton/blue.htm) and 125 miles of lush walking trails with abutting towns. We enjoy the wildlife of the region



with frequent sightings of deer, fox, hawks, wild turkeys, and coyotes. The town includes working farms with community supported agriculture, wetlands, open spaces, and stone walls that would do Robert Frost proud. The Canton River flows through the center of town, linking a chain of small lakes and flowing into the Neponset River.



Yet amid this rich landscape Canton is only 25 minutes by commuter rail to the heart of Boston or Providence, and 3½ hours from New York City. We sit between three major highways, Routes 128, 95 and 24, so within a few short hours you can be skiing the White Mountains of New Hampshire and within a half hour you can enjoy Atlantic coastline beaches, sports, and recreational activities throughout New England’s changing seasons. Visiting UUA headquarters, walking the Freedom Trail, or touring historic Newport are only a few of the numerous nearby destinations. Cultural opportunities abound as Boston, Cambridge, Providence, and other close towns provide world-class museums, universities

and colleges, symphony orchestras, opera, theatre and dance companies, and popular concert venues ranging from classical to jazz to rock and pop. Lectures, seminars, and world-renowned speakers regularly provide opportunities for intellectual stimulation to suit a wide variety of interests. Additionally, the multi-cultural and multi-ethnic enclaves and activities of nearby cities and towns afford us with a richness of diverse, cross-cultural opportunities.

Additional points of interest are varied and include the following:

- The Canton Viaduct – built in 1835, is one of the two oldest surviving multiple arch stone railroad bridges still in active use in the U.S. Tsar Nicholas I of Russia sent workmen to draw extensive diagrams in order to duplicate its design for the construction of two bridges on the Moscow-St. Petersburg Railway.



Cricket Potter, Interim Minister
Angela Konzal, Director of Religious Education

Janice Lewis, Administrative Assistant
Jim Chubet, Music Director

First Parish Unitarian Universalist – Canton, Massachusetts

- Massachusetts Audubon Society's Visual Arts Center and Wildlife Sanctuary houses extensive collections of natural history art and photography as well as programs integrating art and nature.
- The Canton Corner Historical District.
- The Eleanor Cabot Bradley estate, a non-profit museum.

Canton has two weekly papers that provide information on area events, school activities, local politics, and other town matters. The two papers can be found on line and are the *Canton Citizen* (<http://cantoncitizenonline.com>) and the *Canton Journal* (<http://www.wickedlocal.com/canton>). Canton is also serviced by two other daily newspapers: the *Boston Globe* (<http://www.boston.com/bostonglobe>) and the *Patriot Ledger* (<http://www.patriotledger.com/news>),

Information on municipal government, schools and library may be found on the following link: <http://www.town.canton.ma.us>. Canton Historical Society information may be found at <http://www.canton.org>.

If you are considering a move to or near Canton, there are many real estate agencies in the Canton area. Websites for a few are listed below, but not in any order of preference:

Pratt Realtors	www.prattrealtors.com
Free MLS Search	www.HomesForSale.net
Conway Country	www.jackconway.com
Century 21	www.century21access.com

The following is typical data for homes, condos, and townhouses from local real-estate listings for Canton and two adjacent towns:

Average Price for Condo/Townhouses

	Canton, MA	Sharon, MA	Stoughton, MA
1 Bedroom	\$ 187,680	\$126,325	\$92,400
2 Bedroom	\$ 308,925	\$350,625	\$216,923
3 Bedroom	\$ 308,975		\$281,303
4 Bedroom	\$ 479,900		\$269,499

Average Price for Single Family Homes

	Canton, MA	Sharon, MA	Stoughton, MA
1 Bedroom	\$ 145,000		
2 Bedroom	\$ 243,354	\$262,459	\$206,311
3 Bedroom	\$ 357,117	\$415,991	\$290,069
4 Bedroom	\$ 701,459	\$676,422	\$438,076

Cricket Potter, Interim Minister
Angela Konzal, Director of Religious Education

Janice Lewis, Administrative Assistant
Jim Chubet, Music Director

Search Committee Biographies

Gary Casaly

Gary was born in Natick, Massachusetts in the 1940's. His father was a lawyer and his mother an accomplished horse rider. He comes from a family with three brothers — one older and one younger — one a lawyer and the other, now deceased, who was a New York State worker. Gary is a lawyer, specializing in real estate law and is in-house counsel for a title insurance company. He is married and lives in Canton, Massachusetts with his wife, Barbara.



Gary was raised a Roman Catholic and attended that church regularly until he was introduced to Presbyterianism by his wife's brother, Jack. Gary was very active in the Presbyterian Church, including handling a number of legal matters.

When Gary moved to Canton he “experimented” with other religions, including Congregationalism, with which he soon became disenchanted. One day, in the 1990's at the suggestion of Charlie Earle, a mutual friend, Gary took a trip over to the “Church with the Yellow Doors.” (Gary had been to First Parish for some of its seminars offered to the public but had never really attended a service before.) As soon as he walked in he was immediately greeted by a congregant. That simple hand-shake made all the difference — Gary and Barbara soon became involved in First Parish and officially joined its ranks five years later.

Gary has served on the Strategic Planning Committee and most recently on the Ministerial Search Committee.

Gary has a habit — maybe good, maybe bad — of wearing T-shirts with sayings on them. His favorite (which, incidentally, Barbara bought for him) says “My wife says I never listen to her — at least I think that's what she said.”

Laurie Burkhardt

Laurie has always lived in Massachusetts and moved to Canton 25 years ago. She was raised loosely in the Jewish faith, but never felt a strong sense of belonging in a synagogue. In fact, she dropped out of Hebrew school at age 10.



Laurie and her husband, Jim, were married in 1985. They have two children, Sara and Jack (age 21), who have filled their parents' lives with incredible joy (and a little frustration) and are in the midst of enjoying their college experiences.

The Burkhardt family started attending FPUU Canton in 1994 when their twins were in kindergarten. Neither Laurie nor Jim practiced a particular faith tradition, and they quickly became involved with this like-minded and friendly community and made it their religious home.

Laurie has served on various committees and in multiple leadership roles (President, Vice President, Chair of Religious Education, Chair of Strategic Planning Task Force).

Cricket Potter, Interim Minister
Angela Konzal, Director of Religious Education

Janice Lewis, Administrative Assistant
Jim Chubet, Music Director

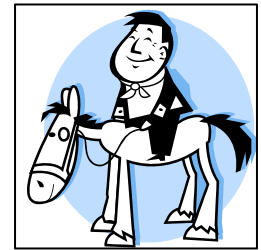
First Parish Unitarian Universalist – Canton, Massachusetts

She volunteered to serve on the Ministerial Search Committee because she cares deeply about the future of First Parish and is committed to helping the parish to realize its dreams.

When Laurie is not working on First Parish matters, she attends to her career as a Certified Financial Planner (CFP®). Laurie is a career changer and obtained the CFP® designation in 2005. Her current role entails overseeing the development of financial plans for all planning clients of a Boston-based financial services firm with more than 200 advisors. She finds her greatest financial challenge is to balance her roles as financial planner, wife and parent – more specifically, to pay her children’s tuition bills and intelligently respond to her husband’s repeated question, “Can I retire yet?”

Charlie Earle

Charlie was raised in the Episcopal Church, in Haverhill Massachusetts and started attending the First Parish in 1973. Charlie became involved with First Parish at the then annual Church Auction, taking over for his fiancée at the food tent when she became ill. Charlie and his wife, Alice who started attending First Parish in 1953, were married in 1973 by John Nichols. They have five children, Caroline (age 40) and Daniel, Michael, David and Norman (age 29). If you are thinking quadruples, yes. Their lives have been changed forever. Attending First Parish has been mind stimulating and enjoyable with friends of like thinking.



Charlie has two bachelors degrees from Northeastern University (first in Mathematics and Science with a minor in Education and the second in Electrical Engineering). Charlie has had many work experiences: teacher of math and science, electrical engineer in nuclear power industry (retired in 2003), and now does home construction and is a gentlemen rancher on the side (a whole different story).

Charlie has served on many committees: parish clerk, finance, ministerial relations, garden school, social concerns, and buildings & grounds. He has taught many classes in the RE program. This past year he taught the OWL Program with three others. This is the second Ministerial Search Committee that he has served on due to his deep commitment to First Parish.

Diana King

Diana hails from Yonkers, New York originally until leaving to attend undergraduate school in Switzerland for two years. She returned to the States to finish her Bachelor’s at Union College then went to Tufts for her Masters and has lived in the Boston area since 1975. She and her family have lived in Canton for the last 16 years.



Diana was raised in a Jewish home, surrounded by Orthodox relatives with whom she attended services on high holidays. Women sat separately at the back and all services were in Hebrew (which she does not speak due to having dropped out of Hebrew school in 3rd grade). However, as the daughter of a Holocaust survivor, her immediate family’s emphasis was more on cultural Judaism and Zionism than it was religious.

Diana began attending FPUU 16 years ago, when looking for a place for her Episcopal/Taoist husband (Jay) and her to feel at home and to provide a religious/spiritual home for their children (Kaytia was 3 and Nia was 6 years old at the time) and themselves. Nia is currently a senior at Mills College in Oakland, CA, majoring in ethnic studies and working for violence prevention within and towards the

Cricket Potter, Interim Minister
Angela Konzal, Director of Religious Education

Janice Lewis, Administrative Assistant
Jim Chubet, Music Director

First Parish Unitarian Universalist – Canton, Massachusetts

GLBT community. Kaytia is a junior at Colorado State U. majoring in equine science with the intent of doing medical research in the area of cancer prevention. Diana is a clinical child/educational psychologist whose primary focus for the last 30 years has been psycho-educational assessment, advocacy, treatment and consultation, primarily for special needs children within public school systems. In her spare time she creates stained glass windows and plays golf (although reportedly, not at the same time).

Since joining FPUU Diana has served on the following committees: RE, ministerial, interim search (3 times) and welcoming congregation follow-up. She is a covenant group facilitator, has rebuilt several stained glass windows in our steeple and has worked on many other church related tasks over the years. Having experienced 6 interim ministers and 2 settled ministers since 1993 she is invested in working to help provide FPUU with a minister who meets our many needs and with whom we will have a mutually productive relationship for many years to come.

Kathleen O'Connell

Kathleen was raised in the Boston area in a large Irish Catholic family that attended church weekly, did the rosary during Holy Week, and received all the sacraments. The children were, however, raised to be independent thinkers and now only about half of her siblings consider themselves Catholic. She does miss the robes and incense though!



Kathleen went to UMass at Amherst and the University of Montana to study Geology. A two-year stint with the Peace Corps in the Dominican Republic after college made her realize that she cared more deeply about working with people than rocks, and has since happily taught English to Speakers of Other Languages to adult immigrants in Boston. The works of Freire, Zinn, and others continues to influence her work and teaching.

Kathleen and her husband Dave moved to Canton ten years ago with their three boys. All three boys, Sam, Will, and Daniel, attend(ed) the Canton schools and have been active in the FPUU RE program. Sam is going off to college this year to study communications. Dave and the boys are avid fans of professional sports, and the whole family enjoys playing tennis, bike riding, and kayaking.

When they moved to Canton in 2000, they decided to visit First Parish UU in the hopes of finding like-minded people. They found a whole lot more! Dave is very active with the choir, started the annual coffeehouse, and spent last year as manager of the Children's Garden Preschool before it became independent. Kathleen was on the Religious Education Committee and the Social Action Committee, taught RE for three years, and helped to plan the Interfaith Canton Earth Day in 2006. Kathleen is excited to be a part of the team charged with finding our next settled minister who will help us move forward as a congregation.

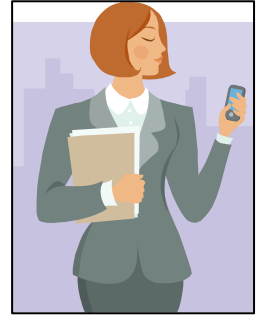
Cricket Potter, Interim Minister
Angela Konzal, Director of Religious Education

Janice Lewis, Administrative Assistant
Jim Chubet, Music Director

First Parish Unitarian Universalist – Canton, Massachusetts

Christine Shoemaker

Chris Shoemaker was born in Goshen, NY in a large Polish Catholic family. Her maternal grandparents, aunts and uncles were all active in the local parish. Chris attended Catholic elementary, high school, and college. More recently she also attended a Catholic college for her Master's degree, but only because it offered the program that she wanted!



Most of Chris's career has been in the pharmaceutical and medical device industry. After completing her Master's degree in Health Product Regulation in 2008, Chris was able to achieve her goal of transitioning to the field of Regulatory Affairs. She works for a large medical device company and is busy making sure that her products meet necessary performance standards and regulatory requirements here in the US and around the world.

Chris moved to the Boston area when she married her husband, Brian, 16 years ago. After a couple of years they felt the need to find a spiritual home and visited a few churches. There was one church that they drove by on their way to work and it had yellow doors. After a couple of visits they realized they had found the community, intellectual stimulation, and the spiritual home they were searching for.

Both Chris and Brian are active in First Parish activities. She has served on the Program Committee, as Member-at-Large and Vice President on the Parish Committee, and on the Committee on Ministry. Brian has served on the Finance Committee, is very active with the choir, and also in charge of the office computers.



Back row: Charlie Earle, Laurie Burkhardt, and Gary Casaly
Middle row: Chris Shoemaker, and Kathleen O'Connell
Front row: Diana King

Cricket Potter, Interim Minister
Angela Konzal, Director of Religious Education

Janice Lewis, Administrative Assistant
Jim Chubet, Music Director



Cricket Potter, Interim Minister
Angela Konzal, Director of Religious Education

Janice Lewis, Administrative Assistant
Jim Chubet, Music Director

Appendixes

A. Draft Ministerial Letter of Agreement

B. Profit and Loss Statement (July 2009 – June 2010)

C. Budget vs. Actuals, FY10 P&L, Operating Fund (July 2009 - June 2010)

D. Balance Sheet by Fund (as of June 30, 2010)

E. Proposed Budgets, Fiscal Year 2011

F. Constitution and Bylaws

G. Disruptive Persons Policy

H. Safe Congregation Policy

I. Organizational Charts/Committees

Lay Leaders/Committees Organization

Administrative Organization

Committee List (2010-2011)

J. Survey Responses

Survey Responses (2009)

Survey Responses (2010)

2009 vs. 2010 Survey Responses

FIRST PARISH UNITARIAN UNIVERSALIST-CANTON, MA
1508 Washington Street
Canton, MA 02021

DRAFT MINISTERIAL LETTER OF AGREEMENT

This document is the preliminary version of the agreement that will be negotiated between First Parish Unitarian Universalist-Canton, of Canton, Massachusetts (“The Parish”) and the prospective new settled minister to be called by the parish for professional services to be effective August 1, 2011. The final Letter of Agreement will be presented to the ministerial candidate in Spring 2011. The agreement term shall be for a twelve (12) month period automatically renewed on August 1st of each year until it is replaced by another agreement or terminated as described in the final agreement.

I. Compensation

A. Compensation

The Parish seeks to compensate the Minister with a competitive compensation package as defined by the UUA Fair Compensation Guidelines program. Salary (including Housing Allowance) will be within the Recommended Salary Range for Small Congregations (<150) in Geographical area 5 and be in accordance with the UUA’s Fair Compensation Guidelines.

The proposed range for the Minister’s Salary and Housing for the period August 1, 2011 to July 31, 2012 is \$52,000 - \$62,000, with the specific compensation amount to be offered based on the minister’s previous experience and educational achievement.

B. Benefits

The Parish shall provide Benefits to include contributions towards UUA group plans as follows:

- 1) Retirement plan, 10% of Salary and Housing;
- 2) Health insurance, 80% of the premium for the Minister’s individual coverage;
- 3) Life insurance, 100% of premium for coverage up to two times Salary and Housing; and
- 4) Long-term disability insurance, 100% of premium.

Pension, health insurance, and disability insurance are mandatory unless The Minister provides evidence of alternative coverage satisfactory to the Parish Committee. The Parish will also make contributions toward the Minister’s self-employment tax up to 7.65% of Salary and Housing.

C. Professional Expenses

In addition to The Minister's salary including housing allowance, the Parish will provide the Minister an allowance for business and professional expenses up to 10% of Salary and Housing. Expenses shall include, but not be restricted to, local transportation, overnight travel (including lodging and meals), entertainment, books, subscriptions, education, vestments, and professional dues.

II. Periodic Evaluation of Ministry

The Minister, The Parish Committee, and the Committee on Ministry shall meet yearly to review and evaluate the status of the Ministry in The Parish. The purpose of this review will be to promote an effective ministry and to reaffirm or amend this agreement.

III. Duties and Responsibilities

The Minister agrees to provide full time professional leadership to the Parish. The duties of The Minister shall be mutually agreed upon from time to time by The Minister, The Committee on Ministry and The Parish Committee. They shall include overall responsibility for the content and quality of Sunday worship, encouragement of spiritual health of the congregation, support of membership growth and fiscal stability, provision of pastoral care and adult religious education, and participation in community, district and continental activities for the purpose of strengthening the broader Unitarian Universalist movement and working for its Principles and Purposes.

In accordance with the Constitution and Bylaws of the Parish, the Minister shall be a voting member of the Church Services Committee and shall be an ex-officio nonvoting member of the Parish Committee and other committees as the Parish Committee designates.

A. Sunday Services

The Minister will be responsible for all worship services, including seasonal celebrations, during the Parish's normal church year from September to June with the exception of one Sunday per full calendar month between October and May. The Minister is not required to perform Sunday Services during July and August.

B. Office Hours

The Minister will maintain regular and posted office hours at least three days per week, with other times available by appointment. The hours shall be mutually agreed upon by The Minister and The Parish Committee.

C. Supervision of Paid Staff

The Minister will supervise the paid staff of The Parish, including, but not limited to, the Secretary, Music Director, and Director of Religious Education.

D. Other

The Minister is expected to abide by the Code of Professional Conduct of the Unitarian Universalist Ministers Association and follow the guidelines and policies set forth in the Rules of the Ministerial Fellowship Committee of the Unitarian Universalist Association of Congregations.

IV. Annual Leave and Sabbatical

A. Vacation

The Minister shall receive four weeks of paid vacation each contract year, the exact dates to be mutually agreed upon by The Minister and The Parish Committee.

B. Professional Leave

The Minister shall have up to four weeks of professional leave for study, professional development, continuing education, planning for the church year, or to provide leadership at conferences. During this period, which will fall during the summer except by prior approval of the Parish Committee, the Minister is "on-call" in the case of an emergency.

C. Emergency Leave

The Parish Committee will give consideration to granting special leave under extenuating circumstances.

D. Sabbatical Leave

Sabbatical leave shall accrue at the rate of one month per year of service. The Minister is eligible to take accrued sabbatical leave after the completion of 4 years of service with the approval of the Parish Committee. Accrued sabbatical leave is not to exceed 6 months. During the course of the sabbatical The Minister is not expected to fulfill any Parish responsibilities.

V. Disability

Disability refers to total or partial disability of The Minister to the extent that The Minister cannot satisfactorily perform the duties and responsibilities denoted herein. Said disability is to be defined by either the Long Term Disability Plan under which The Minister is enrolled, or such other definition as is mutually agreed to between The Minister and The Parish Committee. Under either circumstance, The Parish agrees to continue compensation for a total period of ninety (90) days, or until the disability plan takes effect, whichever comes first.

VI. Freedom of the Pulpit

The Minister shall have the freedom of the pulpit even as The Parish is a free congregation.

First Parish Unitarian Universalist**Profit & Loss**

July 2009 - June 2010

	Building				
	Maintenance	Memorial	Parsonage	Operating	
	Fund	Fund	Fund	Fund	TOTAL
Income					
Total 4100 Children's Garden Preschool Income	0	0	0	93,201	93,201
4200 Investments & Interest					0
4210 Ministerial Fund Income				27,241	27,241
4220 Interest Income				136	136
4225 Fidelity Ultra - Gain (Loss) on Investment			40,045		40,045
4240 Transfer-Parsonage Fund			-19,100	19,100	0
Total 4200 Investments & Interest	0	0	20,945	46,477	67,422
Total 4300 Fundraisers	0	0	0	4,615	4,615
Total 4500 Rentals	6,720	0	0	37,583	44,303
Total 4600 Contributions Income	0	0	0	94,063	94,063
Total Income	\$6,720	\$0	\$20,945	\$275,940	\$303,605
Expenses					
6000 Buildings & Grounds					0
Total 6100 Capital Improvements - Church	13,260	0	0	0	13,260
Total 6200 Maintenance	0	0	0	18,041	18,041
Total 6300 Repairs	2,950	0	0	4,429	7,379
Total 6400 Utilities	0	0	0	13,100	13,100
Total 6000 Buildings & Grounds	16,210	0	0	35,570	51,780
Total 6600 Children's Garden Preschool	0	0	0	72,357	72,357
Total 6700 Church Services	0	0	0	21,910	21,910
Total 6800 Denominational Affairs	0	0	0	6,973	6,973
Total 6900 Fundraising Expenses	0	0	0	246	246
Total 7000 Membership Committee	0	0	0	18	18
Total 7100 Minister	0	0	0	41,250	41,250
Total 7200 Minister - Related Expenses	0	0	0	16,639	16,639
Total 8000 Office and Administration	0	0	0	30,454	30,454
Total 8100 Business	0	0	0	4,400	4,400
Total 8200 Other Committee Expense	0	0	0	62	62
Total 8275 Comm/Ministry	0	0	0	1,189	1,189
Total 8300 Program Committee	0	0	0	1,067	1,067
Total 8400 Professional Fees	0	0	0	5,855	5,855
Total 8500 Religious Education	0	0	0	16,639	16,639
Total 8610 Social Concerns	0	0	0	2,974	2,974
Total 8800 Insurance	0	0	0	8,364	8,364
8900 Payroll Tax Expense				9,236	9,236
9310 Debt Service - Min. Fund				540	540
Total Expenses	\$16,210	\$0	\$0	\$275,742	\$291,952
Net Operating Income	-\$9,489.95	\$0.00	\$20,945.02	\$197.35	\$11,652.42
Total 9100 Other Income (Memorial Fund)	0	1,166	0	0	1,166
Net Income	-\$9,490	\$1,166	\$20,945	\$197	\$12,819

Tuesday, Aug 17, 2010 10:53:52 PM GMT-4 - Cash Basis

First Parish Unitarian Universalist
Budget vs. Actuals: FY10 P&L, Operating Fund
 July 2009 - June 2010

	Total			% of Budget
	Actual	Budget	\$ Remaining	
Income				
4100 Children's Garden Preschool Income			0	
4110 CGP Tuition	63,130	65,519	2,389	96.4%
4120 CGP Registration	400	1,200	800	33.3%
Total 4110 CGP Tuition	63,530	66,719	3,189	95.2%
4130 Toddler Enrichment Program	28,896	9,529	-19,367	303.2%
4135 Toddler Registration	775		-775	
4140 Summer Program	0	2,290	2,290	0.0%
Total 4100 Children's Garden Preschool Income	93,201	78,538	-14,663	118.7%
4200 Investments & Interest			0	
4210 Ministerial Fund Income	27,241	29,000	1,759	93.9%
4220 Interest Income	136	289	153	47.1%
4240 Transfer-Parsonage Fund	19,100	19,100	0	100.0%
Total 4200 Investments & Interest	46,477	48,389	1,912	96.0%
4300 Fundraisers		173	173	0.0%
4315 Let Peace Begin	100	125	25	80.0%
4320 Clothing Sales	689	2,098	1,409	32.8%
4325 Pancakes with Santa	340		-340	
4330 Sale of Notecards		0	0	
4335 Sale of Pineapples		63	63	0.0%
4340 Coffee House income	1,976	1,726	-250	114.5%
4350 Other Fundraising Projects	1,510	404	-1,106	373.8%
Total 4300 Fundraisers	4,615	4,590	-26	100.6%
4500 Rentals			0	
4520 Chapel Rental	4,373	3,767	-606	116.1%
4525 Rentals-Sprint/Nextel	12,000	12,000	0	100.0%
4527 Rentals-MetroPCS	10,429		-10,429	
4530 Dance Studio Rental	9,608	11,048	1,440	87.0%
4535 Parish Hall Rental	244	120	-124	203.3%
4540 Misc. Rentals - Sanctuary	930	1,866	936	49.8%
Total 4500 Rentals	37,583	28,801	-8,782	130.5%
4600 Contributions Income			0	
4610 Flower Fund	1,260	1,415	155	89.0%
4620 Pledge Income	87,413	85,451	-1,962	102.3%
4625 Contingent Pledges	547	1,100	553	49.7%
4630 Sunday Plate (cash)	2,970	2,771	-199	107.2%
4635 Music Events		677	677	0.0%
4660 Other (less pledge shortfall)	1,144	290	-854	394.5%
4670 U U Urban Ministry	729	308	-421	236.7%
Total 4600 Contributions Income	94,063	92,012	-2,051	102.2%
Total Income	\$275,940	\$252,330	-\$23,610	109.4%

Expenses	Total			% of Budget
	Actual	Budget	\$ Remaining	
6000 Buildings & Grounds			0	
6100 Capital Improvements - Church		130	130	0.0%
6200 Maintenance	-50	732	782	-6.8%
6210 Cleaning Services	7,100		-7,100	
6215 Pest Control	150		-150	
6220 Snow & Grass Removal	1,995	1,813	-182	110.0%
6245 Inspection	1,038	158	-880	658.7%
6250 Sexton	6,615	10,925	4,310	60.5%
6260 Rubbish Disposal	1,193	1,742	549	68.5%
Total 6200 Maintenance	18,041	15,369	-2,672	117.4%
6300 Repairs			0	
6320 Furnace Repairs		976	976	0.0%
6350 Sanctuary Repairs		178	178	0.0%
6355 Parish Hall Repairs		178	178	0.0%
6360 Supplies - General	448	211	-237	212.3%
6365 Supplies - paper goods	477	398	-79	119.8%
6367 Repair & Maintenance	3,504	909	-2,595	385.5%
Total 6300 Repairs	4,429	2,850	-1,579	155.4%
6400 Utilities			0	
6410 Electricity	2,470	3,445	975	71.7%
6420 Gas - Parish Hall	3,160	4,585	1,425	68.9%
6430 Oil - Chapel	3,536	3,172	-364	111.5%
6440 Oil - Sanctuary	3,720	3,135	-585	118.7%
6450 Water & Sewer - Church	214	262	48	81.8%
Total 6400 Utilities	13,100	14,599	1,499	89.7%
Total 6000 Buildings & Grounds	35,570	32,948	-2,622	108.0%
6600 Children's Garden Preschool			0	
6610 CGP Ass't. Dir./Teacher Salary	19,054	15,716	-3,338	121.2%
6615 CGP Director's Salary	25,467	34,459	8,992	73.9%
6620 Toddler Enrichment	1,910	829	-1,081	230.3%
6625 Lead Teacher	8,899	6,024	-2,875	147.7%
6630 Teacher #1	7,459	170	-7,289	4387.7%
6635 Substitute Salary	0	24	24	0.0%
Total 6620 Toddler Enrichment	18,267	7,047	-11,220	259.2%
6640 Pension Contributions	0	4,136	4,136	0.0%
6650 Buildings & Grounds Improvement	3,981	13	-3,968	30647.0%
6655 Training	948		-948	
6660 CGP - Furniture & Equipment	188	353	165	53.2%
6665 CGP - Other Expenses	4,057	3,229	-828	125.7%
6670 CGP - Telephone	394	313	-81	126.0%
6690 Summer Programs		180	180	0.0%
Total 6600 Children's Garden Preschool	72,357	65,446	-6,911	110.6%
6700 Church Services			0	
6715 Flowers	1,354	1,413	59	95.8%
6720 Misc. Expense	116	144	28	80.8%
6725 Tuning & Maintenance	438	734	297	59.6%
6730 Guest Speakers	1,283	840	-443	152.8%
6745 Nursery Care	929	630	-299	147.5%
6750 Music Director's Salary	16,774	16,775	1	100.0%
6762 Professional Exp. (Music)	60	0	-60	
6765 Substitute Organist	150	135	-15	111.1%
6770 Special Musicians	500	1,117	617	44.8%
6780 Sheet Music	306	414	108	74.0%

	Total			
	Actual	Budget	\$ Remaining	% of Budget
Total 6700 Church Services	21,910	22,202	292	98.7%
6800 Denominational Affairs			0	
6810 Ballou/Channing District Dues	1,782	1,782	0	100.0%
6860 U.U.A. Program Fund	5,191	5,191	0	100.0%
Total 6800 Denominational Affairs	6,973	6,973	0	100.0%
6900 Fundraising Expenses			0	
6925 Pancakes with Santa	104		-104	
6930 Clothing Sale	72	366	294	19.7%
6940 Coffee House expense	70		-70	
Total 6900 Fundraising Expenses	246	366	120	67.1%
7000 Membership Committee			0	
7010 Miscellaneous	18	207	189	8.7%
Total 7000 Membership Committee	18	207	189	8.7%
7100 Minister			0	
7110 Minister's Housing Allowance	29,167	15,251	-13,916	191.2%
7120 Minister's Salary	12,083	26,244	14,161	46.0%
Total 7100 Minister	41,250	41,495	245	99.4%
7200 Minister - Related Expenses			0	
7210 General Assembly	645	900	255	71.7%
7220 Minister's Discretionary Fund	600	500	-100	120.0%
7230 Minister's Pension	550	4,979	4,429	11.0%
7240 Professional Expense	4,996	3,167	-1,829	157.8%
7250 Medical Insurance	8,911	3,501	-5,410	254.5%
7260 Dental Insurance	936		-936	
Total 7200 Minister - Related Expenses	16,639	13,047	-3,592	127.5%
8000 Office and Administration			0	
8005 Bank Service Charges	15		-15	
8010 Computer & Software	270	247	-23	109.2%
8011 QuickBooks Online		226	226	0.0%
8012 Payroll Service	905	838	-67	108.0%
8020 Copier/printer consumables	722	69	-653	1045.9%
8025 Equipment Maintenance	735	869	134	84.6%
8035 Computer Repairs	17		-17	
8040 Administrative Assistant Salary	22,184	20,962	-1,222	105.8%
8041 Pension	109	2,515	2,406	4.3%
Total 8040 Administrative Assistant Salary	22,293	23,477	1,184	95.0%
8050 Newsletter	1,202	815	-387	147.5%
8055 Printing and Reproduction		33	33	0.0%
8060 Office Administrator	100		-100	
8070 Office Supplies	784	944	160	83.0%
8080 Office Telephone	1,477	1,688	211	87.5%
8081 Yellow pages	479	283	-196	169.2%
Total 8080 Office Telephone	1,956	1,971	15	99.2%
8085 Minister's Telephone	591	532	-59	111.1%
8090 Postage and Delivery		151	151	0.0%
8092 Postage	533	525	-8	101.5%
8095 Postage - Newsletter	332	262	-70	126.6%
Total 8090 Postage and Delivery	865	938	73	92.2%
Total 8000 Office and Administration	30,454	30,959	505	98.4%
8100 Business			0	
8110 Bookkeeping	4,400	4,800	400	91.7%
Total 8100 Business	4,400	4,800	400	91.7%
8200 Other Committee Expense			0	
8240 Finance Committee (Canvass Exp.)	62	1,546	1,484	4.0%

Appendix C. Budget vs. Actuals, July 2009 - June 2010

	Total			
	Actual	Budget	\$ Remaining	% of Budget
Total 8200 Other Committee Expense	62	1,546	1,484	4.0%
8275 Comm/Ministry	97	1,150	1,053	8.4%
8290 Ministerial Search	1,092	5,000	3,908	21.8%
Total 8275 Comm/Ministry	1,189	6,150	4,961	19.3%
8300 Program Committee			0	
8310 Food and beverages	292	285	-7	102.3%
8315 Paper goods, decorations, etc.	775	140	-635	553.7%
Total 8300 Program Committee	1,067	425	-642	251.0%
8400 Professional Fees			0	
8410 Legal Fees	5,355		-5,355	
8420 Consulting	500		-500	
Total 8400 Professional Fees	5,855	0	-5,855	
8500 Religious Education			0	
8501 R. E. Director's Salary	14,286	13,900	-386	102.8%
8506 DRE Pension Contribution	185		-185	
8510 DRE Professional Expenses	120	1,485	1,365	8.1%
8520 Jr. Youth Group	255	135	-120	188.9%
8525 Youth Advisor/Leader		0	0	
8535 R. E. Training		135	135	0.0%
8540 R. E. Curriculum	829	450	-379	184.2%
8560 R. E. Supplies	657	446	-211	147.4%
8565 Sr. Youth Group		227	227	0.0%
8580 Teacher/Student Recognition		145	145	0.0%
8590 Adult Religious Ed.	285		-285	
8595 Postage	22	63	41	34.9%
Total 8500 Religious Education	16,639	16,986	347	98.0%
8610 Social Concerns	1,889	1,997	108	94.6%
8615 Canton Food Pantry	275		-275	
8660 UU Service Committee	81		-81	
8670 U.U. Urban Ministry/Minist Sun	729		-729	
Total 8610 Social Concerns	2,974	1,997	-977	148.9%
8800 Insurance			0	
8810 Umbrella Insurance policy	500	500	0	100.0%
8820 Workman's Comp. Insurance	1,279	1,230	-49	104.0%
8830 Liability Insurance	6,585	6,156	-429	107.0%
Total 8800 Insurance	8,364	7,886	-478	106.1%
8900 Payroll Tax Expense	9,236	8,264	-972	111.8%
9300 Miscellaneous			0	
9310 Debt Service - Min. Fund	540	1,143	603	47.3%
Total 9300 Miscellaneous	540	1,143	603	47.3%
Total Expenses	\$275,742	\$262,840	-\$12,902	104.9%
Net Operating Income	\$197	-\$10,510	-\$10,708	-1.9%

Tuesday, Aug 17, 2010 11:10:30 PM GMT-4 - Cash Basis

First Parish Unitarian Universalist
Balance Sheet by Fund
As of June 30, 2010

	Building Maintenance Fund	Memorial Fund	Parsonage Fund	Operating Fund	TOTAL
ASSETS					
Current Assets					
1100 Bank of Canton - Checking	444.53	-100.00		16,850.42	17,194.95
Total Bank Accounts	\$ 444.53	\$ 100.00	\$ 0.00	\$ 16,850.42	\$ 17,194.95
Other Current Assets					
1175 Preschool Petty Cash				400.00	400.00
Investments					
1500 DWS Scudder Fund (Memorial)		5,473.33		0.00	5,473.33
1580 Fidelity Ultra Account			313,536.52	0.00	313,536.52
Total Investments	\$ 0.00	\$ 5,473.33	\$ 313,536.52	\$ 0.00	\$ 319,009.85
TOTAL ASSETS	\$ 444.53	\$ 5,373.33	\$ 313,536.52	\$ 17,250.42	\$ 336,604.80
LIABILITIES AND EQUITY					
Liabilities					
Current Liabilities					
2001 Accounts Payable				514.30	514.30
2005 Security deposits				972.70	972.70
Total Current Liabilities	\$ 0.00	\$ 0.00	\$ 0.00	\$ 1,487.00	\$ 1,487.00
Long Term Liabilities					
2500 Note Payable-Ministerial Fund				6,876.56	6,876.56
Total Liabilities	\$ 0.00	\$ 0.00	\$ 0.00	\$ 8,363.56	\$ 8,363.56
Equity					
1110 Retained Earnings	9,934.48	-7,600.71	-29,698.76	19,094.58	-8,270.41
3000 Opening Bal Equity		11,807.96	322,290.26	-10,405.07	323,693.15
Net Income	-9,489.95	1,166.08	20,945.02	197.35	12,818.50
Total Equity	\$ 444.53	\$ 5,373.33	\$ 313,536.52	\$ 8,886.86	\$ 328,241.24
TOTAL LIABILITIES AND EQUITY	\$ 444.53	\$ 5,373.33	\$ 313,536.52	\$ 17,250.42	\$ 336,604.80

Tuesday, Aug 17, 2010 10:44:06 PM GMT-4 - Cash Basis

First Parish Unitarian Universalist
July 2010 - June 2011 - Proposed Budgets

Income	
4100 Children's Garden Preschool Income	
4110 CGP Tuition	
4120 CGP Registration	
Total 4110 CGP Tuition	0
4130 Toddler Enrichment Program	
4135 Toddler Registration	
4140 Summer Program	
Total 4100 Children's Garden Preschool Income	0
4200 Investments & Interest	
4210 Ministerial Fund Income	29,000
4220 Interest Income	130
4240 Transfer-Parsonage Fund	19,100
Total 4200 Investments & Interest	48,230
4300 Fundraisers	
4315 Let Peace Begin	0
4320 Clothing Sales	0
4325 Pancakes with Santa	0
4330 Sale of Notecards	0
4335 Sale of Pineapples	
4340 Coffee House income	1,700
4350 Other Fundraising Projects	0
Total 4300 Fundraisers	1,700
4500 Rentals	
4520 Chapel Rental	3,755
4525 Rentals-Sprint/Nextel	9,734
4527 Rentals-MetroPCS	24,270
4530 Dance Studio Rental	9,000
4535 Parish Hall Rental	250
4540 Misc. Rentals - Sanctuary	750
Total 4500 Rentals	47,759
4600 Contributions Income	
4610 Flower Fund	1,400
4620 Pledge Income	85,000
4625 Contingent Pledges	0
4630 Sunday Plate (cash)	2,700
4635 Music Events	0
4660 Other (less pledge shortfall)	0
4670 U U Urban Ministry	0
Total 4600 Contributions Income	89,100

First Parish Unitarian Universalist
July 2010 - June 2011 - Proposed Budgets

Total Income	186,789
---------------------	----------------

*** Note: The Total Income voted on does not include \$1800 for 10 month and \$1200 for 2 summer months that was negotiated with the preschool after the annual meeting. Rental income should be increased by \$20400. The new Total Income should be \$207,189.

Expenses

6000 Buildings & Grounds	
6100 Capital Improvements - Church	0
6200 Maintenance	0
6210 Cleaning Services	9,000
6215 Pest Control	150
6220 Snow & Grass Removal	1,900
6245 Inspection	
6250 Sexton	0
6260 Rubbish Disposal	1,560
Total 6200 Maintenance	12,610
6300 Repairs	
6320 Furnace Repairs	0
6350 Sanctuary Repairs	0
6355 Parish Hall Repairs	0
6360 Supplies - General	400
6365 Supplies - paper goods	400
6367 Repair & Maintenance	2,000
Total 6300 Repairs	2,800
6400 Utilities	
6410 Electricity	2,400
6420 Gas - Parish Hall	3,500
6430 Oil - Chapel	3,120
6440 Oil - Sanctuary	3,900
6450 Water & Sewer - Church	134
Total 6400 Utilities	13,054
Total 6000 Buildings & Grounds	28,464
6600 Children's Garden Preschool	
6610 CGP Ass't. Dir./Teacher Salary	
6615 CGP Director's Salary	
6620 Toddler Enrichment	
6625 Lead Teacher	
6630 Teacher #1	
6635 Substitute Salary	
Total 6620 Toddler Enrichment	0
6640 Pension Contributions	

First Parish Unitarian Universalist
July 2010 - June 2011 - Proposed Budgets

6650 Buildings & Grounds Improvements	
6655 Training	
6660 CGP - Furniture & Equipment	
6665 CGP - Other Expenses	
6670 CGP - Telephone	
6690 Summer Programs	
6691 Summer - Payroll	
Total 6690 Summer Programs	0
Total 6600 Children's Garden Preschool	0
6700 Church Services	
6715 Flowers	1,400
6720 Misc. Expense	125
6725 Tuning & Maintenance	750
6730 Guest Speakers	1,000
6745 Nursery Care	900
6750 Music Director's Salary	17,613
6762 Professional Exp. (Music)	60
6765 Substitute Organist	300
6770 Special Musicians	400
6780 Sheet Music	450
Total 6700 Church Services	22,998
6800 Denominational Affairs	
6810 Ballou/Channing District Dues	1,501
6860 U.U.A. Program Fund	4,424
Total 6800 Denominational Affairs	5,925
6900 Fundraising Expenses	
6930 Clothing Sale	
Total 6900 Fundraising Expenses	0
7000 Membership Committee	
7010 Miscellaneous	500
Total 7000 Membership Committee	500
7100 Minister	
7110 Minister's Housing Allowance	30,000
7120 Minister's Salary	23,688
Total 7100 Minister	53,688
7200 Minister - Related Expenses	
7210 General Assembly	1,000
7220 Minister's Discretionary Fund see 8250	750
7230 Minister's Pension	

First Parish Unitarian Universalist
July 2010 - June 2011 - Proposed Budgets

7240 Professional Expense	5,000
7250 Medical Insurance	9,180
7260 Dental Insurance	1,082
Total 7200 Minister - Related Expenses	\$ 17,012
8000 Office and Administration	
8010 Computer & Software	1,000
8011 QuickBooks Online	230
8012 Payroll Service	800
8020 Copier/printer consumables	600
8025 Equipment Maintenance	750
8035 Computer Repairs	100
8040 Administrative Assistant Salary	22,724
8041 Pension	
Total 8040 Administrative Assistant Salary	22,724
8050 Newsletter	815
8060 Office Administrator	
8070 Office Supplies	950
8080 Office Telephone	1,500
8081 Yellow pages	350
Total 8080 Office Telephone	1,850
8085 Minister's Telephone	540
8090 Postage and Delivery	
8092 Postage	600
8095 Postage - Newsletter	500
Total 8090 Postage and Delivery	1,100
Total 8000 Office and Administration	31,459
8100 Business	
8110 Bookkeeping	4,800
Total 8100 Business	4,800
8200 Other Committee Expense	
8240 Finance Committee (Canvass Exp.)	250
Total 8200 Other Committee Expense	250
8275 Comm/Ministry	250
8290 Ministerial Search	5,000
Total 8275 Comm/Ministry	5,250
8300 Program Committee	
8310 Food and beverages	400
8315 Paper goods, decorations, etc.	300
8370 Church Programs	300
Total 8300 Program Committee	1,000

First Parish Unitarian Universalist
July 2010 - June 2011 - Proposed Budgets

8400 Professional Fees	500
8410 Legal Fees	
8420 Consulting	
Total 8400 Professional Fees	500
8500 Religious Education	
8501 R. E. Director's Salary	19,090
8510 DRE Professional Expenses	1,485
8506 DRE Pension Contribution	150
8520 Jr. Youth Group	0
8525 Youth Advisor/Leader	
8535 R. E. Training	135
8540 R. E. Curriculum	500
8560 R. E. Supplies	750
8565 Sr. Youth Group	150
8580 Teacher/Student Recognition	150
8590 Adult Religious Education	
8595 Postage	100
Total 8500 Religious Education	22,510
8610 Social Concerns	1,000
8615 Canton Food Pantry	
8660 UU Service Committee	
8670 UU Urban Minisrty	
Total 8610 Social Concerns	1,000
8800 Insurance	
8810 Umbrella Insurance policy	300
8820 Workman's Comp. Insurance	990
8830 Liability Insurance	6,260
Total 8800 Insurance	7,550
8900 Payroll Tax Expense	4,546
9300 Miscellaneous	
9310 Debt Service - Min. Fund	1,143
Total 9300 Miscellaneous	1,143
Total Expenses	\$208,595
Net Operating Income	\$ (21,806)
*** Deficit will be reduced to (\$1,406) due to increased rental income.	

FIRST PARISH UNITARIAN UNIVERSALIST CANTON

CONSTITUTION

PREAMBLE: THIS REPLACES THE CONSTITUTION AND BYLAWS OF *May 27, 1998* AS AMENDED AND SHALL BE EFFECTIVE *January 25, 2004*.

ARTICLE I- NAME

1. The name of this religious organization shall be First Parish Unitarian Universalist Canton. Whenever the word "Parish" is used in this Constitution, or the Bylaws and any amendments to them, it shall signify the legal organization as herein established; and the phrase "a vote of the Parish" or any similar phrase, shall mean a vote of the voting members of the organization as defined in the Constitution present at any duly called meeting.

ARTICLE II - MISSION STATEMENT

We the members of First Parish Unitarian Universalist Canton commit ourselves:

To provide for each other a compassionate, welcoming community, building on our heritage, honoring diversity and religious freedom, and encouraging personal and spiritual growth of adults and children through worship, social action, fellowship, and education. To inspire and promote reason, compassion, justice, and diversity in our community. To participate in the larger Unitarian Universalist community and work towards our vision of peace, social justice, and religious tolerance.

To take affirmative and proactive action to remedy the results of discrimination. To promote the full participation of persons in all our activities, including membership, programming, hiring practices, and the calling of religious professionals, without regard to race, color, gender, gender expression, physical ability, affectional or sexual orientation, age, or national origin.

ARTICLE III - DENOMINATIONAL AFFILIATION

1. The Parish shall be a member of the Unitarian Universalist Association.

ARTICLE IV - MEMBERSHIP

1. As of July 1, 1974, members of the First Congregational Parish of Canton, Unitarian, and the First Universalist Church, Canton, became members of the First Parish Unitarian Universalist Canton.

2. Membership in this Parish is open to any person eighteen years or older who is in sympathy with the mission of First Parish Unitarian Universalist Canton. No test of creed or faith, of race, color, gender, gender expression, physical ability, affectional or sexual orientation, age (exclusive of the preceding requirement), or national origin, or other similar test shall be imposed as a condition of membership. To join a person shall sign the Parish membership book.

3. Any person may become a voting member of this Parish who is in sympathy with the mission, has signed the membership book and has made an unrestricted annual financial contribution of record within the preceding twelve months equal to or exceeding the sum of the Unitarian Universalist Association and any District Fair Share Contribution assessments. Members who are voting members at least forty-five (45) days before a Parish business meeting may vote at that meeting.

4. Individuals between the ages of fourteen (14) years and eighteen (18) years may become associate members by signing the Parish membership book, and as such have a voice but not vote at Parish meetings and may participate in Parish committees.

5. Any member who for one year is voluntarily absent from all participation in the life of the Parish may be ruled an inactive member by a majority vote of the Parish Committee and shall not be included in the population count and shall not have voting rights at Parish meetings.

6. Members may actively terminate membership through written request to the Parish Committee. The Parish may terminate inactive members by recommendation of the Parish Clerk and majority vote of the Parish Committee.

ARTICLE V- OFFICERS

1. Officers shall be chosen from the voting members of the Parish, and have served at least one term on a standing committee or on the Parish Committee. No test of creed or faith, of race, color, gender, gender expression, physical ability, affectional or sexual orientation, age (exclusive of the membership requirement in Article IV, Paragraph 2), or national origin, or other similar test shall be imposed as a condition of office.

2. Officers shall consist of a President, Vice President of Administration, Vice President of Membership Services, Treasurer and Clerk.

3. Officers shall be elected by vote of the Parish at the Annual Meeting for staggered terms of two years. The terms of President, Vice President of Membership Services and the Treasurer shall expire in alternate years with the terms of the Vice President of Administration and the Clerk.

4. The President shall serve as Chairperson of the Parish Committee and preside at all business meetings of the Parish Committee and the Parish. The President is a nonvoting ex-officio member of all committees except the Nominating Committee and the Committee on Ministry, and shall represent the Parish on all appropriate occasions. The President shall present a report at the Annual Meeting of the income and expenses of the Memorial Fund for the preceding fiscal year including the names of all persons memorialized. The President shall make a written report of the activities of the Parish Committee within the current fiscal year at the Annual Meeting

5. The Vice President of Administration (VPA) shall act in place of the President during the President's absence. The VPA shall ensure the functioning of the following Parish Committees: Program, Finance and Buildings and Grounds. The VPA shall sit as a nonvoting ex-officio member of these committees, serve as a liaison between the Parish Committee and each committee, and report the functioning of each committee to the Parish Committee.

6. The Vice President of Member Services (VPMS) shall act in the place of the President during the President's and VPA's absence. The VPMS shall ensure the functioning of the following Parish Committees: Religious Education, Church Services, Membership and Social Action. The VPMS shall sit as a nonvoting ex-officio member of these committees, serve as a liaison between the Parish Committee and each committee, and report the functioning of each committee to the Parish Committee.

7. The Clerk shall keep an accurate record of the transactions of all business meetings of the Parish and Parish Committee and shall maintain a roster of all members of the Parish qualified to vote. The Clerk shall be responsible for initiating the annual review of the qualification of voting members and have a current list of voting members present at all business meetings of the Parish. The Clerk shall be responsible for posting notice of all Parish meetings and include in the notice items on the agenda requiring a Parish vote. The posting shall occur at least thirty (30) days in advance of the vote. All records of the Clerk shall remain the property of the Parish. The Clerk shall be responsible for delivering the Parish records intact to a newly elected Clerk ensuring an accurate preservation of the record of Parish business.

8. The Treasurer shall receive and safely keep and account for all money and other property of the Parish entrusted to the Treasurer's care, and shall disburse the same under the direction and to the satisfaction of the Parish Committee. The Treasurer shall maintain a current roster of pledges and

financial contributions. The Treasurer shall furnish statements of their pledging status to individual members and, upon request, voting eligibility to the Parish Clerk. The Treasurer shall keep a complete account of the finances of the Parish on books which shall remain the property of the Parish, including books on the Memorial Fund, and which shall be open at any time for inspection by the President and members of the Parish Committee. The Treasurer shall report quarterly, more often if requested, to the Parish Committee with a current financial statement. The annual financial statement for the fiscal year shall be presented to the Parish Committee within sixty (60) days of the close of the fiscal year. The annual statement for the fiscal year shall be audited and certified by persons designated by the Parish Committee within ninety (90) days of the close of the fiscal year.

ARTICLE VI - PARISH COMMITTEE

1. The Parish Committee shall consist of seven members: Five officers and two members at large. No test of creed or faith, of race, color, gender, gender expression, physical ability, affectional or sexual orientation, age, (exclusive of the membership requirement in Article IV, Paragraph 2), or national origin, or other similar test shall be imposed as a condition of membership. The five officers shall be as listed in Article V, the two members at large shall be elected by vote at the Parish Annual Meeting, and shall be elected for staggered two year terms. The two members at large shall serve on the Parish Committee without any clearly defined responsibilities and be subject to the same conditions of service as officers of the Parish. Members at large shall be voting members of the Parish and have a vote on all business of the Parish that comes before the Parish Committee. Officers and members at large shall not serve more than two (2) full consecutive terms in the same position. Prior to serving a third term, there shall be a mandatory two year hiatus. Officers and members at large shall not serve concurrently as chairpersons of standing committees. The Minister shall serve as an ex-officio nonvoting member of the Parish Committee.

2. Any member of the Parish Committee may be removed by a vote of five (5) members of the Parish Committee for breach of mast or gross misconduct. If there is a vacancy in any office for any reason, the Parish Committee, upon recommendation of the Nominating Committee, shall fill the vacancy until the next Annual Parish Meeting.

3. All regular terms of office shall commence on the first of July next following the Annual Meeting and all elected officers shall continue in office until their successors are elected by the Parish Annual Meeting. Whenever members of the Parish Committee are elected to hold office for less than two years, completion of service occurs on the same date as the ending of the original term. It is intended that an equal number of terms of committee members expire each year. In order to attain that result, officers may be elected initially for a shorter duration than the regular term established by this Constitution or by the Bylaws of the Parish.

4. Committees of the Parish Committee shall be created by the Parish Committee, and shall cease to exist once the purpose for which they were established has been accomplished unless specifically extended by the Parish Committee. Any three or more voting members wishing to comprise a new committee may so petition the Parish Committee. The Parish Committee may fill vacancies on committees within the Parish with persons who shall serve until the next Annual Parish Meeting.

5. The Parish Committee shall have general charge of the property of the Parish, the conduct of all of its business and financial affairs, and the control of its administration, including the appointment of such committees of the Parish Committee as it may deem necessary. The Parish Committee shall have the authority to enter into contracts, to engage or delegate the engagement of all employees except the minister, and to maintain communication among the Parish Committee and the other committees and members of the Parish. No test of creed or faith, of race, color, gender, gender expression, physical ability, affectional or sexual orientation, age, (exclusive of any legal restrictions or requirements), or national origin, or other similar test shall be imposed as a condition of employment.

6. The Parish Committee is empowered to borrow in the name and on behalf of the Parish necessary funds in anticipation of revenue for the current fiscal year with the approval of 3/4 of the voting members

of the Parish present at a Special or Annual Parish meeting called explicitly for this purpose. No contract involving an unbudgeted expenditure of money exceeding \$4000 shall be executed without a vote of the Parish.

7. The Parish Committee shall not mortgage any real property, or buy or sell property without consent of a 3/4 vote of the voting members present at the Annual Meeting or a Special Parish Meeting called for this explicit purpose.

8. The Parish Committee may, in its discretion, require that any person who shall act in a capacity involving the management or control of cash or funds of the Parish, furnish bond in an amount to be determined by said Committee, with such surety or sureties as it shall determine. The expense of such bond or suretyship shall be borne by the Parish, but nothing herein contained shall make it mandatory upon the Parish Committee to require such bond or surety.

9. The Parish Committee shall assign responsibility for public relations, the Parish newsletter and maintaining the Parish calendar.

ARTICLE VII - TRUSTEES OF THE MINISTERIAL FUND

1. In accordance with Chapter 141 of the 1825 Acts of the Massachusetts Legislature, approved February 26, 1825, which established the Trustees of the Ministerial Fund of the Congregational Parish and Society in Canton, the Parish shall elect a total of five trustees. No test of creed or faith, of race, color, gender, gender expression, physical ability, affectional or sexual orientation, age, age (exclusive of any legal restrictions or requirements) or national origin, or other similar test shall be imposed as a condition of election.

2. Each trustee who is serving as of this date shall continue to serve until the expiration of the term for which elected.

3. Hereafter trustees shall be elected by ballot at the Annual Meeting, or at a special meeting of the Parish warned for that purpose, to serve for staggered periods of two years commencing on the next July 1, or if a trustee is elected to fill a vacancy that happened by death, resignation, or removal, to serve the unexpired term of the trustee he or she replaces.

4. No person shall be elected a trustee unless he or she is a voting member of the Parish.

ARTICLE VIII - CHILDREN'S PRESCHOOL

1. The Parish may operate a preschool (nursery school) for children with a philosophy and purpose of operation consistent with Article II. No test of creed or faith, of race, color, gender, gender expression, physical ability, affectional or sexual orientation, age, (exclusive of the requirement of Paragraph 2 of this article or any legal restrictions or requirements), or national origin, or other similar test shall be imposed as a condition of enrollment or employment.

2. The preschool shall be open to preschool children whether or not associated with a member of the Parish.

3. Operation of the preschool shall be under the general direction of the Parish Committee. The Parish Committee shall appoint the Preschool Committee members, engage appropriate staff, establish fees, approve the general curriculum, and establish any other operating requirements as may be appropriate.

4. Operation of the preschool may be suspended or resumed by 3/4 vote of the voting members present at the Annual Meeting or a Special Parish Meeting called for this explicit purpose.

ARTICLE IX - MEETINGS

1. The Annual Meeting of the Parish shall be held on the first Tuesday of May for the election of the Parish Committee, election of the chairpersons and members of committees of the Parish, election of Trustees of the Ministerial Fund, adoption of budgets and transaction of all other proper business. The fiscal year shall begin with the first day of July in each year and end on June 30 of the following year.
2. Special Parish meetings shall be called at the order of the President or the request of a majority of the Parish Committee, or at the request of seven voting members of the Parish for such purposes only as may be specified in the call of the meeting.
3. The notice for every Special and Annual Meeting shall be posted in an appropriate location in the Parish Hall at least thirty (30) days prior to each meeting and contain the specific business to be transacted at said meeting.
4. A quorum shall be twenty voting members. A lesser number shall adjourn the meeting. Majority vote shall decide any question, unless the Constitution specifies differently. Nonmembers and members of the church who are not voting members shall be welcome at all meetings and shall be given the courtesy of the floor but may not vote.
5. The Parish Committee shall meet regularly on a monthly basis. In the event that a member of the Parish Committee is absent from three (3) consecutive regular meetings or five (5) regular meetings during a church year without sufficient cause, that individual will be terminated from the Parish Committee by a majority vote of the Committee.
6. Special meetings of the Parish Committee shall be called by the Clerk at the request of the President, or three members of the Parish Committee. At least 48 hours notice shall be given for said meetings. A majority shall constitute a quorum of the Parish Committee.
7. Any meeting of the Parish or its committees is open to the members of the Parish with the exception of the Committee on Ministry and the Nominating Committee. A member may request to be placed on the agenda of either of these committees through communication with the chairpersons.
8. The rules of procedure contained in "Roberts' Rules of Order" shall govern the conduct of all Parish Meetings, Parish Committee Meetings and Executive Sessions in all cases in which they are applicable and when they are not inconsistent with the Constitution and Bylaws

ARTICLE X - THE MINISTER

1. In the event of a vacancy in the position of Minister, a search committee shall be established as a Committee of the Parish for the purpose of identifying, screening and bringing to the Parish for consideration candidates for the position of Minister. Candidates shall be in ministerial fellowship with the Unitarian Universalist Association. Eligibility for Minister of the church shall not be restricted on the basis of race, color, gender, gender expression, physical ability, affectional or sexual orientation, age, or national origin. The search committee shall consist of no less than six (6) voting members of the Parish. The Parish Committee shall submit the nominees for said committee to be voted upon at an Annual Meeting or Special Parish Meeting called explicitly for that purpose.
2. Calling of the Minister of the Parish shall be by ninety (90) percent of voting members voting in person at an Annual or Special Parish meeting called explicitly for that purpose.
3. Tenure of the Minister shall be indefinite.
4. The minister shall have responsibility for the conduct of worship services and shall serve as spiritual leader and advisor to church members. The minister shall have freedom of the pulpit as well as freedom to express his or her opinions outside the pulpit, but not to represent the Parish without

authorization from the Parish Committee. The minister shall be an ex-officio nonvoting member of such committees as the Parish Committee designates with the exception of the COM, Search Committee, and Nominating Committee, and shall not serve as a Trustee of the Ministerial Fund or a member of the Memorial Fund Committee. The Minister shall manage the paid staff of the Parish. Other specific duties shall be determined by the minister and the Parish Committee.

5. The Minister's initial compensation and conditions of employment shall be proposed by the search committee and the Parish Committee and shall be ratified by the Parish. Thereafter the Minister's compensation and conditions of employment shall be proposed by the COM in coordination with the Finance Committee and ratified by the Parish.

6. The minister may be dismissed by a 3/4 vote of the voting members of the Parish present at any meeting called for this purpose. Said meeting shall be called by the Parish Committee only upon written request signed by twenty (20) percent of the voting members of the Parish. Notice of the meeting shall only be by letter sent to the voting members of the Parish. The Minister shall be invited to speak at this meeting.

7. The decision to seek an Interim Minister shall be made at an Annual Meeting or a Special Parish Meeting called explicitly for that purpose. An Interim Minister shall be in fellowship with the Unitarian Universalist Association. Eligibility for Interim Minister of the church shall not be restricted on the basis of race, color, gender, gender expression, physical ability, affectional or sexual orientation, age, or national origin. Recommendation of an Interim Minister shall be made by an Interim Ministerial Search Committee which shall be appointed by the Parish Committee. The Parish Committee may call an Interim Minister following recommendation by the Interim Minister Search Committee. The conditions of employment, compensation, and duties of the Interim Minister shall be established by the Parish Committee in coordination with the Finance Committee.

ARTICLE XI - COMMITTEES

1. The standing committees of this Parish are listed as follows: Listing includes the minimum number of members. No test of creed or faith, of race, color, gender, gender expression, physical ability, affectional or sexual orientation, age (exclusive of the membership requirement in Article IV, Paragraph 2) or national origin, or other similar test shall be imposed as a condition of membership.

Committees of the Parish (standing committees-elected by Parish)

<u>Name</u>	<u>Members</u>
Finance	4
Buildings & Grounds	4
Religious Education	4
Program	4
Membership	4
Social Action	3
Church Services	3 plus Minister and organist

Committees of the Parish Committee (elected by PC)

Committee on the Ministry	3*
Nominating	5
Preschool	3
Memorial Fund	3*
Denominational Affairs	3

* maximum number

2. The Minister shall be a voting member of the church services committee, but shall not serve as chairperson.

3. The chairpersons of the Committees of the Parish (standing committees) and committee members shall be elected by ballot at the Annual Meeting of the Parish for terms of two years. Chairpersons shall be voting members of the Parish.

4. The chairpersons of the Committees of the Parish Committee may be selected by the Parish Committee.

ARTICLE XII - MEMORIAL FUND

1. There shall be a Memorial Fund.

2. The purpose of the Memorial Fund is to provide a means by which the memory of members and friends of the Parish may be honored and perpetuated through gifts to the Fund.

3. Gifts to the Fund may be made at any time and the person or organization to be memorialized should be designated. Gifts to the Fund shall be undesignated as to their use unless special arrangements are made with the Parish Committee.

4. The resources of the Fund shall be used to renew, augment or improve the property belonging to the Parish. Expenditures from the Fund shall not be subject to budgetary restrictions nor require appropriation by the Parish. It is not intended that the Fund be used for the ongoing general expenses of the Parish nor for expenses that are more properly viewed as minor maintenance expenditures. The Parish Committee may, from time to time, establish funds within the memorial fund to receive gifts for specified purposes.

5. Administration of the Fund shall be the responsibility of the Treasurer who shall account separately for the Memorial Fund and shall record all contributions and disbursements to and from the Fund: Investment of the funds shall be made by the Treasurer with approval of the Parish Committee. The Treasurer shall report the Fund balance to the Parish Committee and shall make an annual financial report for the Fund to the Annual Parish Meeting. The Treasurer shall disburse the funds at the direction of the Memorial Fund Committee. The Memorial Fund Committee vote to disburse funds shall be unanimous and subject to approval by a majority of the Parish Committee.

ARTICLE XIII - AMENDMENTS AND BYLAWS

1. Amendments to this Constitution shall be made by a 3/4 vote of the voting members present at any meeting of the Parish, provided the proposed change or amendment shall have been fully set forth in the notice for such meeting and posted in the Parish Hall 30 days in advance.

2. Bylaws not in conflict with the provisions of this Constitution or with laws of the Commonwealth of Massachusetts may be added or changed at any time by a 3/4 vote of the total membership of the Parish Committee or by a majority vote of a meeting of the Parish provided the proposed change or amendment shall have been fully set forth for review and comment by the Parish Committee at least forty-five (45) days in advance of the meeting and the notice for such meeting posted in the Parish Hall thirty (30) days in advance.

BYLAWS

A. Preschool Committee

1. The Preschool Committee shall advise the Parish Committee on Preschool matters including staffing, curriculum, fees and policies. All members of this committee shall be voting members of the Parish.
2. The Preschool Committee shall prepare recommendations for the Finance Committee for capital expenditures and the maintenance and operating budget for the Preschool for the annual budget.
3. The Preschool Committee shall be responsible for the supervision of employed personnel.

B. Program Committee

1. The Program Committee shall plan and coordinate a social calendar for the Parish and work in cooperation with other committees to meet the fellowship needs of the Parish
2. The Program Committee shall organize a period of fellowship, such as coffee hours, following Parish services.
3. The Program Committee shall prepare recommendations for the Finance Committee for capital expenditures and requests for the maintenance and operating budget of the committee for the annual budget.

C. Membership Committee

1. The Membership Committee shall provide greeters each Sunday to welcome visitors and friends.
2. The Membership Committee shall provide follow-up communication with individuals who sign the Guest Book on Sunday morning.
3. The Membership Committee shall maintain contact with members who are absent from Parish functions, sick or in difficulty, informing the minister of unusual circumstances when appropriate.
4. The Membership Committee shall prepare recommendations for the Finance Committee for capital expenditures and requests for the maintenance and operating budget of the committee for the annual budget.
5. The Membership Committee shall arrange transportation to and from services and programs for those in need of assistance.
6. The Membership Committee shall work in conjunction with the membership to enhance the growth of the population of the Parish.
7. The Membership Committee shall work in conjunction with the minister to develop membership information kits.

D. Buildings and Grounds Committee

1. Buildings and Grounds shall be responsible for the maintenance, improvements and security of the grounds, interiors and exteriors of the property at 1508 Washington Street and the personage located at Two Old Coach Road, Canton, Massachusetts.
2. Buildings and Grounds shall be responsible for the maintenance and acquisition of equipment and supplies necessary to carry out its duties and responsibilities.

3. Building and Grounds shall be responsible for contracting for services, such as snow shoveling and plowing, cutting of lawns and shrubbery, delivery of heating fuel and maintenance of fire alarm systems in conformance with requirements of the Town of Canton.
4. Building and Grounds shall be responsible for the supervision of employed personnel, contractors and volunteers involved in the maintenance and improvement of the Parish grounds and properties.
5. Buildings and Grounds shall not enter into any contract for work to be performed in excess of \$2,000 per contract without the advance approval or authorization of the Parish Committee.
6. In situations of emergency, the Chairperson of Buildings and Grounds and the President shall determine the course of action.
7. Buildings and Grounds shall be responsible for rental of the property and supervision of its use within terms set in coordination with the Parish Committee. Long term rental agreements (over one month's duration) shall be approved by vote of the Parish Committee.
8. Buildings and Grounds shall prepare recommendations for capital expenditures for the Finance Committee and requests for a maintenance and operating budget for the annual budget.

E. Finance Committee

1. The Finance Committee shall prepare an annual operating budget which is to be recommended to the Parish Committee for approval and to the Annual Meeting for adoption or other disposition.
2. The Finance Committee shall organize and supervise an annual canvass of members and friends of the Parish for the purpose of raising funds to meet budget requirements.
3. The Finance Committee shall conduct and/or recommend other special fund raising campaigns and projects to be approved by the Parish Committee.
4. The Finance Committee shall report to the Parish at least annually and to the Parish Committee as requested on the status of fund raising campaigns, anticipated pledge income and all other matters which affect the financial interest of the Parish.
5. The Finance Committee shall maintain records of pledges which shall be made available to the Treasurer.
6. The Finance Committee shall be responsible for counting the Sunday collection.
7. The Finance Committee shall be responsible for soliciting pledges from new members.

F. Religious Education Committee

1. The Religious Education Committee shall be responsible for administering and supervising the religious educational activities for children and adults of the Parish and acting as a coordinating agency for the youth group activities.
2. The Religious Education Committee shall be responsible for arranging for furnishings, equipment and supplies for religious education in conjunction with other concerned committees.
3. The Religious Education Committee shall be responsible for establishing curricula, standards and objectives, consistent with the long range goals of liberal religious education.

4. The Religious Education Committee shall be responsible for preparing recommendations for capital expenditures for the Finance Committee and requesting a maintenance and operating budget for the annual budget.

G. Church Services Committee.

1. The Church Services Committee shall meet at the request of the chairperson or the minister.
2. The Church Services Committee shall provide for floral decorations at all services and functions.
3. The Church Services Committee shall schedule memorial floral donations.
4. The Church Services Committee shall arrange for music, speakers and other talent for Parish services and special occasions.
5. The Church Services Committee shall arrange for ushers at regular and special services of the Parish.
6. The Church Services Committee shall explore with the Minister ideas for Parish services, employing principles and techniques intended to enhance the experience for individual participants.
7. The Church Services Committee shall work with the minister to establish the setting for Parish services including the use of symbolism, decoration or other special effects.
8. The Church Services Committee shall prepare recommendations for capital expenditures for the Finance Committee and requests for a maintenance and operating budget for the annual budget.

H. Social Action Committee

1. The Social Action Committee shall sponsor Parish programs related to social concerns which may be of international, national or local interest.
2. The Social Action Committee shall prepare recommendations for capital expenditures for the Finance Committee and requests for a maintenance and operating budget for the annual budget.

I. Nominating Committee

1. New appointments to the Nominating Committee shall be made by vote of the Parish Committee at the first meeting following the Annual Parish Meeting for a tenure of two years beginning July 1 of the current year. No test of creed or faith, of race, color, gender, gender expression, physical ability, affectional or sexual orientation, age, (exclusive of the membership requirement in Article IV, Paragraph 2) or national origin, or other similar test shall be imposed as a condition of membership. Membership terms shall be staggered with the intention of placing at least two new members on the Committee each year. A member of the committee shall not serve more than two (2) consecutive terms and there shall be a two year hiatus before reappointment. In order to serve as a member of the Nominating Committee a candidate shall have served at least one term on a standing committee or on the Parish Committee and be a voting member of the Parish.
2. The Nominating Committee shall prepare a slate of names to fill the positions of all officers, at large members of the Parish Committee, members and chairpersons of standing committees, and Trustees of the Ministerial Fund. The Nominating Committee shall prepare the ballot for use at the Annual Parish Meeting in the election of the above and submit the ballot to the Parish Committee for review and comment and posted at least thirty (30) days prior to the Annual Parish Meeting and any Special Parish meeting.
3. Nominations shall be allowed from the floor at the Annual Parish Meeting. Qualification of

candidates must meet the requirements of the Constitution and Bylaws for each position.

4. The Nominating Committee shall make recommendations to fill vacancies at the request of the Parish Committee.

J. Committee on Ministry (COM)

1. The Committee on Ministry (COM) shall review and facilitate the relationship between the minister and the Parish.

2. There shall be three voting members of the Parish on the COM, each of whom will be elected to serve a three year term. No test of creed or faith, of race, color, gender, gender expression, physical ability, affectional or sexual orientation, age (exclusive of the requirement of Paragraph 2 of this article or any legal restrictions or requirements), or national origin, or other similar test shall be imposed as a condition of membership. It is the intent that the terms be staggered with one vacancy occurring each fiscal year. The longest serving current member of the committee shall be the chair of the committee. Members of the COM shall not serve consecutive terms. Prior to serving a second term there shall be a two year hiatus.

3. Candidates for membership on the COM shall be submitted to the Parish Committee by the minister at the meeting of the Parish Committee next after July 1. The minister shall submit three names to the Parish Committee from which one shall be elected by a majority vote. The Parish Committee may request additional nominations.

4. The COM shall meet monthly and whenever reasonably requested by either the minister or any member of the Parish; shall be available to the minister for counsel; shall keep the minister apprised of the congregational dynamics which affect the relationship between the minister and the Parish; and shall assist in educating the Parish about the respective roles of the minister and the congregation pertaining to the function of the ministry of the Parish.

5. The COM is responsible to the Parish Committee and shall keep the congregation apprised of its meeting times and dates.

6. Confidentiality between the minister and COM shall be respected by the Parish.

7. The COM shall submit an annual compensation recommendation to the Finance Committee after consultation with the minister.

8. The Minister shall consult with the COM on his/her continuing education program, sabbatical planning, and other professional development.

9. The COM and the Parish Committee shall coordinate the transition of Ministers called to First Parish Unitarian Universalist Canton.

I. Memorial Fund Committee

1. There shall be three members of the Memorial Fund Committee appointed by the Parish Committee. No test of creed or faith, of race, color, gender, gender expression, physical ability, affectional or sexual orientation, age (exclusive of the requirement of Paragraph 2 of this article or any legal restrictions or requirements), or national origin, or other similar test shall be imposed as a condition of membership.

2. New appointments of the Memorial Fund Committee shall be made by vote of the Parish Committee at the first meeting following the Annual Parish Meeting for a tenure of three years beginning July 1 of the current year. Membership terms shall be staggered with the

intention of appointing one member to the Committee each year. A member of the Committee shall not serve more than two (2) consecutive terms and there shall be a two year hiatus before reappointment.

- 3., The Memorial Fund Committee shall elect its own chairperson.
4. All gifts to the Fund shall be acknowledged to the donor by a letter of appreciation signed by the President of the Parish.
5. The next of kin or the person most immediately concerned shall be advised of the names of the donors to the Fund when the gifts are in memory of a person who has died but in no event shall the amounts donated by individuals be disclosed, unless requested by the donor. This will be accomplished through a letter signed by the President of the Parish.
6. The Annual Report of the President to the Annual Parish Meeting shall contain a listing of those memorialized through donations to the Fund and the year in which the memorial is recorded.
7. The Memorial Fund shall received written proposals for expenditures. Proposals shall be considered by the Committee within sixty (60) days.

M. Denominational Affairs Committee

1. The Denominational Affairs Committee shall advise the Parish Committee on matters concerning the relationship between First Parish and the larger Unitarian Universalist community, and in particular on the Parish's relationship to the Ballou Channing District and to the Unitarian Universalist Association.
2. The Committee shall act as a liaison with the Ballou Channing District board.
3. The Denominational Affairs Committee shall recommend the annual budget for denominational affairs to the Finance Committee, including the Parish's contributions to the Unitarian Universalist Association and the District, and expenditures for participation in General Assembly and other UUA or District activities.
4. Together with the minister, the Denominational Affairs Committee shall publicize District and Unitarian Universalist Association activities to the Parish, and encourage and support participation in such activities.
5. Together with the minister, the Denominational Affairs Committee shall conduct and publicize the annual Parish Poll (General Assembly ballot process) and encourage Parish participation.

Policy passed by the Parish Committee
December 29, 1998

First Parish Unitarian Universalist Church Canton Policy Regarding Disruptive Behavior

While openness to a wide variety of individuals is one of the prime values held by our congregation and expressed in our denomination's purposes and principles, we affirm the belief that our congregation must maintain a secure atmosphere where such openness can exist. When any person's physical and/or emotional well-being or freedom to safely express his or her beliefs or opinions is threatened, the source of this threat must be addressed firmly and promptly, even if this ultimately requires the expulsion of the offending person or persons.

There have been times when the disruptive behavior of an individual within the church building has led members to voice their concerns about one or more of the following:

1. Perceived threats to the safety of any adult or child;
2. The disruption of church activities;
3. Diminishment of the appeal of the church to its potential and existing membership.

The following shall be the policy of First Parish Unitarian Universalist of Canton in dealing with these issues;

1. If an immediate response is required, this will be undertaken by the Minister, and/or any member of the Parish Committee, and/or the leader of the group involved. This may include asking the offending person or persons to leave, or suspending the meeting or activity until such a time as it can safely be resumed. If further assistance is required the Police Department may be called. Anytime any of these actions are undertaken without the Minister being present, the Minister must be notified. A follow-up letter detailing what steps must be taken before returning to the activities involved will be sent by the Minister and the President to the offending party or parties.
2. Situations not requiring immediate response will be referred to an ad hoc committee of no less than three people appointed by the Parish Committee. The committee will respond in terms of their own judgment observing the following:
 - a. The committee will respond to problems as they arise. There will be no attempt to define "acceptable" behavior in advance.
 - b. Persons identified as disruptive will be dealt with as individuals; stereotypes will be avoided.
 - c. The committee will collect all the necessary information.
 - d. To aid in evaluating the problem, the following points will be considered:
 1. DANGEROUSNESS- Is the individual the source of a threat or perceived threat to persons or property?
 2. DISRUPTIVENESS- How much interference with church functions is going on?
 3. OFFENSIVENESS- How likely is it that prospective or existing members will be driven away?

- e. To determine the necessary response, the following points will be considered:
 - 1. CAUSES- Why is the disruption occurring? Is it a conflict between the individual and others in the church? Is it due to a professionally diagnosed condition of mental illness?
 - 2. HISTORY- What is the frequency and degree of disruption caused in the past?
 - 3. PROBABILITY OF CHANGE- How likely is it that the problem behavior will diminish in the future?

- f. The committee will decide on the necessary response on a case-by-case basis. However, the following three levels of response are recommended:
 - 1. LEVEL ONE- The committee shall inform the Minister of the problem and either the Minister or a member of the committee shall meet with the offending individual to communicate the concern.
 - 2. LEVEL TWO- The offending individual is excluded from the church and/or specific church activities for a limited period of time, with reasons and the conditions of return made clear.
 - 3. LEVEL THREE- The offending individual is permanently excluded from the church premises and all church activities. Before this is carried out, the ad hoc committee will submit its recommendation to the Parish Committee. If it is decided that expulsion will take place by a two-thirds vote of the Parish Committee, a letter will be sent explaining the expulsion and the individual's rights.

- g. Any action taken under item (f) above may be appealed to the Parish Committee.

First Parish Unitarian Universalist Canton strives to be an inclusive community, affirming our differences in beliefs, opinions and life experiences. However, concern for the safety and well being of the congregation as a whole must be given priority over the privileges and inclusion of the individual. To the degree the disruptive behavior compromises the health of this congregation, our actions as people of faith must reflect this emphasis on security.

FIRST PARISH UNITARIAN UNIVERSALIST - CANTON POLICY FOR A SAFE CONGREGATION

I. First Parish Policy for a Safe Congregation

The goal of First Parish Unitarian Universalist – Canton (“First Parish”) is to be a safe physical, emotional and spiritual environment for our congregation’s members, employees, their families and friends and the community at large.

We believe in the inherent worth and dignity of every person.

We believe in justice, equity and compassion in human relations.

We accept a shared responsibility for the safety and well being of the Children (as defined herein) in our church.

No one should have to suffer or endure pain caused by another person.

Any form of abuse by or between persons in our congregation violates these principles.

In order to further these goals and purposes, First Parish hereby sets forth its Policy for a Safe Congregation (as defined herein).

II. Definitions

For the purposes of this policy, the following terms shall have the following meanings:

(1) “Employees” shall include, but not be limited to, the minister or any person serving in the minister’s stead (the “Minister”), any ministerial intern or any person serving in such person’s stead (the “Ministerial Intern”), the director of religious education or any person serving in such person’s stead (the “DRE”), the music director or any person serving in such person’s stead (the “Music Director”) and any office administrators.

(2) “Policy for a Safe Congregation” means the entire policy set forth herein.

(3) “RE Teachers” shall mean those individuals teaching religious education classes at First Parish who are listed on the List of RE Teachers which shall be maintained in the files of the office of the DRE. Such list shall include youth leaders.

(4) “Safe Congregation” shall mean an environment free from incidents of Sexual Misconduct.

(5) “Sexual Abuse” or “Sexual Molestation” shall include but not be limited to, any sexual involvement or sexual contact with a person who is a minor or who is legally incompetent.

(6) “Sexual Exploitation” shall include, but not be limited to, the development of or the attempt to develop a sexual relationship between ministers, counselors, youth leaders, or church schoolteachers

and a person with whom they have a caretaking role, whether or not there is apparent consent from the individual.

(7) “Sexual Harassment” shall include, but not be limited to, undesired or inappropriate sexually oriented humor or language, inappropriate questions or comments about sexual behavior or preference, undesired physical contact, inappropriate comments about clothing or physical appearance, conduct or communication which has the purpose or effect of creating an intimidating, hostile or offensive environment.

(8) “Sexual Misconduct” shall mean Sexual Abuse, Sexual Molestation, Sexual Harassment or Sexual Exploitation.

(9) “Volunteers” shall mean all persons volunteering in the religious education program at First Parish and working with the children and youth of First Parish from age birth through high school graduation (collectively, the “Children”), but shall not include Employees or RE Teachers.

III. Preventing Sexual Misconduct

First Parish shall make every effort to create a Safe Congregation by initiating and adhering to the following policies and procedures regarding (i) preventative education and training, (ii) careful hiring procedures and recruitment of Volunteers and (iii) the supervision of the Children of First Parish.

(1) Education and Training. First Parish will make best efforts to provide the following as part of its religious education program:

- (a) At least every two years, an age appropriate program for seventh and eighth graders which shall attempt to provide clarification and understanding of the complex issues of sexuality, including a focus on the prevention of Sexual Misconduct;
- (b) Information and support for First Parish’s Employees and RE Teachers in the prevention of Sexual Misconduct, which shall include a review and discussion of the Code of Ethics For Working With Children in substantially the form of **Exhibit A** attached hereto (“the Code of Ethics”);
- (c) A copy of the this Policy for a Safe Congregation shall be posted in a public area and shall be made available to each parishioner; and
- (d) Information for all parishioners regarding resources within the community that address the issues of Sexual Misconduct.

(2) Procedures for Hiring Employees. The following procedures shall be used and adhered to by committees and individuals responsible for hiring Employees to work with the Children:

- (a) Code of Ethics: All Employees shall review and sign a copy of the Code of Ethics in substantially the form of **Exhibit A** attached hereto.

- (b) Policy for a Safe Congregation: All Employees must sign a statement in substantially the form of **Exhibit B** attached hereto stating that they have read a copy of and will adhere to the policies set forth in the Policy for a Safe Congregation.
- (c) CORI Request Form: All Employees shall sign a Criminal Offender Record Information (“CORI”) Request Form in substantially the form of **Exhibit C** attached hereto. The results of such CORI check shall be satisfactory to the Minister and the President of the Parish Committee (the “President”). The CORI Request Form and the results obtained thereof shall be considered confidential and shall be kept in a locked file in the administrative office to be viewed only by the Administrative Assistant, Minister, and the President. The President shall at all times be deemed a certified CORI agent as such is defined under the laws pertaining to CORI checks.
- (3) Procedures for Recruiting RE Teachers. The following procedures shall be used and adhered to by committees and individuals responsible for recruiting RE Teachers to work with the Children:
 - (a) The Six Month Rule: An RE Teacher will only be permitted to work with the Children after such RE Teacher has been an active participant at First Parish or another Unitarian Universalist congregation in the region for at least a six month period;
 - (b) Age Requirements: All RE Teachers must be at least 18 years old to work with any Children of First Parish and 21 to work with any teenagers of First Parish.
 - (c) Code of Ethics: All RE Teachers shall review and sign a copy of the Code of Ethics in substantially the form of **Exhibit A** attached hereto.
 - (d) Policy for a Safe Congregation: All RE Teachers must sign a statement in substantially the form of **Exhibit B** attached hereto stating that they have read a copy of and will adhere to the policies set forth in the Policy for a Safe Congregation.
 - (e) CORI Request Form: All RE Teachers shall sign a CORI Request Form in substantially the form of **Exhibit C** attached hereto. The results of such CORI check shall be satisfactory to the Minister and DRE. The CORI Request Form and the results obtained thereof shall be considered confidential and shall be kept in a locked file in the DRE’s office to be viewed only by the Minister and the DRE. The office administrator, however, may assist with the processing of information related to the CORI check. The President shall at all times be deemed a certified CORI agent as such is defined under the laws pertaining to CORI checks.
- (4) Volunteers: Volunteers shall not be required to adhere to the provisions of Sections III (2) or (3) herein so long as such Volunteer is working with the Children in the presence of an Employee or an RE Teacher who has fulfilled the requirements of Section III (2) or (3) herein. The activities of any Volunteer working with the Children must also meet the requirements of on-site supervision set forth in Section III (5) below and off-site supervision set forth in Section III (6) below.
- (5) On- Site Supervision: Unless otherwise consented to by the parent of a given child, all RE-sponsored activities (other than child care in the nursery which shall be governed by Section IV hereof) shall (a) have two adults (at least one of whom is over the age of 21) present, (b) have

more than one child present, (c) be conducted with open window coverings and /or open doors, and (d) be overseen by the DRE.

- (6) Off-Site Supervision: One adult may transport two or more Children to and from RE -sponsored events, provided upon arrival at such event there are two adults present over the age of 21. Any adult providing transportation for Children to and from RE sponsored events shall provide evidence of a valid driver's license.

IV. Hired Staff of First Parish Not Covered by Section III Above

- (1) Nursery Care Provider: Any nursery care provider shall (a) have completed the Red Cross babysitter's training course or an equivalent course, (b) be overseen by the DRE or person acting in her stead and (c) have obtained the written consent of a parent or guardian of each child present in the nursery in substantially the form of **Exhibit D** attached hereto.

V. Reporting and Responding to Sexual Misconduct

In order to ensure that any and all reports or disclosures of Sexual Misconduct are met with appropriate action, a Sexual Misconduct Response Team shall be established and in place at all times with the names and phone numbers of all of the team members available to all parishioners of First Parish.

Parishioners, Employees, RE Teachers and Volunteers should report all incidents or allegations of Sexual Misconduct to the Response Team (as defined below) for their review.

- (1) Team Members: The following persons shall be members of the Sexual Misconduct Response Team (the "Response Team"):

- (a) the Minister;
- (b) the DRE;
- (c) the President; and
- (d) in the case of a conflict of interest or inability of one of the other members of the Response Team to serve, a suitable alternate to be chosen by the Vice President of Member Services.

- (2) Responsibilities of the Response Team: Members of the Response Team shall:

- (a) be well-educated in the Policy for a Safe Congregation and will become knowledgeable about available resources for children and adults and specific mandated reporting procedures for children; and
- (b) take any and all appropriate action as they deem necessary to any disclosure or allegation of Sexual Misconduct, which may include any one or more of the following:
 - 1. file a report or claim with the appropriate government agency;
 - 2. ask the accused to sign an Interim Agreement Regarding Restrictions with Children substantially in the form of **Exhibit E** attached hereto which would be considered confidential and would be kept in a locked file in the Minister's office;

3. ask any accused person found guilty by the relevant authorities of Sexual Misconduct to sign a restriction agreement in substantially the form of **Exhibit F** attached hereto; and
4. respond to questions from the public media.

EXHIBIT A

**THE CODE OF ETHICS
FOR WORKING WITH CHILDREN**

Adults and older youth who are in leadership roles play a key role in fostering the spiritual development of both individuals and community. It is, therefore, especially important that those in leadership positions be well qualified to provide the special nurturing, care and support that will enable children and youth to develop a positive sense of self and a spirit of independence and responsibility. The relationship between young people and their leaders must be one of mutual respect if the positive potential of their relationship is to be realized.

Adults play a key role in assisting children and youth in development of their self worth and their healthy identity as a sexual being. Children, youth and adults may suffer damaging effects when their leaders becomes sexually involved with those they have been instructed to lead. Leaders must be careful to protect the children and youth they work with and to protect themselves and First Parish.

Therefore, to promote these goals and perpetuate this understanding, the undersigned agrees to the following:

- (1) to refrain from engaging in Sexual Misconduct (as defined in the Policy for a Safe Congregation);
- (2) to refrain from engaging in behavior with Children (as defined in the Policy for a Safe Congregation) which constitutes verbal, emotional or physical abuse;
- (3) to refrain from the use of illegal drugs, alcohol or any other drug which would impair my judgment or ability to function effectively in a leadership role with children or youth; and
- (4) to read the Policy for a Safe Congregation and agree to abide by terms thereof. Any failure by the undersigned to abide by the terms of this Code of Ethics shall result in the appropriate action of the Response Team (as defined in the Policy for a Safe Congregation).

Signature

Name (printed)

Date

EXHIBIT B

**STATEMENT REGARDING
POLICY FOR A SAFE CONGREGATION**

The undersigned has (i) been provided a copy of First Parish Universalist Unitarian – Canton’s Policy for a Safe Congregation, (ii) read such policy, and (iii) been given the opportunity to ask questions regarding such policy to the Director of Religious Education and the Religious Education Committee.

Name:
Date:

EXHIBIT C

**CRIMINAL OFFENDER RECORD INFORMATION (“CORI”)
REQUEST FORM**

Any information given by the undersigned on this CORI check may also be used to perform a Sex Offender Registry Information (“SORI”) check on the undersigned at the discretion of the Minister and/or DRE.

EXHIBIT D

NURSERY SIGN IN FORM / CONSENT

Date _____

By signing the form below in the space provided, the undersigned acknowledge, understand and agree to the following:

- (i) Today's nursery care provider is _____;
[name]
- (ii) Today's nursery care provider may be under the age of eighteen (18);
- (iii) Today's nursery care provider has taken a Red Cross Babysitting Training course or its equivalent; and
- (iv) While the Director of Religious Education will be periodically supervising today's nursery care provider, the nursery care provider will be alone for most of the period of care.

(child's name) (guardian sign in) (guardian sign out)

(child's name) (guardian sign in) (guardian sign out)

(child's name) (guardian sign in) (guardian sign out)

(child's name) (guardian sign in) (guardian sign out)

(child's name) (guardian sign in) (guardian sign out)

EXHIBIT E

INTERIM AGREEMENT REGARDING RESTRICTIONS WITH CHILDREN

Confidential

A serious complaint has been made to the Response Team (as defined in the Policy for a Safe Congregation) and such complaint is now under investigation. While this complaint is being investigated, in order to protect the Children (as defined in the Policy for a Safe Congregation) in our programs from potential risk, to protect you from further suspicion, and to maintain confidentiality, we ask you to abide by this interim agreement. Signing this document in no way constitutes a presumption or confession of guilt. Instead this interim restriction is a routine safety precaution, activated without prejudice toward particular individuals. This document will be considered confidential, will be kept in a locked file in the Minister's office and will be reviewed only by the Minister, the Director of Religious Education and the President. Upon acquittal or if charges are dropped, this document will be returned to you immediately. Within these guidelines, First Parish welcomes your participation in worship services, coffee hour, committee meetings, adult discussion groups, adult social events and well-supervised intergenerational events. The guidelines are as follows:

1. Avoid all contact with Children on the property of First Parish or at First Parish-sponsored events. The restriction includes the following:
 - Please avoid volunteering or chaperoning for Children's events (including Children's religious education classes, talks with Children during worship services, specifically participating in Children's activities at intergenerational events, and driving Children to church activities.)
 - Please remain in the presence of an adult at all times when Children are in the building.
2. First Parish must provide safety for a variety of groups that use the church buildings during the week. To that end, please avoid being in the buildings unsupervised when activities involving Children are in session. This includes, but is not limited to, the hours that the Children's Garden Preschool is in session.
3. First Parish will attempt to keep this matter as confidential as possible, while ensuring the church remains a safe place for our Children. Please consider the Minister and the President to be your contact persons should further questions arise.

I have reviewed the terms of this Interim Agreement Regarding Restrictions with Children and agree to abide by the terms herein.

Signature

Date

Witness: Member of the Response Team

Date

EXHIBIT F

AGREEMENT REGARDING RESTRICTIONS WITH CHILDREN OF FIRST PARISH

The Response Team (as defined in the Policy for a Safe Congregation) has serious reasons for concern that your contact with Children (as defined in the Policy for a Safe Congregation) in our congregation potentially places both you and the Children at risk of incident or accusation. For this reason we have developed these guidelines.

Within these guidelines, First Parish welcomes your participation in worship services, coffee hour, committee meetings, adult discussion groups, adult social events and well-supervised intergenerational events. The guidelines are as follows:

1. Avoid all contact with Children on the property of First Parish or at First Parish-sponsored events. The restriction includes the following:
 - Please avoid volunteering or chaperoning for Children's events (including Children's religious education classes, talks with Children during worship services, specifically participating in Children's activities at intergenerational events, and driving Children to church activities.)
 - Please remain in the presence of an adult at all times when Children are in the building.

2. First Parish must provide safety for a variety of groups that use the church buildings during the week. To that end, please avoid being in the buildings unsupervised when activities involving Children are in session. This includes, but is not limited to, the hours that the Children's Garden Preschool is in session.

3. First Parish will attempt to keep this matter as confidential as possible, while ensuring the church remains a safe place for our Children. By signing below, you agree and acknowledge that certain people at First Parish who are responsible for the care and protection of the Children may be informed of the terms of this agreement in order that they may carry out their obligations to care for and protect such Children. Please consider the Minister and the President to be your contact persons should further questions arise.

I have reviewed the terms of this Agreement Regarding Restrictions with Children and agree to abide by the terms herein.

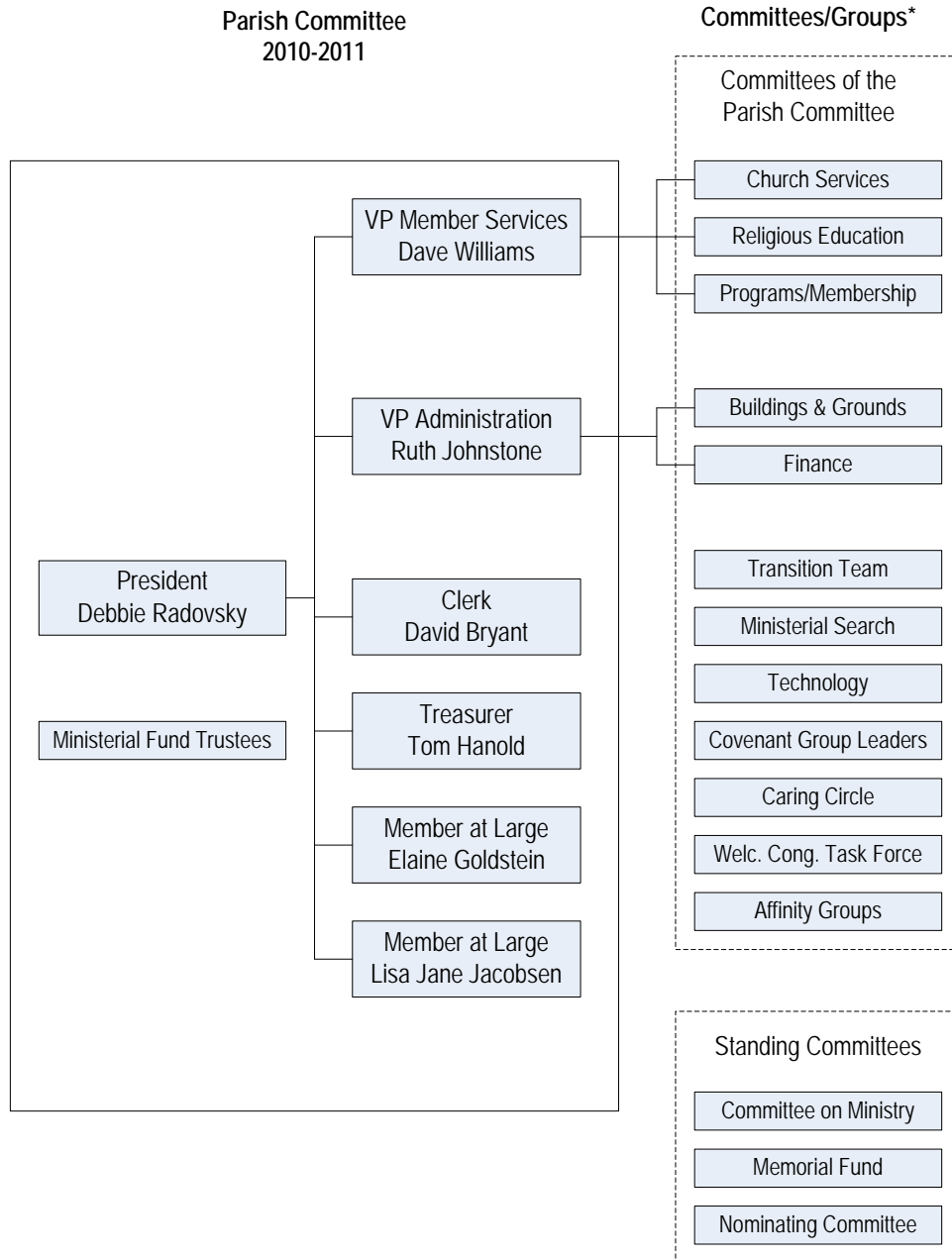
Signature

Date

Witness: Member of the Response Team

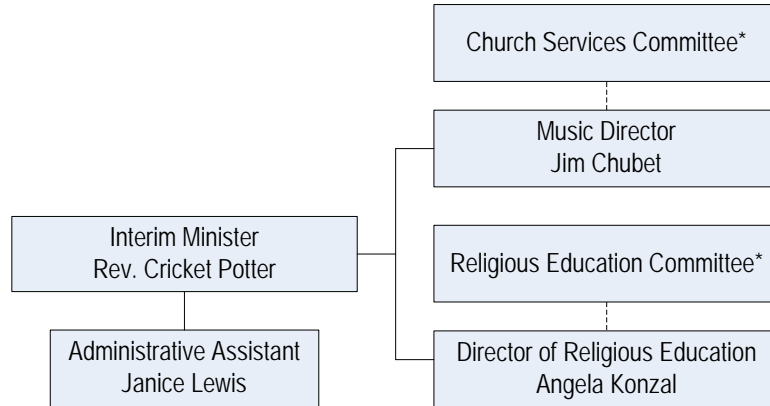
Date

First Parish Unitarian Universalist – Canton Lay Leadership – 2010-2011



* See Committee List for committee chairs and members

**First Parish Unitarian Universalist – Canton
Administrative Organization – 2010-2011**



* See Committee List for committee chairs and members

Appendix I. Organizational Charts/Committees
First Parish UU Canton, Committees (2010 – 2011)

Parish Committee

Office	Name
President	Debbie Radovsky
VP Member Services	Dave Williams
VP Administration	Ruth Johnstone
Clerk	David Bryant
Treasurer	Tom Hanold
Member at Large	Elaine Goldstein
Member at Large	Lisa Jane Jacobsen

Finance Committee*

Office	Name
Chair	Bert Congdon
Member	Sid Whiting
Member	David Gettleman
Member	Richard Radovsky
Ex-officio	Tom Hanold

Program/Membership Committee**

Office	Name
Chair	Barbara Casaly
Member	Diane Amster
Member	Steve Anderson
Member	Barbara Foley
Member	Jim Leonard
Member	Lydia Merchant
Member	Kitty McGregor

Buildings & Grounds Committee*

Office	Name
Coordinator	Liz Cole Sheehan
Member	Jim Burkhardt
Member	Ruth Johnstone
Rental Coordinator	Lori Fanara

Church Services Committee**

Office	Name
Chair	Peggy Waters
Member	Giselle Bisaccia
Member	Gary Fox
Member	Susan Johnson
Member	Mary Ann Trupe

Religious Education Committee

Office	Name
Member	Jayne DiCandio
Member	Patti Ellis
Member	Wendy Gettleman
Member	Melanie Holmberg

Trustees of the Ministerial Fund Committee**

Office	Name
Member	Bert Congdon
Member	Tom Hanold
Member	Allan Keith
Member	Lincoln Munson
Member	Sid Whiting

* Reports to VP Administration

** Reports to VP Member Services

Transition Team

Ruth Ghannam
 Lisa Jane Jacobsen
 Elaine Lowry
 Kitty McGregor
 Dave Williams

Ministerial Search

Laurie Burkhardt
[Gary Casaly](#) - chair
 Charlie Earle
 Diana King
 Kathleen O'Connell
 Chris Shoemaker

Committee on Ministry

Larry Cotton
 Mary Centarrino
 Joan Redmont
 Jim Leonard

Memorial Fund

Queenie Holmberg
 Elaine Lowry
 Kitty McGregor

Technology Committee

Brian Shoemaker
 Barbara Casaly

Covenant Group Leaders

Diana King
 Crystal Thorpe

Sunday Volunteer Coordinator

Ellen Fox

Caring Circle

Kathy Anderson
 Barbara Casaly
 Ruth Ghannam (cards)
 Crystal Thorpe
 Mary Ann Trupe

Affinity Groups

Steve Anderson - Outings
 Lori Fanara - Dog Play
 Melanie Holmberg - Meditation
 Kitty McGregor - Work Transitions
 Debbie Radovsky - Drumming Circle

Welcoming Congregation Task Force

Bert Congdon
 Diane King
 Patty Parker
 Maureen Pryor

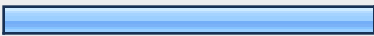




Nominating Committee

[Liz Cole Sheehan](#) - chair
 Lori Fanara
 Melanie Holmberg

Newsletter Editor

Gisèle Bisaccia

FPUU-Canton ADULT Survey - Complete/Return BEFORE JUNE 16th

1. During the last year, approximately how often have you attended service on Sunday morning, either as an attendee or as an R.E. teacher?			Response Percent	Response Count
3 or more times per month			57.0%	45
1 or 2 times per month			17.7%	14
Every few weeks			3.8%	3
Rarely			16.5%	13
Never			5.1%	4
		answered question		79
		skipped question		2

2. Indicate ALL the reasons you FIRST attended First Parish and the importance of each:					
	Extremely	Very	Somewhat	None	Response Count
Adult religious education	4.6% (3)	16.9% (11)	47.7% (31)	30.8% (20)	65
Celebrating common values	36.1% (26)	47.2% (34)	16.7% (12)	0.0% (0)	72
Children's religious education	38.4% (28)	20.5% (15)	11.0% (8)	30.1% (22)	73
Choir/Music	28.2% (20)	23.9% (17)	39.4% (28)	8.5% (6)	71
Community/Fellowship	47.9% (35)	35.6% (26)	16.4% (12)	0.0% (0)	73
UUA/Ballou Channing District involvement	0.0% (0)	4.6% (3)	20.0% (13)	75.4% (49)	65
Family	35.7% (25)	28.6% (20)	20.0% (14)	15.7% (11)	70
Gay/Lesbian/Bisexual/Transgender (GLBT) concerns	9.0% (6)	11.9% (8)	35.8% (24)	43.3% (29)	67
Intellectual stimulation	36.6% (26)	32.4% (23)	26.8% (19)	4.2% (3)	71
Meditation/Prayer	20.6% (14)	29.4% (20)	36.8% (25)	13.2% (9)	68
Minister	28.2% (20)	53.5% (38)	12.7% (9)	5.6% (4)	71
Social action/Service activities	7.1% (5)	37.1% (26)	40.0% (28)	15.7% (11)	70
Spiritual growth	27.5% (19)	39.1% (27)	26.1% (18)	7.2% (5)	69
Unitarian Universalist beliefs	45.9% (34)	35.1% (26)	17.6% (13)	1.4% (1)	74
Worship	29.0% (20)	46.4% (32)	17.4% (12)	7.2% (5)	69
Youth groups	11.7% (7)	13.3% (8)	26.7% (16)	48.3% (29)	60
Other	25.0% (7)	3.6% (1)	10.7% (3)	60.7% (17)	28
				(please specify)	11
				answered question	80
				skipped question	1


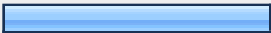



3. Indicate ALL the reasons you CONTINUE TO ATTEND First Parish and the importance of each:					
	Extremely	Very	Somewhat	None	Response Count
Adult religious education	4.5% (3)	13.6% (9)	63.6% (42)	18.2% (12)	66
Celebrating common values	40.8% (29)	47.9% (34)	11.3% (8)	0.0% (0)	71
Children's religious education	20.3% (14)	26.1% (18)	17.4% (12)	36.2% (25)	69
Choir/Music	45.1% (32)	33.8% (24)	18.3% (13)	2.8% (2)	71
Community/Fellowship	63.9% (46)	31.9% (23)	4.2% (3)	0.0% (0)	72
UUA/Ballou Channing District involvement	0.0% (0)	1.5% (1)	38.5% (25)	60.0% (39)	65
Family	29.2% (19)	36.9% (24)	15.4% (10)	18.5% (12)	65
Gay/Lesbian/Bisexual/Transgender (GLBT) concerns	11.8% (8)	29.4% (20)	33.8% (23)	25.0% (17)	68
Intellectual stimulation	38.0% (27)	33.8% (24)	28.2% (20)	0.0% (0)	71
Meditation/Prayer	19.7% (14)	29.6% (21)	40.8% (29)	9.9% (7)	71
Minister	20.9% (14)	38.8% (26)	29.9% (20)	10.4% (7)	67
Social action/Service activities	8.6% (6)	45.7% (32)	41.4% (29)	4.3% (3)	70
Spiritual growth	28.2% (20)	46.5% (33)	19.7% (14)	5.6% (4)	71
Unitarian Universalist beliefs	45.8% (33)	40.3% (29)	13.9% (10)	0.0% (0)	72
Worship	22.5% (16)	50.7% (36)	21.1% (15)	5.6% (4)	71
Youth groups	12.3% (8)	12.3% (8)	32.3% (21)	43.1% (28)	65
Other	12.0% (3)	4.0% (1)	4.0% (1)	80.0% (20)	25
				(please specify)	5
				answered question	77
				skipped question	4

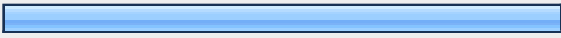

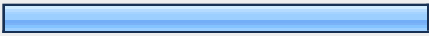

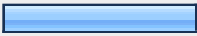
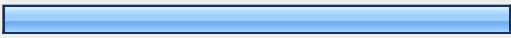
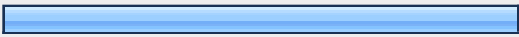
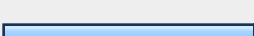

4. If you no longer regularly attend, please specify your reasons.			
			Response Count
			21
<i>answered question</i>			21
<i>skipped question</i>			60


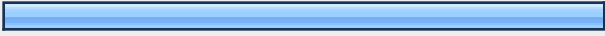
5. In which of the following activities have you participated during the last year?			
	Yes	No	Response Count
Adult religious education	12.7% (9)	87.3% (62)	71
Parish Committee	14.3% (10)	85.7% (60)	70
Children's religious education activities	54.1% (40)	45.9% (34)	74
Choir	22.9% (16)	77.1% (54)	70
Committee or task force	54.1% (40)	45.9% (34)	74
UUA meetings or workshops	21.1% (15)	78.9% (56)	71
Fundraising	50.0% (37)	50.0% (37)	74
Musical events	58.1% (43)	41.9% (31)	74
Covenant Groups	37.3% (28)	62.7% (47)	75
Service as congregational leader	15.5% (11)	84.5% (60)	71
Social action/Service activities	39.2% (29)	60.8% (45)	74
Social activities	75.7% (56)	24.3% (18)	74
Sunday coffee hour	88.2% (67)	11.8% (9)	76
Sunday services (as usher, greeter, etc)	62.2% (46)	37.8% (28)	74
Sunday services (as leader/participant)	24.6% (17)	75.4% (52)	69
Youth social activities	15.5% (11)	84.5% (60)	71


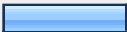
Appendix J. Survey Responses (2009)



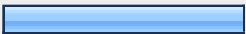
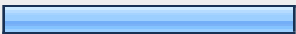
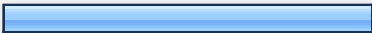

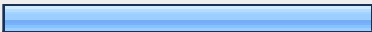
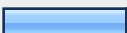
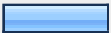

Other	38.5% (10)	61.5% (16)	26
		(please specify)	15
		<i>answered question</i>	78
		<i>skipped question</i>	3

6. How many hours a week, on average, did you participate in First Parish activities during the last year (including Sunday services, coffee hours, Religious Education, committee work, etc.)?			
		Response Percent	Response Count
2 or fewer hours		48.7%	38
3-5 hours		41.0%	32
6-9 hours		5.1%	4
10-14 hours		1.3%	1
15 or more hours		3.8%	3
		<i>answered question</i>	78
		<i>skipped question</i>	3

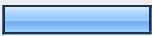


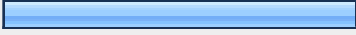

7. Which of the following reasons for attending worship services are important to you?			
		Response Percent	Response Count
Celebration of common values		85.9%	67
Intellectual stimulation		80.8%	63
Fellowship period after services		65.4%	51
Hearing, playing, or singing music		79.5%	62
Mystical, spiritual experience		29.5%	23
Personal reflection and meditation		78.2%	61
Sense of belonging		79.5%	62
Support and encouragement for social action		38.5%	30
Uplifting emotional experience		59.0%	46
		answered question	78
		skipped question	3

8. In the past 12 months, have you attended any UUA or district meetings?			
		Response Percent	Response Count
Yes (please describe below)		7.4%	6
No		92.6%	75
		Name of meeting:	4
		answered question	81
		skipped question	0






9. What are your personal feelings about growing our membership?			
		Response Percent	Response Count
Favorable - I'd like more people to benefit from Unitarian Universalism in general and the church in particular		81.3%	65
Neutral		18.8%	15
Unfavorable - I prefer the current size of our congregation		0.0%	0
		<i>answered question</i>	80
		<i>skipped question</i>	1

10. In addition to Unitarian Universalism, what faith traditions are important in your religious development and/or orientation?		Response Percent	Response Count
AGNOSTICISM: "The truth" about theological matters is unknown or impossible to prove or disprove.		46.1%	35
ATHEISM: The concept of deity is not defensible or helpful.		17.1%	13
BUDDHISM: Individuals are responsible for their own spiritual well-being, and physical and spiritual discipline is a means of liberation from the physical world.		36.8%	28
ETHICAL CHRISTIANITY: Jesus is a great moral teacher.		44.7%	34
ETHICAL RELIGION: The function of religion is to encourage the development of ethical living.		56.6%	43
HINDUISM: Freedom from the material world can be achieved through purification of desires and elimination of personal identity.		5.3%	4
HUMANISM: Human nature is a sufficient basis for all religion and ethics.		56.6%	43
JUDAISM: The monotheistic religion of the Jews having its spiritual and ethical principles embodied chiefly in the Torah and in the Talmud		18.4%	14
MYSTICISM: It is possible for humans to have a vital identification with the Cosmos.		15.8%	12
NATURALISTIC THEISM: The powers traditionally attributed to a supernatural God are inherent in the natural world. The natural world elicits our respect and devotion.		42.1%	32

Appendix J. Survey Responses (2009)

PAGANISM: Earth-centered traditions celebrate the sacred circle of life and instruct us to live in harmony with the rhythms of nature.		22.4%	17
SKEPTICISM: There is no way of knowing the truth with regard to theological matters.		23.7%	18
THEOLOGICAL CHRISTIANITY: Jesus is a unique revelation of the divine.		13.2%	10
RELIGIOUS HUMANISM: Integration of humanist ethical philosophy with religious rituals and beliefs that center on human needs, interests, and abilities.		53.9%	41
Other (please specify)		9.2%	7
answered question			76
skipped question			5

11. How frequently do you participate in the following religious practices?					
	Often	Occasionally	Seldom	Never-- not important to me	Response Count
Prayer	22.5% (16)	22.5% (16)	26.8% (19)	28.2% (20)	71
Meditation	20.0% (15)	34.7% (26)	36.0% (27)	9.3% (7)	75
Yoga	23.0% (17)	12.2% (9)	23.0% (17)	41.9% (31)	74
Covenant Groups	31.9% (22)	5.8% (4)	17.4% (12)	44.9% (31)	69
Social Action activities	10.0% (7)	40.0% (28)	41.4% (29)	8.6% (6)	70
Other	27.8% (5)	11.1% (2)	11.1% (2)	50.0% (9)	18
(please specify)					9
answered question					76
skipped question					5

12. Which most closely corresponds with your belief about immortality?			
		Response Percent	Response Count
A person's memory lives on in the minds of their loved ones		61.3%	46
A person's body dies but a person's spirit or soul lives on		18.7%	14
At some point in the future, a person's body and soul are resurrected		0.0%	0
A person's soul is reborn into another living being		4.0%	3
Concern for immortality distracts from fully living in the moment		9.3%	7
No opinion		6.7%	5
	answered question		75
	skipped question		6

13. How often would you like the minister to preach?			
		Response Percent	Response Count
Nearly every Sunday		97.3%	72
2 times a month		1.4%	1
Once a month		1.4%	1
	answered question		74
	skipped question		7

14. How important to you are the following specific items which may be part of a Sunday worship service?					
	Extremely important	Very important	Somewhat important	Not important	Response Count
Announcements	9.2% (7)	30.3% (23)	52.6% (40)	7.9% (6)	76
Celebrating religious holidays	15.8% (12)	34.2% (26)	42.1% (32)	7.9% (6)	76
Chalice lightings	24.0% (18)	48.0% (36)	24.0% (18)	4.0% (3)	75
Child dedications	21.6% (16)	50.0% (37)	25.7% (19)	2.7% (2)	74
Time for All Ages	14.9% (11)	40.5% (30)	32.4% (24)	12.2% (9)	74
Choir/Musical performances	59.2% (45)	27.6% (21)	10.5% (8)	2.6% (2)	76
Coffee hour	38.2% (29)	36.8% (28)	19.7% (15)	5.3% (4)	76
Lay participation	18.7% (14)	38.7% (29)	36.0% (27)	6.7% (5)	75
Meditation	21.1% (16)	32.9% (25)	38.2% (29)	7.9% (6)	76
Multicultural sensitivity/GLBT awareness	25.0% (19)	32.9% (25)	28.9% (22)	13.2% (10)	76
Prayer	14.7% (11)	24.0% (18)	33.3% (25)	28.0% (21)	75
Readings	19.7% (15)	48.7% (37)	26.3% (20)	5.3% (4)	76
Reciting congregational covenant	40.8% (31)	35.5% (27)	21.1% (16)	2.6% (2)	76
Recognizing visitors	36.8% (28)	35.5% (27)	25.0% (19)	2.6% (2)	76
Responsive readings	7.9% (6)	21.1% (16)	57.9% (44)	13.2% (10)	76
Sermon	62.2% (46)	31.1% (23)	6.8% (5)	0.0% (0)	74
Sharing joys and concerns	36.8% (28)	44.7% (34)	15.8% (12)	2.6% (2)	76
Singing of hymns	49.3% (37)	36.0% (27)	12.0% (9)	2.7% (2)	75
Other	33.3% (5)	13.3% (2)	6.7% (1)	46.7% (7)	15
				(please specify)	11
				answered question	77
				skipped question	4

15. How important to you are these various Sunday worship sermon topics?					
	Extremely important	Very important	Somewhat important	Not important	Response Count
Christian traditions	9.5% (7)	25.7% (19)	50.0% (37)	14.9% (11)	74
Coping with life	36.8% (28)	48.7% (37)	13.2% (10)	1.3% (1)	76
Creative and artistic abilities	12.3% (9)	32.9% (24)	43.8% (32)	11.0% (8)	73
Current political events	10.5% (8)	39.5% (30)	38.2% (29)	11.8% (9)	76
Defining Unitarian Universalism	25.3% (19)	48.0% (36)	24.0% (18)	2.7% (2)	75
Earth-centered traditions	9.6% (7)	46.6% (34)	32.9% (24)	11.0% (8)	73
Family relationships and values	32.9% (25)	48.7% (37)	17.1% (13)	1.3% (1)	76
Jewish traditions	6.6% (5)	25.0% (19)	52.6% (40)	15.8% (12)	76
Non-western religions	1.3% (1)	33.3% (25)	49.3% (37)	16.0% (12)	75
Personal growth	28.9% (22)	56.6% (43)	11.8% (9)	2.6% (2)	76
Philosophical ideas	32.0% (24)	44.0% (33)	21.3% (16)	2.7% (2)	75
Psychological perspectives on life's issues	25.3% (19)	37.3% (28)	29.3% (22)	8.0% (6)	75
Religious implications of science and modern knowledge	25.7% (19)	37.8% (28)	25.7% (19)	10.8% (8)	74
Spiritual growth	34.2% (26)	35.5% (27)	23.7% (18)	6.6% (5)	76
Stimulate action of convictions	23.3% (17)	45.2% (33)	24.7% (18)	6.8% (5)	73
Theological values	20.5% (15)	31.5% (23)	27.4% (20)	20.5% (15)	73
UU denominational issues	7.9% (6)	34.2% (26)	47.4% (36)	10.5% (8)	76
UU history	9.2% (7)	47.4% (36)	32.9% (25)	10.5% (8)	76
Values and perspectives on social issues	34.7% (26)	42.7% (32)	17.3% (13)	5.3% (4)	75
Other	37.5% (6)	0.0% (0)	0.0% (0)	62.5% (10)	16
				(please specify)	9
				answered question	76

16. How important to you are these Sunday worship service objectives?					
	Extremely important	Very important	Somewhat important	Not important	Response Count
Build community	42.9% (33)	50.6% (39)	6.5% (5)	0.0% (0)	77
Help us understand ourselves better; self-reflection	48.1% (37)	41.6% (32)	10.4% (8)	0.0% (0)	77
Inspire reverence and awe	24.7% (19)	29.9% (23)	28.6% (22)	16.9% (13)	77
Promote a supportive environment for developing and sharing feelings and beliefs	46.1% (35)	39.5% (30)	14.5% (11)	0.0% (0)	76
Show new paths for individual growth and change	41.6% (32)	41.6% (32)	16.9% (13)	0.0% (0)	77
Spur individuals to act on their own convictions	30.3% (23)	44.7% (34)	17.1% (13)	7.9% (6)	76
Other	27.3% (3)	0.0% (0)	9.1% (1)	63.6% (7)	11
				(please specify)	6
				<i>answered question</i>	77
				<i>skipped question</i>	4

17. A variety of functions comprise a minister's work. Each minister has to prioritize these functions, and thus his or her time. In what ORDER OF IMPORTANCE would you like our next minister to do so?								
	Most important	2nd	3rd	4th	5th	6th	Least important	Response Count
Pastor: counsels, visits the sick, visits people at home, etc.	4.6% (3)	30.8% (20)	24.6% (16)	15.4% (10)	10.8% (7)	10.8% (7)	3.1% (2)	65
Social activist: promotes ethical values in the larger community	0.0% (0)	1.5% (1)	9.2% (6)	18.5% (12)	18.5% (12)	23.1% (15)	29.2% (19)	65
Facilitator: involves people in congregational life	7.9% (5)	11.1% (7)	20.6% (13)	23.8% (15)	15.9% (10)	14.3% (9)	6.3% (4)	63
Spiritual leader: prepares and leads worships and celebrations	56.3% (36)	12.5% (8)	10.9% (7)	9.4% (6)	4.7% (3)	6.3% (4)	0.0% (0)	64
Intellectual leader: challenges and stimulates the thinking of the congregation	15.4% (10)	24.6% (16)	16.9% (11)	12.3% (8)	12.3% (8)	13.8% (9)	4.6% (3)	65
Administrator: achieves results by coordinating and supporting efforts of others	1.6% (1)	4.7% (3)	9.4% (6)	14.1% (9)	23.4% (15)	17.2% (11)	29.7% (19)	64
Person of character: models the ethical life	20.3% (14)	15.9% (11)	7.2% (5)	7.2% (5)	14.5% (10)	11.6% (8)	23.2% (16)	69
Other (please specify function and priority)								10
answered question								69
skipped question								12



18. In terms of personal capabilities and time and attention, which of the following priorities for our next minister do you consider to be the most important? (please check 5)		Response Percent	Response Count
Assuring efficient and effective administration by paid staff		17.8%	13
Caring for and counseling individuals		71.2%	52
Creating a sense of awe and wonder in Sunday services		24.7%	18
Encouraging congregational social justice programs		24.7%	18
Encouraging volunteers and developing lay leadership		35.6%	26
Fostering a sense of fellowship and community within the church		84.9%	62
Guiding/facilitating committee work		26.0%	19
Leading and guiding the church staff		19.2%	14
Offering stimulating adult enrichment programs		34.2%	25
Participating in religious education for children and youth		37.0%	27
Presenting stimulating and challenging Sunday services		91.8%	67
Providing visible leadership in the community beyond the church		38.4%	28
	<i>answered question</i>		73
	<i>skipped question</i>		8

19. Which are the following qualities do you think are the most important considerations in screening ministerial candidates? (select 5)		Response Percent	Response Count
Character (strong moral consistency, stability, reliability)		58.3%	42
Consultive and cooperative approach		34.7%	25
Creativity (ability to develop and present new ideas and methods)		41.7%	30
Empathy (genuine interest in and concern about others)		75.0%	54
Humility (awareness of his/her limitations)		11.1%	8
Intellectual depth and rigor		33.3%	24
Open-mindedness (receptive to other ideas)		38.9%	28
Professional competence (ability to communicate, counsel, empower, etc.)		72.2%	52
Scholarship (educated, informed, interesting)		26.4%	19
Sense of calling (motivated, enthusiastic)		51.4%	37
Sense of humor		61.1%	44
	answered question		72
	skipped question		9

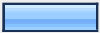
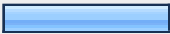
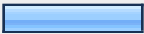

20. UU tradition and the congregation's historical practice is that the minister should have freedom of the pulpit, whereby s/he may express whatever views s/he may hold without censorship from the congregation.

	Yes	No	Not sure	Response Count
Do you agree with this policy?	80.6% (58)	5.6% (4)	13.9% (10)	72
Do you believe that this policy extends to the expression of partisan political views?	34.3% (24)	32.9% (23)	32.9% (23)	70
	<i>answered question</i>			73
	<i>skipped question</i>			8

21. The UUA General Assembly adopted an equal opportunity policy in 1989 which states "ministerial settlement procedures without discrimination because of race, color, disability, sex, affectional or sexual orientation, age, or national origin." Do you have any reservations regarding the application of this policy in regard to our church?

		Response Percent	Response Count
Yes		13.9%	10
No		86.1%	62
	If yes, please elaborate		9
	<i>answered question</i>		72
	<i>skipped question</i>		9

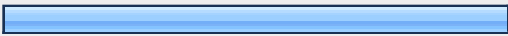

22. How would you personally feel about our congregation calling as a minister a person who is...				
	Enthusiastic	Comfortable	Uncomfortable	Response Count
Male?	31.9% (23)	68.1% (49)	0.0% (0)	72
Female?	34.7% (25)	65.3% (47)	0.0% (0)	72
White?	25.0% (18)	75.0% (54)	0.0% (0)	72
A person of color/member of historically marginalized ethnic/cultural group?	28.8% (21)	68.5% (50)	2.7% (2)	73
Gay or lesbian?	25.0% (18)	69.4% (50)	5.6% (4)	72
Bisexual?	16.9% (12)	60.6% (43)	22.5% (16)	71
Transgender?	10.4% (7)	41.8% (28)	47.8% (32)	67
Physically challenged?	20.0% (14)	68.6% (48)	11.4% (8)	70
Politically liberal?	40.8% (29)	49.3% (35)	9.9% (7)	71
Politically conservative?	5.6% (4)	40.8% (29)	53.5% (38)	71
Younger than 40?	19.7% (14)	70.4% (50)	9.9% (7)	71
Older than 60?	9.6% (7)	74.0% (54)	16.4% (12)	73
I have no opinion	0.0% (0)	20.0% (1)	80.0% (4)	5
	<i>answered question</i>			73
	<i>skipped question</i>			8



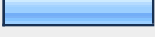
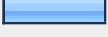
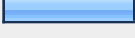

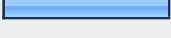
23. Which statement best describes the minister's role in committee work?			
		Response Percent	Response Count
The minister administers the daily operations of the congregation, guiding the various committees in their work.		14.1%	10
The minister is actively involved in many of the committees of the congregation as a consultant/facilitator.		25.4%	18
The minister is primarily concerned with the religious life of the congregation, and the committees are primarily self-directed.		21.1%	15
The Parish Committee and committees of the parish set policy and organize the programs of the congregation in collaboration with the minister.		39.4%	28
		<i>answered question</i>	71
		<i>skipped question</i>	10

24. How important are these various ministerial functions to you?					
	Extremely important	Very important	Somewhat important	Not important	Response Count
Administration	7.1% (5)	48.6% (34)	41.4% (29)	2.9% (2)	70
Adult religious education	11.3% (8)	47.9% (34)	38.0% (27)	2.8% (2)	71
Anti-racism/anti-oppression work	14.3% (10)	41.4% (29)	35.7% (25)	8.6% (6)	70
Children's religious education	22.9% (16)	42.9% (30)	28.6% (20)	5.7% (4)	70
Committee work	2.9% (2)	29.4% (20)	58.8% (40)	8.8% (6)	68
Community building	42.3% (30)	43.7% (31)	14.1% (10)	0.0% (0)	71
Conflict resolution	32.9% (23)	52.9% (37)	14.3% (10)	0.0% (0)	70
Finance	4.3% (3)	18.8% (13)	56.5% (39)	20.3% (14)	69
Fundraising events	2.9% (2)	20.3% (14)	63.8% (44)	13.0% (9)	69
Hospital calling	23.9% (17)	49.3% (35)	25.4% (18)	1.4% (1)	71
Interfaith outreach and communication	16.9% (12)	56.3% (40)	25.4% (18)	1.4% (1)	71
Leadership development	23.2% (16)	46.4% (32)	27.5% (19)	2.9% (2)	69
Liberal religious voice	36.6% (26)	33.8% (24)	19.7% (14)	9.9% (7)	71
Membership growth	18.6% (13)	58.6% (41)	17.1% (12)	5.7% (4)	70
Music	21.4% (15)	22.9% (16)	40.0% (28)	15.7% (11)	70
Personal counseling	29.6% (21)	49.3% (35)	15.5% (11)	5.6% (4)	71
Pledge drive canvassing	0.0% (0)	22.9% (16)	48.6% (34)	28.6% (20)	70
Social action	17.1% (12)	48.6% (34)	28.6% (20)	5.7% (4)	70
Spiritual guidance	43.5% (30)	36.2% (25)	18.8% (13)	1.4% (1)	69
Staff relations	15.5% (11)	59.2% (42)	18.3% (13)	7.0% (5)	71
UUA/district activities	1.4% (1)	44.3% (31)	45.7% (32)	8.6% (6)	70
Worship/sermons	78.9% (56)	18.3% (13)	2.8% (2)	0.0% (0)	71
Young adult ministry	8.6% (6)	50.0% (35)	34.3% (24)	7.1% (5)	70

Appendix J. Survey Responses (2009)

Youth group	10.0% (7)	50.0% (35)	34.3% (24)	5.7% (4)	70
Other	40.0% (4)	0.0% (0)	0.0% (0)	60.0% (6)	10
(please specify)					4
<i>answered question</i>					71
<i>skipped question</i>					10

25. What is your affiliation with the congregation?						
					Response Percent	Response Count
Member					77.8%	56
Friend					22.2%	16
<i>answered question</i>						72
<i>skipped question</i>						9

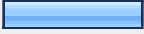

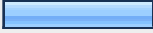

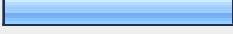

26. How long have you been associated with the congregation?						
					Response Percent	Response Count
Less than 1 year					1.4%	1
1-2 years					4.2%	3
3-5 years					22.5%	16
6-10 years					15.5%	11
11-15 years					19.7%	14
16-20 years					11.3%	8
21 years or more					25.4%	18
<i>answered question</i>						71
<i>skipped question</i>						10




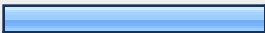
27. Thinking back to a time when you have been unwell, to what extent did the congregation reach out and offer support to you?			Response Percent	Response Count
Not at all			5.6%	4
A little bit			13.9%	10
A fair amount			20.8%	15
A great deal			15.3%	11
Not applicable, I have not been unwell while affiliated with the congregation			44.4%	32
			<i>answered question</i>	72
			<i>skipped question</i>	9

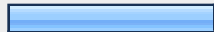
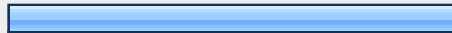
28. Was this support as much as you needed or wanted from the congregation?			Response Percent	Response Count
Yes			42.3%	30
No			12.7%	9
N/A			45.1%	32
			<i>answered question</i>	71
			<i>skipped question</i>	10


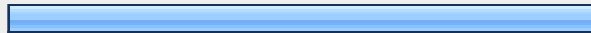


29. What is your age?			Response Percent	Response Count
18 or under			2.8%	2
19-29			1.4%	1
30-39			5.6%	4
40-49			21.1%	15
50-59			25.4%	18
60-69			25.4%	18
70-79			11.3%	8
80 or over			7.0%	5
			<i>answered question</i>	71
			<i>skipped question</i>	10




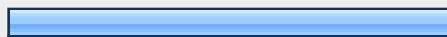


30. How many years have you been a Unitarian Universalist?			Response Percent	Response Count
0-2 years			5.8%	4
3-5 years			10.1%	7
6-10 years			13.0%	9
11-15 years			20.3%	14
More than 15 years			50.7%	35
			<i>answered question</i>	69
			<i>skipped question</i>	12

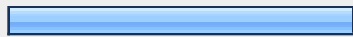
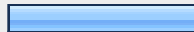
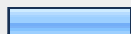
31. What was your previous religious affiliation?			
		Response Percent	Response Count
None		21.1%	15
Always a UU		19.7%	14
Buddhist		0.0%	0
Catholic Christian		22.5%	16
Hindu		0.0%	0
Jewish		8.5%	6
Muslim		0.0%	0
Protestant Christian		35.2%	25
Other (please specify)		5.6%	4
		<i>answered question</i>	71
		<i>skipped question</i>	10

32. How much is your affiliation with this congregation and/or Unitarian Universalism a source of strength or comfort to you?			
		Response Percent	Response Count
None at all		2.9%	2
Somewhat		14.3%	10
A fair amount		42.9%	30
A great deal		40.0%	28
		<i>answered question</i>	70
		<i>skipped question</i>	11




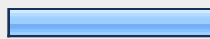
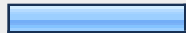
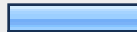
33. What is your gender?			Response Percent	Response Count
Male			31.4%	22
Female			68.6%	48
Transgender			0.0%	0
		<i>answered question</i>		70
		<i>skipped question</i>		11

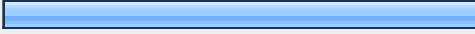

34. What is your sexual orientation?			Response Percent	Response Count
Bisexual			2.9%	2
Gay			0.0%	0
Heterosexual			90.0%	63
Lesbian			5.7%	4
Other (please specify)			1.4%	1
		<i>answered question</i>		70
		<i>skipped question</i>		11

35. What is your current marital status?			
		Response Percent	Response Count
Divorced		7.0%	5
Domestic partnership		4.2%	3
Living with partner		2.8%	2
Married		67.6%	48
Separated		0.0%	0
Single		11.3%	8
Widowed		7.0%	5
		<i>answered question</i>	71
		<i>skipped question</i>	10

36. Is your spouse/partner affiliated with the congregation?			
		Response Percent	Response Count
Yes		52.9%	37
No		28.6%	20
Not applicable		18.6%	13
		<i>answered question</i>	70
		<i>skipped question</i>	11



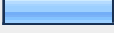
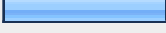







37. What is your ethnic/racial background?			
	Primary ethnicity	Other ethnicities	Response Count
African American/Black	0.0% (0)	0.0% (0)	0
Asian	0.0% (0)	0.0% (0)	0
Hispanic/Latino	0.0% (0)	0.0% (0)	0
Multiracial	0.0% (0)	0.0% (0)	0
Native American	50.0% (1)	50.0% (1)	2
White (not of Hispanic origin)	100.0% (67)	0.0% (0)	67
		Other (please specify)	5
	answered question		68
	skipped question		13




38. What formal education have you completed? (Check highest level)			
		Response Percent	Response Count
Less than high school		1.4%	1
High school or GED equivalent		4.2%	3
Associate's degree, trade school, or some college		16.9%	12
Bachelor's or conservatory degree		31.0%	22
Master's degree		26.8%	19
PhD, M.D., J.D., or similar advanced degree		19.7%	14
	answered question		71
	skipped question		10

39. Do you have children?			Response Percent	Response Count
Yes			72.9%	51
No			27.1%	19
		<i>answered question</i>		70
		<i>skipped question</i>		11

40. If you have children, please indicate how many in each grade level.						
Number						
	0	1	2	3	4	5
Preschool	0.0% (0)	66.7% (2)	33.3% (1)	0.0% (0)	0.0% (0)	0.0%
K-3	20.0% (1)	60.0% (3)	20.0% (1)	0.0% (0)	0.0% (0)	0.0%
4-6	0.0% (0)	87.5% (7)	0.0% (0)	12.5% (1)	0.0% (0)	0.0%
7-8	14.3% (1)	85.7% (6)	0.0% (0)	0.0% (0)	0.0% (0)	0.0%
9-12	25.0% (2)	50.0% (4)	25.0% (2)	0.0% (0)	0.0% (0)	0.0%
College	0.0% (0)	44.4% (4)	55.6% (5)	0.0% (0)	0.0% (0)	0.0%
Beyond College	0.0% (0)	14.3% (4)	57.1% (16)	17.9% (5)	0.0% (0)	7.1%
Number in R.E.						
	0	1	2	3	4	5
Preschool	0.0% (0)	100.0% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0%
K-3	0.0% (0)	100.0% (3)	0.0% (0)	0.0% (0)	0.0% (0)	0.0%
4-6	0.0% (0)	100.0% (6)	0.0% (0)	0.0% (0)	0.0% (0)	0.0%
7-8	33.3% (1)	66.7% (2)	0.0% (0)	0.0% (0)	0.0% (0)	0.0%
9-12	0.0% (0)	0.0% (0)	100.0% (1)	0.0% (0)	0.0% (0)	0.0%
College	100.0% (3)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0%
Beyond College	100.0% (5)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0%

41. What was your total gross family/household income before taxes last year?			
		Response Percent	Response Count
Less than \$25,000		9.8%	6
\$25,000 to \$50,000		13.1%	8
\$50,001 to \$75,000		21.3%	13
\$75,001 to \$100,000		18.0%	11
\$100,001 to \$125,000		11.5%	7
\$125,001 to \$150,000		8.2%	5
\$150,001 to \$200,000		3.3%	2
Over \$200,000		14.8%	9
		<i>answered question</i>	61
		<i>skipped question</i>	20

42. What is your current family/household pledge--- whether you pledge as individuals or as a family?			
		Response Percent	Response Count
Less than \$100		9.8%	6
\$100 to \$499		13.1%	8
\$500 to \$999		16.4%	10
\$1,000 to \$1,499		24.6%	15
\$1,500 to \$1,999		4.9%	3
\$2,000 to \$2,499		3.3%	2
\$2,500 to \$2,999		6.6%	4
\$3,000 to \$3,499		3.3%	2
\$3,500 to \$3,999		6.6%	4
\$4,000+		4.9%	3
Other (please specify)		6.6%	4
		<i>answered question</i>	61
		<i>skipped question</i>	20

43. About how long does it take you to travel to the church from home?			
		Response Percent	Response Count
Less than 15 minutes		60.0%	42
15-30 minutes		35.7%	25
30-45 minutes		4.3%	3
45-60 minutes		0.0%	0
Over an hour		0.0%	0
		<i>answered question</i>	70
		<i>skipped question</i>	11

44. What current strengths does our congregation possess that you would like to either see maintained or developed in the immediate future?		
		Response Count
		50
	<i>answered question</i>	50
	<i>skipped question</i>	31

45. What are the main things you would like the congregation to accomplish or get involved in within the next three to five years?		
		Response Count
		55
	<i>answered question</i>	55
	<i>skipped question</i>	26

46. What current problems/issues with First Parish concern you? What problems/issues are likely to be pressing in five years?		
		Response Count
		54
	<i>answered question</i>	54
	<i>skipped question</i>	27

47. Would you like to see our membership grow? What would be the advantages and disadvantages of growing?		
		Response Count
		58
	<i>answered question</i>	58
	<i>skipped question</i>	23


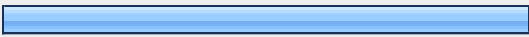
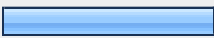
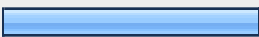
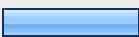
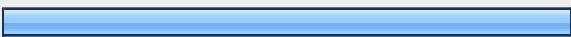
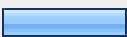
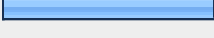
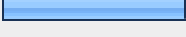
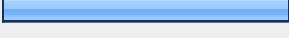
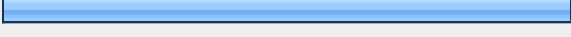
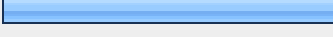
48. Are there any special issues that you would like our Ministerial Search Committee to consider and on which you would like to express your views?		
		Response Count
		44
	<i>answered question</i>	44
	<i>skipped question</i>	37

49. Name (optional):		
		Response Count
		26
	<i>answered question</i>	26
	<i>skipped question</i>	55

2010 FPUU-Canton ADULT Survey - Return BEFORE MAY 29th

1. Indicate ALL the reasons you CONTINUE TO ATTEND First Parish and the importance of each:					
	Extremely	Very	Somewhat	None	Response Count
Adult religious education	8.9% (4)	31.1% (14)	46.7% (21)	13.3% (6)	45
Celebrating common values	46.7% (21)	42.2% (19)	11.1% (5)	0.0% (0)	45
Children's religious education	29.5% (13)	36.4% (16)	18.2% (8)	15.9% (7)	44
Choir/Music	48.9% (22)	42.2% (19)	8.9% (4)	0.0% (0)	45
Community/Fellowship	64.4% (29)	31.1% (14)	4.4% (2)	0.0% (0)	45
UUA/Ballou Channing District involvement	2.3% (1)	9.1% (4)	36.4% (16)	52.3% (23)	44
Family	24.4% (10)	34.1% (14)	22.0% (9)	19.5% (8)	41
Gay/Lesbian/Bisexual/Transgender (GLBT) concerns	11.1% (5)	33.3% (15)	42.2% (19)	13.3% (6)	45
Intellectual stimulation	43.2% (19)	45.5% (20)	11.4% (5)	0.0% (0)	44
Meditation/Prayer	25.0% (11)	34.1% (15)	38.6% (17)	2.3% (1)	44
Minister	44.4% (20)	40.0% (18)	15.6% (7)	0.0% (0)	45
Social action/Service activities	13.6% (6)	47.7% (21)	38.6% (17)	0.0% (0)	44
Spiritual growth	40.0% (18)	48.9% (22)	11.1% (5)	0.0% (0)	45
Unitarian Universalist beliefs	57.8% (26)	33.3% (15)	8.9% (4)	0.0% (0)	45
Worship	34.9% (15)	60.5% (26)	4.7% (2)	0.0% (0)	43
Youth groups	14.0% (6)	27.9% (12)	27.9% (12)	30.2% (13)	43
Other	45.5% (5)	0.0% (0)	9.1% (1)	45.5% (5)	11
				(please specify)	7
				answered question	45
				skipped question	0

2. In terms of personal capabilities and time and attention, which of the following priorities for our next minister do you consider to be the most important? (please check 5)

		Response Percent	Response Count
Assuring efficient and effective administration by paid staff		18.2%	8
Caring for and counseling individuals		79.5%	35
Creating a sense of awe and wonder in Sunday services		31.8%	14
Encouraging congregational social justice programs		38.6%	17
Encouraging volunteers and developing lay leadership		20.5%	9
Fostering a sense of fellowship and community within the church		86.4%	38
Guiding/facilitating committee work		18.2%	8
Leading and guiding the church staff		31.8%	14
Offering stimulating adult enrichment programs		27.3%	12
Participating in religious education for children and youth		43.2%	19
Presenting stimulating and challenging Sunday services		86.4%	38
Providing visible leadership in the community beyond the church		50.0%	22
answered question			44
skipped question			1

3. Which are the following qualities do you think are the most important considerations in screening ministerial candidates? (select 5)

		Response Percent	Response Count
Character (strong moral consistency, stability, reliability)		75.6%	34
Consultive and cooperative approach		44.4%	20
Creativity (ability to develop and present new ideas and methods)		37.8%	17
Empathy (genuine interest in and concern about others)		75.6%	34
Humility (awareness of his/her limitations)		13.3%	6
Intellectual depth and rigor		24.4%	11
Open-mindedness (receptive to other ideas)		37.8%	17
Professional competence (ability to communicate, counsel, empower, etc.)		88.9%	40
Scholarship (educated, informed, interesting)		22.2%	10
Sense of calling (motivated, enthusiastic)		48.9%	22
Sense of humor		57.8%	26
		<i>answered question</i>	45
		<i>skipped question</i>	0

4. How would you personally feel about our congregation calling as a minister a person who is...				
	Enthusiastic	Comfortable	Uncomfortable	Response Count
Male?	40.9% (18)	56.8% (25)	2.3% (1)	44
Female?	44.2% (19)	55.8% (24)	0.0% (0)	43
White?	34.9% (15)	65.1% (28)	0.0% (0)	43
A person of color/member of historically marginalized ethnic/cultural group?	38.6% (17)	54.5% (24)	6.8% (3)	44
Gay or lesbian?	34.9% (15)	55.8% (24)	9.3% (4)	43
Bisexual?	28.6% (12)	45.2% (19)	26.2% (11)	42
Transgender?	19.0% (8)	52.4% (22)	28.6% (12)	42
Physically challenged?	22.0% (9)	73.2% (30)	4.9% (2)	41
Politically liberal?	47.6% (20)	42.9% (18)	9.5% (4)	42
Politically conservative?	7.1% (3)	35.7% (15)	57.1% (24)	42
Younger than 40?	28.9% (13)	57.8% (26)	13.3% (6)	45
Older than 60?	13.6% (6)	63.6% (28)	22.7% (10)	44
I have no opinion	0.0% (0)	0.0% (0)	100.0% (1)	1
			<i>answered question</i>	45
			<i>skipped question</i>	0

5. If you have children, please indicate how many in each grade level.

Number						
	0	1	2	3	4	5
Preschool	60.0% (3)	40.0% (2)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
K-3	50.0% (3)	33.3% (2)	16.7% (1)	0.0% (0)	0.0% (0)	0.0% (0)
4-6	42.9% (3)	57.1% (4)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
7-8	50.0% (3)	50.0% (3)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
9-12	33.3% (3)	22.2% (2)	44.4% (4)	0.0% (0)	0.0% (0)	0.0% (0)
College	33.3% (2)	33.3% (2)	33.3% (2)	0.0% (0)	0.0% (0)	0.0% (0)
Beyond College	16.7% (2)	16.7% (2)	16.7% (2)	33.3% (4)	8.3% (1)	8.3% (1)
Number in R.E.						
	0	1	2	3	4	5
Preschool	33.3% (1)	66.7% (2)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
K-3	50.0% (2)	25.0% (1)	25.0% (1)	0.0% (0)	0.0% (0)	0.0% (0)
4-6	20.0% (1)	80.0% (4)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
7-8	25.0% (1)	75.0% (3)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
9-12	66.7% (4)	0.0% (0)	33.3% (2)	0.0% (0)	0.0% (0)	0.0% (0)
College	100.0% (2)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Beyond College	100.0% (3)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)

6. What current strengths does our congregation possess that you would like to either see maintained or developed in the immediate future?

	Response Count
	34
<i>answered question</i>	34
<i>skipped question</i>	11

7. What are the main things you would like the congregation to accomplish or get involved in within the next three to five years?

	Response Count
	34
<i>answered question</i>	34
<i>skipped question</i>	11

8. What current problems/issues with First Parish concern you? What problems/issues are likely to be pressing in five years?

	Response Count
	37
<i>answered question</i>	37
<i>skipped question</i>	8

9. Additional Comments:

	Response Count
	12
<i>answered question</i>	12
<i>skipped question</i>	33

10. Name (optional):	
	Response Count
	14
<i>answered question</i>	14
<i>skipped question</i>	31

2009 vs. 2010 Survey Responses

“Selection” Questions

- 1. Indicate ALL the reasons you CONTINUE TO ATTEND First Parish and the importance of each.**

Increase in Extremely or Very responses for the following:

- Adult religious education
- Children’s religious education
- Minister
- Social action/Service activities
- Spiritual growth
- Worship

- 2. In terms of personal capabilities and time and attention, which of the following priorities for our next minister do you consider to be the most important?**

Top 3 priorities remain consistent:

- Presenting stimulating and challenging Sunday services.
- Fostering a sense of fellowship and community within the church.
- Caring for and counseling individuals.

- 3. Which of the following qualities do you think are the most important considerations in screening ministerial candidates?**

Same top 5 priorities:

- Professional competence
- Character
- Empathy
- Sense of humor
- Sense of calling

- 4. How would you personally feel about our congregation calling as a minister a person who is.....**

- Generally similar responses for most items
 - Increased receptivity for Transgender
-

Open-Ended Questions

What current strengths does our congregation possess that you would like to either see maintained or developed in the immediate future?

2009

- Fabulous music program with talented, professional director and talented choir.
- Welcoming to newcomers
- Caring and supportive of each other
- Sense of community
- Covenant groups
- Core group of committed and talented lay leaders
- Large facility in desirable location

2010

- Continued strength of music program
- Revitalized RE program
- Strong sense of community/caring and supportive congregation
- Welcoming to newcomers
- Interest in exploring appropriate social issues and outreach activities

What are the main things you would like the congregation to accomplish or get involved in within the next three to five years?

2009

- Strengthen RE
- Establish vibrant youth program
- Membership growth
- Identify and assume role in larger community.
- Reinvigorate committees and infrastructure
- Increased involvement in community outreach and social justice causes
- Attract more racially/ethnically diverse membership
- Increase financial stability; strive to be self-sustaining and less dependent on renters

2010

- Commitment to Social Justice project
 - Established role in the larger community
 - Attract and retain more new and diverse members
-

What current problems/issues with First Parish concern you? What problems/issues are likely to be pressing in five years?

2009

- Lack of financial stability is a persistent problem. We have trouble talking openly about money and enhancing our sense of stewardship among members and friends.
- Weakened RE program with low participation.
- We are small congregation that sets goals like a larger congregation.
- We are great at welcoming visitors and not as good at integrating them as members.
- We need a Caring Committee to meet our pastoral care needs in a more organized fashion.
- Too few people do too much of the work.
- We have too many committees for our size to adequately staff them.
- We have done a great job maintaining a large facility, but we have neglected the outside grounds and lack a long-term maintenance plan.
- Many of the gay couples that joined us after we became a Welcoming Congregation have since left, and we are not sufficiently addressing in an ongoing way what it means to be a Welcoming Congregation.

2010

- Uuism has a distorted image in the larger community.
 - Need greater financial stability.
 - Building maintenance needs to be addressed as a major endeavor.
 - Too few people continuing to do too much.
 - Need streamline, more effective governance.
-