WARRANT

FOR THE 2021 ANNUAL MEETING
OF FOLLEN CHURCH
Lexington, MA

To the members of Follen Church:
You are requested to assemble on Zoom
7:30pm Wednesday, May 26, 2021

ARTICLE I To receive and act on the report of the Parish Minister.
Move to accept the report of the Minister.

ARTICLE II To receive and act on the reports of the Officers, Staff, Trustees, Auditor and Action Teams.
Move to accept the reports of the Officers, Staff, Trustees, Auditor and Action Teams.

ARTICLE III To act on the report of the Nominating Committee and to elect the required Program Council members, Parish Board members, Nominating Committee members, Trustees, and Auditor for the coming fiscal year beginning July 1, 2021.
Move to accept the report of the Nominating Committee.

ARTICLE IV To receive and act on the Annual Plan and Budget.
Move to accept the Annual Plan and Budget.

ARTICLE V To appoint delegates to vote on Follen Church’s behalf at the UU General Assembly on the GA Virtual Participation Portal, June 23-27, 2021.
Move to accept the delegates and to empower the President to appoint the remaining delegates.

ARTICLE VI To transact any other business that may properly come before the Society.
By the Program Council Secretary, Ann Shildneck

Note 1: Qualification to vote: According to the Bylaws, a member may vote if one has been a member for at least 30 days before the meeting. For this Annual Meeting, that would mean by April 26, 2021.

Note 2: How to vote by proxy: The Bylaws state that any voting member whose attendance at any meeting is inhibited may deposit a written proxy authorizing one or more members to vote on any or all warrant articles with the Secretary or Program Council President prior to the meeting. A proxy form is available here.
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Vision and Mission of Follen Church

VISION

We are a welcoming Unitarian Universalist congregation.

Nourished by our community,
We grow spiritually and embrace the world.

MISSION

--Reach out and welcome all, experiencing difference as opportunity;

--Pursue our spiritual paths independently and in fellowship, sharing our quest for understanding, wonder, and meaning;

--Commit ourselves to justice, service, and increased harmony with nature through thoughtful, compassionate, and courageous action;

--Give generously of our time, talents and resources at Follen and beyond, energized by our contributions and grateful for those of others.
Membership Information

2020 – 2021

New Youth Members, signed May 23, 2021
Hannah Markelz
Alisha Gandhi
Lila Sandler
Steph Campbell
Moss Szaraz
Wesley Jarvis
Henri Engström

Youth Group (FUUY) Registrants Scheduled to Graduate High School in June 2021
Jacqueline Fertitta
Nicholas McKee
Frances Szaraz
Grace Walters

Weddings of Follen Members and Friends
Felicia Newhouse and Julien DeWit  June 5, 2020
Lydia Swan and David Reishus  June 20, 2020

Deaths of Follen Members and Friends
Alice Pierson  November 24, 2020
Dave Smith  December 26, 2020
Allan Shepp  January 27, 2021
Don Snodgrass  February 4, 2021
Phyllis Smith  February 10, 2021
Virginia Simons  April 23, 2021

As of May 20, 2021, Follen Church has 317 active adult members. No New Adult Members.
Unprecedented...a word we never want to hear again!
In the face of the Covid-19 pandemic, a government insurrection, a fraught election year, and a troubling economy, our community faced trauma at a global and local scale. We did hard things, we faced them together, and we cared for each other’s spirits!

I was so honored that our community showed up weekly on Zoom for live worship, with attendance staying incredibly strong—usually somewhere between 140-190 zoom accounts logged in, many of those accounts representing couples and families watching together. Depending on how you count it, that could mean we had our highest consistent attendance in worship ever this year!

Our worship themes this year were:

- **September** — Home
- **October** — Delta
- **November** — Real
- **December** — Grace
- **January** — Strength
- **February** — Risk
- **March** — Time
- **April** — Awake
- **May** — Threshold
- **June** — Zest

I led a reconfigured staff team, some taking on tasks they had never done before: our Sexton Jimmy McFeely became our Zoom tech lead, and Shaylor Lindsay, our longtime accompanist, became our Music Coordinator. Linda Hein, our Business Manager, celebrated her one year anniversary at Follen with us in March, having never met most Follenites in person yet. All of Follen’s staff worked incredibly hard this year; we are so blessed to have them.

If there is one thing I am most proud of this year, it is Follen’s lay leadership embracing consistent education and discussion about dismantling White Supremacy Culture (WSC). Every monthly meeting of Program Council, Action Teams, and other groups included a 15-20 minute discussion of one characteristic of WSC and how we can help avoid the pitfalls and live the antidotes in our Follen community. The work of learning and changing starts within! Good job everyone, and I pray we continue this work next year.

Thanks to your abundant generosity, the Minister’s Discretionary Fund (MDF) was able to meet deep needs this year. This year marks the most I have ever seen donated to the MDF and the most I have ever disbursed from it. Many members of the community were struggling to find resources to pay for medical bills, mental health resources, utilities, rent/housing payments, and food. In addition, the Special Needs Discretionary Fund, created by the Caring Congregation Committee and commingled with the larger
MDF, was also able to help families in crisis. In total, by channeling your funds through my confidential disbursements, you were able to give away $13,283.70 from the MDF and $6200 from the Special Needs MDF, with total gifts equaling $19,483.70.

Thank you so much for all you do, give, and are. The church left the building this year, but the congregation stayed connected. We are Follen Church, together.

In faith,
Rev. Claire

Beryl Aschenberg, Director of Religious Education

This has been a most unusual year for Religious Education at Follen. With a global pandemic in full force, we have weathered isolation while still finding it possible to create “virtual community” (and even a few safe, in-person events) through ingenuity and dedication on the part of both staff and volunteers.

Religious Education programming took place mostly online; it has included both age-segregated groups meeting weekly or bi-weekly, a bi-weekly Children’s Chapel worship bringing ritual and spiritual practices to our young people, and weekly “Family Friendly” worship services which include a “Time for All Ages” as a regular part of the liturgy. Our goals for religious education this year were to put relationships first and provide what’s best for the children to feel connected and beloved by their church community.

The RE Action Team often used the phrase, “Connection- not perfection” as we shifted and pivoted structure and curricula to provide teacher-friendly lesson plans that focused on fun, relational ways to be together virtually. Ultimately, we found that we could follow Follen’s monthly themes for Sunday morning RE to bring together those elements. I’d like to lift up Jody Gray-Linden’s leadership of our PreK-2nd grade children in particular; in the words of one parent writing of her son’s participation in RE, “… classes kept his connection to Follen alive, and also helped him process so much of what was happening in the world around us. Sunday mornings were an anchor in the week.” Sixteen youth and adults participated in our re-imagined, virtual Coming of Age program twice per month; we are looking forward to celebrating them on May 23 when they will share their credo statements at our first hybrid in-person/virtual service. Additionally, we were able to re-establish the Middle School Youth Group after a 2-year gap, providing several much-needed outdoor gatherings for kids and parents.

The focus on relationship building carried over to FUUY (Follen Unitarian Universalist Youth) Group programming as well. Please see Liana Raberg’s Youth Programming Coordinator (YPC) Report for details.

All of these programs were led by Follen folk who lifted up the values of our faith community and served with both fortitude and dedication. The attached list names our wonderful 2020-21 Follen RE volunteers and staff; I hope you’ll share your gratitude with them for getting our young people through this challenging year.
I’ve been so blessed by the people I have been privileged to collaborate with this year. I’m especially grateful to the RE Action Team for their ongoing, tangible support of my work as RE Director, and am proud of how we’ve adjusted/adapted and constantly kept what promotes our community connection and well-being as our true north. Follen’s staff are truly warm and capable, and I couldn’t ask for a better ministerial colleague than Rev. Claire Feingold Thoryn. I will miss Liana Raberg terribly when she leaves her position this summer. I’ve come to rely on her ability to own and hold the mission and vision for youth programming at Follen; she has great integrity, skill, and a huge capacity to love our teens just as they are. The search for a new YPC will begin later this month, along with a search to fill a newly funded RE Administrative Assistant position.

As the congregation navigates our hopes and concerns for regathering in-person beyond the reality of the Pandemic, I recognize the interrelated nature of the community and programs, and look forward to a safe and meaningful return to Follen church, with the community celebrating our emergence together.

In Faith, with Love,
Beryl Aschenberg,
Director of Religious Education

Liana Raberg, Youth Program Coordinator

My role as Youth Program Coordinator (YPC) this year was almost entirely virtual due to the COVID-19 pandemic. I held monthly YAC meetings, weekly FUUY meetings, ad hoc meetings with YAC chairs, and had weekly supervision with Beryl over Zoom. It was challenging for YAC to plan engaging, fun, and varied weekly FUUY meetings, but they were extremely creative and dedicated. Overall, FUUY attendance remained stable, with around 18-20 youth per meeting.

A new challenge this year was planning and executing safe, in-person events. The youth were all in school remotely, and essentially all other activities had moved online. They expressed a strong desire to see each other and connect in person. I worked closely with the DRE and Follen’s Safety Committee to stay informed of the rapidly changing state and federal guidelines on COVID restrictions. We successfully had four in-person events that were very carefully orchestrated and very successful.

Another new part of my role this year was working with the Coming of Age program as an advisor. I met regularly with the other advisors to develop COA curriculum and ran bi-weekly COA meetings with youth and mentors. All of this took place virtually, with an in-person COA ceremony at the end of the year.

Sadly, this will be my final year as YPC at Follen. I am working on a manual to pass onto the next YPC documenting the many beloved activities and traditions of FUUY, as well as the practical details of the position. I will overlap briefly with the new YPC (yet to be hired) and will provide some training and transitioning.
Starting Point: In fall of 2020, the Music Program at Follen was recovering from the precipitous departure of the previous Music Director in late spring of that year, accompanied by the start of the Covid-19 pandemic in March. As a result of these two situations, a number of essential aspects of the Music Program were changed, cut back, or adjusted to begin the 2020-21 church year.

- Creation of an Interim Music Coordinator position, filled by Shaylor Lindsay, in lieu of a Music Director.
- Change of soloists’ responsibilities and compensation status. Soloists became hourly contractors rather than salaried staff, and soloist budget was greatly reduced.
- Children’s and Youth Choirs were put under the new direction of Molly McGuire, and her soloist position merged with these new responsibilities under the title of Assistant Music Coordinator.
- All choirs began meeting entirely online, and participated in worship only as recorded “virtual” ensembles.
- A Music Producer position, filled by Kurt Pfrommer, was created to allow for production of recorded music for worship by the soloists, choirs and members of the congregation.

Goals and Achievements: In a year of entirely online worship, music at Follen remained remarkably strong. We even found some new opportunities in the online and recorded formats which allowed us to use recordings of music from prior years, bring new musicians into worship (such as singer/songwriter Lea Morris), broaden the styles of music in worship by using Youtube videos, and include parishioners in the Adult Choir who were living out of state. Molly McGuire’s facility with technology and ability to
accompany herself on keyboard allowed her to make substantial contributions to Sunday worship as a soloist and hymn leader. Claire, Beryl and I were able to create cohesive services which included substantial live participation while taking advantage of the flexibility and expanded resources of recorded video. One important goal regarding Adult Choir was to provide a venue for members to stay personally connected while simultaneously serving the artistic and musical needs of those members. While some regular Adult Choir members did take the year “off”, an average of about 18 singers were continuing participants and allowed choir to exist as a performing entity as well as provide much needed continuity for the program going into fall 2021.

Highlights: Our two Music Services, one in December and one in mid-May, carried on a valuable tradition of spotlighting the Choir and soloists, and providing a special dimension to worship at Follen. Additionally, Melanie DeMore’s reconnection to the community and her musical contributions at the service she led were a wonderfully healing experience for us. Molly’s recordings of the children and youth singing were extremely touching and beautiful, and reminded us how important the programs for our young singers are. This spring a number of Adult Choir members were able to gather in person to serenade a fellow member who would be undergoing a medical procedure the next day, bringing a magical sense of connection and joy to all present. And we anticipate that the June 12 event planned by Molly and others will be a truly energizing gathering of singers and performers of many ages that will celebrate our newly returning opportunities to make music together, and be with each other in community.

Andy Wells-Bean, Membership Director

This has been another interesting year! Increasingly, my work focused on fostering inter-congregational connection, playing a supporting role to worship services, stewardship, and others. Follen’s online presence continues to expand. We have more people reading our newsletter, following the official Facebook page, and participating in the Members and Friends Facebook group. In addition to very strong real-time worship attendance, recorded videos on Vimeo saw a 50% increase over last year. Even more striking was the continued growth in the minutes of Facebook video watched. 2018-2019: 245 minutes, 2019-2020: 4475 minutes, 2020-2021: 12,450 minutes. I have also been proactive in adding worship attendees to our newsletter list, growing it by over 60 active subscribers. I think it’s an important way to connect visitors to the events and goings-on at Follen. And the online Connection Card has helped collect the most important interests of visitors, making follow up and connection to the relevant committees pretty easy.

The membership committee held its first Faith Forward sessions this year, with very good attendance. Given the programming’s popularity and the ease with which the curriculum makes putting on a session, I hope the committee will offer them again next Fall. They also coordinated to reach out to Follen members and friends to check in.

All in all, I think Follen is poised to grow substantially when we’re able to regather in person. We’ve held together as a community remarkably well during the pandemic. And I believe we have good systems in place to welcome new folks into the community.
Linda Hein, Business Manager

2020 was the year of COVID, and the year of change in the Follen Church office. The church was empty, and for many months Jimmy and I were the only people in the building. I am still looking forward to meeting almost everyone in person!

I spent this liminal year implementing new operating and office processes, and updating current operating, office, and HR processes and procedures. This was the year that we moved to Google Drive, allowing efficiency in sharing reports, minutes, and other documents that are important to the smooth operation of Follen. We are putting Breeze to use in more robust ways to make use of its capacities. We have streamlined our bookkeeping, creating simple, clear, and concise financial operations and reporting.

2020 was unprecedented, and while we never want to go through another year like it, the silver lining for me is that it allowed me the time to review operations, make suggestions to improve efficiency, and then implement those suggestions, putting the office in the perfect spot to jump into the next year, which will really be my “first year!”

Jimmy McFeeley, Sexton and Zoom Technician

**Sexton:** Our building has not been used by members this year. I work closely with Linda Hein in monitoring the workings of the building. Linda is a fun person and we work well together.

I do have the responsibility to prepare and disinfect for Waldorf school every morning, 5 days a week, and then return at 2pm every afternoon to clean and disinfect for the Lextended Day.

Since our building was still under guaranty, most repairs were done by contractors. We discovered that the building lock key pinnings were assembled in a faulty way. I had another lock company coach me and verify how to set the pinnings correctly. We had the company that originally installed the system originally re-key the entire building, at no cost to Follen.

**Zoom tech position:** I volunteered in April 2020, to jump in and take over the running of Zoom. My background as a graphic artist and as a photographer gave me a foundation to work with video programs which are similar to those I use in graphic arts and photography. This year has been fun! As a staff member involved in services now, I work closely with Claire, Beryl, Linda, Shaylor, and Andy, and we make a good team. When issues come up, as they do on everyone’s computers, we handle them in ways that most of you never realize something went wrong. The staff is solid and we trust and support each other.

Through the running of church services, memorial services, and events, I have had the opportunity to work with many members. Since I have been at Follen for many years, I know most of you. Having you on as a lay minister, chalice lighter, etc., is like a family reunion!
When Reverend Claire announced at a staff meeting that she wanted to do a sunrise service for Easter, I immediately volunteered to go. I knew there would be obstacles, but that is my strength. Solving issues and turning them into super successes. That, by far, was the most involved I have been with a church service. Claire was awesome, the weather with no clouds for a sunrise, musicians playing at a temperature of 30 degrees, made for a great live service. Then I got to tie the sunrise service together with the zoom service and the newsletter.

I have used my photography skills, and have been learning and adding video and video editing skills, to enhance the production and make our services and events better for viewing. As I have said before, they manage the space, I manage the space between.

Laura VanderHart, Communications Coordinator

It has been a year of working from home, meeting on Zoom, and staying connected with staff and with Follen folks in a virtual way. I have been pleased to see all the steady participation and adaptation to new ways of being together—from worship to RE to various support groups and action teams. The staff at Follen remains a dynamic, supportive, and positive group to work with, and I have been grateful for them many times this year.

Although everything was different this year, many of my duties stayed the same. Although I did not do printed orders of service, we continued our website updates and weekly newsletters, and I was available for other messaging, like safety updates, Worshipful Witness, and setting up safe outdoor gatherings through signups. At the end of the year, I compiled this Annual Report for the Annual Meeting. We did switch over to Google Workspace as a team, and that was quite a big combined effort of many folks. I hope that the result is more sharing of resources and collaboration.

I want to acknowledge that it was a difficult winter of loss for Follen. It is always my honor to help honor the lives of lost loved ones with an order of service. This type of project has taught me a lot about people, about what is important in life, and what a difference one life—and a community—can make.
FOLLEN CHURCH ANNUAL REPORT 2021

Lay Leaders

Alexis Chen Johnson and Trapper Markelz, Chair and Vice-Chair of Parish Board

The 2020-2021 church year was defined initially by the intense uncertainty due to the November 2020 presidential election and our nation’s ongoing need for social distance due to the pandemic. We end the church year taking small steps toward reopening and envisioning new possibilities for the fall. The Follen community can feel gratified by the many and varied ways we took care of one another and stood for justice in the midst of an intense year.

In addition to our roles as Chair and Vice-Chair, Parish Board is served this year by Herman Marshall, Anne Kelly and Jim Fesler as Reps at Large, Harvy Simkovits as Treasurer, Jackie Hawkinson as Clerk, George Grady as Auditor, Sharon Cerny as Trustee and Rev. Claire Feingold Thoryn as Parish Minister.

This year, Parish Board tended to the immediate needs of our community while also making progress toward longer-term goals. We:

- Stayed in touch with our community during this time of virtual church through monthly letters, listening sessions and a congregation-wide survey.
- Approved Kyle Johnson as Trustee for the church year. Pending approval at Annual meeting, Kyle Johnson will remain a Follen Trustee for a full three-year term.
- Participated in the bi-annual Ministerial Assessment of Rev. Claire Feingold Thoryn thanks to Trapper Markelz as Parish Board representative.
- Supported Follen’s Worshipful Witness for Justice in response to a hate group’s targeted protest at Follen.
- Updated Follen’s Safety Policy thanks to Jim Fesler, Anne Kelly, Harvy Simkovits as well as Follen’s Safety Committee (Rev. Claire Feingold-Thoryn, Howie Bernstein, Sophie Evett, Beryl Aschenberg, Tom Blumenthal).
- Began sustained, long-term and transformative antiracism work with support from Follen Responds to Racism Co-Chairs Tempe Goodhue, Maggie Herzig and Lisa Snellings, Rev. Claire Feingold Thoryn and the Unitarian Universalist Association.
- Created a Covenant of Right Relations Working Group as part of our response to the listening sessions after Vivian Montgomery’s departure. Thanks to the CRR Working Group members (Karen Carruthers, Beth Davenport, Rev. Claire Feingold-Thoryn, Bernie Harlston and Maggie Herzig), we now have a set of recommendations that will benefit the Follen Church community for years to come.
- Consulted with our partners in Stewardship and Nom Com when needed thanks to Alison Harvy and Mark Metzger.
- Continued the tradition of joining Program Council for a special joint meeting in January to receive a report on Follen’s finances thanks to Harvy Simkovits as Treasurer and FHRAT.
- Made all of Follen’s policies and procedures accessible online through a public google folder on our website thanks to Trapper Markelz.
• Updated Follen’s termination policy and vacation policy in Follen’s Personnel Handbook thanks Follen’s HR committee (Melissa Howe (Chair), Kevin McCarthy, Pritesh Gandhi and Anne Englehart).

The Follen Church community has chosen Lisa Snellings as Parish Board Chair for the next two-year term. Cas Growblewski will also join the Board next year as Follen’s new Treasurer. Our sincere thanks to Harvy Simkovits who is stepping down from this role after 6 years of service. Jen Vandiver will also join Follen’s Parish Board next year as a Rep. at Large. Our thanks to Herman Marshall for three years of dedication as a Rep. at Large on the Board. We couldn’t be more excited to welcome all of these outstanding new lay leaders to the Board. Pending their confirmation at Annual Meeting, the Follen Church community has much to look forward to in terms of lay leadership in the years ahead.

Respectfully submitted,
Alexis Chen Johnson and Trapper Markelz

Howie Bernstein, Program Council President

The Program Council is the principal operating body of the Church, responsible for the management and implementation of its affairs and activities, largely through its seven Action Teams. Members of the Program Council are listed later in this report.

In our last church year, we barely began exploring our beautifully renovated and expanded church when COVID hit, and we began this church year well within its grasp. When I became vice president the year prior, I envisioned my year as president as one of making new connections within the Follen Community, hosting dinners and get-togethers for members of the various action teams and staff, and getting to know people more deeply during coffee hour. Little did I know...

We made the conscious decision at the beginning of this church year that it would be what we called a “liminal” year. A kind-of temporal liminal space. *The term “liminal spaces” refers to places between destinations that aren’t meant to exist in as much as passed through.* This definition might be the most extreme I’ve seen. Without choice, we did and do still exist during this transition, but we decided to limit our work this year to what was most essential to our mission and health. We did not sit still. As a community our light shone bright.
Early in the year we were confronted with an invasion of our sacred space by an extremist group planning a demonstration in front of Follen on a Sunday morning. While we were not having in-person services, we could not allow such a demonstration, in complete conflict with our principles, to occur without our presence. The Follen community responded, and in a very short period of time created the Worshipful Witness service to claim our space. Over 150 Follen members and friends came out to occupy our lawn and patio, physically distanced and masked. We had several members of the ministerial community provide support, including our UUA president Susan Frederick-Gray. We also worked with LexPride to coordinate counter-protesters across the street. Thank you to everyone who helped to plan and execute that event. Special thanks to our singers, whose musical contributions lifted us all up. Kurt Pfrommer, Sydney and Claudia Hart, and who can forget Isaiah Johnson singing “Lift Every Voice And Sing”.

With a few months of virtual services under our belt at the end of the previous church year, our Worship and Music team really stepped up and gave us a year of incredible online services. The readings, the sermons, the prayers, the stories. The music and video, produced in our community and found on the interwebs. The participation! We regularly saw nearly 200 zoom participants, many representing more than one person. Thank you, thank you, thank you to everyone who made this happen, especially our incredible staff and soloists, including Shaylor Lindsey, Jamie Leutz, Molly McGuire, Jimmy McFeeley, Kurt Pfrommer, Epp Sonin, Ryan Spilker, and Andy Wells-Bean.

Last year, the murder of George Floyd ignited a groundswell of resistance to police violence and white supremacist culture in our society. This, along with the release of the UUA Commission on Institutional Change (CIC) Widening the Circle of Concern report, moved us to include in our liminal year perhaps the most essential activity and purpose. That of focusing on our journey of living into our anti-racism resolution. In addition to the activities of Follen Responds to Racism, the governance teams have incorporated discussion into each meeting centered around exploring the elements of white supremacy culture characteristics, and how they relate to governance at Follen. Thank you to Tempe Goodhue, Maggie Herzig and Lisa Snellings for their continued effort, guidance, and support in this endeavor. So much to be thankful for. We had so many successful events, including the pandemic versions of East Village Fair and the Auction. Christmas tree sales exceeded all expectations. We’re all looking forward to the culminating music event in June organized by Molly McGuire and presented by our Children’s, Youth and Adult choir members.
Our Stewardship Team did an amazing job this year of reaching out to the community for our annual pledge drive. In a year where we thought there might be significant financial challenges, we are truly privileged and fortunate that our community has been able to commit to meet our financial target for the coming church year. Thank you to Alison Harvey and her amazing team of stewards!

Thank you to the Safety Committee, Reverend Claire Feingold Thoryn, Director of Religious Education Beryl Aschenberg, Lay Minister Tom Blumenthal and Vice President Sophie Evett, for all the great research and the guidance you provided to keep us all safe.

I also want to thank the members of our staff that are moving on to new opportunities. Thank you Andy Wells-Bean for all your great work as our membership coordinator. Good luck in your move to Florida to be closer to family. Thank you Liana Raberg for your amazing work with our FUUY program. You will be missed as you begin your career as a social worker. Thank you to Molly McGuire. Your beautiful voice and dedication to our children will be sorely missed as you start graduate school at Yale.

While this year was a bittersweet term as president, we should all be looking ahead to reopening next year. We have important work to do in continuing our anti-racism efforts, and beginning to define the future of our music program.

Sophie Evett has been a great buddy during this term, and I’m looking forward to her leadership next year. Of course, thanks go to Reverend Claire and DRE Beryl for their tireless effort, going above and beyond to make our worship services and religious education program in our virtual space welcoming and spiritually fulfilling. Thank you Jodi Gray-Linden for sharing your expertise and your time with our children, and Laura VanderHart, thank you for putting this report together, and for all the web, newsletter and email you take care of throughout the year. Thank you to Linda Hein, whose entire tenure so far has been under Covid. How I look forward to being in-person with you all again.

Finally, a big thanks to everyone in our community, for all you have done, mentioned here or not, for making this year, under the circumstances, a great year!

Wishing you peace and justice,
Howie Bernstein
Safety Team

Members: Howie Bernstein, Sophie Evett, Tom Blumenthal, Beryl Aschenberg, Claire Feingold Thoryn

Our Safety Team met often this year, sometimes weekly. Our primary focus was the Covid-19 pandemic and the physical safety of our community outside and within our building. We consulted with experts in the medical and epidemiological fields. We created three distinct iterations of the Covid-19 Safety Policy and countless in-between updates and changes as science and the state guided us. We closed the building for the bulk of the year to all members and most staff worked from home. As we learned more, and when vaccinations became available (Hallelujah!) we once again reconsidered how our community could gather safely. We hopefully anticipate that next year our community gatherings will continue in a newly hybrid format—both in person, and online in some way.

Nominating Committee

Chair: Mark Metzger

Each year, the Nominating Committee is tasked with recruiting members of our congregation to serve in leadership positions. And each year, we are grateful for the energy and dedication of Follen’s volunteers. We are pleased to make the following recommendations for 2021-2022. The names in bold are nominees for election at the 2021 Annual Meeting; those in bold italics are nominees for a first term in the position. Those not in bold are serving multi-year terms, not up for election this year.

Parish Board
Lisa Snellings, Chair
Trapper Markelz, Vice-Chair
Cas Groblewski, Treasurer
Jackie Hawkinson, Clerk
Anne Kelly, Representative-at-Large
Jim Fesler, Representative-at-Large
Jen Vandiver, Representative-at-Large

Trustees and Auditor
Bob Heingartner, Trustee
Sharon Cerny, Trustee
Kyle Johnson, Trustee
George Grady, Auditor

Nominating Committee
Howie Bernstein
Karen Gray Carruthers
Steph Chiha
Mark Metzger
Rosemary Trowbridge
Millie Webster

Program Council
Sophie Evett, President
Nick Hart, Vice President / President-Elect
Ann Shildneck, Secretary

Program Council Representatives (Action Team Leaders)
Hugh Truslow, Buildings and Grounds Action Team
Maggie Pax, Financial and Human Resources Action Team
Lydia Swan, Community and Hospitality Action Team
Robin Tartaglia, Pastoral Care Action Team
Maureen Markelz, Religious Education Action Team
Sally Cassells, Social Justice Action Team
Kristina Robinson, Worship and Music Action Team
Action Team Reports

Buildings and Grounds Action Team

Chair: Hugh Truslow


The mission of the Buildings and Grounds Action Team is the oversight and care of the venerable church structures and grounds, and their careful stewardship and regular repair and re-modeling.

The main priority of the action team this past year has been the unfinished business of fully settling into the new Community Center and all the other new spaces, work that had only just begun before the pandemic hit. We have sought to tackle some aspects of this work during the low-occupancy pandemic conditions but much remains ahead. Learning how best to manage the new temperature controls and ensuring comfortable meeting and office spaces is but one example.

Also of importance this past year was continued work on planning for the landscape, building off of the work done in spring 2020 by a group of Follenites. In the first part of summer 2020, many volunteers came to help plant shrubs around the front of the Sanctuary and North Terrace, along Barnes Place, and also behind the Community Center on the Waldorf playground. Volunteers also helped distribute a vast amount wood chips to cover the ground at the rear of the parking lot area on the far side of Mass Ave.

Another ongoing area of concern has been storage of Operetta costumes and East Village Fair supplies and materials; major strides were made in designing and building storage in the new attic, which is shared with much of the new HVAC equipment.

Community and Hospitality Action Team

Chair: Bob Halliday

CHAT is composed of three distinct and dynamic church committees: Social Events, Adult Programs (Food For Thought), Membership.

Social Events Committee
The Social Events Committee is responsible for planning and executing The Coffee Hour each Sunday of the church year as well as The Halloween Party, Octagon Dinners, Fellowship Dinner, Game Nights, Cardigan Lodge Ski Weekend, Cape Cod Weekend, and Story Slam.
Special initiatives taken this year included:

- Zoom Octagon Dinners every month instead of only twice a year.
- Reaching out to Ferry Beach as a possible replacement for Cape Cod Sea Camps.
- It is with great sadness that we relay the news of the closing of Cape Cod Sea Camps, due to a pandemic-caused bankruptcy.

Special thanks to all of the Social Events Committee members for their dedicated work on the committee throughout the year. These include the co-chairs, Caroline Walters and Steph Chiha, as well as Lydia Swan, Sarah Richards, Sarah Jackson, Sylvie Gondouin, Christine Dall, Marlene Stone, Erin Malone, Rosemary Trowbridge, Jenny Marshall, Heather Ryan and Bob Halliday.

An extra special thank you goes to the outgoing chairperson, Steph Chiha, for her extraordinary efforts throughout the year on behalf of the committee and the church. Thank you, Steph!

**Adult Programs Committee**
We could not hold in person dinners this year but the Adult Programs Committee, in collaboration with other committees and action teams, sponsored five Zoom Food for Thought events.

<table>
<thead>
<tr>
<th>Event</th>
<th>Speaker(s)</th>
<th>Collaborator</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Building Anti-Racist Families and Communities</td>
<td>Regie Gibson and Katie O’Hare Gibson from FP Lexington</td>
<td>Follen Responds to Racism</td>
<td>9/17/2020</td>
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<tr>
<td>Maintaining Connections to Beat the Pandemic Blues</td>
<td>Mary Curlew, LICSW, Community Education and Training Specialist, Jewish Family &amp; Children Services</td>
<td>Pastoral Care Action Team</td>
<td>12/9/2020</td>
</tr>
<tr>
<td>The Riches of Roxbury Art</td>
<td>Susan Thompson and Napolean Jones Henderson, Roxbury artists</td>
<td>Urban Ministry Congregational Team</td>
<td>5/3/2021</td>
</tr>
</tbody>
</table>

Thanks to committee members: Jane Spickett, Wilma Ronco and Betsy Leutz and to Lisa Snellings, Marcia Butman, Catherine Collins and Maggie Herzig who worked with us to develop these informative and well attended sessions. We had Zoom help from Jimmy, logistics support from Linda Hein and publications help from Laura VanderHart.

**Membership Committee**
The Membership Committee is focused on the recruitment and retention of new members to Follen Church. This pandemic year was an especially challenging one for pursuing these objectives. It has been recognized that people really have no interest in shopping for churches remotely.
Zoom has proven to be a useful tool for monitoring the metrics of church attendance. Many regular attendees of in-person services have been absent from the Zoom services of the last 12 months. But many out-of-towners, who previously were unable to drive to Lexington on Sundays, have now become regular attendees of the Zoom church services. These out-of-towners are fervently hoping that the Zoom services will continue even after in-church services are resumed.

Related challenges in this pandemic year have included:
How to run new member orientation sessions via Zoom?
How to follow up with new attendees who are found at our Zoom church services?
Our thanks to all of the participants on the Membership Committee for their efforts this year, including the Chairperson, Walter Leutz, Gerry Mimno, Karen Edmonds, Catherine Collins, Margaret Micholet, and Kathy Blake.

A special note of recognition goes to Walter for his very energetic, clear-headed, and focused efforts during this daunting pandemic year. Here is just one example out of many of such well-focused thoughts:

“Making an outreach plan. I am hoping that each of us will commit to doing outreach. That would include email and phone scripts for reaching out, as well as a form to note results of outreach. We should also have something to offer new people who want to develop closer ties. The new UU class would be one option. Another would be to offer tours of the building.”

And a final special THANK YOU to Andy for sharing his time, wisdom and inspiration so well with both the Membership and Social Events Committees this year.

Financial and Human Resources Action Team

2020-2021 Chair: Ben Vandiver

Voting Members: Ben Vandiver, Brad Howe, George Grady, Nancy Sofen, Melissa Howe, Cas Groblewski, Alison Harvey, Harvey Simkovits, Maggie Pax, Mark Metzger. Non-voting members: Linda Hein, Anne Engelhart, Leslie Coney

The Financial and Human Resources Action Team (FHRAT) looks after the financial wellbeing of the church. The three subcommittees are Human Resources (chair Melissa Howe, next year Anne Engelhart), Stewardship (chair Alison Harvey, next year Leslie Coney), and the Legacy Society (chair Cas Groblewski, next year Gordon Hardy). A year of change and flexibility - FHRAT amended the budget a number of times to reflect changing conditions (changes in the music program, bonuses for staff for rising to meet a challenging year). We transitioned the church IT to Google Workspace, engaged in cell tower negotiations, entered into several rental agreements, and took over the residual finances of the Capital Campaign. Our conservative budget, windfall rentals, and minimal pledging melt leave us expecting a surplus at the end of the year. Alison ran an excellent stewardship campaign, delivering more than 2.6% growth over the previous year. HR conducted Claire’s ministerial review, the annual staff performance reviews, and clarified policy on vacation leave. After thorough research, it recommended to FHRAT that Follen adopt the provisions of Massachusetts' newly enacted Paid Family and Medical Leave Act (which in general is more generous than our current policy) along with some supplementary provisions in the rare cases where current policy is more generous. The Legacy society
designed and mailed out a new brochure to raise awareness about legacy giving. FHRAT engaged in a serious and regular discussion of White Supremacy behaviors and their antidotes - we would be remiss if we didn't fully engage in the body that manages our money and our staff.

Pastoral Care Action Team

Chair: Robin Tartaglia

Members: Debbie Bassett, Brian Cali, Sharon Cerny, Steph Chiha, Catherine Collins, Jim Herzig, Megan Lancaster, Betsy Leutz, Wendy Slattebo, Dottie Vacca

Resiliency was the name of the game for this church year. It seemed that everyone pivoted to meet the new pandemic needs of our faith community. For example, many committees/support groups continued to meet regularly throughout the summer, and the frequency of Octagon Dinners increased. One new support group was formed to help those impacted financially and professionally by the pandemic. The Volunteer Service Network responded to nearly twice the requests for help. Other support groups grew in size and intimacy, such as the Men’s Group. Everyone met on zoom, of course. Many committees began implementing a monthly discussion of some of the characteristics of white supremacy culture.

Other initiatives this pandemic year:

- The lay ministers reached out in the fall via email to check in on almost every member of the community. Many PCAT committees also reached out to members for check-ins.
- Many committees contributed videos and information for the Newcomers information classes
- Caring Congregation Committee (CCC=families with special needs children) offered both information and funding for any Follen family dealing with unique pandemic issues.
- CCC organized a lecture on nutrition in January in memory of the late Arlene Langseth.
- The BU School of Social Work offered an online course free of charge to Follenites entitled “Mental Health and Aging.” This contact came through CCC.
- Several members began researching how contemplative practice might enhance racial justice work.
- PCAT leadership wanted to ensure that the community was aware of the wide variety of support offered and began a weekly newsletter campaign in the fall describing the purpose and function for every committee. Also, the Volunteer Service Network wrote a newsletter article encouraging folks to please ask for help when they need it.

The BU School of Social Work offered an online course free of charge to Follenites entitled “Mental Health and Aging.” This contact came through CCC. PCAT leadership wanted to ensure that the community was aware of the wide variety of support offered and began a weekly newsletter campaign in the fall describing the purpose and function for every committee. Also, the Volunteer Service Network wrote a newsletter article encouraging folks to please ask for help when they need it.
Religious Education Action Team

2020-2021 Chairs:
Maureen Markelz, Current
Margot Tracy, Incoming
Kerri Spilker, Outgoing

Action Team Members: Ann Bobo, Systke Campbell, Tuna Chatterjee, Janet Lane, Erika Riddington, Alex Tsouvalas, Lisa Waldron

The Religious Education Action Team faced the challenges of our pandemic year with a focus on connection and community. We are so grateful for the hard work of everyone associated with RE during this challenging year. Teachers learned to teach online; parents found ways to link their young people to Follen; and staff devoted hearts, minds, and many hours to innovating Covid-safe Religious Education.

The RE Action Team worked together to support and advise Beryl Aschenberg, our Director of Religious Education, stressing the importance of her maintaining a manageable workload.

• Providing guidance and feedback on ways to continue RE in a virtual environment.
• Assisting in the search process for RE Assistant.
• Supporting anti-racism education in RE and devoting part of our meeting each month to discussion of white supremacy culture.

We worked together to support the Follen community by planning and supporting several community events:

• Halloween Tricky-Treating: Tuna Chatterjee, Janet Lane, Margot Tracy, and Alex Tsouvalas worked with Beryl to provide a Covid-safe gathering where FUUY Youth distributed candy at stations and Follen families “trick or treated” around the grounds.
• Snowflake Brigade: Ann Bobo Hart and Systke Campbell coordinated connecting Follenites who made and mailed snowflakes to each other as a way of reaching out in friendship and warmth during the time of social distancing. Tuna Chatterjee and Janet Lane created giant snowflakes to adorn Follen Windows.
• Spring Outdoor Gnome Hunt: Beryl planned a lovely outdoor gathering to bring kids together in May, searching for hidden gnomes on Follen’s grounds.
We supported our RE Programming

- Assisting in recruitment of RE Class Leaders and Zoom Hosts (see Beryl’s report for listing of volunteers).
- Counseling Beryl in choosing and modifying online curriculum for Sunday RE classes to simplify remote RE and strengthen children’s connections to Follen in a time of isolation.
- Serving as liaisons to each of four RE cohorts, Middle School Youth Group, and FUUY.
- Brainstorming resources and activities for RE classes that connected to the congregation’s monthly theme.
- Advocating for a rental arrangement that would limit impact on RE space needs.

We want to heartily thank Beryl for her continued strong and compassionate leadership of our RE program. She is always thinking about how Follen can support families and has been a touchstone throughout the year.

A thank you to Jody Gray-Linden for her dedication to our Pre-K through 2nd grade students. Her expertise in online teaching has been invaluable this year.

Thank you to Glendalys Gandhi for her years of service as a RE Team member.

Lastly, a thank you and fond farewell to Liana Raberg for her service to Follen as our FUUY Advisor. She has kept FUUY active even in this year’s virtual environment and will be greatly missed. We wish her the best of luck on her future endeavors!
2020-21 Religious Education Staff and Volunteers

RE Support Aide: Lori Moresco
PreK-2nd Coordinator: Jody Gray- Linden
Youth Program Coordinator: Liana Raberg
Nursery Coordinator (on hiatus) Melissa Hawkins

PreK-2nd Grade
Emily Cause
Tuna Chatterjee
Kristina Robinson
Lisa Waldron
Caroline Walters

3-5 Grade
Ann Bobo Hart
Rebecca Farnham
Jeanne Hobbie
Margot Tracy
Elaine Yang

6-8 grade
Megan Lancaster
Kerri Spilker
Alex Tsouvalas
Ben Vandiver

Middle School Youth Leaders
Glendalys and Pritesh Gandhi
Maureen and Trapper Markelz

FUUY Advisors
Howie Bernstein
Amanda Bergeron
Rachel Hyde
Tammy Mulligan

Coming of Age Mentors
Caryn Egan
Amy Horsburgh
Rachel Hyde
George Mulligan
Sally Richter
Lisa Snelling
Caroline Walters

Coming of Age Advisors
Dana Wurtz

RE Zoom Hosts:
Allegra Atkinson
Chad Bergeron
David Hobbie
Ching Lai
Michelle Jarvis
Jeff Robinson
Craig Sandler
Jonathan Willis
Henrietta Yelle

RE Recognitions:
Kindergarten Graduates:
Bennett Robinson

Coming of Age Graduates:
Steph Campbell
Alisha Gandhi
Wesley Jarvis
William Lloyd
Hannah Markelz
James McElheny
Lila Sandler
Mosss Szaraz

FUUY HS Graduates Presenting Senior Statements:
Nicholas McKee
Frances Szaraz
Grace Walters
Social Justice Action Team

Chair: Gray Watson

The Social Justice Action Team (SJAT) is a council consisting of leaders of Follen’s social justice programs from the congregation at large. We commit ourselves to justice, service, and increased harmony with nature through thoughtful, compassionate, and courageous action at Follen and within the wider community. Our sub-committees include: Books for Chelsea, Follen Responds to Racism, Gun Violence Prevention, Food Insecurity, Partner Church, Kiva Microbanking, UU Urban Ministry, Brown Fund for Youth Social Justice Training, Immigration and Sanctuary, Welcoming Congregation, and Environmental Justice.

Each sub-committee provides leadership, coordination, and resources to support the congregation in achieving our social justice mission and to have greater impact in the wider community. During this pandemic year, some of the committees’ work was limited while others became even more critical. Thanks so much for the SJAT volunteers including: Anne Engelhart, Anne Grady, Catherine Collins, Karen Carruthers, Jane Spickett, Janet Lane, John Hickey, John Lempesis, Leslie Coney, Lisa Snellings, Marcia Butman, Maggie Herzig, Mark Metzger, Rosemary McCrudden, Sally Cassells, Rosemary McCrudden, Sarah Richards, Tempe Goodhue.

This year the team:

- Supported Follen in implementing the 2017 resolution to be an antiracist congregation through extensive education and advocacy.
- Supported 4 local food security programs who are under intense pressure this past year through donations, many food drops, and through the Interfaith Garden.
- Worked to promote passage of new gun safety legislation laws and organized Follen Church’s along with other congregations in the Mother’s Day Walk for Peace.
- Organized Follen’s Worshipful Witness for Justice outdoor service in response to a known hate group’s plan to picket the church.
- Administered micro-loans to empower individual entrepreneurs across the globe to alleviate poverty.
- Supported the congregation of our Partner Church in Alsofelsoszentmihaly, Transylvania, Romania through donations.
- Worked with UU Urban Ministry to promote Roxbury artists in collaboration with Adult Programs as well as raising money for the UUUM’s many programs.
- Connection maintained with our social justice partner the LGBT Asylum Task Force in Worcester. Share the Plate donation given to support the program and help renovate the house they bought.
- Worked on Follen’s environmental impact including energy usage, composting, ethical investing, use of green energy, and recycling.

This year, like many of the action teams, SJAT held a monthly discussion on the characteristics of White Supremacy Culture. Follen Responds to Racism has been instrumental in helping with these sessions, both at Program Council and action-team meetings, and we are thankful for their leadership as we learn more about this critical topic to combat systemic racism.
Lastly, the chair would like to thank Anne Engelhart, not only for her immigration and sanctuary work, but for being our tireless minute taker.

Worship and Music Action Team

Co-Chairs: Kristina Robinson and David Jacobson

Our members this year were: Amanda Bergeron, Linda Dacey, Gordon Hardy, Amy Horsburgh, Melissa Howe, David Jacobson (co-chair), Kristina Robinson (co-chair), Jane Spickett, Marlene Stone, and Lydia Swan. We are joined at our meetings by Rev. Claire Feingold Thoryn, Beryl Aschenberg, and Shaylor Lindsay.

Goals:
• As we discern what we want in our future music program, support ways to hear from the entire Follen community and to keep everyone informed about the process and our progress.
• Be flexible and adaptable as we explore worship and music opportunities that support in-service attendance, when permitted, while also continuing to provide online worship options.
• Serve our staff well in our advisory role, particularly in relation to hybrid services.
• Continue to find ways to include diverse voices in our services and to promote positive relationships internally within Follen and externally with other church communities.

It was an entire year of online services and we discovered unexpected benefits to worshiping on Zoom: our attendance remained high throughout the year; members and friends were able to attend while travelling or living elsewhere; our RE teachers and coffee elves had the opportunity to attend every week; and we were able to offer a greater diversity of preachers and music. None of this could have happened without the incredible dedication and creativity of our staff, our soloists, Molly McGuire’s support of the youth and children’s choirs, our music producer Kurt Pfrommer, and our Zoom technical coordinator Jimmy McFeeley. We are also grateful to our lay ministers for their prayers, our summer lay preachers, those that offered personal points, our chalice lighters, our Zoom hosts and ushers, and our many guest preachers and performers.

Highlights of the year included:
Worshipful Witness for Justice held in response to the hate group protesting across the street from our sanctuary; Melanie DeMore’s virtual return to lead an additional music-filled service; Rev. Claire’s sermons that supported us through a bitter political season; an amazing FUUY service where we were able to witness the honesty, openness, and vulnerability of our youth; two beautiful Music Sunday services; and the powerful and poignant Easter Sunrise Service at Peeper’s Pond.

We look forward to the fall, when we hope to return to some form of in-person services, to support our staff’s ability to offer fulfilling spiritual pathways, and to explore ways to elevate our worship through music.
Annual Plans

**BGAT (Building and Grounds Action Team)**

2021-2022 Chair: Hugh Truslow

Goals:
- Continuing the work of settling into the new building, and documenting new procedures and guidelines on such routine tasks as usage of thermostats, and familiarizing members of the congregation with them
- Continue work on implementing the landscape master plan for the grounds
- Continue to carry out projects of various scales associated with the capital construction but that may have fallen out of scope for that work
- Working with other action teams and members of the congregation to ensure that the necessary procedures and practices are in place for all church spaces and uses to be both safe and welcoming for all
- Renewing a focus on anti-racism efforts and how our action team can be a part of the church’s efforts

**CHAT (Community and Hospitality Action Team)**

Chair: Lydia Swan

Social Events Committee: Caroline Walters and Sarah Jackson
Membership Committee: Walter Leutz
Adult Programs Committee: Sally Cassells

Social Events Committee:
- To continue to refine and improve the planning and executing of Sunday Coffee Hour.
- To recruit new members to our committee
- To continue to recruit more volunteers to work in the kitchen (the so-called Kitchen Elves).

Membership Committee:
- To continue to find ways to spread the word about Follen Church, including the Newsletter, the Follen Facebook Page, Facebook in general, town publications, and the encouragement of networking efforts on the part of all Follen members.

Adult Programs Committee:
- To continue to provide high quality and meaningful Adult RE programs throughout the church year.
FHRAT (Financial and Human Relations Action Team)

2021-2022 Chair: Maggie Pax

I look forward to continuing to support Follen as incoming FHRAT chair. In keeping with our mission, and the ‘times we live in’, we plan to:

- Continue to maintain good oversight of our financial and human resources, updating Program Council, Parish Board and the congregation on any important changes, risks or opportunities.
- Keep an agile, but measured, approach to planning during these transitional times. We will be adjusting and defining some staff roles, refining our vision of the music program, and adapting to our new normal.

Other areas of focus for the 2021-2022 year include the following:

**Technology / Process**
Linda Hein and incoming Treasurer, Cas Growblewski, will transition Follen’s bookkeeping to QuickBooks to simplify financial reporting. We will build on the introduction of G Suite to ensure Action Team members are confident using these tools.

**Budget Development and Human Resources**
We plan to insert an earlier checkpoint around Human Resources planning which is Follen’s largest area of spend. This will allow our Minister the time and opportunity to share her team/talent vision. We will then collaborate with the HR committee (and FHRAT) on aligning this with the planned budget.

**Stewardship**
In partnership with the Nominating Committee, we continue to work on creating a smooth succession-planning process modeled on East Village Fair leadership. The Stewardship committee is also developing ways to systematize operational activities and data collection. This will provide the Stewardship Chair time to focus on working with Program Council on the case for giving.

PCAT (Pastoral Care Action Team)

2021-2022 Chair: Robin Tartaglia

Goals for the 2021-2022 church year:

- PCAT will continue to provide caring support, opportunities for deeper connection and spiritual growth for the Follen congregation through its 9 subgroups, support groups, and affinity groups. Education and support will be offered occasionally via special programs for the whole congregation. In addition, PCAT will create support groups as needed for special circumstances and to meet the needs of the congregation.
- Hands-on spiritual and practical assistance will be provided as needed by the Lay Ministers, the Volunteer Service Network, and the Covenant Groups.
- PCAT will create the first annual Langseth Lecture, on a topic relevant to pastoral care in fulfillment of the mission of the newly endowed fund in memory of the late Arlene Langseth.
- PCAT will work with the new Membership Director to ensure that all newcomers will receive timely information about the many pastoral care services and supports available at Follen Church.
**REAT (Religious Education Action Team)**

2021-2022 Chair: Margot Tracy

Goals for the 2021-2022 church year:
- Offer programming to serve the spiritual needs of children, youth, and families, in person or on a virtual platform if needed; work to keep community connections strong and spiritually supported.
- Prepare to transition to in-person religious education programming in 2021-2022.
- Continue to incorporate anti-racism curriculum into K-8 religious education programming.

**SJAT (Social Justice Action Team)**

2021-2022 Chair: Sally Cassells

Goals:
- Communicate social justice efforts and causes with the Follen community
- Educate and advocate to continue the work towards the church’s goal of being an antiracist congregation
- Maintain our support of and communication with our external social justice partner organizations
- Continue our relationships with other social justice congregations in the region

**WMAT (Worship and Music Action Team)**

2021-2022 Chair: Kristina Robinson

We look forward to the fall, when we hope to return to some form of in-person services, to support our staff’s ability to offer fulfilling spiritual pathways, and to explore ways to elevate our worship through music.

Goals:
- As we discern what we want in our future music program, support ways to hear from the entire Follen community and to keep everyone informed about the process and our progress.
- Be flexible and adaptable as we explore worship and music opportunities that support in-service attendance, when permitted, while also continuing to provide online worship options.
- Serve our staff well in our advisory role, particularly in relation to hybrid services.
- Continue to find ways to include diverse voices in our services and to promote positive relationships internally within Follen and externally with other church communities.
Financial Reports

Auditor Report

Submitted by George Grady

The Business Manager, Linda Hein, completed her first full year at Follen. With the assistance of several key members of FHRAT (the Financial and Human Resources Action Team), she provided excellent monthly accounting reports. This was accomplished while allowances had to be made for the effects of Covid-19 upon adjustments for operational costs of the new building and personnel re-purposing to help with conversion to “Virtual” communications. The accounting system has gradually achieved some upgrades of historical practices, resulting in improved clarity. Review of selected entries has shown faithful and accurate recording.

Trustees Report

The markets performed very well this past year, resulting in substantial growth in all the funds. The Church also received a total of $12,100 in donations to the Program and Heritage funds. Note that the Heritage fund and Program fund contained a gift at the start of this year that was accidentally sent to Follen and needed to be returned. Returning this gift resulted in the apparent negative return for the Heritage fund and a lower that actual return for the Program fund. In addition, different asset allocations also contributed to the funds showing different rates of return. A focus of the trustees in the coming year will be to rebalance the funds under a unified investment strategy.

During the 2020-21 church year, the Trustees were Bob Heingartner, Sharon Cerny, Kyle Johnson, and Seth Webster. Although Seth’s term was up, there were significant problems due to Covid in transferring the accounts to new trustees (and having the old trustees sign-off). Therefore Seth agreed to stay on until the transfer could take place. Kyle Johnson was appointed as the third trustee. The transfer has been completed for the Special funds accounts (Curtis, Marshman, Stoneham and Langseth), but not the Program, Heritage and Beals as of this time. Bob has an additional year, Sharon has agreed to serve 2 more years, and Kyle has agreed to 3 years. Many special thanks to Seth who has been so generous with his time and expertise during this difficult period.
Resources Held in Trust for Follen:

<table>
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<tr>
<th>Funds</th>
<th>1 Jan 2020</th>
<th>8 May 2020</th>
<th>19 May 2021</th>
<th>Change</th>
<th>% change</th>
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<tbody>
<tr>
<td>Program</td>
<td>$902,114.78</td>
<td>$836,036.77</td>
<td>$999,334.86</td>
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<td>Heritage</td>
<td>$54,184.22</td>
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<td>50,971.51</td>
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<td>Beals</td>
<td>$90,771.90</td>
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<td>104,134.59</td>
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<td>Louise Curtis</td>
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<td>Marshman</td>
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<td>Stoneham Organ</td>
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<td>Langseth</td>
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<td><strong>Total</strong></td>
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<td>$1,287,966.83</td>
<td>$207,559.36</td>
<td>19.21%</td>
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**Major Trustee Activities**

In addition to the accounting of the endowment funds, The Trustees continue to work to streamline paperwork involved in trustee change over. This has been an ongoing problem as trust accounts are not set-up to have annual resignation and appointment of trustees.

- The Trustees have discussed unifying the type of trust accounts. Currently, different funds are held in accounts of different types without any apparent reason for the distinction.
- The Trustees have taken steps to make it easier to move funds to and from the Church bank account. The goal is to be able to wire money between accounts without the need to create paper checks.
- The Curtis, Marshmen, Stoneham and Langseth funds are in the process of being divested of fossil fuel holdings and reinvested in fossil fuel free and socially responsible accounts. As soon as
the transfer of the Program, Heritage and Beals funds to the new Trustees is complete, these funds will also be divested of fossil fuels holdings in a similar manner.

- The Trustees have also identified the need for legal review of our multiple trust documents to update the accounts. We plan as part of this review to develop guidelines for those wishing to leave money to Follen, which can be shared with the Legacy Society, so that there is a standardized form for bequests to Follen.

### Trust Transactions

<table>
<thead>
<tr>
<th>Date</th>
<th>Deposit</th>
<th>Withdrawal</th>
<th>Fund</th>
<th>Note</th>
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<tr>
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<td>Heritage</td>
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<td>Program</td>
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<td>8/28/2020</td>
<td></td>
<td>$400.00</td>
<td>Louise Curtis</td>
<td>Easter trumpeter</td>
</tr>
<tr>
<td>4/26/2021</td>
<td>$4,696.21</td>
<td></td>
<td>Heritage</td>
<td>Donation</td>
</tr>
<tr>
<td>5/21/2021</td>
<td>$7,404.00</td>
<td></td>
<td>Program</td>
<td>Donation</td>
</tr>
</tbody>
</table>
Budget FY 2021

The FY 2021 budget as well as the proposed FY 2022 budget is shared on the following 6 pages.

Budget 2022 Explanation

Follen’s operating posture and budget continue to evolve with the times. Last year we wrote a “Pandemic Budget” designed conservatively to ensure that the Church was on solid financial footing to weather the financial impacts of the crisis while supporting the activities of an almost entirely remote church year. The cushion of this conservative approach has enabled us to approach the year by deciding what additional activities we could fund, rather than looking at areas where we might need to conserve. This year, we optimistically propose a budget to support regular in-person activities as the world returns to normal. There are four major components to this new year’s budget, in addition to smaller changes such as increasing social justice spending by 20% and starting to save for a ministerial intern.

1. Our revenue model returns approximately to normal, in terms of pledging, rentals, and fundraisers. Our pledge drive was held entirely under pandemic conditions so we expect that pledgers can more accurately predict how much they can support. The last time we had a significant economic disruption (2009), melt (the % of money pledged but not received) returned to Follen’s usual 0% the year after.

2. Our new building is more expensive to operate (increased utilities, HVAC, elevator) and maintain (increase in sexton hours).

3. Our personnel spending increases to support video editing and religious education. We fund a video editing role (beyond just music) to support our desire to retain an online worship component. The incoming membership director role loses the video component and gains a stronger focus on outreach and growing membership. We add a religious education assistant to enable stronger programming and provide better support to our volunteer teachers.

4. Our music program continues to evolve - this upcoming year is another step on the journey. We will not have a Music Director this upcoming year - instead taking the year to determine what the community wants and needs from its music program. Our music coordinator role will expand to in-person choir direction, though at a level less than previous years (choral singing is still riskier). We combine many of the individual music lines (soloists, accompanist, instrumentalists, etc) into a single aggregate Musicians line, providing more flexibility for the music coordinator on programming in the transition.

We believe that this budget supports the execution of Follen’s mission over the upcoming year by balancing the immediate needs with investing in our future success.
### REVENUE

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Pledging Gross</td>
<td>$508,407</td>
<td>$472,048</td>
<td>$551,560</td>
<td>assumes 0% melt</td>
</tr>
<tr>
<td>One-time pledging</td>
<td>$18,823</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Plate Collections &amp; Donations</td>
<td>$15,000</td>
<td>$13,000</td>
<td>$13,000</td>
<td>flat</td>
</tr>
<tr>
<td>Rental of Halls</td>
<td>$20,000</td>
<td>$0</td>
<td>$25,000</td>
<td>split difference on old/new</td>
</tr>
<tr>
<td>AT&amp;T Rent</td>
<td>$35,734</td>
<td>$36,806</td>
<td>$37,911</td>
<td>same for next year, maybe diff later</td>
</tr>
<tr>
<td>Total Endowment Income</td>
<td>$20,025</td>
<td>$30,000</td>
<td>$40,000</td>
<td>good year</td>
</tr>
<tr>
<td>Interest on Checking &amp; Savings</td>
<td>$2,250</td>
<td>$2,250</td>
<td>$1,000</td>
<td>cut, low interest rates</td>
</tr>
<tr>
<td>R.E. Registration Fees</td>
<td>$12,200</td>
<td>$5,000</td>
<td>$8,500</td>
<td>half restore</td>
</tr>
<tr>
<td>East Village Fair</td>
<td>$18,000</td>
<td>$5,000</td>
<td>$11,000</td>
<td>half restore</td>
</tr>
<tr>
<td>Christmas Tree Sale</td>
<td>$16,000</td>
<td>$17,000</td>
<td>$19,000</td>
<td>bump</td>
</tr>
<tr>
<td>Goods and Services Auction</td>
<td>$24,000</td>
<td>$24,000</td>
<td>$24,000</td>
<td>same</td>
</tr>
<tr>
<td>Choir Fees</td>
<td>$10,000</td>
<td>$0</td>
<td>$1,000</td>
<td>repurpose line</td>
</tr>
<tr>
<td>Choir Performance</td>
<td></td>
<td></td>
<td>$5,000</td>
<td>new line</td>
</tr>
<tr>
<td>Banking Fees Offset</td>
<td>$1,000</td>
<td></td>
<td></td>
<td>income from folk donating their fee amt</td>
</tr>
<tr>
<td>All other Revenue Sources</td>
<td>$4,800</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Concert Series</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Transfer from Cumulative Surplus</td>
<td>$4,000</td>
<td>$7,756</td>
<td>$4,000</td>
<td>last year of $4K w/o re-upping</td>
</tr>
</tbody>
</table>

**Total Revenue**

<table>
<thead>
<tr>
<th></th>
<th>2019-2020</th>
<th>2020-2021</th>
<th>2021-2022</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$729,278</td>
<td>$613,860</td>
<td>$743,971</td>
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</tbody>
</table>

### EXPENSES

#### Office Operations

<table>
<thead>
<tr>
<th>Item</th>
<th>2019-2020</th>
<th>2020-2021</th>
<th>2021-2022</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Manager Salary</td>
<td>$60,794</td>
<td>$62,010</td>
<td>$63,250</td>
<td>full time - cost of living</td>
</tr>
<tr>
<td>Business Manager Expenses</td>
<td>$500</td>
<td>$1,000</td>
<td>$500</td>
<td>revert</td>
</tr>
<tr>
<td>Communications Assistant</td>
<td>$16,524</td>
<td>$16,854</td>
<td>$17,192</td>
<td>18hrs / 9 hrs summer - cost of living</td>
</tr>
<tr>
<td>Video Production Salary</td>
<td>$6,000</td>
<td>$6,000</td>
<td>$10,750</td>
<td>10hrs / 0 hrs summer - new line</td>
</tr>
<tr>
<td>Postage</td>
<td>$500</td>
<td>$500</td>
<td>$600</td>
<td></td>
</tr>
<tr>
<td>Office Supplies &amp; Expenses</td>
<td>$5,400</td>
<td>$5,000</td>
<td>$5,400</td>
<td>restore</td>
</tr>
<tr>
<td>Printing</td>
<td>$5,800</td>
<td>$300</td>
<td>$2,500</td>
<td>restore half</td>
</tr>
<tr>
<td>Zoom Charges</td>
<td></td>
<td></td>
<td>$1,000</td>
<td>new line</td>
</tr>
<tr>
<td>Banking Fees</td>
<td></td>
<td></td>
<td>$2,000</td>
<td>new line</td>
</tr>
<tr>
<td>Telephone and Internet</td>
<td>$2,580</td>
<td>$3,400</td>
<td>$3,400</td>
<td>bigger building</td>
</tr>
<tr>
<td>Equipment reserve</td>
<td>$500</td>
<td>$500</td>
<td>$500</td>
<td></td>
</tr>
</tbody>
</table>

**Total Office Operations**

<table>
<thead>
<tr>
<th></th>
<th>2019-2020</th>
<th>2020-2021</th>
<th>2021-2022</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$92,698</td>
<td>$89,664</td>
<td>$107,091</td>
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</tbody>
</table>
## Buildings and Grounds

<table>
<thead>
<tr>
<th>Item</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexton Salary</td>
<td>$22,712</td>
<td>$23,166</td>
<td>$31,350</td>
<td>30hrs / 15hrs summer - cost of living</td>
</tr>
<tr>
<td>Other sextons</td>
<td>$1,200</td>
<td>$0</td>
<td>$1,200</td>
<td>replace</td>
</tr>
<tr>
<td>Insurance</td>
<td>$16,872</td>
<td>$17,119</td>
<td>$17,119</td>
<td>replace, should be increased.</td>
</tr>
<tr>
<td>Maintenance and Supplies</td>
<td>$17,000</td>
<td>$13,000</td>
<td>$17,000</td>
<td>hedge keep same</td>
</tr>
<tr>
<td>Utilities</td>
<td>$14,800</td>
<td>$15,000</td>
<td>$20,000</td>
<td>bumped up, uncertainty here</td>
</tr>
<tr>
<td>HVAC</td>
<td>$8,000</td>
<td>$20,000</td>
<td>$20,000</td>
<td>new</td>
</tr>
<tr>
<td>Elevator</td>
<td>$8,000</td>
<td>$20,000</td>
<td>$20,000</td>
<td>new: incl inspect + maint</td>
</tr>
<tr>
<td>Audio Visual</td>
<td>$0</td>
<td>$0</td>
<td>$2,000</td>
<td>new building + zoom supplies</td>
</tr>
<tr>
<td>Landscaping</td>
<td>$0</td>
<td>$0</td>
<td>$1,000</td>
<td></td>
</tr>
<tr>
<td>Interior Furnishings &amp; Art Gallery</td>
<td>$500</td>
<td>$500</td>
<td>$1,000</td>
<td></td>
</tr>
<tr>
<td><strong>Total Buildings and Grounds</strong></td>
<td><strong>$81,084</strong></td>
<td><strong>$88,785</strong></td>
<td><strong>$116,569</strong></td>
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</tr>
</tbody>
</table>

## Ministry

<table>
<thead>
<tr>
<th>Item</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parish Minister Salary</td>
<td>$101,846</td>
<td>$103,883</td>
<td>$105,961</td>
<td>full time - cost of living</td>
</tr>
<tr>
<td>Minister's SECA (in lieu of FICA)</td>
<td>$7,791</td>
<td>$7,947</td>
<td>$8,106</td>
<td></td>
</tr>
<tr>
<td>Parish Minister Prof Exp</td>
<td>$8,148</td>
<td>$8,311</td>
<td>$8,477</td>
<td></td>
</tr>
<tr>
<td>Min Coverage July</td>
<td>$500</td>
<td>$500</td>
<td>$500</td>
<td></td>
</tr>
<tr>
<td>Ministerial Intern Fund</td>
<td>$5,000</td>
<td>$5,000</td>
<td>$5,000</td>
<td>$6,000 start saving for future intern</td>
</tr>
<tr>
<td>Worship Supplies</td>
<td>$1,200</td>
<td>$200</td>
<td>$1,200</td>
<td></td>
</tr>
<tr>
<td>Guest Speakers</td>
<td>$2,600</td>
<td>$2,600</td>
<td>$3,300</td>
<td></td>
</tr>
<tr>
<td>Spir Retr/Worship-Focused Trng</td>
<td>$300</td>
<td>$300</td>
<td>$300</td>
<td>add worship part of wmat</td>
</tr>
<tr>
<td><strong>Total Ministry</strong></td>
<td><strong>$139,609</strong></td>
<td><strong>$123,741</strong></td>
<td><strong>$133,843</strong></td>
<td></td>
</tr>
</tbody>
</table>
### Religious Education

<table>
<thead>
<tr>
<th>Position</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director of Religious Ed Salary</td>
<td>$65,790</td>
<td>$67,106</td>
<td>$69,900</td>
<td>full time - cost of living, merit increase</td>
</tr>
<tr>
<td>DRE Prof. Expenses</td>
<td>$6,579</td>
<td>$6,711</td>
<td>$6,990</td>
<td></td>
</tr>
<tr>
<td>Religious Education Assistant Position</td>
<td>$9,000</td>
<td></td>
<td></td>
<td>new - 450 hours</td>
</tr>
<tr>
<td>Sunday R.E. Support Aide</td>
<td>$3,106</td>
<td>$1,584</td>
<td>$2,462</td>
<td>slightly increased hours</td>
</tr>
<tr>
<td>All prog exp except FUUY: Sunday RE, MSYG, Coming of Age, OWL, Events</td>
<td>$9,000</td>
<td>$5,600</td>
<td>$10,000</td>
<td>restore</td>
</tr>
<tr>
<td>FUUY, including service trip</td>
<td>$8,000</td>
<td>$4,000</td>
<td>$7,000</td>
<td>restore</td>
</tr>
<tr>
<td>Child Care-Spec Events, Adult Progs</td>
<td>$600</td>
<td>$0</td>
<td>$450</td>
<td>restore, no summer</td>
</tr>
<tr>
<td>Sunday Nursery Supervisor</td>
<td>$2,920</td>
<td>$0</td>
<td>$2,240</td>
<td>restore, cost of living, no summer</td>
</tr>
<tr>
<td>Sunday Nursery Assistants</td>
<td>$1,940</td>
<td>$0</td>
<td>$1,060</td>
<td>restore, cost of living, no summer</td>
</tr>
<tr>
<td>Pre-K &amp; K Class Teacher</td>
<td>$1,834</td>
<td>$2,000</td>
<td>$2,255</td>
<td>new coord @ $20/hr, some hrs overlap with liana, cost of living</td>
</tr>
<tr>
<td>Youth Programs Coordinator</td>
<td>$13,994</td>
<td>$14,274</td>
<td>$14,413</td>
<td></td>
</tr>
<tr>
<td><strong>Total Religious Education</strong></td>
<td>$113,763</td>
<td>$101,274</td>
<td>$125,770</td>
<td></td>
</tr>
</tbody>
</table>

### Community Engagement & Social Events

<table>
<thead>
<tr>
<th>Position</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership Director Salary</td>
<td>$32,995</td>
<td>$33,655</td>
<td>$26,880</td>
<td>20hrs / 4hrs - adjust duties to remove video work</td>
</tr>
<tr>
<td>Membership Director Prof Exp</td>
<td>$3,300</td>
<td>$3,365</td>
<td>$2,688</td>
<td></td>
</tr>
<tr>
<td>Web Site Consultant</td>
<td>$600</td>
<td>$2,000</td>
<td>$2,000</td>
<td></td>
</tr>
<tr>
<td>Connections Supplies</td>
<td>$1,500</td>
<td>$1,500</td>
<td>$1,500</td>
<td>half-ish, membership director to spend</td>
</tr>
<tr>
<td>Marketing</td>
<td>$0</td>
<td>$5,000</td>
<td>$3,000</td>
<td></td>
</tr>
<tr>
<td>Adult Programs</td>
<td>$1,600</td>
<td>$1,600</td>
<td>$1,600</td>
<td></td>
</tr>
<tr>
<td>Social Events Committee</td>
<td>$5,000</td>
<td>$1,000</td>
<td>$5,000</td>
<td></td>
</tr>
<tr>
<td><strong>Total Community Engagement</strong></td>
<td>$44,995</td>
<td>$48,120</td>
<td>$42,668</td>
<td></td>
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</tbody>
</table>

### Other Action Teams & Nom Com

<table>
<thead>
<tr>
<th>Position</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stewardship exp, incl Fund Drive</td>
<td>$1,300</td>
<td>$300</td>
<td>$1,300</td>
<td>restore</td>
</tr>
<tr>
<td>Human Resources</td>
<td>$100</td>
<td>$10,000</td>
<td>$1,600</td>
<td>fund music director search</td>
</tr>
<tr>
<td>Trustees / Legacy Society</td>
<td>$400</td>
<td>$400</td>
<td>$400</td>
<td></td>
</tr>
<tr>
<td><strong>Total Financial &amp; Human Res</strong></td>
<td>$1,800</td>
<td>$10,700</td>
<td>$3,300</td>
<td></td>
</tr>
<tr>
<td>Project/Initiative</td>
<td>2021</td>
<td>2022</td>
<td>2023</td>
<td></td>
</tr>
<tr>
<td>--------------------------------------------------------</td>
<td>------</td>
<td>------</td>
<td>------</td>
<td></td>
</tr>
<tr>
<td>Welcoming Cong Coord Cmte</td>
<td>$400</td>
<td>$500</td>
<td>$1,000</td>
<td></td>
</tr>
<tr>
<td>SJAT Administrative Expenses</td>
<td>$500</td>
<td>$500</td>
<td>$500</td>
<td></td>
</tr>
<tr>
<td>Brown Youth Social Justice Training</td>
<td>$1,500</td>
<td>$1,500</td>
<td>$1,500</td>
<td></td>
</tr>
<tr>
<td>Humanitarian Emergency Response Fund</td>
<td>$1,000</td>
<td>$2,000</td>
<td>$2,000</td>
<td></td>
</tr>
<tr>
<td>Books for Chelsea</td>
<td>$250</td>
<td>$250</td>
<td>$250</td>
<td></td>
</tr>
<tr>
<td>Gun Violence Prevention Group</td>
<td>$300</td>
<td>$400</td>
<td>$400</td>
<td></td>
</tr>
<tr>
<td>Env Justice / Christmas Tree donations</td>
<td>$500</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Income Inequality / Lex Eat</td>
<td>$1,000</td>
<td>$1,000</td>
<td>$1,000</td>
<td></td>
</tr>
<tr>
<td>Urban Ministry</td>
<td>$1,500</td>
<td>$1,740</td>
<td>$2,000</td>
<td></td>
</tr>
<tr>
<td>Service / Rebuilding Communities</td>
<td>$100</td>
<td>$0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interfaith Garden</td>
<td>$100</td>
<td>$200</td>
<td>$350</td>
<td></td>
</tr>
<tr>
<td>Partner Church</td>
<td>$1,500</td>
<td>$1,500</td>
<td>$1,500</td>
<td></td>
</tr>
<tr>
<td>Kiva Microbanking initiative</td>
<td>$250</td>
<td>$350</td>
<td>$350</td>
<td></td>
</tr>
<tr>
<td>Outside initiative - UU Mass Action</td>
<td>$100</td>
<td>$100</td>
<td>$500</td>
<td></td>
</tr>
<tr>
<td>New initiatives / New projects</td>
<td>$740</td>
<td>$1,000</td>
<td>$1,000</td>
<td></td>
</tr>
<tr>
<td>Bristol Lodge</td>
<td>$100</td>
<td>$100</td>
<td>$350</td>
<td></td>
</tr>
<tr>
<td>Immigration and Sanctuary</td>
<td>$500</td>
<td>$500</td>
<td>$500</td>
<td></td>
</tr>
<tr>
<td>Follen Responds to Racism</td>
<td>$3,000</td>
<td>$2,000</td>
<td>$3,000</td>
<td></td>
</tr>
<tr>
<td><strong>Total Social Justice</strong></td>
<td><strong>$12,740</strong></td>
<td><strong>$13,740</strong></td>
<td><strong>$16,700</strong></td>
<td></td>
</tr>
<tr>
<td>Lay Ministry</td>
<td>$550</td>
<td>$300</td>
<td>$550</td>
<td></td>
</tr>
<tr>
<td>Covenant Group Operations</td>
<td>$550</td>
<td>$400</td>
<td>$500</td>
<td></td>
</tr>
<tr>
<td>Caring Congregation</td>
<td>$550</td>
<td>$550</td>
<td>$550</td>
<td></td>
</tr>
<tr>
<td>Volunteer Service Network</td>
<td>$100</td>
<td>$100</td>
<td>$50</td>
<td></td>
</tr>
<tr>
<td>Support Groups/Elderly Parents Group</td>
<td>$300</td>
<td>$100</td>
<td>$200</td>
<td></td>
</tr>
<tr>
<td>Programs and Resources</td>
<td>$600</td>
<td>$600</td>
<td>$200</td>
<td></td>
</tr>
<tr>
<td><strong>Total Pastoral Care</strong></td>
<td><strong>$2,650</strong></td>
<td><strong>$2,050</strong></td>
<td><strong>$2,050</strong></td>
<td></td>
</tr>
<tr>
<td>Lay Leadership Training</td>
<td>$400</td>
<td>$400</td>
<td>$400</td>
<td></td>
</tr>
<tr>
<td><strong>Total Nominating Committee</strong></td>
<td><strong>$400</strong></td>
<td><strong>$400</strong></td>
<td><strong>$400</strong></td>
<td></td>
</tr>
<tr>
<td>Parish Board/Program Council</td>
<td>$300</td>
<td>$300</td>
<td>$300</td>
<td></td>
</tr>
<tr>
<td>Library Books</td>
<td>$0</td>
<td>$100</td>
<td>$250</td>
<td></td>
</tr>
<tr>
<td>Tech Fund</td>
<td>$0</td>
<td>$2,000</td>
<td>$2,000</td>
<td></td>
</tr>
<tr>
<td>Property Tax Expense</td>
<td>$615</td>
<td>$615</td>
<td>$0</td>
<td></td>
</tr>
<tr>
<td>Safe Congregation Expenses</td>
<td>$800</td>
<td>$800</td>
<td>$800</td>
<td></td>
</tr>
<tr>
<td>Staff retreat / Staff Resources</td>
<td>$750</td>
<td>$750</td>
<td>$750</td>
<td></td>
</tr>
<tr>
<td>Legal services for 501c3</td>
<td>$3,756</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total Miscellaneous Other</strong></td>
<td><strong>$2,465</strong></td>
<td><strong>$4,565</strong></td>
<td><strong>$4,100</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Total Other AT’s, Nom Com &amp; Misc</strong></td>
<td><strong>$20,055</strong></td>
<td><strong>$31,455</strong></td>
<td><strong>$26,550</strong></td>
<td></td>
</tr>
</tbody>
</table>
## Music

<table>
<thead>
<tr>
<th>Description</th>
<th>FY21</th>
<th>FY22</th>
<th>FY23</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director of Music Salary</td>
<td>$66,300</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Director of Music Expenses</td>
<td>$6,630</td>
<td>$700</td>
<td>$0</td>
</tr>
<tr>
<td>Music Coordinator</td>
<td>$0</td>
<td>$26,144</td>
<td>$32,000</td>
</tr>
<tr>
<td>Music Coordinator Expenses</td>
<td>$3,200</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Assistant Music Coordinator</td>
<td>$0</td>
<td>$6,000</td>
<td>$6,500</td>
</tr>
<tr>
<td>Music Producer</td>
<td>$0</td>
<td>$1,892</td>
<td>$0</td>
</tr>
<tr>
<td>(Event) Production Director / Co-Director</td>
<td>$2,600</td>
<td>$0</td>
<td>$2,600</td>
</tr>
<tr>
<td>(Event) Add'l Production Personnel</td>
<td>$3,600</td>
<td>$0</td>
<td>$3,600</td>
</tr>
<tr>
<td>(Event) Production Expenses</td>
<td>$1,200</td>
<td>$0</td>
<td>$1,200</td>
</tr>
<tr>
<td>Choir Expenses</td>
<td>$2,200</td>
<td>$1,000</td>
<td>$1,000</td>
</tr>
<tr>
<td>Musicians</td>
<td>$0</td>
<td>$25,000</td>
<td>$0</td>
</tr>
<tr>
<td>Soloists (Four, FY21=Three, FY22=Four)</td>
<td>$22,693</td>
<td>$5,208</td>
<td>$0</td>
</tr>
<tr>
<td>Accompanist (Adult and Youth)</td>
<td>$11,136</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Summer Accompanist</td>
<td>$1,800</td>
<td>$1,800</td>
<td>$1,800</td>
</tr>
<tr>
<td>Children's Choir Accompanist</td>
<td>$650</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Accompanists: Guests, Subs</td>
<td>$1,000</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Music Piano/Organ Maint</td>
<td>$2,000</td>
<td>$1,000</td>
<td>$2,000</td>
</tr>
<tr>
<td>Music Instrumentalists</td>
<td>$3,500</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Music Library Expenses</td>
<td>$2,000</td>
<td>$300</td>
<td>$1,500</td>
</tr>
<tr>
<td><strong>Total Music</strong></td>
<td><strong>$132,109</strong></td>
<td><strong>$44,044</strong></td>
<td><strong>$80,400</strong></td>
</tr>
</tbody>
</table>

*SEE VIDEO EDITING ABOVE*

- Director of Music Salary is hired to start the following year.
- Director of Music Expenses are expanded role, now with benefits.
- Music Coordinator Expenses have a new expanded role, now with benefits.
- Assistant Music Coordinator expenses retain, cost of living.
- Music Producer expenses are a new expanded role, now with benefits.
- (Event) Production Director / Co-Director expenses are restored.
- (Event) Add'l Production Personnel expenses are restored.
- (Event) Production Expenses expenses are restored, break out new line.
- Choir Expenses have a new line, aggregate.
- Musicians expenses have a new line, aggregate.
- Soloists (Four, FY21=Three, FY22=Four) expenses combine with above.
- Accompanist (Adult and Youth) expenses combine with above.
- Summer Accompanist expenses combine with above.
- Children's Choir Accompanist expenses combine with above.
- Accompanists: Guests, Subs expenses combine with above.
- Music Piano/Organ Maint expenses are restored.
- Music Instrumentalists expenses combine with above.
- Music Library Expenses expenses are half restored.
- Added music from wmat.
### Benefits and Payroll Expenses

<table>
<thead>
<tr>
<th>Benefits</th>
<th>2021</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social Security &amp; Medicare</td>
<td>$24,690</td>
<td>$18,248</td>
<td>$21,305</td>
</tr>
<tr>
<td>Health Insurance</td>
<td>$31,495</td>
<td>$21,432</td>
<td>$24,603</td>
</tr>
<tr>
<td>Long-Term Disability and Life Ins</td>
<td>$7,092</td>
<td>$6,224</td>
<td>$7,073</td>
</tr>
<tr>
<td>Retirement Plan Contribution</td>
<td>$34,822</td>
<td>$29,017</td>
<td>$32,974</td>
</tr>
<tr>
<td>Payroll Service Fees</td>
<td>$3,995</td>
<td>$3,995</td>
<td>$3,995</td>
</tr>
<tr>
<td><strong>PFML Reimbursement</strong></td>
<td></td>
<td></td>
<td>$1,500</td>
</tr>
<tr>
<td><strong>Total Benefits/Payroll Expenses</strong></td>
<td><strong>$102,093</strong></td>
<td><strong>$78,916</strong></td>
<td><strong>$91,451</strong></td>
</tr>
</tbody>
</table>

*HC increase*

### Denominational Affairs

<table>
<thead>
<tr>
<th>Affairs</th>
<th>2021</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>UUA-New Eng Reg Pledge</td>
<td>$6,405</td>
<td>$7,000</td>
<td>$18,500</td>
</tr>
<tr>
<td>Urban Ministry &amp; LICA</td>
<td>$450</td>
<td>$450</td>
<td>$450</td>
</tr>
<tr>
<td><strong>Total Denominational Affairs</strong></td>
<td><strong>$6,855</strong></td>
<td><strong>$7,450</strong></td>
<td><strong>$18,950</strong></td>
</tr>
</tbody>
</table>

*now 50% of ~UUA ask*

### Non-budgeted Expenses

<table>
<thead>
<tr>
<th>Expenses</th>
<th>2021</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Non-budgeted Expenses</strong></td>
<td>$818</td>
<td>$1,654</td>
<td>$678</td>
</tr>
</tbody>
</table>

### Total Expenses

<table>
<thead>
<tr>
<th>Expenses</th>
<th>2021</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Expenses</strong></td>
<td>$734,078</td>
<td>$610,104</td>
<td>$743,971</td>
</tr>
</tbody>
</table>

### Total Revenue

<table>
<thead>
<tr>
<th>Revenue</th>
<th>2021</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Revenue</strong></td>
<td>$734,078</td>
<td>$610,104</td>
<td>$743,971</td>
</tr>
</tbody>
</table>

### Surplus/(Deficit)

<table>
<thead>
<tr>
<th>Surplus/(Deficit)</th>
<th>2021</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Surplus/(Deficit)</strong></td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
</tbody>
</table>

### Personnel Expense Analysis

<table>
<thead>
<tr>
<th>Costs</th>
<th>2021</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Personnel costs</strong></td>
<td>$590,903</td>
<td>$471,131</td>
<td>$558,424</td>
</tr>
<tr>
<td><strong>Total Non-personnel costs</strong></td>
<td>$143,175</td>
<td>$138,973</td>
<td>$185,547</td>
</tr>
<tr>
<td><strong>Personnel costs as % of total exp</strong></td>
<td>80.50%</td>
<td>77.22%</td>
<td>75.06%</td>
</tr>
<tr>
<td><strong>Non-pers costs as % of total exp</strong></td>
<td>19.50%</td>
<td>22.78%</td>
<td>24.94%</td>
</tr>
</tbody>
</table>

### Credits

The Follen Annual Report 2021 is authored by the staff and lay leadership of Follen Church. It was compiled by Laura VanderHart, Follen Communications Coordinator. Photo credits to Joe Turner, Jimmy McFeeley, Claire Feingold Thoryn, Kurt Pfrommer, Andy Wells-Bean, Richard Dorbin, and other members who contributed individual photos.