

First Parish Unitarian Universalist Arlington
Parish Committee Meeting Minutes
October 21, 2025
7:00 pm - 9:00 pm
Via Zoom

Attendees: Marie Meteer (chair), Kate Tranquada (vice chair), Carolyn Hodges (treasurer), Joanna Pushee (clerk), Al Tosti, Susan Moore, Amy Speare, and John Anderson

Ministers: Rev. Dr. Jonipher Kwong, Rev. Erica Richmond, Rev. Stevie Carmody

Guests: Kay Snowden (Transitions Team); Rev. Wendy Page (Welcoming Congregation Committee)

7:04 Call to Order (Marie)

7:05 Reading and Chalice Lighting (Al)

7:10 **Financial Review** (Carolyn)

- The Treasurer provided an oral report. First Parish is running below on pledges, which is typical for this time of year. Pledges are monitored closely with Stewardship and the assistant treasurer, Annie Hewitt.
- The financial round table is November 5th.
- The tenant, Adventures in Montessori (AIM), approached First Parish to make a change on the second floor for a temporary movable wall. Steve McMullin of the Property Committee met with AIM, which first asked in spring. No plans from AIM on the wall have been received yet. This change would be at the tenant's expense and would involve an amendment to their lease.
- Training for the Office Manager on financial aspects (e.g. payroll, processing)
 - Estimated cost is \$2,800. First Parish has about \$1,000 in the budget for training
 - Propose to approve spending of about \$1,800, which may need to come from reserves

MOTION 1: I move that we approve an additional \$1,800, coming from the contingency funds, for training for the Office Manager. (Marie M/John A) Seconded (Al T.) 8 of 8 in favor. None opposed.

John A. made an amendment based on which fund the additional training would come from:

- A First Parish member suggested and asked if funding could come from the one-time gift
- Overall congregation benefits from the training via worship and communication
- John A amends and supports using the contingency funds.

Consent agenda: Minutes, Financials Minister annual reports

MOTION 2: I move that we accept the consent agenda. (Carolyn) Seconded (John A / Al T.) 8 of 8 in favor. None opposed.

7:30 **State of the Parish** (Rev. Jonipher Kwong, Rev. Erica Richmond, Rev. Stevie Carmody)

The ministers gave an oral report on the State of the Parish. The use of honorifics was discussed.

7:49 **Short items**

- Rose of Recognition
 - November: Ferry Beach organizers
- Annual Meeting: May 3, 2026 finalized
- “Covenanting” - additional retreat for the Parish Committee to focus on covenanting together
- Update on Engage launch (Amy Speare)
 - The Engage project launched on Oct. 19. There were 32 respondents from the pilot and there are nine new profiles so far.
 - Coffee hour table will be up this Sunday and next Sunday, plus Amy will be online for a Q+A after the service for congregants who join worship via Zoom.
 - The Engage team asked the Parish Committee to talk up Engage at coffee hour.
 - The Parish Committee hosts the monthly potluck on October 29.
 - Kiki Giatis, chair of the Leadership Development Committee (LDC) leads the roundtable lunch on November 2. Engage will join the LDC and do training.
 - Kiki, Steve McMullin, Amy Speare, and Susan Moore have all worked hard since June.
 - Membership Committee members are assisting with getting the word out.
- Legacy space to celebrate Rev. Marta Flanagan (Al Tosti)
 - Al provided an update and has reached out to the Property Committee for input.

8:06 Break

8:11 **Transitions Team Update** (Kay Snowden)

- There will be a retreat for the Transition Team on November 1 for three hours.
- The co-chairs of team are Julie Gary and Kay Snowden.
- The group is strong and everyone is communicating well.
- There were over 50 people at the Listening Session on Sunday and there were 27 people 10/2.1
- The Transition Team has received emails, and a response standard is in place: a member of the team responds within 48 hours, and Rev. Jonipher replies to each email.
- The Transition Team invites the Parish Committee and the ministers to the session with the Unitarian Universalist Association (UAA) on November 16.

The Parish Committee holds space for an update from the Transition Team each month.

8:28 **Welcoming Congregation Committee Proposal** (Rev. Wendy Page)

Rev. Wendy Page updated the Parish Committee on the Welcoming Congregation Committee. The WCC educates ourselves and the First Parish congregation. First Parish has successfully renewed our status twice. The church originally became a Welcoming Congregation in 1996.

- To renew each year, the committee follows guidelines from the Unitarian Universalist Association: visibility in worship services and acknowledge some important days, for example.
- The committee always has different people coming to our events. We have screened movies, had more structured learnings, and put on a photography show in the Parlor.
- The proposal to the Parish Committee is to either become a standalone committee or be part of the Social Justice committee. We decided we would like to stay a standalone committee: we reach out specifically to Worship, we have a learning component, and we have social justice components. One change would be the committee sends a representative to the Social Justice group. The WCC has been in touch with Alan Linov for advice on Social Justice.
- The committee is working on a staggered plan of succession for leadership.
- The group proposes to change its name to the LGBTQIA+ Affirming Committee.

MOTION 3: I move that we support the Welcoming Congregation Committee's proposal and their name change to LGBTQIA+ Affirming Committee. (John A.) Seconded (Carolyn H.) 8 of 8 in favor. None opposed.

8:38 Tech Team [Proposal](#) - Moving forward with hiring technical audio/visual specialist to operate the A/V for Sunday Services

- The Chair refreshed the Parish Committee and ministers' minds on tech needs.
- Marie Meter talked to Anne Quaadgras, former leader of the tech team. Anne talked to the head of ACMI in Arlington and received recommendations for technicians in the area.
- Rev. Jonipher would supervise part-time A/V technicians.
- A Parish Committee member applauded this development and suggested we can learn and tweak the role as needed.
- Currently, there are about three volunteers each Sunday. One professional could do the tasks of the volunteers.
- The A/V person would come to the meeting house on Sundays for about three hours on site.
- A Parish Committee member noted that we will observe how we compensate the person correctly (e.g. put the person on the payroll, report income, federal and state filings, etc.)
- It was noted that First Parish may need some tech help for memorial services. People expect an online component. The family would be asked to pay for this part of a service.

MOTION 4: I move that we approve moving forward with hiring A/V Technicians to support First Parish hybrid services as a pilot project. (Joanna / Carolyn). Seconded (John A) 8 of 8 in favor. None opposed.

An amendment was made to add the words "pilot project." (Carolyn H)

Job description needed.

8:50 **Executive Session**

MOTION 5: I move that we go into executive session, and we are inviting the ministers to join us. (Al T.) Seconded. (Kate T.) 8 of 8 in favor.

9:03 PM Leave executive session

MOTION 6: I move that we leave executive session. (Marie M.) Seconded (John A) 8 of 8 in favor. None opposed.

Move forward with making an offer to a Sabbatical Minister

MOTION 7: I move to approve Rev. Jonipher to move forward with the offer to a Sabbatical Minister as discussed. (John A.) Seconded (Amy S.) 8 of 8 in favor. None opposed.

9:04 Adjourn

MOTION 8: I move to adjourn. (John) Seconded (Carolyn) 8 of 8 in favor. None opposed.

MOTIONS:

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Interim Lead Minister's Report October 18 - November 15, 2025

Rev. Dr. Jonipher Kūpono Kwong
First Parish in Arlington, Massachusetts

We just experienced the longest government shutdown in U.S. history with SNAP benefits and food insecurity being on the forefront of some family's minds. I am grateful we have a robust Minister's Discretionary Fund thanks to the generosity over the years of members of First Parish. We have been distributing grocery gift cards to members and non-members alike as well as covering some utilities to help alleviate the financial burden. Generosity is one of our UU core values and I'm glad we're living that value out loud during these difficult times.

Heritage

- We took a deep dive during the start-up to address key historical events in the life of First Parish. What lessons may we glean and what questions might be asked in order to move forward towards greater health?
- It was helpful to hear the stories/insights from your former Associate Minister Rev. Carlton Elliott Smith and former District Executive Rev. Dr. Terasa Cooley, both of whom were involved towards the last years of Rev. Dr. Barbara Whittaker-Johns' ministry
- One of the core programs at FP is religious education and what an honor it was to hear about Tina Schultz's decades-long experience as DRE.

Leadership

- I am excited to finalize the Letter of Agreements with our Adjunct Minister Rev. Carolyn Patierno and Adjunct DRE Rev. Emily Conger.
- We are in the process of hiring an Audio/Video Specialist. Thanks to Anne Quaadgras and Jo Guthrie for helping recruit and interview for this position. We are close to identifying someone in the next few weeks and provide relief to our volunteers.
- We went through a reorganization process for the sexton role. Thanks to Ebieri Omoregie, HR Committee, Carolyn, Revs. Stevie & Erica, and Parcom Exec for all your role in helping to make this a smooth transition.
- We had a great conversation during the Leadership Development Council Roundtable, talking about volunteer recruitment challenges and sustainability. The Transition Team is in the process of establishing liaisons to assess each committee to figure out what kind of support can be offered.

Connection

- I continue to work closely with UUA Regional Staff and my Accredited Interim Ministry mentor Rev. Joel Miller.

Mission

- The success of the Reckoning and Repair Sunday highlighted the congregation's commitment to racial justice and our core values centering love and living into generosity.

Future

- During the Transition Team retreat, there were big questions that were brought up, including clarity around whether or not the congregation wants to embrace being a large church and the implications of that. This inevitably leads to the question of what kind of staffing/ministerial configuration is needed moving forward, which leads to the question of what kind of Lead Minister is the Settled Minister Search Task Force being asked to look for? We're hoping the start-up with UUA Regional Staff will help provide clarity as well as further conversations with the congregation.

Conflict & Trust

- Covenants: The Clergy Advisory Group has a draft covenant that we will finalize at our next meeting. The staff finalized one as well and so did the Worship Associates and Transition Team. I would like to add an Appendix to our Workings Manual to highlight them as our congregation continues to build momentum towards a congregation-wide Covenant of Right Relations.
- The Transition Team continues to receive feedback from the congregation. There's a spreadsheet that keeps track of the items the congregation is most concerned about during this transition period. We continue to discuss these items both during the retreat and our regular meetings. We are scheduling more Listening Sessions in the future and hope the listening goes both ways.

Interdependently Yours,
Rev. Jonipher



Key upcoming dates:

December 12th	"Embrace the Darkness" service
December 13th&14th	Listening Session II (virtual and in-person)
December 21st	Winter Solstice service
December 24th	Christmas Eve services

Attendance:

Date	Total	Preacher	Title
10/19	214	Rev. Jonipher	"Engagement as a Spiritual Practice"
10/26	231	Rev. Erica	"Living Our Faith"

11/1	23	Rev. Lilia C.	"Day of the Dead Service"
11/2	233	Rev. Jonipher	"Finding Comfort in a State of Perpetual Perishing"
11/9	197	Rev. Erica	"Institutional Embodiment"

Pastoral care provided:

Office/Zoom: 5

Staff and Lay Leadership support provided:

Appointments with lay leaders regarding projects and committee work: 14

Committee meetings attended:

- *Worship Associates/Retreat: 11/11, 10/19*
- *ParCom Exec: 10/28, 11/11*
- *ParCom: 10/21*
- *ParCom Covenanting: 11/15*
- *Transition Team Retreat: 11/1*
- *Transition Team: 10/28*
- *Staff meeting: 11/13*
- *Leadership Development Council Roundtable: 11/2*
- *Financial roundtable: 11/5*

Weekly individual meetings:

- *Parish Minister: Rev. Erica Richmond*
- *MRE: Rev. Stevie Carmody*
- *Office Manager: Ebierie Omoregie*
- *Music Director: Dr. Daniel Parsley*

Community and Denominational Activities

- *Individual meeting with UU ministerial colleagues: 5*

Rev. Erica F Richmond
First Parish in Arlington Massachusetts: Parish Committee Report
October 21, 2025- November 18, 2025

Greetings All-

Transition work is in full swing! And I am incredibly grateful for the ways Rev. Jonipher and the transition team are leading us through deepening conversations about our congregation. It is so important.

And I want to highlight that alongside our interim work, vital justice work continues to happen. Given how much we are navigating during the interim, it would be easy and understandable to exclusively turn inward. I am so heartened that we are not.

Reckoning and Repair is doing phenomenal work partnering with the Roxbury Youth Program at UU Urban Ministry.

And Defending Democracy is helping all of us think about immigration justice. I encourage you to attend this coming Monday's training: Knowing your Rights in House of Worship [when ICE comes]. This is a follow up to the proposal put before the Parish Committee in September.

Register here for November 17th at 7 pm on Zoom.

In faith,

Rev. Erica

Worship:

October 26th- Living our Faith Service, I supported the three lay speakers

November 1st- Dia de Los Muertos evening Service led by Rev. Lilia Cuervo

November 2nd- Rev. Jonipher preached on befriending change

November 9th- I preached on reckoning, repair, and James Luther Adams.

November 16th- Rev. Jonipher is preaching.

Here is a picture of Rev. Stevie leading the Time for All Ages on October 26th.



Pastoral Care Provided by Minister:

Individual pastoral sessions: 15

Themes: relationship stressors, economic hardship, and grief.

Individual meetings with committee leaders: 7

I officiated the memorial service for Peter Southwick on October 25th at First Parish. It was a wonderful celebration of Peter's life, with tributes, poems, music, and stories. Over three hundred people gathered in his memory. Peter is deeply missed.



Lay Leadership Support Provided by Parish Minister:

Covenant Conveners: November 4th

Defending Democracy: October 28th

Lay Ministry: November 4th

Membership: Missed November's meeting.

Reckoning and Repair: November 9th and 13th.

Social Justice: November 6th

Welcoming Congregation Committee: Missed November's meeting.

Worship Associates: November 12th (planning for Embrace the Darkness)

I attended the Virtual Listening session hosted by the Transition Team on October 21st, about 25 congregants attended to talk about Joys and Sorrows in our worship service.

On October 26th, the Trustees and Stewardship cohosted a workshop on planned giving. 16 people attended and learned about the importance of legacy giving at First Parish.



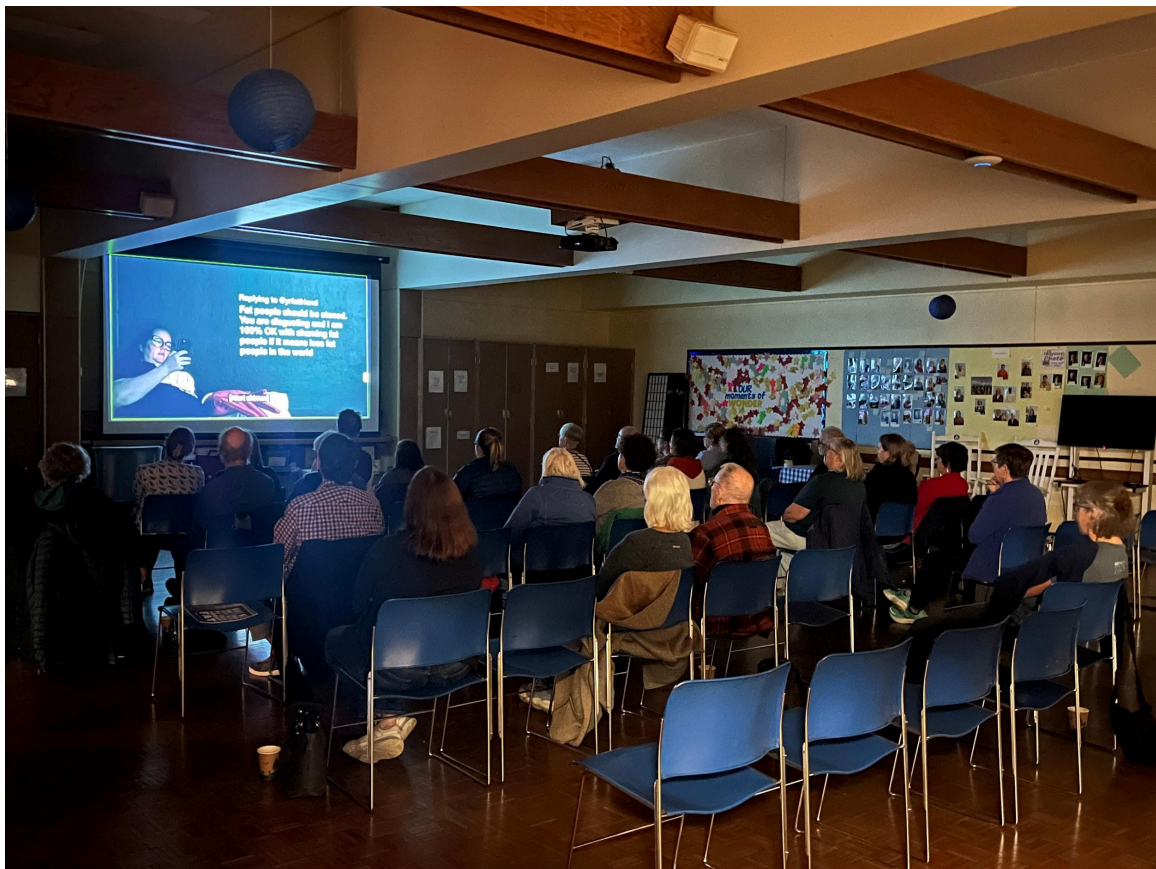
The three ministers attended the Leadership Development Roundtable on November 2nd. Good questions about membership, size, and volunteerism arose.

Rev. Jonipher and I attended the Financial Roundtable on November 5th.

Programming:

Education, Spiritual Deepening, Community Building

- Through STAR, I hosted a screening and discussion on the film, Your Fat Friend. A look into fatphobia and the work of Aubrey Gordon, author and podcaster. 30 people attended the film on October 23rd. We also had a follow up Zoom discussion on October 30th. Weight stigma is not a topic we have explored as a congregation and I was impressed with people's honesty and vulnerability as we discussed the impacts of anti-fat bias in our lives. Here is a picture of that gathering in the Vestry! Continued gratitude to the Alliance for purchasing such a wonderful projector and screen.



- Wednesday evening chapel restarted the first week of October! It is a weekly gathering on Zoom. Between 12-20 people attend each time. Here is a photo of the candles I light for each prayer that is shared during that time.

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Social Justice / Turning Outward

- Our annual Living our Faith service, hosted by the Social Justice Committee, was a grand success! Betsy Carlton-Gysan, Peter Heller, and Betsy Leondar-Wright were each powerful speakers, offering heart-forward and action-based reflections. It was a privilege to work with them.

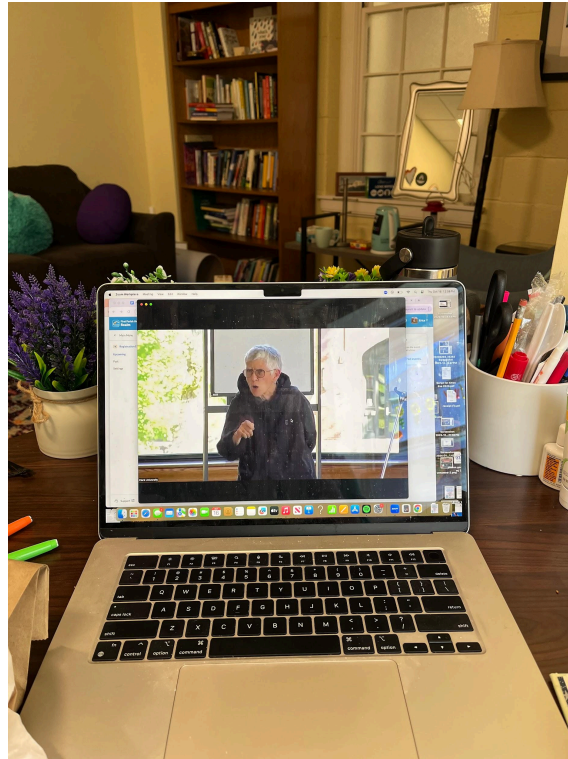


- Reckoning and Repair officially launched their partnership with the Roxbury Youth Program, an initiative of the UU Urban Ministry. After worship on November 9th, 55 people attended a presentation, including hearing from Robert Jones and Karsten Cash staff members at UU Urban Ministry. I am incredibly proud of the R&R team as they foster connection and relationship with RYP. So far, we have raised approximately \$16,000 for the Reckoning and Repair Fund. R&R (via permission from the Parish Committee) will continue to fundraise through December 7th.



Professional Development and Continuing Education:

- I am working with an Internal Family Systems therapist.
- My undergraduate thesis advisor, Professor Cynthia Enloe, retired from Clark University this year. I watched the livestream of her final lecture about the importance of feminist curiosity in these political times. (10/16)



- Rev. Jonipher, Rev. Stevie and I met with a UU Good Officer, Rev. Frank Clarkson, to covenant together as FP's three ministers. It was a wonderful session, deepening our mutual understanding and shared calling to this work and each other. (10/21)
- Rev. Stevie and I hosted the Arlington Interfaith clergy group in the Parlor for the group's monthly gathering on October 23rd.
- Chair of the Stewardship Committee, Joel Carlton-Gyson, and I attended three sessions throughout October entitled Pledging 101 put on by the UUA. Get ready for Stewardship! (10/8, 10/22, and 10/29)

Religious Education Report

Parish Committee Meeting – November 18th, 2025

Submitted by Rev. Stevie Carmody, Minister of Religious Education, on November 14th, 2025.

Dear Parish Committee,

Last week (November 4th - 8th), I joined colleagues from one of my professional groups, the **Liberal Religious Educators Association**, for our annual Fall Conference. We gathered at a satellite hub of the conference (primarily based out of Vancouver, BC), at South Church UU in Portsmouth NH.

The cross-conference learning we did—centered on the reckoning and reconciliation work being done between First Nations/indigenous peoples and US/Canadian institutions and governments—was moving, story-filled, and activating. But so too were the praza wctical, in-person workshops we ran for each other, on **volunteer engagement, youth ministry programming, safety practices, and multigenerational community-building**.

I return inspired by my colleagues (some of whom are pictured here in the beautiful South Church RE space), and **grateful for your continued support of my professional development**. Being able to attend this sort of gathering really feeds the quality of work we do in the religious education program.



Warmly, Rev. Stevie

Adjunct Hiring Update: Rev. Emily Conger



First Parish has hired **Rev. Emily Conger** as our adjunct Director of Religious Education to cover my parental leave (1/15/26-3/6/25, 4/15/26-5/13/26)!

Most recently, Rev. Emily has co-founded the dinner church community called *UU Nourish* (alongside Rev. Aisha Ansano). She brings years of experience as a **congregational minister, religious educator, and youth minister**.

Our Religious Education Committee chair Betsy Carlton-Gysan and Rev. Stevie interviewed two final candidates last week, selecting Rev. Emily as their first choice. Rev. Emily impressed the

hiring team with her pastoral presence, **skills in taking on new and emergent challenges**, and her experience supporting religious education programs.

Rev. Emily joins us in a **part-time capacity (20-25hrs/wk)** during Rev. Stevie's leave, with a focus on pastoral care, supporting religious education volunteers, supervising our part-time RE staff, worship leadership (Time For All Ages, etc), and responding to emergent issues. We're glad to have such a seasoned minister helping us during this period!

Sunday Morning Programs

Fall Term Updates

Amy Hadley, Carol Lewis and youth **Katie Limb** have been ably creating welcome for our youngest kids in **Pre-K**.

In the **K/1 Class**, **Joanne Cullinane** and **Jen Baxter** have seen a varying number of children (2-7), and have been exploring how to engage our kids who have a lot of "builder" energy.

The **2/3 Class**, led by **Gail Page** and **Francis O'Donovan** in exploring our connection to the natural world, has gotten a reputation as very lively, which often means that there are a diverse set of needs and/or maturity levels in that class. We've relied on

extra adult support, and making sure to have a lot of different types of activities to engage kids.

The **4/5 Class**, led by **James Brooks**, **Sarah Quick**, and **Logan Castrucci**, has continued learning about the life and times of Jesus of Nazareth. There was even a visit from “John the Baptist” all covered in furs, speaking to the children in character... suspiciously the same size as Rev. Stevie...

The **6/7 Class** had an incredible visit to a new contact in our “**Neighboring Faiths**” program. After spending a Sunday learning about Jainism in the classroom at First Parish, the **Jain Sangh of New England** (located in Burlington, MA) welcomed our class to their community. Nimisha, their religious educator at JSNE, took extra care to prepare a program. She wrote us this note afterwards which I’ll quote in full:

Dear Rev Stevie,

Your students were a total delight and pleasure! We were fortunate to have the opportunity to meet, philosophize, and share our ways with them. They are a bright, self-reflective, and inquisitive group. I genuinely appreciate how the Parish is supporting their individual journeys and empowering them to explore and make personal decisions. Everyone who joined me from my side was also deeply touched by the experience.

I would love to take your offer for reciprocating. Our high schoolers are studying world religions in early 2026. Perhaps we can find a Sunday afternoon when we can visit your church?

*Warmly,
Nimisha*



I'm glad our middle schoolers were such good ambassadors for First Parish. Arrangements to reciprocate the welcome are already underway!

All-Together Sundays: Veterans' Day Weekend

For Veterans' Day Weekend, the morning program was divided: an **All-Together Program (Grades K-5)** learned about the first Thanksgiving from a Wampanoag perspective and about the Three Sisters (planting squash, corns, and beans together) indigenous planting practice. Meanwhile, the **Grade 6/7** class had its second workshop learning about the history of Indigenous people and contemporary justice issues facing those communities. The topic of this workshop was exploring Thanksgiving and the protest that is National Day of Mourning. As a reminder, this pilot will continue for one more session this fall, as we continue to learn about and learn from this incredible new curriculum created by First Parish's own Jen Davis Kay and Annie Homza.

Sunday Evening Programs

OWL Program

The current OWL program will be wrapping up in mid December, while registration for the next cohort has already launched. They will be getting going on March 1st, 2025.

As mentioned before, this OWL cohort (current 8th graders) is a special bunch: some long-time First Parish kids, with some of their friends, some teens from Kahal B'raira (our partner in the OWL program), and some area UU teens. Brought together with intentional bonding in March, they have been lively and engaged... and friendships have been forming!

Suggested by a parent, the OWL cohort had a purely social activity on November 1st, **attending the Halloween Haunted House fundraiser** held at Winchester Unitarian Society. Eleven out of the 14 eighth graders came, and had a lot of fun getting spooked! This type of bonding is good for the program overall: it helps us have a stronger Coming of Age experience when friendships are strong, and that helps feed a natural transition to Youth Group in high school. Community-building is crucial!



COA Program

Coming of Age will begin in January 2026 for the current eighth graders.

Youth Program

Our Youth program is settling into the year, taking on many endeavors, and carefully navigating their covenant together in the process.

Youth co-leaders **Lettie Carswell** and **Conard Anderson** continue to steer the overall community in partnership with our Youth Program Coordinator, **K Milano**. Their approach to including everyone in leadership is to spread out who is in charge of Youth programming each week. This has led to some exciting opportunities:

- Music coordinator **Calvin Q** leading a music-centered evening programming that featured such activities as: karaoke, make the worst song parody ever, and tone singing in the stairwell.
- Worship coordinator **Lauren M** led a deeper reflection on some big questions, which was enhanced by the setting: quiet candlelit gatherings in the courtyard and graveyard on a brisk fall night.
- Adult advisors **Paul F** and **Andrew K** supported a board game night to balance out the programming!

In October, youth chaplain **Onyx C-H** led a training (along with Rev. Stevie and K) for all the youth who wanted to be part of our peer spiritual support network, called “the chaplainii”. The training focused on active listening, how to respond to crisis situations, and self-care in the role. That network of chaplainii has already been taking on a community care tending role, reaching out to members of the community who are going through something.

Attendance Numbers

In the chart below, "Total served" includes morning and evening programs combined. Averages are drawn from non-holiday weekends. In 2023-24, we averaged 68 children and youth served (including morning programs averaging 37 children) each week, and in 2024-25, we averaged 67 children and youth served (including morning programs averaging 40 children).

[illegible]

9/7	69	41	Combined welcome back program	0	6	35	-	-	-	-	-	14	-	14
9/14	72	43		0	6			2	11	14	10	13	-	16
9/21	64	37		1	3			3	9	12	9	13	-	14
9/28	70	42		3	1			5	11	14	8	13	-	15
10/5	65	41	All-Together programming; "Other" & YG = Ferry Beach retreat	1	1	15	24	-	-	-	-	14	-	10
10/12	31	31	All-together programming for holiday weekend	0	4	22	-	-	-	-	5	-	-	-
10/19	62	35		1	3	-	-	2	7	15	7	13	-	14
10/26	65	43		0	2	-	-	7	12	15	7	12	-	10
11/2	67	41		0	6	-	-	5	13	9	8	14	-	12
11/9	49	36	All-together programming for holiday weekend	1	1	25	-	-	-	-	9	-	-	13

Religious Education Committee

Our **Religious Education Committee**—Betsy Carlton Gysan (chair), Janis Fleishman (treasurer), Sharon Jacobson, Kat Cass, Eric Breck, Lauren Newton, and Cathy Slesnick—have been busy working on two initiatives:

- Reviewing processes of volunteer support, onboarding, and recruitment
- Exploring opportunities to deepen intergenerational connection across First Parish

On a number of occasions, the Religious Education Committee has been longing to **share their voices and learnings in the wider First Parish interim process.**

They are open to engaging with the Parish Committee,

Transitions Team, and First Parish ministers. The Religious Education Committee can:

- Advise on, and support, the inclusion of parents and families in larger congregational decision-making processes
- Share out their efforts around mission, vision, volunteer engagement within the religious education program
- Collaborate in thinking about what the future of religious education and multigenerational community-building throughout First Parish might look like



To reach the whole Religious Education Committee, you can email recomittee@firstparish.info. To reach the Religious Education Committee Chair, email, Betsy Carlton Gysan. Rev. Stevie remains the staff contact for this committee.

STAR Committee

The **STAR (Spirit, Transformation, Adventure, & Reflection) Committee**—Kate L, Lyn F-J, Steph M, Maureen D, joined by Rev. Stevie—continues to plan out the upcoming offerings for this year, connect with committees to extend support, and refine its own processes together.

Their mission:

The STAR Committee promotes and supports adult programs at First Parish to encourage spiritual exploration, cultural understanding, and community engagement.



STAR programs this past month have been excellently attended, and offerings have been diverse:

- As detailed in Rev. Erica's Minister's Report this month, STAR supported Rev. Erica's offering of **the documentary exploring anti-fat bias called *Your Fat Friend*** on October 23rd, with 30 people attending the screening
- On November 7th, long-time activist, educator, and First Parish member **Anne Goodwin** offered a four hour workshop **"Finding Your Place In These Times"**, with inspiring and healing moments of reflections for the 19 attendees.
- On November 8th, **Elaine Miller**, from Minuteman Senior Services, presented **"Navigating Medicare"** to 47 attendees. Miller was a wealth of information and many people hung around to ask questions.