

FIRST PARISH IN MILTON (UNITARIAN UNIVERSALIST)

Warrant / Notice of the ANNUAL MEETING of the Parish, Scheduled for MAY 15, 2022

To the Members of First Parish in Milton:

Please be advised that the Annual Meeting of the members of First Parish in Milton who are eligible to vote on Parish affairs will be held online, using Zoom teleconference software, on Sunday, May 15, 2022 starting at 12 noon, to consider the following:

Article 1: To read together the Covenant of the Church.

In devotion to truth, searching along many spiritual paths,
We honor the living legacy of our faith in the human potential for goodness and in the God of limitless love, in whom we are one.

We unite in faith,
To celebrate the sacred as it reveals itself within and among us;
To promote spiritual growth and to care for those in need;
To honor and protect the natural world, which inspires wonder and sustains life;
To walk together in peace, committed to justice and compassion in our world.

Article 2: To hear the reading of the call for the meeting.

Article 3: To hear the reading of the roll of new members since the last Annual Meeting, and to record the names of all members present at this Annual Meeting.

Article 4: To read the minutes of the May 16, 2021 Annual Meeting and to secure the approval thereof.

Article 5: To hear and act upon the report of the Nominating Committee, and to elect Officers, Parish Committee and other Committee members.

Article 6: To hear and act upon the annual reports of:

- the Minister,
 - the Parish Committee,
 - the Treasurer,
 - the Trustees of the Parish Funds,
 - the Milton Residents' Fund and Parish Members' Fund Coordinator,
 - the Director of Religious Education/Exploration,
 - the Music Director,
 - and all standing Committees as listed in the order of the Annual Report.
-

FIRST PARISH IN MILTON (UNITARIAN UNIVERSALIST)

Article 7: To hear from the Climate Action Team on plans to act on the Climate Change Commitment

A Climate Change Commitment was adopted by First Parish in Milton at the May 2021 Annual Meeting. This pledge states that the Congregation commits to achieving net zero greenhouse gas emissions and practicing total sustainability in all congregational activities by 2035. The Climate Action Team will present a report on their strategy and recommendations for reaching this goal.

Article 8: To hear from the Legacy Giving Committee.

Many Unitarian Universalist churches across the country, particularly those with an endowment, have a formalized estate planning or legacy giving programs through which parish members may choose to grant a gift to the church through their will or estate planning. These programs typically follow “best practice” guidelines available from the UUA and other types of nonprofit organizations. Those guidelines recommend establishing a committee to design and implement a formalized giving process in the congregation.

The Parish Committee in 2021 established an ad hoc Legacy Giving Committee to research and recommend steps for establishing a legacy giving program at First Parish. That committee was comprised of Allison Zippay, facilitator; Mike Bello, Andrew Maloney, and Roberta (Bebe) Williamson.

The ad hoc committee reviewed guidelines for legacy giving initiatives available from the UUA and local UU churches, and presented their recommendations to the Parish Committee. The Parish Committee in February 2022 approved the proposal for establishing such an initiative. The Legacy Giving committee has drafted written materials explaining the purpose and processes of a legacy giving program and will provide information to parish members regarding potential participation. The program will be launched in summer 2022.

Article 9: To hear and adopt the proposed Budget for the fiscal year ending in June 2023, as submitted by the Finance Committee.

Article 10: To hear and act upon such other business as may properly come before the meeting.

This Notice shall be given at least seven (7) days before the 15th day of May, 2022, by

FIRST PARISH IN MILTON (UNITARIAN UNIVERSALIST)

mailing a copy hereof, electronically or postage prepaid, to each member of the Parish at the last known address of such member, together with a copy of the Treasurer's Report, the proposed budget for the next fiscal year and the report of the Nominating Committee.

Respectfully,

Paul Casaz, Clerk

for the PARISH COMMITTEE

Lisa White, Chair

Jennifer Pinkus, Vice Chair

Cathy Sheedy-McGonagle, Treasurer

Paul Casaz, Clerk

Tony Dutzik

Ruth Hannon

James May

Karl Pastore

Rebecca Stiles

Tracey Robinson

To: FPM Congregation

From: Catherine Sheedy-McGonagle, Treasurer and the Finance Committee

Re: First Parish Milton's Treasurer, and Finance Committee's, Joint Report

Date: May 15, 2022

Per Section 4.3 (D) (3) of First Parish's Bylaws, attached hereto:

First Parish's Balance Sheet as of March 31, 2022;
Profit and Loss Statement from July 1, 2021 through March 31, 2022; and
Finance Committee's proposed FY 2023 Budget, approved by the Parish Committee on May 1, 2022.

Bank account totals as of April 30, 2022

Bank of America Operating Account:	\$229,592
Major Repairs	\$25,417
Milton Comm. Concerts	\$613

Pledge Comparisons for FY 2021 thru 2022

Operating Account Pledges:

Pledges collected by 3/31/22:	\$185,290
Pledges collected by 3/31/21:	\$185,630

Solar Panels Legacy Campaign Pledge Comparison:

Total Pledged for Solar by 3/31/21:	\$77,510
Pledges collected by 3/31/22:	\$5,928
Pledged Receivables as of 3/31/22:	\$10,330

Current Fiscal Year's Budget Highlights (June 30, 2021- June 30, 2022)

Pledge collections have remained steady throughout the present fiscal year, despite the lingering Covid-19 pandemic.

The Chocolate Auction Zoom raised \$2,405, which be applied to the construction of a new wayside pulpit.

It is anticipated that FP will end FY2022 with a surplus.

The on-line text method for Sunday collections has been very successful for the Parish's bottom-line, as well as the selected organizations which the Social and Environmental Justice Committee has identified.

Since the installation of solar panels at FPM, FPM has spared our environment 119,709 pounds of CO2 emissions, which is the equivalent of the planting of **904 trees**.

Eversource has returned \$12,000 in credits to FPM, since the solar panels first became operationally.

Summary of Proposed FY2023 Budget Approved by Parish Committee

Total Projected Revenues for FY2023	\$566,093
Total Projected Expenses for FY2023	\$576,867
Budget Deficit (including depreciation expense)	\$<10,774>

Budget Notes:

With Stewardship Committee’s diligence, next fiscal year’s pledges are \$222,000. Parish Committee and Finance Committee anticipate a return to full rental income from our long-term renters, i.e.; the Carriage House Nursery School, Music Together and AA; as well as a new renter, a Tae Kwon Do school. The Finance Committee budgeted conservatively, however, with respect to single event rentals, i.e.; weddings and Parish Hall rentals.

The FY2023 Budget restored line items pertaining to FPM’s large fundraising events, i.e., the Auction and Yard Sale.

The Parish Committee voted to continue the popular practice of allocating two (2) monthly Sunday Collections towards groups identified by the Social and Environmental Justice Committee.

For expenses, we have added a few new positions for next year; a Youth Advisor and a RE Coordinator, and a Rainbow Youth Advisor; as well as our Sabbatical minister.

Next year’s budget includes a depreciation expense, which will bring FPM’s finances in compliance with GAAP (Generally Accepted Accounting Principles).

Conclusion

Despite the lingering Covid-19 Pandemic, FPM’s financial outlook remains strong. FPM is moving closer to its goal of achieving Fixed Asset Accounting, where capital expenditures will be recorded on the balance sheet, and depreciated over time.

Lastly, I’d like to thank Finance Committee members Hale Smith, and Steve Kruskall, as well as Congregational Administrator, Susan DeMinico, for all their tireless work refining the budget, and work to implement fixed asset accounting policies, which ensure FPM’s finances align with the Generally Accepted Accounting Principles.

Respectfully submitted,
Catherine Sheedy-McGonagle, Treasurer
And Finance Committee members Hale Smith and Steve Kruskall

First Parish Milton Unitarian	
Balance Sheet	
As of March 31, 2022	
	Total
ASSETS	
Current Assets	
Bank Accounts	
1030 UU Milton Main Check-BofA #7928	246,044.49
1050 Major Repairs Checking #9548	26,416.66
1060 Milton Comm Concerts-BofA#-8607	181.12
Total Bank Accounts	\$ 272,642.27
Accounts Receivable	
1200 Unearned Pledges/Income	0.00
Total Accounts Receivable	\$ 0.00
Other Current Assets	
1499 Undeposited Funds	-20.00
1500 PREPAID	
1515 Liability Insurance	0.00
15155 Umbrella Policy	0.00
Total 1515 Liability Insurance	\$ 0.00
1520 W C Insurance	0.00
1530 Rent	0.00
Total 1500 PREPAID	\$ 0.00
1700 Investments	
1710 Seaward	0.00
1720 Congress	0.00
1730 Eaton Vance	0.00
1740 Clearing	0.00
Total 1700 Investments	\$ 0.00
1800 Endowment Investments Assets	
1801 Unrestricted Endowment Assets	6,010,828.58
1802 Restricted Endowment Assets	2,190,685.30
Total 1800 Endowment Investments Assets	\$ 8,201,513.88
Total Other Current Assets	\$ 8,201,493.88
Total Current Assets	\$ 8,474,136.15
Fixed Assets	
1080 Capital Equipment	0.00
Total Fixed Assets	\$ 0.00
Other Assets	
1000 Cash Account	82,222.33
Total Other Assets	\$ 82,222.33
TOTAL ASSETS	\$ 8,556,358.48

LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 Accounts Payable	0.00
Total Accounts Payable	\$ 0.00
Other Current Liabilities	
2199 SBA PPP Loan	0.00
2200 Other Liability	0.00
2210 Prepaid Pledges	14,938.00
2290 Accrued Payroll	0.00
Total 2200 Other Liability	\$ 14,938.00
Total Other Current Liabilities	\$ 14,938.00
Total Current Liabilities	\$ 14,938.00
Long-Term Liabilities	
2300 Solar Loans	
2310 3 Year Loan - Solar Endowment	34,431.00
2315 3 Year Loan - Principal Payment	-34,431.00
2320 10 Year Loan - Solar Endowment	35,000.00
2321 10 Year Loan - Principal Payment	-4,798.39
Total 2300 Solar Loans	\$ 30,201.61
Total Long-Term Liabilities	\$ 30,201.61
Total Liabilities	\$ 45,139.61
Equity	
3000 Opening Bal Equity	0.00
3100 Retained Earnings	8,700,032.71
Net Income	-188,813.84
Total Equity	\$ 8,511,218.87
TOTAL LIABILITIES AND EQUITY	\$ 8,556,358.48

First Parish Milton Unitarian		
Budget vs. Actuals: FY_2021_2022 - FY22 P&L		
July 2021 - March 2022		
	Total	
	Actual	Budget
Income		
4000 Pledged Income	185,290.16	225,000.00
4010 Unpledged Income	2,941.44	6,530.00
4100 Fundraisers		
4101 Church Auction	0.00	12,000.00
4102 Holiday Sale	0.00	647.00
4103 Chocolate Auction	2,405.00	2,700.00
4104 Xmas Trees	0.00	2,747.00
4105 Youth Activities	0.00	1,300.00
4106 Yard Sale	0.00	5,000.00
Total 4100 Fundraisers	\$ 2,405.00	\$ 24,394.00
4200 Sunday Collections	5,727.65	5,793.00
4300 Endowment Income	16,283.50	
4311 Restricted - Barry	30,790.50	12,622.00
4320 Restricted - Social Worker	0.00	8,552.00
4340 Unrestricted	149,593.00	198,708.00
Total 4300 Endowment Income	\$ 196,667.00	\$ 219,882.00
4351 Restricted 1x Gift	1,464.86	
4600 Rental Income		
4560 Yoga	2,490.00	6,013.00
4610 Nursery School	18,225.00	19,000.00
4620 Music Together	7,495.00	9,680.00
4640 Social Worker Office	1,500.03	2,000.00
4650 AA	1,125.00	2,000.00
4660 Single Event Rents	7,271.25	6,209.00
Total 4600 Rental Income	\$ 38,106.28	\$ 44,902.00
4700 Charitable Collections		
4220 Charity (Sunday) Collections	10,443.00	9,795.00
Total 4700 Charitable Collections	\$ 10,443.00	\$ 9,795.00
4800 Church Gifts	95.00	7,650.00
Total Income	\$ 443,140.39	\$ 543,946.00
Gross Profit	\$ 443,140.39	\$ 543,946.00
Expenses		
6100 ADMINISTRATION		
6105 Advertising	300.00	
6110 Vanco/Breeze Service Charges	1,755.49	3,623.00
6115 Computer Software & Hardware	7,465.32	5,969.00

6120 Dues/Subscriptions	0.00	305.00
6125 Miscellaneous	0.00	81.00
6130 Postage	410.00	606.00
6135 Copier Rental and Insurance	2,129.19	4,752.00
6140 Professional Fees		
6141 Accounting	11,748.75	14,501.00
6143 Payroll Processing	1,468.58	1,820.00
6144 Technology Services	2,440.00	1,476.00
Total 6140 Professional Fees	\$ 15,657.33	\$ 17,797.00
6145 Office Supplies	2,181.60	2,531.00
6150 Telephone	3,452.17	4,601.00
6170 Charitable Collection Expense		
6173 Chocolate Auction	56.13	
6480 Sunday Collections	10,443.00	9,795.00
Total 6170 Charitable Collection Expense	\$ 10,499.13	\$ 9,795.00
Total 6100 ADMINISTRATION	\$ 43,850.23	\$ 50,060.00
6190 INSURANCE		
6192 Liability	11,349.00	12,252.00
6194 Umbrella		209.00
6196 Worker's Compensation	1,822.00	3,912.00
Total 6190 INSURANCE	\$ 13,171.00	\$ 16,373.00
6200 COMMITTEE		
6205 Caring	0.00	360.00
6220 Hospitality	1,033.11	1,600.00
6221 Heritage	176.20	500.00
6225 Membership	440.42	588.00
6227 Ministry	258.83	377.00
6230 Music	1,929.29	3,000.00
6228 Contract Musicians	1,592.96	4,296.00
6229 Hunsaker Soloists	4,200.00	2,863.00
Total 6230 Music	\$ 7,722.25	\$ 10,159.00
6235 Parish	1,660.37	1,888.00
6240 Religious Education	1,792.96	3,616.00
6245 Social Action	371.00	2,400.00
6255 Worship	2,620.50	2,621.00
6256 Worship-Other	200.00	506.00
6257 Summer Worship	875.00	2,120.00
6259 Flowers	258.60	665.00
Total 6255 Worship	\$ 3,954.10	\$ 5,912.00
6260 Youth Adult	72.23	2,600.00
6290 Stewardship	223.61	3,000.00
Total 6200 COMMITTEE	\$ 17,705.08	\$ 33,000.00

6270 Yoga Expense	2,175.00	3,600.00
6300 COMPENSATION		
6301 Minister	74,814.97	102,178.00
6320 Minister Professional Expenses	3,925.88	6,218.00
6360 FICA for Minister	5,723.37	7,786.00
Total 6301 Minister	\$ 84,464.22	\$ 116,182.00
6303 Office Manager	30,193.66	41,318.00
6325 Office Manager Prof Expenses	177.42	1,000.00
Total 6303 Office Manager	\$ 30,371.08	\$ 42,318.00
6304 Music Director	15,389.57	22,819.00
6308 Sexton	12,775.90	18,005.00
6309 Office Administrator	15,473.60	21,382.00
6311 Director of RE	24,519.27	53,998.00
6322 DRE Prof Expenses	332.86	2,000.00
Total 6311 Director of RE	\$ 24,852.13	\$ 55,998.00
6330 Employee Benefits		
6335 Health Insurance	14,719.85	34,931.00
6337 Retirement Contributions	13,047.62	33,208.00
6341 Payroll Taxes - Employer	7,589.39	12,967.00
6345 Disability	1,904.09	2,573.00
6346 Life Insurance	625.22	1,003.00
6347 Dental	939.72	916.00
Total 6330 Employee Benefits	\$ 38,825.89	\$ 85,598.00
6333 Sunday Childcare	997.50	3,000.00
6344 AV Staff for Sunday Morning	2,057.00	2,281.00
Total 6300 COMPENSATION	\$ 225,206.89	\$ 367,583.00
6420 DENOMINATIONAL DUES	14,490.96	19,321.00
6500 BUILDING/GROUNDS		
6510 Campus Maintenance	519.94	4,760.00
6520 Misc & Supplies	1,861.85	5,094.00
6530 Furnishings	1,381.24	1,000.00
6540 Landscape/Snow	13,505.00	19,000.00
6550 Maintenance Contracts	4,587.04	5,627.00
6570 Repairs	7,092.97	5,708.00
Total 6500 BUILDING/GROUNDS	\$ 28,948.04	\$ 41,189.00
6600 MAJOR Repairs Expense		
6601 Major Repairs	30,583.73	
Total 6600 MAJOR Repairs Expense	\$ 30,583.73	\$ 0.00
6675 Security System Install		
6676 Security System Fees	1,884.94	2,093.00
Total 6675 Security System Install	\$ 1,884.94	\$ 2,093.00
6700 UTILITIES		
6710 Electric	-12,077.87	3,253.00

6720 Gas	8,336.32	7,705.00
6730 Oil	485.31	594.00
6740 Water	2,597.05	2,597.00
6750 Solar Electrical		25.00
Total 6700 UTILITIES	-\$ 659.19	\$ 14,174.00
6800 FUNDRAISER EXPENSES		
6174 Youth Activities	0.00	600.00
6820 Holiday Sale	0.00	350.00
6830 XMas Trees	0.00	1,691.00
6899 Yard Sale Fees	0.00	800.00
Total 6800 FUNDRAISER EXPENSES	\$ 0.00	\$ 3,441.00
6850 Solar		
6856 Solar Loan 10-Yr Interest Exp.	1,555.88	1,231.00
Total 6850 Solar	\$ 1,555.88	\$ 1,231.00
6900 RENTAL FEES	92.40	
6910 Sexton	75.00	400.00
Total 6900 RENTAL FEES	\$ 167.40	\$ 400.00
Total Expenses	\$ 379,079.96	\$ 552,465.00
Net Operating Income	\$ 64,060.43	-\$ 8,519.00
Other Income		
8200 Endowment Investments-Gain/Loss		
8201 Unrestricted-Gain/Loss	-203,744.72	
8202 Restricted-Gain/Loss	-22,171.00	
8203 Restricted (Barry)-Gain/Loss	-31,796.66	
Total 8200 Endowment Investments-Gain/Loss	-\$ 257,712.38	\$ 0.00
8520 Solar Income		
8252 Solar Panel Contributions	5,928.00	
Total 8520 Solar Income	\$ 5,928.00	\$ 0.00
8900 Milton Comm Concerts Income	504.12	
8920 Funds raised for Organ Fund	-1,012.50	
Total Other Income	-\$ 252,292.76	\$ 0.00
Other Expenses		
8901 Milton Comm Concerts Expense	581.51	
Total Other Expenses	\$ 581.51	\$ 0.00
Net Other Income	-\$ 252,874.27	\$ 0.00
Net Income	-\$ 188,813.84	-\$ 8,519.00

FIRST PARISH IN MILTON Standing Committee Rosters FY23			
Committee	Name	Title	Term Ends
Parish	Jennifer Pinkus	Chair	2023
Parish	Glenn Pavlicek	NEW, Vice-Chair	2023
Parish	Cathy Sheedy-McGonagle	Treasurer	2023
Parish	Tracey Robinson	Clerk	2023
Parish	Lisa White		2023
Parish	Jim May		2024
Parish	Becky Stiles		2023
Parish	Ruth Hannon		2024
Parish	Karl Pastore		2023
Parish	Guy Pugh		2025
Parish	Nancy Devine		2025
Moderator	OPEN	Moderator	2023
Building & Grounds	Beth Gray-Nix	Chair	2023
Building & Grounds	Karl Pastore		2024
Building & Grounds	Tom Kemp		2023
Building & Grounds	Richard Venable		2023
Building & Grounds	Henry MacLean		2023
Building & Grounds	Heather Scranton		2023
Caring	Amy Norton	Co-Chair	2024
Caring	Laura Reis	Co-Chair	2023
Caring	Marie-Laure Brown		2024
Caring	Lisa White	NEW	2024
Caring	Suzanne Glazer		2023
Caring	Emma Jean Moulton	NEW	2024
Finance	OPEN	Chair	2024
Finance	Cathy Sheedy-McGonagle	Treasurer - <i>ex officio</i>	2023
Finance	Hale Smith		2023
Finance	Steve Kruskall		2024
Finance	Craig Perzan	NEW	2024
Hospitality	Jennifer Pinkus	Co-Chair	2024
Hospitality	Amy Kavadlo	Co-Chair	2023
Hospitality	Natalie Monroe	Co-Chair NEW	2024
Hospitality	Marie-Laure Brown		2024
Hospitality	Anita Penta		2024
Hospitality	Allison Zippay		2024

Hospitality	Andy Strang		2023	
Hospitality	Didi Emmons	NEW	2024	
Membership	Leslie MacPherson	Chair	2024	
Membership	Steve Yakutis		2024	
Membership	Deb Asebai		2024	
Membership	Jeff Stoodt	NEW	2024	
Membership	Chris Hart		2024	
Music	Claudia Wellington	Co-Chair	2024	
Music	Pat Neves	Co-Chair	2023	
Music	Tim Steele	<i>ex officio</i>	2023	
Music	Patricia Ostrem		2023	
Music	Bebe Williamson		2023	
Music	Jeff Stoodt		2023	
Music	Penny Knight		2023	
Music	Guy Pugh		2023	
Music	Rosemary Zander		2024	
Music	Owen Hartford	NEW	2024	
Nominating	Paul Casaz	Chair	2024	
Nominating	Didi Emmons		2023	
Nominating	Richard Venable		2024	
Personnel	Bebe Williamson	Chair	2023	
Personnel	Mary Blanchette		2024	
Personnel	Joe Ayoub		2024	
Personnel	Michael Chinman		2023	
Personnel	Tom Kemp		2023	
Religious Exploration	Bridget Sitkoff	Chair	2023	
Religious Exploration	TBD	<i>ex officio</i>	2023	
Religious Exploration	Sue Korman		2023	
Religious Exploration	Dana Clancy		2022	
Religious Exploration	Jennifer Lofgren		2022	
Religious Exploration	OPEN		2024	
Social & Environmental Justice	Pat Gallivan	Chair	2023	
Social & Environmental Justice	Tucker Smith		2024	
Social & Environmental Justice	Tony Dutzik		2023	
Social & Environmental Justice	Peter Schneider		2023	
Social & Environmental Justice	Cynthia Guise		2023	
Social & Environmental Justice	Tracey Robinson		2023	

Social & Environmental Justice	Mary Blanchette		2024	
Social & Environmental Justice	Deb Larson-Venable		2024	
Social & Environmental Justice	Jennifer Grant		2023	
Social & Environmental Justice	Lynn Stack		2024	
Social & Environmental Justice	Ellen Barr	NEW	2024	
Social & Environmental Justice	Natalie Monroe	NEW	2024	
Stewardship	Charlie Franich	Chair	2023	
Stewardship	Eric Miller		2023	
Stewardship	Mark Ostrem		2023	
Stewardship	OPEN		2024	
Trustees	Hale Smith	Chair	2024	
Trustees	Cathy Sheedy-McGonagle	<i>ex officio</i>	2023	
Trustees	Roger Gray		2025	
Trustees	Elise Henricks		2024	
Trustees	David Leggett		2025	
Trustees	Andrew Maloney		2025	
Worship	Elise Henricks	Chair	2024	
Worship	Franc Graham		2023	
Worship	Tom Kemp		2023	
Worship	Penny Partridge		2024	
Worship	Chris Clifford		2024	
Worship	Amy Kavadlo		2023	
Worship	Dottie Pitt	NEW	2024	
Worship	Katie Vhay		2024	
Non-Elected Committee				
Committee on Ministry	Jeff Stoodt	Chair	2023	
Committee on Ministry	Robert Johnson		2024	
Committee on Ministry	Laura Reis		2025	
Committee on Ministry	Karl Pastore		2023	
Committee on Ministry	Andrea Geyling-Moore		2024	

Ad Hoc Committees FY23		
Committee	Name	Title
Adaptive Change	Steve Yakutis	Chair
Adaptive Change	Dottie Pitt	
Adaptive Change	Leslie MacPherson	
Adaptive Change	Becky Stiles	
Adaptive Change	Patricia Ostrem	
Adaptive Change	Sue Korman	
Adaptive Change	Ruth Hannon	
Adaptive Change	Bill Kelley	
Communication	Dottie Pitt	Chair
Communication	Penny Knight	
Communication	Ellen Barr	
Communication	Owen Hartford	
Legacy Giving Campaign	Allison Zippay	Chair
Legacy Giving Campaign	Andrew Maloney	
Legacy Giving Campaign	Bebe Williamson	
Legacy Giving Campaign	Mike Bello	
Youth Visionary	Deb Larson-Venable	
Youth Visionary	Tony Dutzik	
Youth Visionary	Charlie Franich	
Climate Action Facilities Team	Henry MacLean	Facilitator
Climate Action Facilities Team	Hale Smith	
Climate Action Facilities Team	Richard Venable	
Climate Action Facilities Team	Beth Gray-Nix	
Cimate Action Landscaping	Mary Blanchette	Facilitator
Cimate Action Landscaping	Beth Gray-Nix	
Cimate Action Landscaping	Marie-Laure Brown	
Cimate Action Landscaping	Deb Larson-Venable	
Climate Action Education & Advocacy	Tracey Robinson	Facilitator
Climate Action Education & Advocacy	Tony Dutzik	
Heritage	Charlie Franich	Chair
Heritage	Beth Gray-Nix	
Heritage	Glenn Pavlicek	