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# UU MASS ACTION FY21 ANNUAL REPORT

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July 1, 2020 through June 30, 2021

## **FY21, A Year of growth and changes!**

Our work is more important than ever. We've kicked off new campaigns, expanded our programming, and are transitioning to the next chapter of our organization. We would not have accomplished separately what we have accomplished together. We are grateful to all of you for your energy, commitment and generosity that help us continue to show up for our partners in our work for justice.

Thank you!

*Laura Wagner, MSW, Executive Director*

**Note: Between the time it took to publish this report, UU Mass Action hired a new Executive Director, Rev. Jo Murphy. Rev. Jo began her position in November 2021.**

*As a Unitarian Universalist minister, as an organizer, I am thrilled and ready to take on the responsibilities and roles of the Executive Director of UU Mass Action. As a chaplain during the pandemic, I have witnessed the injustices not only in our healthcare system, but in all of our systems from economic to immigration injustice. At a time when our world sometimes feels at the brink of catastrophe, I am ready to dive into the work UU Mass Action has already done and continues to do. I believe UU Mass Action is poised to tackle the challenges that are continually arising and threatening our environment and peoples. I am ready to grow with our campaigns, the incredible UU Mass Action team, and I cannot wait to instigate, create, and craft more spaces for collaboratory justice amongst our congregations and communities.*

*Rev. Jo Murphy, Executive Director*

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**Our staff and capacity to organize & mobilize, is growing - thanks to your generous support!**

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## **Meet our Staff and Board**



**Cassandra Bensahih** (She/Her), Senior Organizer and statewide coordinator for our Massachusetts Against Solitary Confinement campaign. Solitary Reform is in

the 2018 Criminal Justice Reform Act and yet, very few of the mandates have yet to be implemented. Worse, solitary has increased during the pandemic which has been used as an excuse to turn prisons and jails into institution-wide solitary units. UU Mass Action's campaign to end solitary is one of the national UnLock the Box Coalition's 16 priority campaigns that are working to the end the torture of solitary confinement in their state. Cassandra has developed a leadership team of solitary survivors for this campaign, she is a member of the National Council for Incarcerated and formerly incarcerated women and girls and was invited to join the MA Executive Office of Public Safety and Security's Lived Experience Working Group.



**Tali Smookler** (She/Her), Congregational Organizing Director, focuses on our Environmental Justice and Economic Justice campaigns, as well as supporting our base building strategy. She builds relationships with congregational leaders and works to develop their leadership and engage them in our statewide campaigns. Tali has dedicated her professional work to strengthening the capacity of the Jewish community to work for a more just world. Tali's passion

for organizing began during the summer of 2010, when she participated in a program where she traveled across Massachusetts by bicycle with four other students to support communities working with the climate movement. After graduation, Tali worked with the Repair the World Fellowship creating the Philly Farm Crew, a program which creates volunteer and educational opportunities on urban farms. Most recently, she worked and continues to work at JOIN for Justice which trains the Jewish community in social justice and organizing skills.



**Claire Müller** (They/Their) As our Movement Builder Director, Claire strengthens our congregational organizing and our coalition development as we build the necessary power to achieve our justice and equity goals. For nearly 10 years, they worked at Community Action Works (formerly known as Toxics Action Center) as the Lead Community Organizer and Climate Justice Director. Claire is a founder and co-coordinator of the statewide coalition

Mass Power Forward, working to further climate justice policy and foster local clean energy campaigns. Claire graduated from Oberlin College, majoring in Environmental Studies with minors in Politics and East Asian Studies. Claire is a force of nature!



**Laura Wagner, Executive Director**, oversees all our campaigns, congregational organizing and leadership development efforts. Our team works collaboratively as we build the power to achieve our goals. In addition, Laura's organizing efforts focus on our Immigrant Justice Campaign and supporting our campaign to end solitary confinement in MA. She is a member of the leadership team for the Safe Communities Act and represents UU Mass Action in the Drive Families

Forward Coalition. Laura enjoys the opportunity to lead worship services at our UU Congregations as well as planning workshops and events that invite UUs into our shared work. After seven years as Executive Director, Laura announced that she will be stepping down from her role by the end of 2021.

## UU Mass Action Board Members

UU Mass Action has a volunteer board. Members commit to a three-year term and may serve two terms. We are very grateful for our board members, without whom we could not function as a non-profit organization. Thank you!

| Name           | Role      | Member Since | Term Ends | No. of Terms      |
|----------------|-----------|--------------|-----------|-------------------|
| Tony Rodriguez | President | 2016         | 2022      | 2nd               |
| Patty Shepard  | Clerk     | 2015         | 2021      | 2nd               |
| Name           | Role      | Member Since | Term Ends | No. of Terms      |
| Diane Nassif   | Treasurer | 2018         | 2021      | 1st               |
| Nancy Nowak    | Member    | 2006         | 2021      | (founding member) |
| Nikki Moore    | Member    | 2018         | 2021      | 1st               |
| John Metzger   | Member    | 2019         | 2022      | 1st               |
| Karen Martin   | Member    | 2019         | 2022      | 1st               |

## About UU Mass Action

UU Mass Action was founded in 2005. We are one of 26 UU State Action Networks nationwide. As one of the original UU State Action Networks formed, our founders received a grant from UUSC and our first campaign was the fight for equal marriage.

We began with a part-time Executive Director (Nancy Banks), a \$10,000 budget, and a volunteer board. Our second part-time



Director (Jesse Jaeger) grew our organization and established our early relationships with coalitions working on immigrant and economic justice.

Our current Executive Director, Laura Wagner, joined UU Mass Action in 2014. When she began, her position was part-time, she had one part-time administrative staff and a budget of \$65,000. Since that time, Laura worked to build our relationship with UU congregations and worked to strengthen our collective organizing power. She became a full-time Director in 2018 and is now joined by three full-time staff. We are leaders or members of five core coalitions, adding our fifth core issue of Indigenous Rights to our platform just this year after being invited to be solidarity leaders in those campaigns. We have relationships and connections with approximately 110 of the 142 congregations in Massachusetts. Our FY22 budget is \$303,234.

After seven years in this role, Laura announced that this will be her last year with UU Mass Action.

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## Mission, Vision and Theory of Change

**Mission:** To organize and mobilize UUs in Massachusetts to confront oppression. We provide pathways towards justice and identify opportunities in which we can live our values.

**Vision:** Creating a world where all people are honored and valued.

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## Our Campaigns

At UU Mass Action, our campaigns follow the two-year legislative cycle. We typically commit to our non-legislative campaigns during this same time frame, as well, depending on what the moment calls for. An example of this is our engagement in Sanctuary and Immigrant Justice Accompaniment Networks.

In Fall 2020, we were closing out a legislative cycle (which was extended beyond the usual July 31 end date because of covid) while undergoing our biannual campaign assessment to pick our next legislative campaigns. In winter 2021, we launched our new legislative campaigns for this current legislative cycle, which goes from Jan 2021-July 2022.

Our legislative and other successes from our 2018-2020 campaigns include:

- ✓ We grew our grassroots membership base or campaigns as well as for congregational engagement.
- ✓ We launched our pen pal program matching people who are incarcerated with MASC coalition members and have matched close to 50 people
- ✓ We revitalized our Indigenous Justice Campaign and offered a training for new members
- ✓ We launched our Building a New Way training program and offered 3 skills based workshops
- ✓ We led monthly UU Action Hours
- ✓ We launched UU regional team meetings which are now meeting monthly
- ✓ Our Economic Solitary project partnered with the Boston Ujima Project and invested almost \$50,000
- ✓ We celebrated 15 years as the Massachusetts State Action Network
- ✓ We supported the work of immigrant solidarity accompaniment networks

### Legislative Successes

- ✓ The passage of An Act Creating a Next-Generation Roadmap for Massachusetts Climate, the most significant piece of climate legislation in MA in over a decade.
- ✓ Change the State Flag & Seal - creates a commission to create a plan to change the racist state flag and seal
- ✓ MASC leadership participated in writing the one of the strongest solitary reform bills in the country

## Environmental and Climate Justice

Coalition: [Mass Power Forward](#)

This past year was exciting for our climate justice solidarity work. We won a major victory with The passage of An Act Creating a Next-Generation Roadmap for Massachusetts Climate, the most significant piece of climate legislation in MA in



over a decade. We are particularly excited that this law Codifies Environmental Justice Language Into Law, which EJ advocates have been working on for years. Additionally, Under this new law, the state must achieve “net zero” emissions by 2050. You can learn more about the bill [here](#).

We also jumped into our three legislative priorities for this current session with our partners at Mass Power Forward (more information about [legislative priorities](#)):

- **Environmental Justice** - Supporting the Environmental Justice Table's three legislative priorities: Air Quality ([S.1447/H.2230](#)), Energy Board Siting Reform [S.2135/H.3336](#) , and a civil rights bill that would create more avenues for communities to legally combat disparate impact from environmental (and other civil right) injustices ([S.996/H.1792](#)).
- **Housing & Climate Justice- supporting the MA Renews Alliance's (formerly the Green New Deal table) work on** Building Justice with Jobs Act to create good jobs and more energy efficient housing ([S.2226/H.3365](#)), as well as supporting Homes for All MA's work on affordable housing([S.891/ H.1434](#))
- **100% Clean Act** - an act transitioning MA to 100% clean electricity, heating and transportation y 2045 ([S.2136/H.3288](#))

We continued to host our "Climate Leadership Team" into its second year, with nine lay leaders from eight congregations. This year we added the role of "coordinator" with UUs in leadership to help plan and facilitate the team. This team's goal is to continue to build our UU climate movement that will take strategic action to work for climate justice with and alongside frontline communities.

As part of our Climate Team this past year, we hosted a climate specific UU the Vote phone bank with a focus on climate. Within the team, we continued to learn about racial justice and systems of oppression in the climate movement. We had a team goal for recruiting for UU Advocacy Day and recruited around a third of Advocacy Day participants from outreach from leaders on the team. We finally created goals and a climate campaign kit that will help us support congregations in taking strategic legislative action in their districts to support our climate goals.

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## Immigrant Justice

UU Mass Action supports both legislative immigrant justice work, as well as accompaniment efforts (such as with Boston Immigrant Justice Accompaniment Network (BIJAN), the Metrowest Immigrant Solidarity Network (MISN) and the Burlington Accompaniment Network, in addition to the Sanctuary effort that continues in Massachusetts.)

Our legislation this session:

[S.1579/H.2418](#) **Safe Communities Act** (Sen. Eldridge / Rep's Balser and Miranda)



[Fact Sheet](#) Joint Committee: [Public Safety](#)

UU Mass Action is a member of the leadership team for the Safe Communities Coalition. This session marks the fifth session in which we have worked to pass this bill, which calls for equal treatment for immigrants under the law.

[S.2289/H.3456](#) **Work & Families Mobility Act** (Sen's Crighton & Gomez/ Rep's Farley Bouvier & Barber) [Fact Sheet](#) Joint Committee: [Transportation](#)

**This bill** is working to make driver's licenses available to all, regardless of immigration status. Massachusetts has two tiers of drivers licenses, one is [Real ID](#) compliant and the other is not which means the driver's license is valid, but starting October 2021, people with this license also need a passport to fly or enter a federal building.



**UU Mass Action encourages all drivers to opt out of the Real ID option as an act of solidarity with our immigrant neighbors.** A mixed pool of non-Real ID licenses will protect those who are undocumented in that there will be no way of knowing a person's immigration status in a mixed pool of license holders.

## Worker Rights

[S.1187/H.2032](#) **Protect Injured Workers** (Sen. Eldridge/ Rep. Nguyen) [Fact Sheet](#)  
Joint Committee: [Labor & Workforce](#)

[S.1179/H.1959](#) **Prevent Wage Theft** (Sen. DiDomenico / Rep. Donahue)  
Joint Committee: [Labor & Workforce](#)

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## Decarceration & End Solitary Confinement

Our long term dream is the abolition of prisons. No human being should be held in a cage. We believe that with proper investment in our communities' social network, investment in living wage jobs, truly affordable housing, medical and mental health care, child care, education, transportation and community safety protections that don't include militarized police, prisons will no longer be needed.



MASSACHUSETTS AGAINST  
SOLITARY CONFINEMENT



UU Mass Action's primary organizing coalition is [Massachusetts Against Solitary Confinement Coalition](#) (MASC). Our lead coalition partners include [Black & Pink Massachusetts](#), [Families for Justice as Healing](#), [Prisoners' Legal Services](#) and our National Partner, [National Religious Coalition Against Torture](#) ([UnLock the Box](#)). An integral part of this campaign is to build relationships with survivors of solitary and invite them to the leadership team. Centering the voices of survivors is central to our work. Our legislative priorities this session include:

- Criminal Justice Protections to all Prisoners in Segregated Confinement ([S.1578/H.2504](#)) [Fact Sheet](#) Status: Joint Committee on [Public Safety](#)
- Ensure the Constitutional rights and Human Dignity of Prisoners on Mental Health Watch [S.1283/H.2089](#) [Fact Sheet](#) Status: Joint Committee: [Mental Health](#), Substance Use & Recovery
- No Cost Phone Calls for Incarcerated People ([S.1559/H.1900](#)) [Fact Sheet](#) Status: Joint Committee on Judiciary
- An Act establishing a jail and prison construction moratorium. ([S.2030/H.1905](#)) [Fact Sheet](#) Status: Senate Bill: Joint Committee on [State Administration](#) and Regulatory Oversight, House bill: [Judiciary](#)

The MASC campaign's strength centers on the lived experience of those who survived solitary confinement, those who are formerly incarcerated, or as a person with a loved one who is currently incarcerated. Telling your story on multiple, public occasions is very difficult and often retraumatizing. To make sure our campaign offers as much support as possible to our leaders, we partnered with Sam Williams, founder of [One Circle Health and Wellness](#).

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## Indigenous Rights

UU Mass Action is committed to honoring the sovereignty of First Nations peoples. This year, we included Indigenous Rights for the first time as one of our core five campaign areas after being invited by our partners to take on a more formal leading role. We support the MA Indigenous Legislative Agenda through our partners at [United American Indians of New England](#) and [North American Indian Center of Boston](#).



**INDIGENOUS LEGISLATIVE AGENDA ([Fact Sheet](#), [5 bills](#))**

- Prohibit Native American Mascots by Public Schools ([S.2493](#)) [Fact Sheet](#)  
Status: favorably voted out of the Joint Committee on Education and is now in the Senate Ways & Means Committee
- Indigenous People’s Day ([S.2027/H.3191](#)) Status: Joint Committee on State Administration *Awaiting Hearing*
- An Act Relative to Celebrating and Teaching Native American Culture & History ([S.382/H.651](#)) Status: Joint Committee on Education *Awaiting Hearing*
- Protect Native American Heritage ([S.2239/H.3377](#)) Status: Joint Committee on Tourism & Arts *Awaiting Hearing*
- Protect Native American Heritage ([S.2240/H.3385](#)) Status: Joint Committee on Tourism & Arts *Awaiting Hearing*
- The Creation of a Permanent Commission Relative to the Education of American Indians and Alaska Native Residents of the Commonwealth, ([H.582](#)) Status: Joint Committee: Education

As part of this work, we’ve also revived the First Nations Certified Working Group into a new UU Mass Action Indigenous Rights Solidarity Team as a way to further our support of UU congregations who want to deepen their work on Indigenous Rights.

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## Economic Justice

Our main legislative partner in our economic justice work is Raise Up MA.

Priority legislation includes:

- **GILTI** (Global Intangible Low Taxed Income) Tax Profits Shifted Overseas by Increasing the Tax Rate on GILTI ([SD.173/HD.452](#)) [Fact Sheet](#)
- **Increase Tax Rate on Corporate Profits** [SD.428/HD.1020](#) [Fact Sheet](#)
- **Fair Share Amendment (State Constitution)** [Fact Sheet](#) that would tax incomes over \$1 million another 4%.



This year we also deepened our solidarity economics work through developing a new partnership with the **Boston Ujima Project**. The Boston Ujima Project is an ecosystem centered in working-class, Black and Brown neighborhoods and rooted in community ownership, democratic decision making, and reimagining our



economy. To learn more about Ujima visit their [website](#) and watch this short [introduction video](#).

Driven by a team of committed UU leaders, we envisioned, designed, recruited for, and hosted two workshops about the racial wealth gap, the Boston Ujima project, and how UU congregations can be part of their visionary work. We had over 90 people sign up for these workshops, and moved over \$55,000 to Ujima either through donations or investments, and continue to show up for their work as part of the Faith Network.

We are grateful to the leaders and congregations that drove this work forward this year:

- First Church in Boston (Tiffany Lin)
  - First Church in Jamaica Plain (Jom Michel)
  - First Parish in Concord (Tony Rodriguez)
  - First Parish in Cambridge (Tod Hibbard)
  - Theodore Parker Church (Rose Gallogly and Carey Toran)
  - First Parish in Brookline (Anne Gilmore and Jami Jordan)
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## **UU the Vote and Protecting our Democracy**

This year our democracy was threatened in heightened ways, and we rose to the challenge. We showed up in two ways:

### **UU the Vote**

We supported the national efforts of UU the Vote to connect congregations with opportunities to support the UUA's national partners doing voter registration and outreach work. As part of this, in Fall 2020 we hosted weekly phone bank nights with Reclaim Our Vote for UUs in MA to come together to phone bank with those partners. We also hosted a fundraiser for the Movement Voter Project which works to support frontline election groups all over the country.



### **Protecting our Democracy**

In addition to working on voter engagement, in anticipation of the 2020 elections we also worked to prepare UUs and others to be ready to show up in the streets if the election results were contested. We held two 'Choose Democracy Trainings,' to prepare people for what to expect in the event of an attempted coup, and what the research shows in terms of what

would have an impact in preventing a successful coup. We also hosted six training sessions about Marshaling Protests & Deescalation to prepare our members to show up in the streets as safe and skilled marshals. Between all these training sessions we reached around 300 people.

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## Certified working groups

Certified working groups are developing efforts that are emerging or project oriented and supported by at least three congregations who are also working with a state partner.

### Black Lives Matter

Mission: To share experiences and provide support for our congregations' deeper engagement in supporting Black Lives

We have felt many benefits from sharing our experiences about how our racial justice work is evolving at our various congregations. The purpose of this CWG is to continue to network among ourselves-as well as to share experiences going forward as we reach out to more potential allies in our local communities.



We have been meeting quarterly for over four years in various UU congregations around the state and now virtually. Our email group currently has over 100 members. We commit to both personal education and growth as well as creating opportunities for education and to support the work in our congregations. The Black Lives Matter Working Group collectively supports the [following potentially allied organizations](#).

As our group has grown so much in recent years, we have restructured our meetings to include UU Mass Action staff more regularly, and spend more time in discussion breakout groups based on interest areas.

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### Medical Aid in Dying

Legislation to authorize medical aid in dying had been introduced nine times since 1995 and has never advanced out of the Committee on Public Health. We continue to support this legislations, [S.1384/H.2381](#) Medical Aid in Dying ([Fact Sheet](#))

Our current group consists of representatives from the UU Fellowship of Falmouth headed by Cathy Kligler, the UU Society of Rockport headed by Chuck Francis and the UU Society of Wellesley Hills headed by Molly Walsh.



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## Gun Violence Prevention

While we improve our gun laws, we also need to address the root causes of urban gun violence. The Coalition is prioritizing programs that address these root causes in a variety of proven ways:

Youth jobs, trauma response, and direct intervention with court involved and violence involved youth. We're supporting state legislative funding for these agendas.



### **Current Projects:**

- Defending existing gun safety laws and opposing state and national efforts to undermine them.
- Working to secure state budget funding for research on gun violence prevention
- Ensuring complete implementation of the 2014 MA gun laws and the 2018 red flag law
- Supporting and promoting primary prevention work, since gun violence often has roots in economic disparity
- Supporting and promoting the work of individual Coalition member groups

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## Building our Base

This year, as we expanded our staff capacity and envisioned ways to deepen our engagement with UUs across the state to support our campaigns, we worked to build our base. “Base building” for grassroots organizers means building the ways that we are able to recruit, train, mobilize, activate, and build relationships with our base or members, which are UUs in MA. We expanded our work in this area in a few ways this year.



This year, we launched six UU Regional Action teams that meet monthly as a way to build the power we need to have an impact on the issues we care about. Monthly meetings take place on zoom. This is one of the best ways to learn what we are up to, meet other leaders in your area, and share resources and opportunities both between congregations and with UU Mass Action. These teams are guided by a few principles:

- Emergence: “Rather than laying out big strategic plans for work, the invitation of emergent strategy is to come together in community, build authentic relationships, and see what

emerges from the conversations, connections, visions and needs.” adrienne maree brown. We work to design the team spaces and conversation to be driven by the congregations and individuals who join. We have discussions that are meeting the need of the moment.

- In relationship with frontline communities and organizations: we work to connect the campaigns we discuss, the skills we teach, and the conversations we have to be grounded in the experiences and campaigns of those most impacted by an issue.
- Campaign action and power building oriented: We see these teams and the conversations we have as ways to build relationships, share knowledge, and direct energy of individuals and congregations so that we as UUs are better equipped to take strategic action in relationship with broader movements so we are building our power.



The image above is our framework for these teams; UU Mass Action and these teams are the “rivers” that work to connect individuals and congregations to larger movements, so we are able to be part of the big, powerful wave of change.

#### **Our teams include:**

- Worcester County
- Berkshires and Western MA
- Metrowest
- Boston Area
- North Shore/Merrimack Valley
- Southeastern MA

Some examples of topics we’ve discussed: overviewing our five campaign areas; training in turnout skills; highlighting each congregation’s work; and highlighting regional partner campaigns and ways to get involved. Learn more [here](#).



## Action Hours

In January 2021, we launched a new monthly offering of virtual UU Action Hours. This gathering is an opportunity to hear updates about all our campaigns and take action together, such as calling your legislators, signing petitions, and more to support our frontline and coalition partners. We focus on our key issues areas: climate justice, immigrant justice, criminal law reform, Indigenous Legislative Agenda, and economic justice, with the goal of amplifying our partner’s current calls to action. We know that we send out a lot of opportunities to take action each week, and hope this can be one structure to support each other in staying accountable to showing up to these campaigns. We walk participants through each action, give context about why these actions are important, celebrate any victories, and are available to support any questions. Each month we have one or two dozen participants, and several others who use the action guide on their own time or in their congregations. We’ve engaged over 90 UUs in action hours in FY21.

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## Increased Training

In addition to our regular trainings, such as those leading up to Advocacy Day, we’ve begun to increase our offerings and ability to train UUs around issues, political education and anti-oppression, and skills-based trainings. In Spring 2021 we hosted the “Building a New Way Training Series” including trainings on building



power, using personal stories in organizing, and hosting meetings with an anti-oppression lens. As congregations are interested, we’ve also hosted coaching sessions about getting involved in our campaigns, as well as trainings such as how to do effective turn out and engagement work. We are continuing to work to expand what offerings we can provide to strengthen our leaders.

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## Advocacy Days

We've continued to offer Advocacy Days as a way to engage our members on all our campaigns.

**Justice Can't Wait:** As we neared the end of our legislative session in Fall 2020, we were frustrated at the seemingly lack of action on any of the progressive bills we pushed for across issues. Because UU Mass Action is one of the few organizations with deep relationships in coalitions across issue areas, we used this opportunity to bring together a multi-issue group to plan a "Justice Can't Wait" rally and Advocacy Day, coming together to show our leaders that inaction is not acceptable, that people and communities are impacted by their inaction across the state, and that justice can't wait! We have over 90 total participants, and over half of those were UUs!



**Mass Power Forward Advocacy Day:** As leaders and core team members of Mass Power Forward, we helped organize the Mass Power Forward Lobby Day in March 2021. With over 280 participants (over 30 UUs), and 78 legislative meetings, this day helped increase support for our six priority climate and environmental justice bills.

**UU Advocacy Day:** We offered our second UU Virtual Advocacy Day this past April 2021, engaging 150 UUs in 68 meetings with their Representatives and Senators, advocating for our 19 priority bills we are supporting. We honored Melanie DeMore with the [Ruth Rowan Award](#), and our board president Tony Rodriguez with the [Lynn Holbein award](#).

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## Financial Overview

UU Mass Action is grateful for the financial support of individual and congregational supporters, as well as for the support we have received from grant foundations. We are an independent 501c3 non-profit organization. Our work would not be possible without you!

## FY21 Foundation Grants

- National Religious Campaign Against Against Torture, \$50,500
- Community Action Works, Fund for the Public Interest, \$25,000



- UU Funding Program, Climate Campaign. \$10,000 matching grant
- Ben & Jerry's Foundation, \$15,000
- Wild Geese Foundation, \$5,000
- Alice Rowan Swanson Foundation, \$2,000
- Spinney Mudge Foundation UU Church of Greater Lynn in Swampscott, \$1,000
- Rudolph Steiner Foundation (RSF) \$2,500
- Winchester Unitarian Society, \$971
- Stoke Collective, \$100
- Repair the World Foundation, \$100

## **FY21 Justice Partner Congregations**

### **\$5,000 - \$10,000 Level of Annual Support**

- First Parish in Concord

### **\$2,500 - \$5,000 Level of Annual Support**

- First Parish Church of Stow & Acton

### **\$1,000 - \$2,499 Level of Annual Support**

- The First Church of Belmont UU
- UU Church of Greater Lynn in Swampscott, Spinney Mudge Foundation Grant, \$1,000
- Winchester Unitarian Society, includes Grant Award \$971

### **\$500 - \$999 Level of Annual Support**

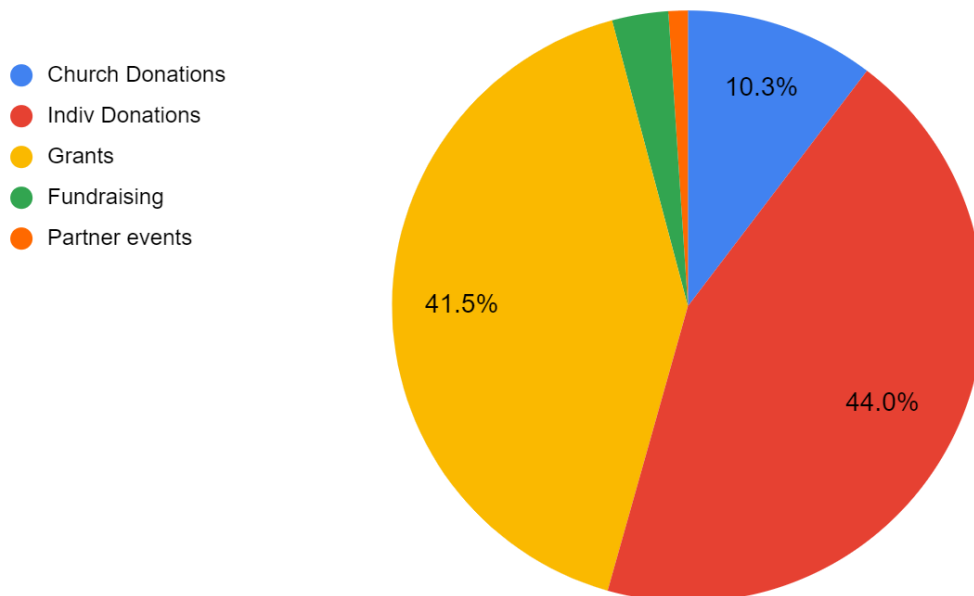
- First Parish in Bedford
- First Parish Church of Brewster
- First Parish Unitarian Church, Chelmsford
- First Universalist Society in Franklin
- First Parish in Lexington
- North Parish of North Andover
- UU Meeting of South Berkshire
- First Parish of Sudbury
- UU of Wellesley Hills
- UU Congregational Society of Westborough

### \$100 - \$499 Level of Annual Support

- Follen Community Church
- First Parish in Framingham
- First Parish in Malden
- UU Area Church at First Parish in Sherborn
- First Parish UU of Stoughton
- Theodore Parker Church
- First Parish in Waltham

### Distribution/ Income percentages:

#### FY21 Income UU Mass Action



FY21 Expense, UU Mass Action

- Payroll
- Program
- Office Expense
- Partner Contributions/Events
- Fundraising Expense
- Operating Systems, Fees
- Professional Development

