

ANNUAL REPORT

2014-2015



Unitarian Universalist Church at Washington Crossing



Join the Journey.
Open to You.

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Church Staff 2014–2015

Minister	Rev. Kimberly Wildszewski
Director, Lifespan Religious Education	Robin Pugh
Director, Music Ministry	Caryl Tipton
Office Administrator	Susan Irgang
Accompanist	Wendy Feaver
Sexton	Ed Wittmann

Board of Trustees 2014–2015

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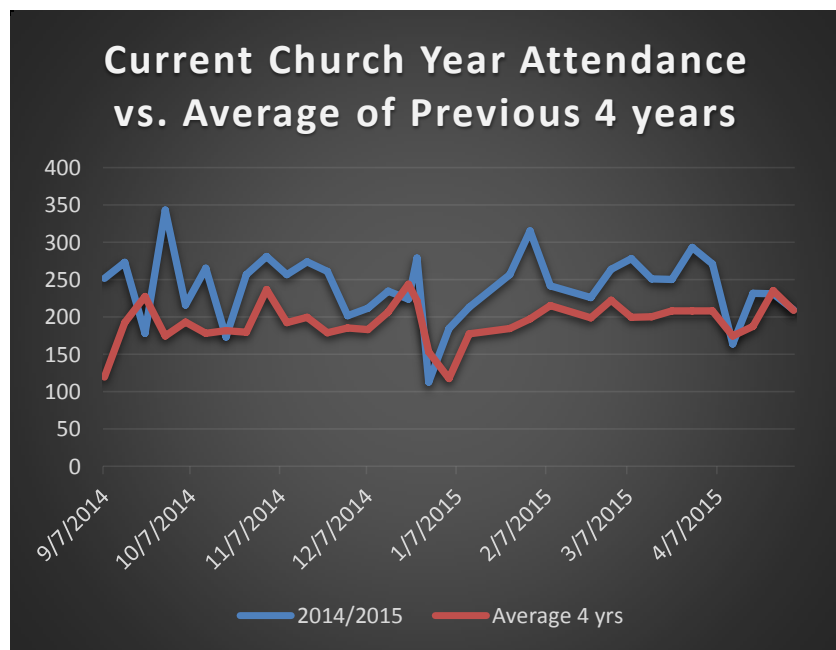
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REPORT FROM THE MINISTER AND PRESIDENT OF THE BOARD OF TRUSTEES

Create Community

Over the course of the last church year Sunday morning worship and children's religious education attendance has increased considerably and consistently. On average we welcomed 239 adult and children members and friends into the building on a Sunday. Thirteen youth completed the Coming of Age program. Eighteen 5th-7th graders completed the Our Whole Lives curriculum. Over the course of ten months, we explored together ten monthly themes that integrated Sunday morning, Chalice Circles and some Committee and Ministry work. The Children's Religious Education program benefited from 47 volunteers over the course of the church year.



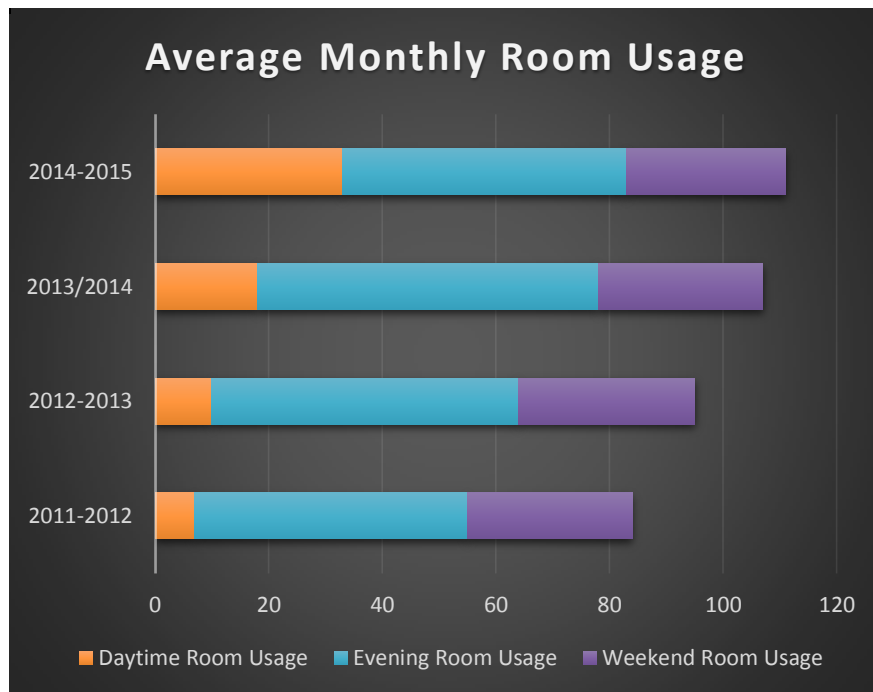
There is a clear arc to the church year when attendance is expected to be higher or lower, requiring different attention from the staff and program leaders.

One intentional program change we saw this church year was our Path to Membership held by both the Membership Committee and Adult Religious Education. With the introduction of twice monthly Talk & Tours, and monthly each for Roots and Wings, we welcomed 29 new members into the church, 26 through the aforementioned path to membership. This process has created dedicated, informed pledging new members. Susan Irgang's role as administrator increased dramatically this year in regard to membership responsibilities; creating, for the first time, systems that track our visitors, potential new members, and their involvement after joining. Welcome information emails from the minister and sent by the administrator are also a new effort.



But welcoming and invitation were not our only goals. Connection and relationship were emphasized alongside Spiritual Deepening. All newcomers were encouraged to participate in the ARE offering of theme-based Chalice Circles, led by lay facilitators who once a month engage in the same offering led by Rev. Kim, who has been working with these leaders to understand and appreciate that the work of spiritual deepening is as important as Sunday morning worship.

In part the increase in Adult Religious Education was cause for a significant increase in our building use throughout the week (see chart below). We've also brought in over \$10,000 in rental usage this year, putting further wear and tear on the building and requiring system changes and additional responsibilities for Susan Irgang.



Recognizing that the building was being used more frequently and by a larger spectrum of people, the Board of Trustees charged the newly formed Safe Congregations Team to complete adult expectation policies when using the building. This especially included the need of a Disruptive Persons Policy, as modeled by area congregations and strongly encouraged by a guest Non-Violent Communication Leader from the district; the Committee on Ministry's fall education offering. From this and other consulting conversations with leaders of UUCWC, the Building Use Policy was joined with the Rental Policy as well as the previously drafted Safe Congregations Policy to create a Facilities Use Policy, still in draft form.

In addition to Sunday mornings, Robin and Rev. Kim began contributing to the new monthly communication *CrossCurrents* since January 2015, adding to and furthering the communication and transparency of the staff's work and vision.

Celebrate Life

Sunday morning increase in attendance wasn't the only change to our worship life. After a month of experimentation and requesting feedback from the congregation, the liturgy was changed to include a more interactive Story for all Ages. In the fall we celebrated the Water Ingathering service with the theme of Finding Your Way Home; calling out words that we hope will help us stay connected. We introduced a new multigenerational tradition, *Hanging of the Greens*, and we will soon gather for our Flower Service.

In an effort to connect the often busy young parents, we hosted quarterly Family Potlucks and a Family Camp Fire on our grounds.

With the incredible amount of work by the planning team and our staff, the Installation in April welcomed clergy of multiple denominations, UUA Officials, and over 200 guests from Maine to Maryland. Ruth Samsel and thirteen Coming of Age youth gave blessings for our future.

Our Centennial planning now begins, which includes the three areas of attention: Celebration, Social Justice, and History. Kim and Robin are playing a major role alongside our Council for Faith in Action in the creation of a Church Wide Social Justice Project; a fulfillment of a Strategic Planning charge and a bold and appropriately timed effort.

This past church year we said our heartfelt goodbyes to Betty Peterson, Debs Couch, Arlene Naber, Quinn Wilson, and Kingsley Seville. We blessed Michael Ives-Michener. We celebrated the marriage of Jamie Erb & Jeff Beiser and will soon celebrate the union of two of our newest members, Janessa Cornell & Edward Urwin.

Change the World

Saying nothing of the hard and good work that comes in the transition from a two year transitional minister to a settled minister, Susan Irgang was instrumental in creating improved safety throughout our building and grounds. This past summer the keys and locks were changed, the Crossings Room door was reinforced; the Safe Congregations Team has articulated their identity and purpose for their upcoming work with and for the congregation.

Our childcare provider, Rosie Rarich, left after ten years. Aubrey Moore was then promoted from assistant to a one year Acting Childcare Provider. Throughout Aubrey's time, the need for childcare dramatically increased for crucial congregational events: Roots, Wings, the Auction, our Annual Meeting, the Installation and other such times. This has created a need for systemic safety changes and helped us realize areas of need as we grow that will call on the work of the Safe Congregations Team, a budgetary conversation, non-parent volunteers, Robin's portfolio or a reflection on how her time is best used.

At the same time as our childcare changed, we also had to say goodbye to our beloved accompanist Wendy Feaver. Due to Caryl Tipton's tireless work, we will welcome Erin Busch in September.

As technology needs increase and trying to keep pace with the world, a Tech Advisory Team formed with Susan and George Faulkner at the helm in an effort to address shared needs throughout the congregation.

Alongside all of the regular church activities, we mustn't forget social justice. UUCWC showed up to September's Climate March in NYC; October's Moral Monday Rally against Mass Incarceration in Trenton; the first Selma Sunday Celebration honoring the last 50 years of racial justice and a new charge to reengage this work; and the New Hope / Lambertville LGBTQ Pride Parade.



Seeing the increasing work load to keep up with the demands of a growing church, the Personnel Committee held four stakeholder meetings about staff changes to help us move from a pastoral to a program church. The Membership Committee will also be (with the approval of the congregation) co-chaired by Penny Gardner and Marty Friedman, ushering the Membership Committee into new work that is usually taken on by a professional Membership & Volunteer

Coordinator position. This position – and now the work of our Membership Committee – focusses on connecting new and long term members to one another and to volunteer and relationship-building opportunities.

Additionally, Susan not only took on the supervisory role of our Sexton, Ed Wittmann, and the previously mentioned Membership administrative support, but also administratively supporting Stewardship, no doubt helping us reach a record level of participation. Both Susan and Robin helped in preparations and celebrations of the Installation of Rev. Kim with UUCWC. This is saying nothing of the incredible amount of work it took for Robin and Susan to bring Kim on board in such healthy and intentional ways, work that continues throughout the spring.

Coming Attractions

The end of one year only means the preparation of the next. Much work is being done by each staff member to prepare for these and other upcoming church initiatives:

Bridging/Child Dedication Service
Flower Communion
Parking Expansion to be completed Summer 2015
Website Redesign
Churchwide Anti-Racism Initiative
Staffing Pilot program
and let's not forget....
Baby W

Rev. Kim Wildszewski and Steve Fishbein

UUCWC AUCTION 2015

The 2015 auction was held on April 19 thru May 2. Silent auction days were on Sundays April 19 and 26, with the live auction held on Saturday, May 2. The auction team consisted of the following wonderful and tireless individuals who worked to make it a success, plus many other volunteers who supplied food, desserts, set up, check out and other assistance. At least 35 people worked to make the fundraiser both fun and successful.

2015 Auction Team

Co-Chairs: Jayme Trott and Connie Schofer
 Graphic Art/Program Book: Lori O'Neil, Jayme Trott
 Food: Mike Muccioli, Rollie Rahn, Heidi Dalzell
 Decorations: Barbara Drew
 Boutique: Jane Friedman, Sandi McIntyre, Lori Rahn, Linda Shapiro
 Technology: George Desser, Bruce McIntyre
 Communications: Lynne Quinto
 Children's Program: Aubrey Moore
 Master of Ceremonies: Andrew Kidd

2015 Fundraising Report

The auction was a financial success, adding over \$44K to the UUCWC general operating fund. See financial details below and attached. (Note: Financials are for all auction proceeds through August 2015 and may vary slightly from treasurer reporting due to time that payments were received and recorded.)

Revenue	
Source	Amount
Silent Items	7,051.00
Silent Events/Services	29,967.00
Live items	700.00
Live Events/Services	4,771.50
Live Event Tickets	3,325.00
Subtotal	45,814.50
Dinner Raffle Tickets	448.00
Raffle Baskets	266.00
Boutique	873.00
Bar Tips	31.00
Ad Payments	200.00
Childcare Donation - RE	150.00
Subtotal	1,968.00
Total Revenue	47,782.50

Expenses		
Source	Direct Cost	Donated
Food - Reimbursement #1	256.00	
Food - Reimbursement #2	443.87	
Auctioneer - Craig Brown	300.00	
Childcare - Aubrey Moore	150.00	
Childcare - Morgen/Hannah	100.00	
Childcare - Pizza	70.00	
Decoration - Reimbursement	198.64	
Billing Error - Transfer to Pledge	288.00	
Credit Card Fees (Est.)	1,495.00	
Books - Printing		400.00
Table Rental		112.35
Wine		477.89
Beer		200.00
Totals	3,301.51	1,190.24
Total Direct Cost and Donated Expenses		4,491.75

Summary	
Total Revenue	47,782.50
Direct Cost	3,301.51
Auction Net	44,480.99

Auction Participation

Participation by donors was strong, with 93 members and friends contributing 299 items /events/services to the auction with a declared value of almost \$54K. The success of the UUCWC auction depends directly on the willingness of these donors to supply quality items, host events and offer to share their time and expertise to others in the congregation. Events and services are at the heart of the UUCWC auction, allowing members and friends to get to know each other better as they participate together individually or in small groups. Many donors offer multiple items or events.

Knowing that the auction can be a bit confusing or intimidating for newer members, a special attempt was made to include newcomers. Some popular events had newcomer seats set-side, information sessions were offered and a small discount was given to new members as well. We are pleased that 7 new members took advantage of these offers, and the auction team plans to continue this effort next year.

Auction Item Details

See below for more details about 2015 auction items:

Silent Auction – 255 Items

- 150 Events and Services
- 85 Physical Items
- 20 Works of Art

Live Auction – 37 Items

- 13 Events and Services
- 24 Physical Items

Raffle Baskets – 7 Baskets

Connie Schofer

Building Committee

The goal of Building is to keep up with routine maintenance, while responding to congregation requests to smarten the place up and to do whatever major repairs are budgeted. Building's responsibilities haven't changed this year. It is part of the Facilities Management Team, now led by the Office Administrator. The OA is taking a larger role in day to day building maintenance.

This will help enormously, since they are in the building on a regular basis and can schedule contractors and be aware of things that break down.

Ed Wittmann continued as Sexton through the year. He performed cleaning duties and minor repairs and painting touch-ups.

Major works:

- *Roof:* The leak in the Sanctuary roof got worse through the year, so we brought the roofer back to help us. After several attempts, we diagnosed what we think was/is the problem and fixed it. It seems to have reduced the incidence of leakage, but we are not 100% sure that we have been completely successful.
- *Steps:* We had to repair the concrete step at the front entrance. The concrete had been cracking for several years, caused largely by the use of salt on the steps in the winter. The salt melts the snow and ice, but gets down into the cracks and causes the steel re-bar in the concrete to rust. The rust then gradually pushes at the concrete around it and the cracks appear and get larger over time. The steps were patched and then, we had the contractor spread a layer of a sealer across the entire steps area. We will have to repeat this sealing regularly, but hopefully, it will slow the cracking process down. We will also have to use a different ice melting product.
- *Water Heater:* We actually had two water heaters, a very old and inefficient one that gave us hot water (110 degree) at faucets in the kitchen and bathrooms and a much newer one that gave us really hot water (140 degree) for the dishwasher. We were asked to replace the inefficient general heater with something much more efficient. The project was funded by a combination of a small grant from the State of NJ, Earth Ministry and the Building Maintenance Fund. When we were getting estimates, we discovered that the dishwasher heater was installed without a permit, so no plumber would touch it. In the end we removed both of them and replaced them with one very efficient unit and a special mixing system that gives us very hot water for the dishwasher as well as regular temperature hot water for faucets.

Caring Ministry

The Caring Ministry, composed of thirteen UUCWC members, provides support, caring and outreach to the UUCWC community.

During the past year the Ministry's main thrust was providing or arranging for assistance to UUCWC members and friends in the following ways:

- Providing transportation to medical appointments, grocery stores, etc.
- Performing essential errands
- Providing meals
- Calling and visiting
- Sending notes, cards and emails of support
- Assisting with memorial service receptions
- Providing assistance to terminally ill member and family

The Caring Ministry also worked on the following capacity building efforts:

- Drafted proposed guidelines / policies for support groups / caring circles
- Tested an internet scheduling tool called *Lotsa Helping Hands*, which enables community members to view specific needs and sign up to provide help.
- Identified the need to work in concert with Pastoral Associates to provide a more inclusive approach to meeting community needs, and discussed ways in which to do that
- Assisted office staff in preparing information for the weekly Caring Notes
- Gathered next of kin information for members who live alone

We also thanked our outgoing Chair, Philo Elmer, for the good work he did while leading the Caring Ministry.

Nancy Cox

COMMUNICATIONS COMMITTEE

Mission: The Communications Committee is responsible for external communications and selected internal communications that advance internal and external awareness of UUCWC and its mission. We work to ensure that communications within the church are maintained and disseminated to the congregation in a timely manner, and we publicize UUCWC and its news, events, and activities to the greater community.

The Communications Team

The following members have put in long hours to support the communications committee's work throughout the year: Mike Dalzell, Ed Dobrowolski, Olaino Hardaway, Lori O'Neil, and Lynne Quinto. Dave Homan has come on board the team to help with the website redesign. Numerous others have contributed to specific communications efforts like the annual report or keeping the bulletin boards in good shape. In addition, many members have contributed to writing articles for *Crossings* or taking photos to accompany the articles. We would like to thank everyone who has contributed - about 20 members in all.

Objectives and Goals for 2014–2015

The Communications Committee has an ongoing set of objectives focused on keeping existing communications mechanisms working. These include the maintenance of the UUCWC website, *Crossings* Magazine, the production of the Annual Report, supporting the auction with graphics help and handling publicity for the church, amongst other things.

In the past year we launched three significant initiatives:

- *CrossCurrents* - a monthly newsletter focused on significant issues in the church
- Communications survey – a survey was run that captured important information about communications issues and will guide improvement efforts in the coming year. 124 members responded to the survey, which was done electronically.

- Podcasts launched – a major effort to make Rev. Kim’s sermons available via Podcast or audio on the website was launched. As of this writing, about 25 sermons are available. In June alone, there were over 240 downloads of her podcasts.

Other Selected Accomplishments in the Past Year

- Four issues of *Crossings Magazine* were produced. About 60% of the survey respondents indicated they read all or most issues. In addition, the magazine has gotten us good publicity in the national *UU World*.
- The weekly email, which was updated in format and enables connection with the website and other electronic content, continues to be an excellent communications tool for the congregation. Almost 85% of the survey respondents indicate they regularly read the weekly email and caring email. While the Communications Committee does not usually write these emails, we provide the infrastructure for them to happen.
- Local media have responded to news releases, reporting on significant events at UUCWC. We received wide coverage of Rev. Kim’s arrival at UUCWC, her installation, and the Samstone Lecture. Seven local papers picked up the photo of girls who received the Religion in Life Award.
- The electronic bulletin board continues to be effectively utilized and 70% of the congregation indicates they check the electronic bulletin board. Half of those check it frequently.

We have provided this additional support to UUCWC:

- Graphic support for a wide range of events, including the Samstone Lecture and the auction.
- Editorial service for all communications that are externally focused.
- Sent out the weekly email to the congregation in the summer.
- Offered blog training and individual blog coaching so that members could more effectively use the UUCWC website to communicate with their teams/committees and the entire congregation.

Richard DiGeorgio, Chair

COMMUNITY BUILDING MINISTRY

The Community Building Ministry’s mission is to foster a welcoming, caring community. This zest and connection to congregational life continued during 2014-2015, a year packed with fun-filled events.

Highlights

- Our Facebook Community-Building group continued to inform members of events and keep them in the know. Events also appeared in *Crossings II* and on our UUCWC website.
- Our neighbor potluck groups continued to spread fellowship in our own backyards.

- In September, we sponsored a Welcome Back Picnic, with plenty of yummy barbeque fare, including hotdogs, salads and an array of desserts.
- In November, members of the Community-Building ministry helped with “Sharing Soup Sunday” including set up, cooking, publicity and serving..
- Community Building sponsored two Travelogues this year: a trip with George and Linda Faulkner to Spain, Barcelona and the Alhambra and a Pura Vida! Event which included highlights from Costa Rica with our hosts Phyllis Warren and Larry Pearlman
- Attendees at our UUCWC Annual Meeting were well-fed with a bagel brunch proceeding the meeting.

Looking forward to a fun filled 2015-2016 year at UUCWC.

Heidi Dalzell

COUNCIL FOR FAITH IN ACTION

The mission of the Council for Faith in Action is to facilitate and support the commitment of the Unitarian Universalist Church at Washington Crossing to be a force for justice, equity and compassion. We seek not to be the conscience of this faith community but rather to be the medium that engages and encourages that conscience to manifest change through education, directed giving, social witness, advocacy, and direct action in our communities.

Since its inception, the Council for Faith in Action’s charge has been to be an “umbrella” for all UUCWC’s groups involved in social justice efforts; increase communication among these groups; and facilitate their efforts. We seek to inspire people and to enable people to create a culture of social justice within UUCWC. Please consider putting your faith in action by joining us on our journey to support UUCWC’s efforts to increase justice, equity and compassion in our community.

The Council for Faith in Action (CFA) is the fiscal steward of the church's social justice funds and is responsible for the distribution of the UUCWC Sunday plate’s social justice allocation.

In accordance with UUCWC’s 5-Year Strategic Plan and in celebration of UUCWC’s Centennial, CFA selected “Racial Injustice” for our first **Church-Wide Social Justice Project (CWSJP)**. CFA selected four possible themes for our first CWSJP: *Escalating Inequality, Racial Injustice, Climate Change, and Immigration*. In January, at a meeting to which all church members were encouraged to attend, each theme was reviewed by a member of the CFA and a vote was taken to determine the choice. *Escalating Inequality* and *Racial Injustice* were the top two, and these were then presented with additional information at a meeting in March. Again the church at large was encouraged to attend and participate. *Racial Injustice* received the most votes, although *Escalating Inequality* was a close second. In many ways, these two areas are deeply intertwined.

The Church-Wide Social Justice Project will be developed over the summer of 2015 by the CFA, Rev. Kim, Robin Pugh and other interested congregants. While many different opportunities for participation will be offered, the CFA is not seeking to tell other committees and groups what to do around this effort. Rather we hope that everyone will incorporate their current ongoing activities into the CWSJP in a way that works best for them. How can your group utilize your talents to maximize the participation and results of the “*Racial Injustice*” undertaking? Your participation would be most welcome!

Many UUCWC members and friends continue to be involved in projects sponsored by the **Social Justice Committee**. These include, among other activities, Monday night tutoring for HomeFront youth, annual participation in Loaves and Fishes in Trenton, providing backpacks to children in need to start the school year, a continuing food drive for the Morrisville Food Center, Thanksgiving baskets, and furnishing UUCWC's room at HomeFront's Family Preservation Center in Ewing.

The **Journey Towards Wholeness Library** has been run by Mary Kay Mitchell and Jim Bicksler for many years. Over time, they've seen that videos are becoming the preferred medium for those seeking to borrow materials, and they continue to add the items to the library. In the fall they will be looking for more people to help coordinate the library and exploring ways to see how to best meet the needs of our community. And, just a reminder that there are about 80 book reviews, written by JTW team members, posted on our website.

Standing on the Side of Love at UUCWC continues to work to “harness love’s power to stop oppression.” They participate in events and actions initiated by the national SSL group and observed the annual Transgender Day of Remembrance in November. This remembrance honors the lives of those who might otherwise be forgotten and raises awareness of the hatred and violence against those in our transgender community which often goes unreported by the media.

The **Earth Ministry** works with other committees at UUCWC to encourage sustainable activities. It is part of the Facilities Management Team to ensure that we consider our impact on the environment and to encourage the use of green supplies and green action.

UUCWC’s **Food Ministry** continues to expand their outreach and now delivers about 340 meals per month, which adds up to over 4,000 meals per year. All of this is made possible by the efforts of the Food Ministry team and the generous support of the UUCWC community. Remember to keep an eye on the weekly email for what’s cooking and how you can help.

UUCWC continues to work with the UU Legislative Ministry of New Jersey for socially just public policies in accordance with our UU Principles. We’ll also seek to provide opportunities to work with the UU PA Legislative Advocacy Network, an organization that shares this purpose on the other side of the river.

CFA Members 2014/2015: Mary Lou Dahms, Karen DiGeorgio, Rich DiGeorgio, Sallie Dunner, Jim, Erb, Leah Edwards, Bobbye Galloway, Bud Johnson, Tony Panzetta, Lynne Quinto, Lori Rahn, Dan Tuft.

It is a testament to the generosity of the UUCWC congregation that, from the plate contributions for Social Justice Initiatives, UUCWC was able to donate \$16,491.19 to a variety of organizations and causes. These are listed below.

Organization	Amount
Mercer Alliance to End Homelessness: To support publication of <i>The Wall</i> , dedicated to giving a voice to and empowering individuals experiencing homelessness and raising public awareness of the issues facing the homeless population.	1,000.00
Coalition for Peace Action: This is grassroots citizen’s organization dedicated to three goals: global abolition of nuclear weapons, a peace economy and a halt to weapons trafficking both at home and abroad.	300.00
Peace Action Education Fund: This is affiliated with the Coalition for Peace Action and offers an annual Interfaith Service and Conference. UUCWC is a co-sponsor.	250.00
Campaign to End the New Jim Crow: Cosponsor of the Moral Monday March in October 2014 in Trenton, calling for reform of the criminal justice system,	100.00
No Mas Muertes/No More Deaths: This is a ministry of the UU Church of Tucson and its mission is to end death and suffering in Mexico-US borderlands through civil initiative and to uphold fundamental human rights.	500.00
First Friends NJ/NY, Stamp Out Despair Project: First Friends is an organization of volunteers who visit detained immigrants at various facilities in New Jersey. “Stamp Out Despair” provides detainees with writing materials stamps, phone cards, etc., to enable them to stay in contact with family and friends. (Congregants also contributed cards, paper, envelopes and stamps.)	500.00
Loaves and Fishes: Every Saturday, church and social service organizations take turns preparing and serving over 800 hot meals and providing a bagged lunch to the hungry of Trenton. UUCWC once again partnered with the Princeton UU Congregation for our turn in March at St. Mary’s Cathedral.	1,047.00
Morrisville Food Center: Located at the Morrisville Presbyterian Church, MFC provides supplemental food assistance to hungry families in Lower Bucks County and greater Trenton. This ministry is run by over 70 dedicated volunteers, including a number of UUCWC members, and provided food to over 16,000 individuals last year.	1,400.00
Trenton Area soup Kitchen: TASK feeds the hungry in Trenton and offers many programs to provide education and encourage self-sufficiency and improve the quality of their patrons’ lives.	1,000.00
UU Legislative Ministry of New Jersey – Annual Dues: The mission of UULMNJ is to provide a structure for NJ UU’s non-partisan activism, working for socially just public policy in collaboration with like-minded organizations.	1,185.00
UU Service Committee (UUSC): UUSC advances human rights through grassroots collaboration. In more than a dozen countries throughout the world, UUSC fosters social justice and works toward a world free from oppression.	500.00
Interfaith Housing Development Corporation of Bucks County: A non-profit housing provider which partners with faith groups, community members	500.00

and businesses to address the need for affordable housing in Bucks County.	
A Woman's Place: This is located in Bucks Country and is a community-based social change organization committed to the empowerment of women and to ending intimate and domestic violence.	500.00
Womanspace: This organization is located in Mercer Country and provides a safety net of supportive services to prevent abuse, protect families and save lives.	500.00
Trenton Children's Chorus: TCC's mission is empower the academic, social and spiritual lives of children through artistry in music. They offer music education and performance opportunities, tutoring, homework assistance, SAT prep, college application assistance and summer camp scholarships to 140 singers in grades K-12. 100% of their graduates attend college.	250.00
James Reeb Fund: 100% of plate dedicated to James Reeb Fund in honor of Selma Sunday (March 8). James Reeb (1933-1965) joined many UU ministers who answered the call of Rev. Martin Luther King, Jr. to come to Selma in the wake of Bloody Sunday. While leaving a black-owned Selma diner with two other Unitarian ministers, Reeb was beaten by white assailants. He died of his injuries two days later. The James Reeb Fund for Multicultural Ministries and Leadership will support the UUA's justice work, including our voting rights campaign, training and mentoring programs for religious professionals of color, and community based initiatives for racial justice.	1,586.00
Anchor House: On behalf of the participation of UUCWC congregant George Desser in the annual Anchor House Bike Ride for Runaways which is a 7 day, 500 mile ride. The agency works with homeless, runaway and abused children and youth from birth to 21 years of age, to enable them to utilize their strengths and the support of their families and communities to help ensure stable and successful homes.	1,000.00
New Hope Gay Pride Parade: Registration fee for UUCWC's delegation.	50.00
Framing of the letter from Rev. Martin Luther King to UUCWC	76.69
Allie's Garden: The CFA portion of the plate from April 26, 2015, was designated to the Earth Ministry for Allie's Garden expenses.	313.50
HomeFront Tutoring and Wacky Wednesday Expenses: Our church has been involved with HomeFront for over 15 years. Monday evening tutoring includes one-on-one tutoring, supplies and equipment, plus a healthy dinner, are provided by UUCWC and its volunteers. Wacky Wednesdays is a series of summer enrichment activities.	1,045
HomeFront: Donation towards a \$1 million challenge grant for HomeFront's new facility in Ewing.	1,000
HomeFront's Family Preservation Center: Furnishings for room sponsored by UUCWC	206.00
HomeFront: To sponsor a homeless child for eight weeks of summer camp.	1,080
Journey Toward Wholeness Library: Videos to add to the library for congregational use.	102.00

<p>Emanuel AME Church, Charleston, SC: The social justice portion of the plate from the June 21, 2015 service, rounded up to \$500, was forwarded to the Emanuel AME church in Charleston, along with a letter from Rev. Kim and Board President Steve Fishbein.</p>	<p>500.00</p>
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The Council for Faith in Action actively welcomes new members to participate in UUCWC’s Social Justice Initiatives. If you would like to join the journey, please contact any CFA member.

Sallie Dunner, Chair

DENOMINATIONAL AFFAIRS

This year, for the 26th year in a row, UUCWC was once again a *Fair Share Congregation*, which means that we have met our financial obligations with the UUA.

Our congregation has been participating in the UUA common read which is *Reclaiming Prophetic Witness* by Paul Rasor. A discussion group met in late April to consider Rasor’s ideas about being a liberal, religious voice in the public arena.

The New York Metro district annual meeting was held May 1-2 in Morristown, NJ. Steve Fishbein, Kathy Frey, and I attended the meeting and various workshops. The workshops were very good, and I encourage everyone to attend the annual meeting next year. It is the next best thing to going to GA.

Regarding this year’s GA, seven of our congregants traveled to Portland, Oregon in late June. Mike Makowsky, Janet Hubbard, Kathy Frey and I were on-site delegates. Jim Sanders served as an off-site delegate. Lou Csabay once again sang in the GA choir. In addition, Sallie and Elliott Dunner attended. We were delighted to meet up with Rev. Charles and Alison Stephens. Robin Pugh and Jennifer Rehbein also attended as DLREs. Janet Hubbard carried our banner in the banner parade. Highlights of this year’s GA included wonderful workshops, our Ware Lecturer Dr. Cornell West, and an opportunity to hear Congressman John Lewis speak. During plenary, the assembly passed an Action of Immediate Witness (AIW) in support of the “Black Lives Matter” movement. Next year’s General Assembly will be in Columbus, OH.

Bernice Husk, Denominational Affairs

EARTH MINISTRY

This past year was an active one for Earth Ministry efforts at UUCWC. The list below represents a summary of our year on behalf of the Earth and the 7th principle.

New Projects/Initiatives

- Long needed Energy Audit completed by Concord Engineering - fully funded by NJ Clean Energy Program. The Audit included a three-page summary of Action Tasks.
- Energy Audit Implementation & Action Tasks list – analyzed to prioritize into ones needing little funds and time, to those with small funding needs, to long range tasks needing substantial funding. Some tasks completed quickly and endowment grant helped to replace two older water heaters with one energy efficient model. EM funds from used books and organic products sales will be designated in the coming year to complete additional tasks, while others will be presented to the BOT for consideration in future budgets.
- Grounds Plans
 1. Cooperated with Ground Committee regarding goal of continuing to reduce lawn mowing. Delineated 3 separate areas:
 - Manicured Areas – including lawns, flowerbeds and shrubbery - sole responsibility of Grounds.
 - Transitional Areas – Minimal maintenance areas mowed and/or maintained occasionally by Grounds.
 - Natural or Wild Areas – Areas to revert back to natural state. May require some maintenance such as clearing vines to prevent them taking over trees. EM will work with Grounds on this maintenance.
 2. Parking Expansion – Worked with the BOT and Grounds Committee to develop environmentally acceptable approach, including planting of a sight buffer zone with native shrubs.
 3. Facilities Management Team– EM continues to be represented by Barbara Drew to assure that environmental considerations are given any decision.
 4. Used EM funds to supplement Grounds Budget to provide more environmentally friendly alternatives for sidewalk winter salt.
- Organized two “Green” services including the Earth Day celebration of UUCWC’s fifth anniversary of becoming a “Green Sanctuary.”

On-Going Projects

- Organic Product Sales entered its 12th year. Proceeds were used to purchase 35 lbs. of organic and fair trade coffee for Sunday fellowship hours, most of the yearly needs. Our purchases from our supplier, Equal Exchange, resulted in their contribution of \$47 to the UU Action Committee. Sales were down, but we still ended with a surplus of \$526, which will be used for cost and energy savings projects around the church. In the coming year, we will consider donating a portion of this surplus to Isles Garden Program in Trenton.
- Used Book Sales – Generated \$508, again for the cost and energy savings projects. Hundreds of surplus books also donated to Mercer County Prison and local library sales.
- Allie’s Garden completed a successful third year and is currently in the midst of its fourth year. There was a significant strategy change for 2015. Rather than accept donations of seeds and seedlings, many of which are vegetables of no interest to HomeFront Children, the garden was divided into five sections, each with only one crop that we know can be

used for both HomeFront and Food Ministry meals. Seeds were purchased so that we could stick to our plan, and the garden project at Princeton Country Day School grew two flats of cherry tomato seedlings for transplanting. Crops being grown include lettuce, onions, potatoes, carrots and cherry tomatoes. Only lettuce has been harvested before the end of June, but there has been enough to make almost 600 salads for HomeFront and Food Ministry meals. We expect the rest of the year to provide bountiful harvests for these programs. Although we were not able to coordinate a planting date this year with the HomeFront Children, most of the garden was planted by children from our own RE program on several Sunday mornings.

- Nature hikes/outings continued a little less frequently, but included a bicycle ride as an option along with the hikes.
- Continued “Green Tables” with ones on sustainable Children’s School Lunches and the “Green Peave” of “Plastic Straws Suck.”
- Continue to compost kitchen waste, providing fertilizer for Allie’s Garden and plants on our grounds.
- Provided Annual UUCWC Auction with several baskets of local and/or organic products.

Thanks to all for their hard work.

Al Johnson & Barbara Drew, Co-chairs

Endowment Committee

The UUCWC Endowment Fund as of 3/30/15 totaled \$145,870. In the past year, the fund increased, and this allowed us (for the third year in a row), to solicit grant requests from committees. Unfortunately, this money—which is administered by the UU Common Endowment Fund in Boston—didn’t do as well as last year, so we had to add the unfortunate caveat that there was not as much money to disburse this year as last, when we had about \$8K.

We received requests totaling \$5,500, and, alas, are not able to fund them all entirely. We chose to fund all requests partially, since they were all worthy. The grants are:

- 1) \$800. to Safety Task force, for cell phone boosters;
- 2) \$1,500 to Centennial events, primarily scholarships; and
- 3) \$1,000 for an earphone mike for Reverend Kim.

It’s great to be able to spend some of the money donated to Endowment. We encourage everyone to remember Endowment both in their wills and with check donations whenever you can, so we can continue to fund projects like these and others. I’d like to especially thank Ann Nugent for her very generous annual donations in Charlie’s memory. Also, money was donated in memory of the first Endowment Committee Chair, Chris Lahoda.

Janet Hubbard, Chair

Food Ministry

Mission: It is the mission of the UUCWC Food Ministry to serve safe and nutritional meals to homeless or less privileged members of the general public and UUCWC members in need. This will be done on a regular basis in partnership with organizations whose mission(s) and purpose(s) are congruent with the mission and purpose of UUCWC.

Goals of the Food Ministry: As an outreach of social justice projects the kitchen is to be used to provide meals for people in need of help in the local community and within our own church community.

- We have provided over 2930 meals in the 2014/2015 church year and over 7170 meals since the Food Ministry's inception in 2011.
- The FM feeds families in need sponsored through HomeFront. These include The Family Preservation Center, lunch twice a month; two youth groups at Lawrenceville Community Center, dinners twice a month; the Tuesday Night Tutoring Group at Lawrenceville Library, 30 Dinner Bags once a month; plus 50 "to go" snack bags to the HomeFront main office for people who drop in and need food.
- We continued to provide lunch meals one day a month for the poorest residents of Luther Arms in Trenton. Luther Arms is a HUD apartment building, which houses low income people who are over 55. Some of these people live on less than \$500 a month and just run out of money for food by the end of the month. To help out, the FM started providing 30 lunches on the fourth Wednesday of each month.
- The congregation has been very generous with donations of food, money and help with meals. We currently have over \$2000 set aside for the support of the Food Ministry for the upcoming 2015/2016 church year.
- Nancy Neff as a member of the Food Ministry has been certified as "ServeSafe Manager and Trainer" for the UUCWC Food Ministry. We have re-trained all Food Ministry members and plan to re-train other UUCWC people who make regular use of the kitchen.

The Food Ministry Committee is made up of the following functions and the people currently filling those functions.

- Co-Chairs - Mike Muccioli and Rollie Rahn
Coordinate operations of the Food Ministry
- Treasurer and Volunteer Coordinator - Bonnie Ruekgauer
Keeps track of all finances of the FM and sets up help for preparing the meals
- Secretary - Jackie Thomas
Keeps records of meetings, all FM associated documents and building use forms.
- Information Officer - Nancy Neff
Provides information about FM to committee members, Homefront (along with other partnering groups), UUCWC Board, Church members and the community.
- Food Collections Officer - Mike Muccioli
Tracks all food items in stock, donated items and dollar value, keeps current inventory and determines items needed for upcoming food service.

- Purchasing - Elliott Dunner and Bernie Ruekgauer
In coordination with food collections officer, shop for necessary food items and deliver items to the church.
- Liaison - Bernie Ruekgauer
Coordinates with Homefront, SJC, KOT and Caring Ministry.
- ServSafe Manager and Trainer: Nancy Neff

The Food Ministry staffing on food-preparation days is as follows:

- Chefs
- Team Scheduler
- Assembly Coordinator
- Food Assembly Team
- Food Delivery Drivers
- Cleanup Team

In addition to the FM Team, there are 14 members of the Congregation who donate food and help to prepare and/or deliver the meals.

In the future the Food Ministry will continue to search for more opportunities to serve the needs of the general public by increasing the number of meals that are prepared in partnership with organizations whose mission(s) and purpose(s) are congruent with the mission and purpose of UUCWC.

Rollie Rahn and Mike Muccioli, Co-Chairs

FUNDRAISING COMMITTEE

Source of Funds	Amount
Auction	\$ 44,480.99 (from Auction report)
Airport rides	\$ 2,770
It's Nutts	\$ 136
Amazon & I Give	\$ 1,443
Holiday plant sale	\$ 377
Mother's Day plant sale	\$ 244
Total	\$49,073.99

Donna Miller

GROUNDS

Grounds is to provide an open, welcoming, and safe environment based on the 7th Principle to be “green” by avoiding harsh chemicals and fertilizers within our landscaping projects and care of surrounding habitat, since being Accredited in 2009 as a Green Sanctuary by the UUA. We continue to foster cooperative efforts and initiatives with Earth Ministry, the Samstone Lecture (events & rentals), Family Picnic hosted by Religious Education, Facilities Management Team, and Board of Trustees Liaison Bill Cox; and the Parking Expansion Project, *to readjust and seek balance with “the interdependent web.*

July thru October 2014: Maintained lawn with volunteers and kept trails open.

October thru November: Reorganized the shed for winter usage, readied equipment (snow blower) and various outside areas. Sexton’s help essential with various outside areas established by Facilities Management Team. Contract signed for snow removal and ice patrol.

December: Purchased agreed upon “Ice Melt” product. Updated, with office staff, our Snow Policy. Contractor trimmed trees off Sanctuary and wires at telephone pole, creek side of Route 546.

January 5, 2015: First 8” of snow fall for season. Our Sexton cleared sidewalks and all doorways of snow. Noticed anything over 4” of snow fall to sidewalks is essential to have someone with snow blower and close by to do so. Consider contracted service to include sidewalks.

March 20: Last snow of 4” for season.

April: Applied for two grants. One to purchase Safety Signs & Lineage for asphalted parking areas. Second Parking Expansion, design and varying start-up expenses. Ride-On Lawn Mower serviced. Shed reorganized and outside areas set for usage. Have established a “Master Map of Grounds” with Memorial Garden (trees noted) and Earth Ministry, filed on CADD.

May 2: First lawn cutting of season by volunteers. Grass seed sowed to parking lot islands, three donated trees planted to playground meadow area to help provide shade for kids’ equipment; two donated shrubs to outside wall of library/conference room and one shrub to Peace Pole Garden.

May 31: FMT has agreed to move forward with an outside lawn service.

June: Meadows re-configured.

Ongoing Projects to include hiring of lawn service, parking expansion, permanent (120 volt) lights to Crossings sidewalk. Create mini trail in Children's meadow. Garden grooming, invasives out, native plantings in and continue to accept donations of plants, time and ideas.

Future plans to provide a welcoming landscape that encourages an openness with nature, for Grounds to be both enjoyed and nurtured in its seasonal splendor.

Kathleen Konopka

HOMEFRONT – UUCWC TUTORING PROGRAM

The Unitarian Universalist Church at Washington Crossing continues to support the efforts of the Mercer County HomeFront organization in enriching the learning opportunities of children from Mercer County. Our church has been involved with HomeFront, giving support when and where needed. The UUCWC tutoring program is specifically centered around Monday night tutoring for students in grades 1-12 and a summertime enrichment program for the same students. This coming year will be our 19th year. Students are from Mercer County.

- Monday evening tutoring services are provided for approximately 25-30 students (grades 1-12), which includes one-on-one tutoring. Supplies and equipment, plus a weekly healthy dinner, are provided by a volunteer church meal team and supported with donated meals. We have also been supported by direct financial donations to help cover the cost of meals and instructional supplies. Tutoring sessions are held in the Crossings Room and Rooms 101, 102, and 103 – Monday evenings from 6:30pm until 8:30 pm, September – June, as the schedule calls.
- Tutoring continues to serve as the key to the program’s success. Adult and college/high school volunteers are made up of a combination of church members and non-church members who live in the surrounding area. This composite of personnel has remained consistent over the years. It gives the program an image of a true community-based effort. College students tend to come from The College of New Jersey and Rider University. High school tutors must be in their Junior or Senior year and attend area high schools, both public and private.
- We offer a summer program of six to eight Wednesday night enrichment activities on site or at an appropriate place (farm visit, hiking trails, guest speakers, and special learning activities). It is known as our “Wacky Wednesday Program.” The school year tutors have an opportunity to stay involved with our students through the summer.
- Winter holiday gift certificates are given to each child in the tutoring program. Funding for these gifts is raised during the month of December via direct donations from the entire congregation. Gift cards are distributed by Santa during the annual holiday party.
- Most importantly, we feel that we can make a difference in the lives of these children in the Mercer County area. Students enhance their learning and their self-image. They are all important to us. We continue to be proud to hear about their accomplishments as they

move on with their lives. Both tutors and students benefit from these weekly interpersonal sessions. Our program matters!

Bernie Ruekgauer and Sarah Burke

HOSPITALITY

UUCWC continued to try fine-tuning the approach to coordinating and hosting Sunday fellowship hours in 2014-2015. A Signup Genius website was promoted throughout the year to encourage volunteers to sign up to host on Sundays. Rather than limit volunteers to certain months when their region was up for hosting, members and friends could sign up for the week(s) that best suited their schedule. In theory, this should have worked well for everyone, but as with last year, cooperation was mixed. Even with repeated reminders and requests for assistance to prepare and clean up fellowship hours, there were many weeks when coordinators struggled to find volunteers.

For 2015-2016, the Board of Trustees approved hiring a Sunday Steward. One of the assignments (but not the only one) will be set-up and clean-up of coffee for Sundays. By freeing members and friends from these particular tasks, the expectation is that volunteers will be willing to bring snacks to share each week.

MEMBERSHIP MINISTRY

The responsibilities of the Membership Ministry were radically changed in 2014-15 from those of the past few years as a result of the decision by this ministry to support the new ideas, focus, and tasks recommended by Reverend Kim in her first year as our settled minister.

The number of specific tasks was greatly reduced, either through their reassignment to others in the congregation, especially the office administrator Susan Irgang and to Rev. Kim herself, or through redesign.

The most substantial and important change was the creation of *Roots* and *Wings*, a sequence of two courses taught by Rev. Kim to introduce interested visitors to Unitarian Universalism and UUCWC. These, offered three times this year, became the only path to membership. Twenty-nine people completed the courses and, upon completion, became members.

This ministry also initiated and staffed Talks & Tours, a 15 minute walking tour of the building for interested visitors, following a service, twice a month. Recommended by Rev. Kim, these have been continually refined by ministry members and have been well-received by visitors.

The ministry focused on the experiences of visitors. We decided to maintain some practices (e.g., Nancy Cox's personal notes to visitors three, six, and twelve months after their first visit) and implement new ones (e.g., changing the single "Visitors" sign-in table in the lobby at Sunday services to two tables, one for first-time visitors and one for returning visitors). Many ideas are still at various levels of exploration as this has become a major focus of the ministry.

In June 2015, we welcomed Penny Gardner, long-time member of this ministry, into the role of Co-Chair for the coming year. In June, Sparky Morrison and Colin Unsworth retired from this ministry after serving tirelessly for seven years.

In addition to Penny, Sparky, and Colin, the ministry consisted of Roger and Lynda Shapiro (immediate past co-chairs), Nancy Cox, Kevyn Malloy, and Marty Friedman (chair).

MEMORIAL GARDEN

The UUCWC Memorial Garden continues to serve the needs of our church community. There were no requests for placement of ashes in our Memorial Garden during the past church year (2014-2015). At the time of the printing of this Annual Report, we have 28 officially identified and recorded sites for individual interments or reserved locations on the entire church property.

As we move into the new church year, we will need to turn our attention to the continued upkeep of the Memorial Garden, along with specific landscaping needs.

1. The cedar panels that were installed along the east side of the garden three years ago have presented some problems. Several have been found to have loose support posts. One unit even snapped at the base and will need to be replaced/repared. We have two panel units that need to be included in the arrangement. The installation of the panel units seems to indicate that their placement was not consistent in distance from the stone wall.
2. Consideration is being given to adding an additional visual and/or sound barrier, between the current cedar panels. It may require many creative individuals to establish a better landscape design than the original plan.
3. Benches have been added to the church property in the past year. They are not related to the issue of memorial benches. We do, however, need to explore options for adding a few memorial benches around the church grounds. The Earth Ministry Team needs to take on that project.
4. The grass seems to have filled in nicely. It is in better shape than over the past few years. We have a soil testing report from Rutgers that should help us better treat the grass.

5. The south side of the garden has seen a new pathway to the Meditation Trail. The upkeep of this entrance way will become part of the mowing schedule. Attention is needed to create a true meditative trail.
6. Around the church grounds, one will find several memorial trees. We are exploring ways to mark each of these trees, without harming the trees, or interfering with the grass cutting. Memorial trees are noted on the Grounds site plan. A new updated site plan has been completed.
7. As for the record keeping and paper management of the Memorial Garden, there is much that needs to be done to record fees, maintain a file on each individual, and make sure all records are complete. A Memorial Plaque will be purchased and mounted this coming year. The construction of a large wooden entrance gate to the Memorial Garden is a goal for the coming year.

Bernie Ruekgauer, for the Memorial Garden Committee

PASTORAL ASSOCIATES

Five Pastoral Associates (Kathy Frey, MJ Hansen, Lynn Hanson, Nancy Reyes-Svarcbergs, and Judy Rogers) served the congregation this year by supplementing our minister Kim Wildszewski's work in the area of pastoral care. Pastoral Associates are trained to listen and offer emotional and spiritual support to our members who are experiencing loss or life changes. For instance, issues related to aging, being in the hospital or other health-related facility, or losing someone through death, separation, or divorce, are some of the reasons people might wish to seek out a pastoral presence. Pastoral Associates have agreed to keep the content of our conversations with those we are serving confidential.

Some of our work is more long-term, such as meeting once a month with a congregant who is now living in an assisted living situation or on their own. Other work is more short-term, such as visiting someone in the hospital who is about to have an operation.

During the year we transitioned from the minister assigning each Associate to work with specific congregants or families to the assignment more often being decided upon by the Pastoral Associates as a group. Referrals come from individuals themselves, the minister, the Caring Ministry, or occasionally the church office.

Associates meet once a month to discuss ways to best support the congregants we are working with. We coordinate with the Caring Ministry, as that latter group is responsible for providing physical resources our congregants may find helpful (e.g., short-term provision of meals to someone who is recuperating.)

During the summer several members of the Caring Ministry or Pastoral Associates were able to meet for a retreat and discuss how the two groups (plus the minister) would work in tandem with each other going forward. This was the first step in better clarifying the differences between the two volunteer groups, working on ways to better communicate between the volunteer groups, and deciding how and when the two groups could join in mutual training sessions with the minister. (Our next step needs to be clearer communication with the congregation about which volunteer group to contact under which circumstances.) This coming church year, the two groups plus the minister plan to meet together on a quarterly basis for ongoing training. Meanwhile, the two chairpersons (Lynn Hanson and Lauren McAlister) will meet either with each other or with the minister on a monthly basis to coordinate services to those we are serving.

Lynn Hanson, Chair

PERSONNEL COMMITTEE

UUCWC has reached a tipping point in terms of both the congregational energy available for furthering the strategic vision and in addressing a long term member growth/loss pattern. The In-Between Church: Navigating Size Transitions in Congregations by Rev. Alice Mann provides wonderful background information for UUCWC as we work to move past the size plateau we have struggled with for the last several years. The combination of our strategic plan and these critical lessons learned in the field of congregational growth helped inform our short term personnel decisions in the spring of 2015 and will inform future long term staffing decisions as we live into our strategic vision. How quickly we make all these transitions/changes is up to the congregation – the call for transition/change has already occurred.

In church year (cy) '14/15, the Personnel Committee experienced a fairly seamless leadership change in January 2015 as Lou Csabay transitioned his energy to leadership of the Stewardship effort and Regina Podhorin Zilinski stepped in as Chair of the Personnel Committee. Membership of the Personnel Committee at the time included Jeana Bateman, Scott Drew and Jane Shafer. In addition, Bill Cox served as the Board Liaison, and George Faulkner, Pam Shadzik and Loren McAlister as consultants on an as-needed basis. As of June 2015, Jane Shafer retired from the Committee and Marty Friedman was added as a member. The work ahead will require additional new members who can help design a staffing pattern that is best suited to growth and organizational development.

Accomplishments include:

- Identification of criteria for short term staffing changes that helped the board make reasoned decisions to move UUCWC forward at a pace that is sustainable both financially and culturally.
- Engaged the board, volunteer leadership and “legacy” leaders in robust discussion about both cultural and staffing changes in a manner that was healthy, engaging and productive. The Chair of the Personnel Committee, along with board leadership, held several in-person and conference call focus groups to review potential staffing changes and to discuss the implications of staffing for member growth and leadership development. The

results of those discussions were incorporated into the final recommendations to the board for staffing changes in the cy '15-16 budget.

- Addition of two new part time positions for the next year including a 10 hour per week Office Assistant and a Sunday Sexton. The Personnel Committee will evaluate the effectiveness of adding these positions and make adjustments to the job descriptions as necessary.
- Upgraded the job description, hours and hourly rate of the existing Office Administrator to reflect the growth in responsibility that had already occurred and was clearly needed to support committee functioning and church back office functions. This position has changed dramatically over the last two years and is pivotal in supporting and sustaining new member growth and current member engagement.

Plans for 2015-2016

- The Personnel Committee will join with the leadership of other church committees to further study how UUCWC can and should transition to a fully integrated Program Sized Church. We will add new members to the Committee who can help us “think outside the box” on organizational structure and develop a long term staffing plan consistent with our strategic vision.
- In addition, the Committee will review, revise and develop more sophisticated Personnel systems and processes that are better suited to support staff growth and changing staff/volunteer leader relationships.
- Finally, the Committee will evaluate staffing changes made in July 2015 and prepare a report for the congregation and board on lessons learned and changes needed in cy '16-17.

Regina Podhorin Zilinski

RENTAL REPORT

Rentals, which fall under the Finance Committee, generated over \$10,000 in income for the 2014-2015 year. Renters included the Hopewell Valley Chorus, Concerts at the Crossing, Soup to Nuts Catering, and Open Way Learning.

Prospects for 2015-2016 are somewhat diminished. The Soup to Nuts caterer has retired; Concerts at the Crossing is ending and will only have two concerts this year; and Hopewell Valley Chorus has found a larger venue for their concerts, needing us for only two rehearsals in the upcoming year. While some rental income comes from weddings and parties held at UUCWC, and has been a source of income in the past, new restrictions from our insurance carrier (every renter, even members, carry event liability insurance for parties or events) may impact this type of rental in the future.

As always, the Rental facilitators will strive to ensure that the rental of our Church will not impact the availability of the building for use by UUCWC for meetings and events.

RIGHT RELATIONS COMMITTEE (FORMERLY COMMITTEE ON MINISTRY)

The Right Relations Committee (RRC) comprises six members and the Minister. RRC promotes peaceful and constructive dialogue in line with UUCWC's Covenant of Right Relations. When needed, RRC acts as a facilitator towards resolution during interpersonal conflicts and addresses concerns about disruptive or inappropriate behavior. RRC seeks to understand the congregation's overall ministry and makes recommendations to the Board and Minister when areas of congregational life are in need of development and care. Members of RRC are available to listen with an open heart to congregants who have a need to share concerns.

Current members of RRC are Heather Edwards, Peter Rafle, Nina Todor, Mike Makowsky, Michele Downie, and Scott Umlauf. Nina and Peter will leave RRC this year, and new members Bob Alt and Lori Rahn will join.

This was the first year of Kim Wildszewski's settled ministry at UUCWC and was characterized by her transition into our church family. She dealt with the ongoing work to clarify church processes, roles and responsibilities, as well as helping us focus on our growing size and what that may mean in our future focus.

Some of the year's foci are listed below:

- An existing issue of clarity of responsibility between two church committees/ministries ; these committees are under restructure. RRC was also involved in the resolution of an ongoing issue along with Rev. Kim's input and action. Our ability to document any other issues is limited due to confidentiality constraints, but a method to retain information was developed and now being used in order to access details of recurring issues.
- RRC conducted the church service on September 21, 2014. During that month the focus was on what it means to be a People of Promise. We spoke about how that promise affected our role on RRC. Leading a church service is an annual activity through which RRC focuses on what the committee does, reinforces the principles of living in right relations and heightens awareness of this ministry within the church.
- Nov 8, 2014 RRC sponsored a workshop lead by LoraKim Joyner on Compassionate Communication. There were 23 attendees. The workshop received good reviews and we plan another workshop, *The House of Healing*, in the fall of 2015.
- RRC's re-naming: realizing we are in actuality a Right Relations Committee as defined by the UUA, we are currently in the process of introducing the name change to the congregation.
- RRC continues to work on the Procedure part of the Policy and Procedure documents; this process is in its final stages.
- We desired to learn more about conflict management as a committee, and we wanted to continue training ourselves on how to handle conflict, therefore we committed to reading chapters from the book *Conflict Management in Congregations* by David B. Lott and S.B. Leas. We read a chapter between meetings and devoted time in each meeting to discuss what we read and learned.

- In July 2015 RRC will hold its yearly retreat. New members will be welcomed, the former co-chairs will bid their adieu and the committee will start anew. An agenda for the year and the committee's focus will be introduced.

SAFE CONGREGATION TEAM

The Safe Congregation Team (SCT) has the responsibility for monitoring the implementation of the Safe Congregation Policy and creating written Procedures implementing this policy, which is intended to protect the physical, sexual, and emotional well-being of all who come to UUCWC, especially children and youth, in particular those involved in our Religious Education programs.

Here are a few facts about the Safe Congregation Team:

- The SCT was formed in 2013
- The SCT met five times in the 2014-2015 year
- The current Safe Congregation Team members are Heather Edwards, Keelan Evanini (chair), Kathy Frey, Michelle Hunt, Robin Pugh, Dan Tuft, Rev. Kim Wildszewski
- Keelan Evanini became chair of the SCT in December, 2014
- Dan Tuft joined the SCT in March, 2015

The three main accomplishments of the SCT in the 2014-2015 year were as follows:

1) Switched to a new provider of background checks

We determined that it could be beneficial to find a new provider of background checks for UUCWC employees and volunteers who work or volunteer with children and youth, and we conducted research on a variety of providers of state and federal background checks. We compared a variety of providers on the following qualities: usefulness of information provided, thoroughness of background check, cost, and administrative effort required. After this review, we decided to switch to First Advantage in February, 2015, and Robin Pugh has been obtaining background checks from them since then.

2) Drafted Disruptive Behavior Policies and Procedures

The SCT drafted policies and procedures for handling instances of disruptive behavior, which is defined as behavior that causes concern for safety or for the overall well-being of the congregation. In drafting these policies and procedures, the SCT was guided by the UUCWC's Covenant of Right Relations and an intention to respond to disruptive situations fairly and without prejudice. The draft of the Disruptive Behavior Policies and Procedures was reviewed by the Right Relations Committee and presented to the UUCWC Board of Trustees in June.

3) Applied for and received a grant from the Endowment Fund to improve cell phone coverage

In order to address potential safety concerns due to unreliable or nonexistent cell phone coverage inside the UUCWC building, the SCT applied for a grant from the Endowment Fund (together with the Technology Team) with the goal of improving cell phone coverage through the use of cell phone boosters. The grant was approved, and we are currently researching which cell phone carriers and networks have the worst service and investigating options for installing a cell phone booster.

SOCIAL ACTION/JUSTICE COMMITTEE

The Social Justice Committee (SJC) organizes and implements social justice projects that enable the UUCWC community to serve the larger community. We also offer assistance to others to implement their own projects. We recommend to the Council for Faith in Action (CFA) deserving organizations to support, using 50% of the Sunday plate collection. Our projects and donations help UUCWC become a dynamic, recognized force in our community by assisting those in need.

Loaves and Fishes: The Loaves and Fishes project is the largest Social Justice Committee undertaking each year. This year, 85 members volunteered to help. Tasks ranged from cooking and serving food at St. Mary's Cathedral, to making brownies and peanut butter and jelly sandwiches for the attendees to take home in bag lunches. UUCWC members always step up and make this annual event a success. Working with the Princeton UU Congregation, we prepared 800 bag lunches for Loaves & Fishes on Friday, March 27, at UUCWC and prepared and served a hot meal to about 500 homeless and low income people on Saturday, March 28th, at St. Mary's Cathedral in Trenton.

HomeFront Back to School Backpack Project: We supported children from HomeFront by participating in the Back to School Backpack project. UUCWC volunteers provided a record number of 28 children with new clothing, shoes, school supplies and backpacks to help them get off to a good start for the school year.

HomeFront Family Preservation Center: Susan Irgang, Juliet Marlier, and Ronnie Dobrowolski did the shopping this year, and CFA provided the funding. UUCWC sponsors a room at the HomeFront Family Preservation Center. Twice a year, we provide home furnishings, such as linens, towels, lamps, and other items. The families take these items with them when they are placed in permanent housing. The Family Preservation Center provides a safe haven with private family rooms. Comprehensive programs and services help homeless families break out of the cycle of poverty.

Thanksgiving Dinners: Each year UUCWC provides a complete Thanksgiving dinner (including a turkey) for each HomeFront family to prepare. This year we delivered 42 dinners to HomeFront families.

Trenton Area Soup Kitchen (TASK): We delivered 28 frozen turkeys during this year’s holiday season to the TASK facility. We also donated corn and cookies left over from the Loaves and Fishes meal and 200 cans of food that were collected as part of Rev. Kim Wildszewski’s installation service. Our total cash contribution (from the plate) to TASK was \$1000.

Morrisville Food Center: The Food Center housed in the Morrisville Presbyterian Church supplies bags of groceries to disadvantaged persons in Morrisville and Trenton. We are one of the center’s largest cash donors with an annual contribution of \$1500 from the Sunday collection. In addition to our cash contribution, UUCWC members contribute time each week working at the Food Center taking on tasks, such as coordinating volunteers and loading shopping bags with food. Many members of the congregation generously donated food to the year long “Don’t Come to Church Empty Handed” food drive for the benefit of Morrisville Food Center. The food is delivered to the Center twice a month.

Recommended Donations: UUCWC earmarks 50% of the Sunday collection to Social Justice causes. Contributions to TASK (\$1000), The Morrisville Food Center (\$1500), the Coalition for Peace Action (\$300), Loaves and Fishes (\$1800), and the Religious Coalition for Reproductive Choice (\$300) were requested by the Social Justice Committee.

Social Justice Committee Transitions

I have completed my third year (2014-2015) as chair and am indebted to Ronnie and Ed Dobrowolski for their continued guidance and support. I would like to express my appreciation to the Council for Faith in Action and the dedicated members and friends of the congregation who have supported UUCWC’s social justice projects.

Mary Kay Mitchell, Chair

STEWARDSHIP COMMITTEE

“One Hundred Years of Gratitude for Our Spiritual Home”

The UUCWC Stewardship Committee is pleased to announce the 2015-2016 Congregational Pledge Campaign, *One Hundred Years of Gratitude for our Spiritual Home*, will begin on Stewardship Sunday, March 22, and continue through Sunday, April 12, the day of Rev. Kim's Installation. The campaign is seeking to achieve 100% participation and raise the monies necessary to fully fund UUCWC’s 2015-2016 budget, which we estimate at this point will reach about \$450,000.

Our Theme

Whether UUCWC provides you with a sense of community, a forum for social action, personal comfort, worship, educational or support groups, and/or a place for renewal, it is first and foremost our spiritual home. UUCWC provides a haven for:

- Children seeking to explore their own sense of religious awe and wonder in a non-judgmental, loving and supportive place.
- **You**, because you are accepted as who you are right now, and encouraged to continue your journey to become the person you want to be.
- **All** seeking spirituality and who can support our humanistic principles.

Because we are in a financially healthy place right now, the Board of Trustees was able to vote to give the entire plate from Selma Sunday to the Unitarian Universalist Association's James Reeb Fund for Multicultural Ministries and Leadership. If we are financially healthy:

- We are able to pay for the *Our Whole Lives* curricula that creates sexually healthy and educated young people and Adult Religious Exploration materials that offer spiritual deepening and connection.
- We are able to pay for our parking lot to be cleared on snowy Sundays and then meet for worship, heat and cool and maintain our building.
- We as a congregation are able to "tith" to the outer world - giving financial support to our denomination's programs and to our Food Ministry, to the UU Legislative Ministry of New Jersey, to help fund future trips to rallies, and to our upcoming church-wide social justice initiative.

In our giving, we express gratitude for what UUCWC has given to each of us and the greater community, and what we will build in the future to nurture our spiritual home. We have initiated a new membership development program, *Roots and Wings*, designed to educate newcomers about our faith tradition and welcome them into our community and congregation.

And in keeping with our theme, we will be Celebrating our Centennial beginning in September and continuing through our hundredth birthday in April 2016. We will have some very special celebrations and commemorations of our church, congregation and outside community organizations we serve and support.

What is Your Fair Share?

It takes money to sustain our church and its mission to "create community, celebrate life, and change the world." *In simple terms, it takes about \$2,000 per household to cover annual operations.* This includes our mortgage, utilities, maintenance, staffing, fees, denominational support, insurance and other expenses normal and emergent as they arise during the year. While ever aware of individual and family circumstances that affect the ability to financially support us, we are suggesting 2.5% of income as a general guideline when considering your pledge to sustain our community and spiritual home.

How Do I Make My Pledge?

We are blessed to have the dedication and commitment of a core of ten hard-working and enthusiastic members, including Pam Shadzik, Bernie Ruekgauer, Mike Hanson, Tony Panzetta, Marilyn Cichowski, Joe Schenk, Marty Friedman, Bud Johnson, Lori O'Neil and Lou Csabay. Supplementing the team are strong and experienced advisors including Lynne Quinto, George Faulkner, Jim Sanders and Jim Erb. The team will be reaching out to congregants in a number of ways over the next few weeks.

Beginning on Stewardship Sunday, March 22nd, and for the following three Sundays, tables will be set-up in the foyer and Crossings Room. The tables will be staffed by committee members who can assist you in the pledge process. If you pledged in the past year, an envelope containing your pledge form along with the amount of last year's pledge will be available. Those pledging for the first time can pick up a form and drop it off in boxes conveniently provided at the tables. An online pledge form will also be available on our website. You may then pay your pledge on a monthly or quarterly basis, in a lump-sum, or in whatever manner best works for you.

What will I receive in exchange for my pledge?

In addition to having a spiritual home and supporting its mission, you will also receive:

- A chance to live out your UU values, and the feeling of peace and contentment this affords.
- Knowing that your giving matters and that ALL of our UU friends, staff and leaders are grateful for YOUR generosity.
- A feeling of total accomplishment, knowing that through you and the UUCWC community, our spiritual home will continue to flourish for another hundred years.

Lou Csabay, Chair

WORSHIP ASSOCIATES

Worship Associates Mission and Vision: It is the mission of the Worship Associate Committee of UUCWC to facilitate and create worship services that support and enhance the vision and mission of this liberal faith community and of Unitarian Universalism. We work with the minister or guest speaker to plan and / or conduct worship services. It is the vision of the Worship Associate Committee of UUCWC to create and support communal worship that promotes our UU principles, values and history.

Members – Retiring 2014-2015

Member	Start Date	Retirement date
George Desser	5/1/2010	9/1/2014
MJ Hansen	9/1/2010 (Chair from 7/2012)	7/1/2015
Penny Gardner	9/1/2011	9/1/2014
Rich DiGeorgio	7/1/2011	7/1/2015
Bonnie Ruekgauer	9/1/2011	9/1/2015
Jim Bicksler	9/1/2012	6/1/2015
Frank Holstein	9/1/2012	9/1/2015

Members – Ongoing 2015

Member	Start Date
Terry Caton	2/1/2013
Marianne Alt	9/1/2013 (Co-chair from 6/2015)

Susann Mullins	10/1/2013
Pete Rafle	7/1/2014
Joe Schenk	7/1/2014
Jayne Trott	8/1/2014 (Co-chair from 6/2015)

Members – Joining 2015

Member	Start Date
Michele Ruopp	7/1/2015
Lynne Molnar	7/1/2015
David Anderson	7/1/2015
Jim Sanders	9/1/2015
Anne Sears	9/1/2015

Robin Pugh, DRE; Caryl Tipton, Director, Music Ministry; and Karen Coleman, Sound chair have been regular members of the committee. Rev. Kim Wildszewski has attended meetings since beginning as our Settled Minister in August 2014.

- Our WAs continue to assist in producing high quality Sunday morning Services.
- A Retreat was held on 5/31/2015 to celebrate the service of several of our Worship Associates who would be retiring soon.
- We successfully used theme-based ministry throughout 2014-15. Soul Matters suggestions have been used as a guideline to selecting monthly themes. We continue to experiment with ways of incorporating the Soul Matters materials into our monthly WA meetings.
- Rev. Kim has begun to lead discussion based on sections from the book *Worship That Works* during some of our monthly WA meetings, with the goal of improving key elements of the service and increasing “spiritual resonance of worship”.
- There has been some experimentation with order of service and currently we have the lighting of Candles of Fellowship at the start of the service, and the financial affirmation later, after the sermon and reflective music.
- Worship Associate supplies have been cleaned out and reorganized; a few items are stored in the minister’s office, holiday decorations are still in the closet behind the office of the Director of Music Ministry, the rest is in the WA supply cabinet.
- MJ set up a Google Drive specifically for WA use.
- One service at 10 a.m. began the week before Memorial Day (5/17/2015) and will end two weeks after Labor Day (9/20/15). September 13 will be our Ingathering Water service.

TREASURER’S ANNUAL REPORT 2014-15

Well! Yes, after some tough years, we are now financially well. As of June 30th, we finished the 2014-15 budget year with preliminary surplus of \$13,859, the first surplus in three years.

Unitarian Universalist Church at Washington Crossing
Annual Report 2014–2015

Total income was \$411,876 (vs. a budget of \$400,475), and total expenses were \$398,016 (vs. the budgeted \$408,986). The actual result was in fact better by over \$22,000, as the budget projected a final deficit of \$8,511.

Total pledge and unrestricted gift income was \$311,467 or \$4,700 above budget. This amount includes the great Year-End Gift result of \$16,788. Pledges themselves came in at \$294,152, about \$7,500 under budget. (Note that total pledge income reported in our accounting system typically does not match what the Stewardship Committee reports, since our figures are based on deposits made by June 30th.)

Other income highlights:

- Plate income totaled \$29,393, with \$15,333 going to Council for Faith in Action charities, and \$14,060 allocated to church operations. \$25,000 was budgeted.
- Fundraising raised \$51,169, including \$46,051 from the auction. Of the remaining income, \$2770 came from airport and other transportation runs, and \$1443 from our “commissions” from Amazon orders using our web link. Overall, Fundraising has unfortunately been too heavily relied upon for our operational income.
- The other main sources of income this past year included Adult RE (\$5792), rentals (\$10,295), and sales of solar panel credits (\$2,139).

Expenses were almost \$11,000 below budget, primarily because we did not have to spend most of the \$11,260 budgeted for the minister’s health insurance. Fortunately, Rev. Kim was able to enroll in her partner Tara’s health plan. Other staff expenses were essentially on budget.

- Thankfully, routine building and kitchen expenses (totaling \$11,114) finished under budget by almost \$4,400.
- Grounds spent \$6902, under budget by about \$1300. However, this was about the amount that our insurance costs actually exceeded our budget. We changed the church’s property and casualty insurance this July first, saving about \$800 over what we would have been spending for 2015-16. Total insurance costs have increased over the past few years, largely because of our larger staff salary budget (which drives workers’ compensation costs, and P&C carriers raising rates for most clients.
- Utility (gas and electric) costs ran to \$10,105 and exceeded budget by \$1,105, due to another exceptionally cold winter.
- Program expenses were over budget by about \$2000, due to our need to pay early deposits, totaling \$2000 for our Centennial celebration venues during 2015-16.
- UUA and District dues, and our mortgage payments were about on budget, as expected.

Operating Budget Results

Final 2014-15 Income		Budget	Actual	Difference
A. Plate, Pledges, & Other Gen'l Gifts				
	Plate - Portion to CFA	12,500	15,333	2,833
	Plate - Other (Excl. CFA)	12,500	14,060	1,560
	Total Plate	25,000	29,393	4,393
	Late Pledges for Prev. Yr.	1,000	1,665	665
	Pledges for Current Year	310,000	292,487	(17,513)
	Offset for Uncoll. Pledges	(9,300)	0	9,300
	Total Pledges	301,700	294,152	(7,548)
	Gifts - Not Year-End	0	527	527
	Gifts - Year-End Holidays	5,000	16,788	11,788
	Total Plate, Pledges & Gen'l Gifts	331,700	340,860	9,160
B. Fund-Raising				
	Airport Trans	3,000	2,770	(230)
	Amazon Web Link Sales	1,200	1,443	243
	Auction	35,000	46,051	11,051
	Musical Events	1,200	0	(1,200)
	Cookbooks	100	0	(100)
	Holiday Plants	300	377	77
	IGive Income	75	72	(3)
	Spring Flower Sale	175	244	69
	Install. Fundraiser	5,000	0	(5,000)
	Other	4,750	76	(4,674)
	"It's Nutts" Dinners	200	136	(64)
	Total C. Fund Raising	51,000	51,169	169
	C. Adult RE Fees	6,000	5,792	(208)
	D. RE - Children/Youth Donations	0	595	595
E. Other Income				
	Community Building	0	146	146
	CFA/Social Action Donations	0	60	60
	Fellowship (Coffee Hour)	0	392	392
	COM Seminar Registration	500	0	(500)
	Memorial Services	0	150	150
	Misc. Income	2,000	130	(1,870)
	Endowment Income	0	50	50
	Total H. Other Income	2,500	928	(1,572)
	F. Building Rentals	8,000	10,295	2,295
	G. SRECS (Solar Credits)	1,200	2,139	939
	H. Interest & Dividends	75	98	23
	Total Income	400,475	411,876	11,401

Final 2014-15 Expenses		Budget	Actual	Difference
A. STAFF				
	Total - Minister	118,278	111,975	(6,303)
	Total - DRE	69,300.0	68,895	(405)
	Total - Office Manager	28,907	29,048	141
	Total - Music Director	13,456	13,456	0
	Total - Sexton	12,802	12,845	43
	Total - Accompanist	<u>8,876</u>	<u>4,301</u>	<u>(4,575)</u>
	Total A. STAFF	251,619	240,521	(11,098)
B. OPERATIONS				
	Accompanist (outside contractor)	0	1,870	1,870
	Bldg Capital Fund Accrual	6,000	6,000	0
	Building Maint. (non-kitchen)	11,000	8,615	(2,385)
	Bldg. (skylights, etc.)	3,000	1,140	(1,860)
	Kitchen Expenses	<u>1,500</u>	<u>1,359</u>	<u>(141)</u>
	Total Building Maintenance	15,500	11,114	(4,386)
	Childcare Expenses	3,660	3,146	(515)
	Grounds	8,162	6,902	(1,260)
	Total Wkrs Comp and P&C Ins.	7,000	8,323	1,323
	Total Copier/Printer Lease & Use	3,403	3,278	(125)
	Office Expenses	2,100	1,584	(516)
	Technology	1,050	1,438	388
	PayPal Service Fee	700	1,053	353
	Personnel/Recruiting	300	0	(300)
	Relocation Expns (Minister)	3,000	2,603	(397)
	Stewardship	450	932	482
	Telephone	2,385	2,725	340
	Trash Collection	1,424	1,498	74
	Treasurer's Expenses			
	Payroll Service Charges	1,038	768	(270)
	Check stock, fees, etc.	<u>275</u>	<u>261</u>	<u>(14)</u>
	Total Treas. Expenses	1,313	1,029	(284)
	Utilities			
	Electric	5,000	4,742	(258)
	Gas	4,000	5,363	1,363
	Total Utilities	<u>9,000</u>	<u>10,105</u>	<u>1,105</u>
	Total B. OPERATIONS	65,447	63,601	(1,846)
C. PROGRAM				
	Adult RE	6,000	5,282.2	(718)
	Board of Trustees	200	573.9	374
	Caring Ministry	0	87.6	88
	Centennial Events - deposits	0	2,000.0	2,000
	Committee on Ministry	500	655.6	156
	Communications	1,440	489.2	(951)
	Community Building	200	331.6	132
	Council on Faith in Action	12,500	15,333.0	2,833
	Endowment Committee	100	0.0	(100)
	Membership	400	585.9	186
	Music	1,383	1,499.9	117
	Religious Educ.	3,375	4,143.0	768
	Install. (\$2500 pd by Endw. grant)	6,500	3,559.8	(2,940)
	Worship	<u>1,500</u>	<u>1,530.7</u>	<u>31</u>
	Total C. PROGRAM	34,098	36,072.4	1,974
D. DENOMIN. SUPPORT (237 membs.)				
	UUA Ann'l Program Fund	14,220	14,220	0
	UUA Metro NY District	<u>6,636</u>	<u>6,636</u>	<u>0</u>
	Total D. DENOMIN	20,856	20,856	0
E. DEBT SERVICE (Mortgage)		36,966	36,966	(0)
	Total Expense	408,986	398,016	(10,970)
	Net Income (Deficit)	(8,511)	13,859	22,370

Reserves

Reserve Accounts	As of 6-30-14	Year To Date		June
		YTD Income	YTD Paymts	As of 6-30
Building Capital Improvement Fund	\$44,978.67	\$9,703.17	\$8,705.50	\$45,976.34
Funds - Restricted				
Book Sales	\$1,962.67	\$0.00	\$1,962.67	\$0.00
Total CFA Funds (incl. Homefront)	\$6,048.91	\$14,144.80	\$15,399.26	\$4,794.45
Endowment Reserve	(\$93.21)	\$13,750.00	\$11,770.07	\$1,886.72
Memorial Garden Fund	\$2,863.98	\$0.00	\$0.00	\$2,863.98
Rental Key Deposit	\$20.00	\$0.00	\$0.00	\$20.00
Special Program Funds				
Samstone Lecture	\$1,431.71	\$6,125.00	\$3,932.00	\$3,624.71
Deb Couch Memorial Fund	\$0.00	\$1,070.00	\$615.68	\$454.32
Coming of Age Group	\$0.00	\$1,677.00	\$1,453.16	\$223.84
Food Ministry	\$1,954.05	\$2,161.00	\$1,649.65	\$2,465.40
GA Scholarship	\$250.00	\$0.00	\$250.00	\$0.00
Homefront Holiday Party	\$236.09	\$2,163.00	\$1,785.00	\$614.09
Hymnal Fund	\$20.00	\$30.00	\$50.00	\$0.00
Living Tradition Fund	\$0.00	\$3,106.00	\$3,106.00	\$0.00
Kirkridge (Fall Retreat)	\$462.77	\$5,400.00	\$5,408.50	\$454.27
Minister's Discretionary Fund	\$427.59	\$0.00	\$300.00	\$127.59
Room 203 Renov. (ROMEOS)	\$2,750.00	\$1,303.00	\$3,458.23	\$594.77
Sustainability (Earth Ministry)	\$1,383.39	\$3,668.66	\$2,552.84	\$2,499.21
Video System (Sanctuary)	\$0.00	\$1,000.00	\$0.00	\$1,000.00
Total Special Program Funds	\$8,915.60	\$27,703.66	\$24,561.06	\$12,058.20
Total Funds - Restricted	\$19,717.95	\$55,598.46	\$53,693.06	\$21,623.35
Pledge Payments for Next Year		\$6,390.00	\$0.00	\$6,390.00
Reserves Subtotal	\$64,696.62	\$71,691.63	\$62,398.56	\$73,989.69
Plate Income to Transfer To CFA Reserve				\$0.00
YTD Oper. Budget Surplus (Deficit)				\$13,859.49
Total Non-Endowment Bank Funds	\$129,879.77			\$179,647.43
Available Cash Reserve*	\$65,183.15			\$119,517.23
Change				\$41,928.04
Budgetted Monthly Expenses	\$34,082.17			\$34,082.17
# of Months of Expenses Covered	1.9			3.5
*Bank Funds + Op. Surplus - Plate \$ To Transf. To CFA				

While most of our income and spending appears in our operating budget, we also currently maintain several reserve funds for special purposes. The above summary shows reserve fund income and outflows for the year, and final bank account balances as of June 30th. As this activity shows, in addition to contributing pledges, plate donations, and other amounts that appear as operating income, members and friends of UUCWC also make generous contributions

to the Food Ministry, Sustainability fundraising, and other activities and causes. Special Program funds brought in \$27,704, including \$6125 for the fall Samstone Lecture, \$5400 for the Kirkridge Fall Retreat, and \$1303 from the ROMEOS guys (in addition to contributing \$2750 in the previous year) for completing the Room 203 renovations.

An important measure which evidences our financial health is the ratio of our various bank account funds to average monthly expenses. At the end of this June our funds are sufficient to cover 3.5 months of expenses – the highest this figure has been in a few years.

Acknowledgments

As I complete my 4 years as Treasurer, I want to thank the members of the Finance Committee, Board of Trustees, Stewardship Committee and others who have provided great support and guidance. In particular, I am very grateful that Lynne Quinto has agreed to succeed me in this position and very much appreciate her leadership of the Finance Committee over the past four years. Also, as noted in past years, our office manager, Susan Irgang has provided invaluable support by paying many of our internal expense reimbursements and vendor bills. This not only splits up the work effort, but also enables each of us to review the other's transactions in our QuickBooks financial software. Further, it means we each have back-up copies in the event something happens to one of us or our computers. Finally, it allows each of us to be absent now and then while keeping the bills paid.

While it's good to take a rest from the treasurer position, I will sincerely miss the interaction with a wonderful group of caring and dedicated people, as well as also the chance to participate in some of the important decisions that the leaders of our congregation have to make as we continue to thrive and grow. Being a treasurer is not the easiest volunteer position to take on, but it is certainly one of the most satisfying and influential, and puts one right in the middle of the day-to-day operations of UUCWC staff and committees. I would certainly encourage others who might initially "run away" from the opportunity to become treasurer to see it from this perspective.

George Faulkner, Treasurer