

Annual Report for Adult Faith Engagement

Group Leader: Robin Pugh

Group Members: Susan Colket, Peter Doyle

This pandemic year, we asked all of our ministries, committees, and teams these questions:

1. How did your group adjust this year, and what helped your ministry survive?

We adjusted very well. All classes were virtual.

We followed *Simple Church* and focused on small groups for the congregation.

In the yearlong classes: six new Chalice Circles were formed. Six new facilitators were recruited and trained. Three different Wellspring classes took place: *Sources*, *Deep Questions*, and the alumni group.

Additionally, we offered classes taught by Rev. Kim: *Coming into Connection*, *Learning to Pray*, and *Lectio Divina*.

For the people who chose to participate, Adult Faith Engagement was key to keeping the congregation involved and connected during this pandemic year.

2. Were there unexpected learnings about the purpose of your group or how you work?

We saw how important Adult Faith Formation is in forming relationships in the congregation and modeling how to “do” Unitarian Universalism. Since the facilitators are modeling how to “do” UU, they must be trained.

3. What are your hopes for the year to come?

We will offer Chalice Circles in both virtual and in-person formats (but not for the same group).

We will offer UU parenting classes, key to developing faith formation at home.

We will continue to offer Wellspring.

We are looking for several Anti-Racist, Anti Oppression, Multicultural (AROMAC) classes to offer next year, that meet people where they are on the spectrum of AROMAC work.

We need more facilitators besides Rev. Kim and Robin.

We are thankful for the work of Susan Colket and Peter Doyle. When we are back in person, we will recruit more people to be on the committee.

Annual Report for Archives Team

Group Leader: Parker Cohen

Group Members: Parker Cohen, Ronnie Dobrowolski, Betsy Young

This pandemic year, we asked all of our ministries, committees, and teams these questions:

1. How did your group adjust this year, and what helped your ministry survive?

We are on total hiatus. We are not allowed to do any of our work because we are not allowed in the building due to safety concerns. The archives is still there, and people in the congregation occasionally ask me questions. So I have faith that we will be able to reform and continue once we are allowed back. I feel that we do matter, because of those questions and because we are invited to Church Council meetings.

2. Were there unexpected learnings about the purpose of your group or how you work?

We didn't learn anything new and no work was possible.

3. What are your hopes for the year to come?

We hope to get back into the building, to find a time to work together, to find additional congregants that are interested in the archives, and to be able to answer congregation members when they have historical questions about the congregation.

Annual Report for Auction Team

Group Leaders: Barbara Drew, Connie Schofer, Lori O’Neil, Lynda Shapiro, Lynne Quinto, and Marcia Wittmann, Co-Chairs

Group Members: Chris Piatek, Bonnie Gilbert, Joan McCloughan, Leslie McGeorge, Mike Muccioli, Simone Niemczura, Lori Rahn, Karen Scheick, Roger Shapiro, Jackie Thomas, Linda Vogt; Wendy Stasolla as Fundraising Chair; others are copied on our emails.

This pandemic year, we asked all of our ministries, committees, and teams these questions:

1. How did your group adjust this year, and what helped your ministry survive?

Teamwork, coordinating via emails and Zoom, and volunteers who have had years of assisting with various aspects of organizing the auction helped our ministry survive. We had one year of experience with an online auction to give us a good foundation for improving.

2. Were there unexpected learnings about the purpose of your group or how you work?

There was nothing unexpected. We knew that many aspects of organizing the auction work better in person, whether it is presenting info in the lobby or Crossings Room, or holding the event in person.

The highlights of this year were:

- Successfully raising a projected amount of \$35,000 in net proceeds, thereby meeting and exceeding the target budget amount of \$31,050 (originally set at \$37,500 and reduced due to this year’s surplus). This enabled a contribution to Bucks County Opportunity Council, the social justice group designated by the Council for Faith in Action as the recipient, all thanks to our many contributors, buyers and bidders.
- Hosting our second online auction with improved features and smoother logistics, and superb graphics for each and every one of the items (over 250 total).
- Sponsoring a preview party, with how-to demonstrations, musical entertainment by RUNA and Juan & Sara del Castillo, and a congregational “PetPourri” slide show.
- Successfully soliciting businesses and receiving donated gift cards from 21 different businesses—most of which were due to efforts by Joan McCloughan.
- Preparing weekly announcements with a unique message most weeks, with the assistance of Christine Piatek, and posting information on Facebook.
- Having both new and continuing personnel: Marcia Wittmann assisted with the database contribution entries as well as *CrossCurrents* articles; Christine Piatek assisted with weekly announcements; Lynne Quinto assisted with the website, online information custom content, and booklet proofing; Lori O’Neil provided many custom graphics for the items online and produced the booklet; Lynda and Roger Shapiro coordinated the Auction Preview Party; Connie Schofer advised on all aspects and assisted with database entries; and Barbara Drew coordinated all team aspects and database entries.

The challenges this year were:

- Involving all the willing team members in meaningful ways, due to limited tasks available and more administrative database tasks.
- Reaching out and soliciting contributions online in a still-uncertain environment. Donors and buyers were somewhat discouraged with postponed events, making new events challenging to host as well as attend.
- Communicating the auction message without any in-person explanations, relying strictly on emails or occasional announcements during the service.
- Distributing auction winnings with the church facility closed.
- Enabling Connie Schofer to transition off the auction leadership team after 13 years of excellent service!

3. What are your hopes for the year to come?

We will:

- Continue to utilize online bidding, for the ease in financial accounting and other record-keeping, and for increased equitable access to buyers and bidders.
- Explore ways to hold some form of in-person celebratory gathering.

Annual Report for Board of Trustees

Group Leader: Nathalie Edmond, President

Group Members: Sue Saddlemire, Vice President; Jim Sanders, Treasurer; Colleen McCourt, Secretary; Patrick Kahney, Jamie Evanini, Jeff Lang, Michael Waas, Michael Howe-Smith, Trustees

This pandemic year, we asked all of our ministries, committees, and teams these questions:

1. How did your group adjust this year, and what helped your ministry survive?

We continued to meet via Zoom for our meetings. We looked at finances and made decisions about keeping the church closed on a quarterly basis. We worked with various ministries and committees to have a collaborative approach. We continued to work on consensus building in decision making.

2. Were there unexpected learnings about the purpose of your group or how you work?

We learned that it is helpful to have various different talents and abilities on the Board and committees. We continue to struggle with filling key roles, such as Finance roles. We learned that there are some conservative approaches to finance that may inhibit growth and staffing needs while keeping us financially healthy. It takes a number of months for new Board members to feel comfortable stating their opinions, which speaks to perhaps a need for a different onboarding process/leadership development.

3. What are your hopes for the year to come?

We are hoping for the opening of the church in phases, expanded staffing and technology to meet the needs of hybrid church and to get clarity around the next steps for the capital project.

Annual Report for Building Committee

Group Leaders: George Faulkner, Mary Acciani

Group Members: Task volunteers as needed.

This pandemic year, we asked all of our ministries, committees, and teams these questions:

1. How did your group adjust this year, and what helped your ministry survive?

The adjustment was easy, since the building was closed and needed minimal maintenance. Plus, some tasks were put off in the expectation of construction starting for the capital expansion project. The support of our congregational administrator being available for any necessary vendor visits and providing onsite observation of any potential issues made things easier as well.

2. Were there unexpected learnings about the purpose of your group or how you work?

None.

3. What are your hopes for the year to come?

We hope:

- To find another chairperson, or at least a co-chair, for Building.
- To start construction on the expansion, and that it does not produce unexpected complications in relation to the desire to get back to using the building.
- To be able to manage the reopening of the building while maintaining any cautions still needed due to the gradual end of the pandemic (e.g. cleaning, especially related to classroom use for faith engagement classes, and good ventilation).

Annual Report for Capital Campaign/Project Steering Committee

Group Leaders: Jayme Trott and Susan Vigilante

Group Members: Farzad Shadzik, George Faulkner, Steve Saddlemire, Mary Acciani, Susan Irgang

With Additional Input From: Jim Sanders, Roger Shapiro, Ed and Janessa Urwin, David Schumann, and our Board Liasons, Jeff Lang and Michael Howe-Smith

This pandemic year, we asked all of our ministries, committees, and teams these questions:

1. How did your group adjust this year, and what helped your ministry survive?

As with other groups, our meetings occurred via Zoom rather than in person. We relied heavily on the expertise of individual members (especially Mary, Steve, and Farzad) to interact with engineers and the architect as we continually made changes to plans in order to find workable solutions to fit our budget. Additionally, we were fortunate to have George overseeing the finances and keeping us up to date on pledge income and expenses. Susan and Jayme tried to keep the board and congregation informed through meeting updates and monthly *CrossCurrents* articles.

2. Were there unexpected learnings about the purpose of your group or how you work?

We didn't anticipate the effect that the pandemic would have on construction costs and materials availability and timing. Although this didn't change our purpose or the way we work, it has created frustration. It's a bit Sisyphian - every change we make to narrow scope is met with a counterweight of increased anticipated materials costs and extended timelines. We continue to rely on each other to maintain our optimism and enthusiasm in spite of these realities.

3. What are your hopes for the year to come?

We hope to finally have workable plans, aligned with the church's strategic direction. We hope to break ground and complete construction within the year. And mostly, we hope that the congregation will be pleased with the renovations to our "new," larger, more accessible, and beautiful church home!

Annual Report for Denominational Affairs - Liaison

Group Leader: Holly Bussey

Group Members: None, as this is a liaison position.

This pandemic year, we asked all of our ministries, committees, and teams these questions:

1. How did your group adjust this year, and what helped your ministry survive?

I used electronic communication extensively to keep members up-to-date with events happening outside the UUCWC community.

2. Were there unexpected learnings about the purpose of your group or how you work?

Facebook posts work very well. I took many communications from the Unitarian Universalist Association (UUA) and posted them to the general UUCWC page and the social action page. *CrossCurrents* articles were also helpful.

3. What are your hopes for the year to come?

I hope to continue to grow awareness of denominational developments, and connect more members to UUA's annual General Assembly and understanding what our faith is doing as a whole. Maybe also to attend GA in person, and get involved in other ways beyond UUCWC's walls.

Annual Report for Earth Ministry

Group Leaders: Al Johnson and Barbara Drew, Co-Chairs

Group Members: Bunny Aicher, Kerryyn and Laura Brandt, John Fowler, Janet Hubbard, Geri Koblis, Leslie McGeorge, Christine Piatek, Penny Rodgers, Steve Saddlemire, Wendy Stasolla, Sandy Unger, and others who are copied on our emails.

This pandemic year, we asked all of our ministries, committees, and teams these questions:

1. How did your group adjust this year, and what helped your ministry survive?

We pivoted to meeting via Zoom, and “survived” by increasing our focus on outdoor activities, i.e. enhancement to the grounds through native plantings.

Here are some of our achievements from the year:

Received:

- River-Friendly Partner Award, Gold level, from the Watershed Institute.
- Two grants for native plantings for wildlife habitat and aesthetic improvements to the parking berms: a grant for \$1,760 from the Endowment Fund, and a grant of plantings valued at approximately \$500 from Bowman’s Hill Wildflower Preserve. Twenty-three trees and shrubs were planted.

Continued:

- Managing the organic garden with a simplified planting plan focusing on a fall harvest (instead of weekly lettuces for HomeFront meals). Donated harvests were: 14 pounds of onions and 23 pounds of carrots to the HomeFront Distribution Pantry; 180 pounds of carrots and 50 pounds of butternut squash to Rolling Harvest food bank.
- Addressing 7th and 8th principles in our activities.
- Participating in the Facilities Management Team, coordinating with the Grounds and Building Committees in particular to ensure environmentally sound practices.
- Selling off any remaining inventory of organic products.

Initiated:

- Special Earth Day 51st-anniversary events: Mindful Meditation Walk of grounds, led by Sandy Unger, and distribution of native tree and shrub saplings, initiated and coordinated by Jessie Boehm. Of the 150 trees and shrubs ordered, 27 trees and shrubs were planted on church grounds, mostly at the entrance and along the woodland side of the driveway. The remainder were Earth Day giveaways.

2. Were there unexpected learnings about the purpose of your group or how you work?

We had plenty of meaningful projects without having to be in person. We were undaunted! We worked well via Zoom, and wanted to be together for our shared purpose. In addition to focusing on the grounds, we increased our preparation of articles for *CrossCurrents*.

3. What are your hopes for the year to come?

We hope to continue implementing our 7th and 8th principles by:

- Exploring and expanding virtual educational opportunities via remote technology.
- Continuing to advocate for Earth Day services in April, as well as other times of the year.
- Increasing the articles for *CrossCurrents* whenever possible, to encourage environmentally sensitive lifestyles in church and in our homes.
- Exploring setting up the special recycle boxes offered by TerraCycle whenever feasible.

Annual Report for Endowment Committee

Group Leaders: Bonnie Gilbert & Meghan Horn, co-chairs

Group Members: Maria Baratta, Kerry Brandt, Mike Hanson, Janet Hubbard

This pandemic year, we asked all of our ministries, committees, and teams these questions:

1. How did your group adjust this year, and what helped your ministry survive?

In the past, we usually met 3-4 times a year, at least 2 of them in person. However, this year we only met twice on Zoom. We sent out emails for the balance of the information sharing. We did not have any real problems switching to Zoom, since we only have active business to take care of from late January to early April. Endowment Committee continues to be happy to give grants which meet our guidelines, as long as the growth in the Unitarian Universalist Common Endowment Fund (UUCEF) funds enables us to do so.

2. Were there unexpected learnings about the purpose of your group or how you work?

Nothing discernable. The portfolio increase in the calendar year 2020 was about \$28,000. We offered \$11,000 in grants this year. We funded: the Sanctuary Zoom system - \$8,000; Music Ministry - \$1,000; Nursery enhancements not covered by Capital Campaign - \$1,050; and meditation bench - \$500. We agreed that grantees could begin to utilize the funds immediately, instead of waiting until July 1.

Because of COVID-19, not all 2019-20 grants were completed. As of February 18, 2021:

- The Gaga pit to supplement playground equipment, \$808: Robin Pugh reported that the plan was to do it by Oct 2021.
- Two picnic tables, Grounds Committee, \$1,500: Steve Saddlemire reported that the plan was to use the grant in the next 4 weeks.
- The fee for noted speaker Brittney Cooper, Racial Justice Ministry speaker series, \$5,000: Regina Podhorin Zilinski reported that the plan is to use it by Oct 2021.

3. What are your hopes for the year to come?

Hopefully the pandemic will be greatly reduced, the building will be able to open, and we will have in-person meetings. Also, hopefully there will be enough growth in the UUCEF funds to be able to offer a similar amount of grants for 2021-2022.

Annual Report for Faith Action Ministry (FAM) of the Council for Faith in Action (CFA)

Group Leaders: Elizabeth Downie, Jamie Evanini, Barbara Schroeder Jensen, Gina Turner

Group Members: Elizabeth Downie, Jamie Evanini, Barbara Schroeder Jensen, Gina Turner

This pandemic year, we asked all of our ministries, committees, and teams these questions:

1. How did your group adjust this year, and what helped your ministry survive?

We survived the pandemic part of the year by using the momentum created during the previous, non-pandemic part. The election efforts and the provision of food for the English as a Second Language (ESL) families were critically important, so motivation was easy. We were further motivated by the successes that we had, and the assistance we had from congregants who had already connected with us at the Action Table. Alas, without those alarming needs, and without the connections made at the Table, our spirits floundered. We have survived the last few months only by having regular in-person meetings/support groups.

2. Were there unexpected learnings about the purpose of your group or how you work?

We learned that FAM was working very well because of the in-person foundation that we had built prior to the pandemic. Simultaneously, our day-to-day family obligations are now constant. Without the single focus of the presidential election, it is harder to stay engaged. It is also all but impossible to teach survival-level ESL over Zoom. This, however, has given us an unexpected opportunity to collaborate on something new. We are now providing higher-level ESL to asylum seekers, and this is going surprisingly well. We have also learned that our ministry, as is, is not sustainable in the long run without an influx of new leaders.

3. What are your hopes for the year to come?

That we will return to the Action Table! That we will be able to have weekly in-person connections with our congregants, and listen to their ideas on how to put our faith into action. That we will be able to continue our plans for a fundraising dinner to benefit St. James. That we will again be able to offer congregants opportunities to live our 8th Principle. In doing so, we will be able to expand our current efforts and find new ways to serve.

Annual Report for Faith Expression and Funding Team (FEFT) Ministry of the Council for Faith in Action (CFA)

Group Leader: Holly Bussey

Group Members: Bud Johnson, Steve Saddlemire, Jim Sanders, Dan Tuft

This pandemic year, we asked all of our ministries, committees, and teams these questions:

1. How did your group adjust this year, and what helped your ministry survive?

Our ministry did just fine and preferred meeting via Zoom. It fit our schedules much better, and we were VERY productive and moved strategy along. We used virtual communication to our advantage and were able to include other groups from UUCWC in presentations. We also invited outside groups to provide us information on their organizations, with the hopes of creating new alliances when we return.

2. Were there unexpected learnings about the purpose of your group or how you work?

We had many “a-ha!” moments about how to best utilize and release CFA funds. We also developed a collaborative approach to evaluating organizations. It is a four-bucket approach:

1) Main identified causes; 2) “Regular” legacy giving; 3) Emergency contingency through the Unitarian Universalist Association (UUA); 4) One-off donation or project funding assistance based on overall goals and mission of CFA and UUCWC, or that fit into the above mentioned.

We’re not closed off from other projects, but it’s also not our main focus. Other CFA members may institute that moving forward as well, to help focus the energies of each CFA ministry. We also welcomed Food Ministry to the CFA ministry.

3. What are your hopes for the year to come?

Having had CFA as a group agree with our giving approach, we look forward to stronger communication between CFA ministries and the congregation. We also hope to create stronger alliances with targeted groups in both PA and NJ, as opposed to spreading ourselves all over and limiting our impact. CFA is the group responsible for coordinating efforts at “making a difference in the world.” We have clarified how to coordinate with both new and existing members, to help them gain access to volunteer opportunities. FEFT ministry will act as a reference center for all inquiries, to ensure consistency and clarity in communication.

Annual Report for Faith Forward Program

Group Leaders: Robin Pugh and Marcia Wittmann

Group Members:

- **Facilitators:** Holly Bussey, Penny Gardner, Joan McCloughan, Linda Vogt, and Marcia Wittmann
- **Presenters:** Members of RJM, CFA, Caring Ministry, Right Relations Ministry, Rev. Kim, Marianne Alt, Kevyn Malloy, Worship Associates, Robin Pugh, and Board Members
- **Tech Support:** MJ Hansen

This pandemic year, we asked all of our ministries, committees, and teams these questions:

1. How did your group adjust this year, and what helped your ministry survive?

Due to the pandemic, the Faith Forward program was interrupted from March through August of 2020. The program resumed in a virtual format in September 2020, and four cycles have been presented. A ninth session, Racial Justice, was added to the Faith Forward program in January 2021.

Faith Forward was able to adapt to a virtual world because of the flexibility and dedication of our presenters and facilitators, as well as expert tech support.

2. Were there unexpected learnings about the purpose of your group or how you work?

Although we were concerned about the challenges of a virtual format and our ability to attract participants without face-to-face contact, we were encouraged by the number of visitors who attended the Faith Forward program without ever having been to our physical church. Of the 14 new members who joined the church during the pandemic, 8 had attended at least one Faith Forward session. Participants were very engaged and were eager to learn about Unitarian Universalism and UUCWC.

3. What are your hopes for the year to come?

Once we are back to physical church, we hope to expand our pool of facilitators and find new ways to appeal to visitors as well as current members.

Annual Report for Family Ministry Team

Group Leaders: Robin Pugh

Group Members: Jen Couchoud, Steph Golski, Colleen McCourt, Andy Snyder, Jess Tavlaris

This pandemic year, we asked all of our ministries, committees, and teams these questions:

1. How did your group adjust this year, and what helped your ministry survive?

We did not have Faith Engagement for Children this year, except for Junior Youth Group and the completion of the 2019-20 *Our Whole Lives* (OWL) 8th-9th grade course.

Instead, we offered Family Chalice Circles and *Tending the Flame*, a UU parenting class.

Since Rev. Kim and Robin were in charge of all Faith Engagement offerings, the Team focused on advising Robin about the state of family life during the pandemic.

2. Were there unexpected learnings about the purpose of your group or how you work?

The biggest thing learned was *how difficult* this year has been for parents with younger children. Having the Family Ministry Team as a sounding board helped Robin to be OK with the decision not to offer classes for kids on Zoom this year.

3. What are your hopes for the year to come?

This will be a big year of experimentation and change for children's Faith Engagement. The feedback and advice from the Family Ministry Team will be crucial.

We will have hired lead teachers (and recruited volunteer assistants) in the younger grades (age 11 and under). As of this writing, we think that the year will be about building community, learning how to be back at church, and social justice. We are planning small events for this summer to encourage children to return to church.

For our older kids (6th grade and above), we plan to use standard curriculum—*Neighboring Faiths, Our Whole Lives, Coming of Age*—and volunteer teachers. We neither know when the building will be open, nor how the building renovation will affect classroom space. This uncertainty calls for flexibility, and perhaps offering these well-loved programs in new ways.

Annual Report for Food Ministry

Group Leaders: Michael Muccioli, Rollie Rahn (co-chair in perpetuity), Adam Czerwonka

Group Members:

- **Food Ministry Administrative Team:** Adam Czerwonka, Michael Muccioli, Nancy Neff, Lori Rahn, Bonnie Ruekgauer, Bernie Ruekgauer, David Schumann, Jackie Thomas, and Marcia Wittmann
- Plus, the many members who help with food and financial donations, cooks, kitchen helpers, and delivery personnel.

This pandemic year, we asked all of our ministries, committees, and teams these questions:

1. How did your group adjust this year, and what helped your ministry survive?

The COVID-19 challenges forced the Food Ministry to rethink the methods used to supply nutritious meals to our recipients. While the hot food preparation was no longer an option, we moved to focus on donations of shelf-stable products. We have been able to supply many different nonprofits with canned goods, as well as financial support. The Food Ministry has also provided well over 1,000 individual meal bags to Luther Arms of Trenton this year.

2. Were there unexpected learnings about the purpose of your group or how you work?

The dedication of the Food Ministry Administrative Team is outstanding! That, coupled with the generous support of the UUCWC congregation, proves that we, together, can overcome any challenges.

3. What are your hopes for the year to come?

We are still exploring other methods of meeting our clients' needs, as well as expanding our reach to better help serve our community.

Annual Report for Fundraising Chair

Group Leader: Wendy Stasolla

Group Members: This group typically has no members, although I'm hoping to recruit people for specific tasks going forward.

This pandemic year we asked all of our ministries, committees, and teams these questions:

1. How did your group adjust this year, and what helped your ministry survive?

As chair, I wanted to facilitate fundraisers that others were doing. In that spirit, I helped Laura Brandt and her crew of crafters and bakers to set up a webpage for the virtual Craft Fair last fall.

2. Were there unexpected learnings about the purpose of your group or how you work?

There was nothing unexpected, since it's just me. But I was able to use my time with the Finance Committee to work with Mary Baltycki on getting a nonprofit status with the IRS. We learned that this is necessary in order to be listed on Guidestar, a database of verified nonprofits. This in turn will allow us to sign up for Amazon Smile and collect a percentage of purchases from those who designate UUCWC as their beneficiary. (We had to leave the Amazon Affiliates program in 2020, and were hoping to replace this income with the Amazon Smile program.)

3. What are your hopes for the year to come?

I hope to recruit a few people to help with a new (and then ongoing) fundraising effort that involves something called Scrip. With this program, members of a community buy gift cards at face value for grocery stores, clothing, sporting goods, restaurants, etc. and a percentage (average 5%) of the value goes to their organization. I've run this in the past, and once people get used to planning ahead for their grocery cards and more, the money starts to add up pretty quickly.

Annual Report for Grounds

Group Leader: Steve Saddlemire

Group Members: Steve Saddlemire, Bodo Baltycki, Denny Rodgers

This pandemic year, we asked all of our ministries, committees, and teams these questions:

1. How did your group adjust this year, and what helped your ministry survive?

There were several actions that Grounds took to address the building closure:

- The snow-plowing contract was restructured to plow only when requested by UUCWC. Since there were no activities at the church, plowing was done on an as-needed basis.
 - Fewer efforts were made to manicure the church grounds, as a way to avoid crowds and save money spent on utilizing outside services.
 - We conducted a clean-up day in mid-April of 2021, which finally (after a year) brought church members together in an outdoor environment.
- 2. Were there unexpected learnings about the purpose of your group or how you work?**
- The turnout for the clean-up day was surprisingly robust and accomplished a lot of work.
 - Grounds has developed a close relationship with Earth Ministry and collaborated on several important projects. These included earning a certificate from the Watershed Institute and securing a grant from Bowman Hill Wildlife Preserve for plantings on the grounds.

3. What are your hopes for the year to come?

The Grounds Committee is being turned over to a new group of hardworking, dedicated members, who will not only keep the current effort going but expand the reach of this committee.

Annual Report for HomeFront Tutoring

Group Leaders: Sarah Burke

Group Members: We did not run the program this year.

This pandemic year, we asked all of our ministries, committees, and teams these questions:

- 1. How did your group adjust this year, and what helped your ministry survive?**

Unfortunately, we were unable to run the tutoring program this year. HomeFront wanted to hold live sessions and asked us to host at a different location. We did not feel as though this was safe due to COVID-19.

- 2. Were there unexpected learnings about the purpose of your group or how you work?**

No.

- 3. What are your hopes for the year to come?**

We hope that we can continue with the program in some capacity. Due to the construction and inability to use the Crossings Room, we would have to figure out a way to restructure the program.

Annual Report for Kinship Circles

Group Leaders: Penny Gardner

Group Members: Anthony Panzetta, Kevyn Malloy, Lori Rahn, Ronnie Dobrowolski, Nancy Cox

This pandemic year, we asked all of our ministries, committees, and teams these questions:

1. How did your group adjust this year, and what helped your ministry survive?

We stopped trying to form new groups and worked on supporting the existing ones. Some continued to do well; others were negatively impacted by the physical separation. The Coordinating Team continued to meet monthly via Zoom to keep apprised of relevant activity and enjoy camaraderie.

2. Were there unexpected learnings about the purpose of your group or how you work?

We really enjoy getting together, even when there is little ministry work to discuss.

3. What are your hopes for the year to come?

We hope we can start to look at forming new circles, with a special emphasis on outreach to new people.

Annual Report for Nominating and Nominating/Leadership Development Task Force

Group Leaders: Sandy Muccioli and Marianne Alt

Group Members:

- **Nominating:** Sandy Muccioli- Chair; Terry Caton, Nancy Cox, Colleen Horn, and Nick Mellis.
- **Nominating/Leadership Development Task Force:** Marianne Alt and Sandy Muccioli- co chairs; members of the Nominating team; plus Maria Baratta, Ed Dobrowolski, Kevyn Malloy, Jerry Scheick, and Regina Podhorn Zilinski.

This pandemic year, we asked all of our ministries, committees, and teams these questions:

1. How did your group adjust this year, and what helped your ministry survive?

We had a large, dual purpose this year: both to create the leadership slate for the coming church year and to reimagine how Nominating can function in a more inclusive and sustaining way.

Zoom has been a great tool for convenient and productive meetings for this thoughtful and engaged team.

2. Were there unexpected learnings about the purpose of your group or how you work?

We tried a new approach to bringing awareness to leadership possibilities by hosting “Expect the Unexpected” sessions after the Sunday services. Both in these breakout presentations and in our own interactions, we learned how having a diverse set of skills enriches every group. In every case, this was the unexpected element in each group's presentation.

3. What are your hopes for the year to come?

The Nominating/Leadership Development Task Force has created an exciting new umbrella group that will be called “Congregational Engagement.” While the purpose and mission of the Nominating Committee will remain the same, the task will be enhanced by a process of reaching out to all UUCWC members and friends to learn of their interests and passions. From there, connections can be made to groups in need of compatible assistance. In addition, a process of leadership development will be created for incoming leaders. For outgoing leaders, a program is being developed to offer respite and rejuvenation as they are appreciated for their service and as part of our beloved community.

Annual Report for Personnel Committee

Group Leaders: Shared leadership

Group Members: Mary Baltycki, Scott Drew, Marty Friedman, Lynne Quinto, Sue Saddlemire (Board liaison), Joe Schenk, Rev. Kim (frequently)

This pandemic year, we asked all of our ministries, committees, and teams these questions:

1. How did your group adjust this year, and what helped your ministry survive?

The Personnel Committee, like other UUCWC groups, met via Zoom this year. There were not the opportunities for casual collaboration that occur when we are all at church on Sunday mornings, so we had to be more deliberate in making sure that lines of communication were open with other groups. The main thing that helped our ministry survive and thrive was the fact that we really enjoy working with each other. We also had a very full and engaging agenda this year, with significant interaction with the Board, to monitor and evaluate the staffing needs of the congregation and ensure that UUCWC is a fair and ethical employer.

2. Were there unexpected learnings about the purpose of your group or how you work?

As our staff is such an integral part of the functioning of our community, the purpose of our group remains the same as what it means to “do church” continues to evolve.

3. What are your hopes for the year to come?

We expect to work closely with Rev. Kim, the Board of Trustees, Treasurer, and Finance Committee in planning for new hires in 2022-23.

Annual Report for Racial Justice Ministry

Group Leaders: Regina Zilinski and Chris Marietti

Group Members: Maria Baratta, Dan Tuft, Mike Gianella (left in about January due to other obligations), Sallie Dunner, Denny Rodgers, Kelly Benson

This pandemic year, we asked all of our ministries, committees, and teams these questions:

1. How did your group adjust this year, and what helped your ministry survive?

We effortlessly switched to holding Zoom meetings once a month. There was plenty of work to do, so we made sure to only take on what we could manage well and put off tasks that could wait.

2. Were there unexpected learnings about the purpose of your group or how you work?

We learned that the congregation needs opportunities to discuss racial justice issues in community, not just learn about them. Our main function in the last year has been to engage members in conversation that is non-judgmental, but helps to move them along the continuum from awareness to action.

3. What are your hopes for the year to come?

We hope that we can finally continue our speaker series and invite the broader community in. It has been, and will continue to be, important to have internal conversations with members. But it is also important to do this work in public. We also hope to ensure that prospective and current members recognize their part in this work, and are eager to see it as an integral part of their spiritual journey.

Annual Report for Stewardship Committee

Group Leaders: Shared leadership model

Group Members: Bob Alt, Ron Iannacone, Andrew Kidd, Joan McCloughan, David Schumann

This pandemic year, we asked all of our ministries, committees, and teams these questions:

1. How did your group adjust this year, and what helped your ministry survive?

The Stewardship Committee contributes to UUCWC by ensuring that we have the financial resources needed to live our mission—to Create Community, Celebrate Life, and Change the World. This is not possible without the support of our full congregation. We continued to use and leverage what worked from the previous year: an informational brochure, themed approaches to the year-end gift and annual campaigns, and frequent communications and reminders during the services. We hoped that this familiarity would maintain congregational pledges without the ability to engage face-to-face.

For this current fiscal 2020-2021 year, we budgeted \$418,000 and are projected to end the year a bit short at \$400,000. Our 2021 holiday year-end gift campaign was extremely successful, with UUCWC receiving \$30,000. The 2021-2022 campaign pledges stand at \$414,000 pledged, versus our target of \$424,000. If you have not yet submitted your pledge, it's not too late!

2. Were there unexpected learnings about the purpose of your group or how you work?

UUCWC is a very generous and caring community, and this has also been reflected in its financial commitments to our community. We knew this going into this year's campaign, but we were pleasantly surprised by the generous year-end gifts we received. We found that we were able to maintain our efforts virtually with surprisingly successful results.

3. What are your hopes for the year to come?

Our hopes are that we can see and engage one another in person for the coming year, and also to find new members who wish to contribute to the Stewardship Committee. We use a collaborative leadership model so we can all contribute and leverage each other's strengths. Please contact one of us if you're interested.

Annual Report for Technology Team

Group Leaders: MJ Hansen

Group Members: MJ—Worship Tech and any tech committees/teams should fall under Tech.

This pandemic year, we asked all of our ministries, committees, and teams these questions:

- 1. How did your group adjust this year, and what helped your ministry survive?**

The commitment to the church for Sunday Services, Zoom meetings, and upgrading of the network and equipment to serve the community and help make the shutdown easier.

- 2. Were there unexpected learnings about the purpose of your group or how you work?**

There were challenges for those not as technical as others. As leader, I didn't expect to learn Zoom, video/photo editing as intensely... and then train others. I found there are not a lot of self-starters.

- 3. What are your hopes for the year to come?**

We hope for more organization of technical teams and committees.

Annual Report for Worship Associates

Group Leaders: Scott Cullen

Group Members: Jen Couchoud, Lauren Shallish, Greg Pontier, Mike Gianella, Noelle Kahney, Gina Turner, Mae Crane-Bolton, Daniel Lownie, Chris Piatek

This pandemic year, we asked all of our ministries, committees, and teams these questions:

1. How did your group adjust this year, and what helped your ministry survive?

After a rocky start with the virtual services in the Spring of 2020, the Worship Associates (with the guidance and assistance of the Worship Tech Team and Rev. Kim) have overcome the early challenges of presenting virtual services. It has been particularly gratifying to see the new members, most of whom joined during the summer of 2020, adapt and thrive during this time. This is a team that has each other's backs and is dedicated to working together with everyone involved in the Sunday service to ensure the best experience for our congregation. None of this could have been achieved without a unified group effort.

2. Were there unexpected learnings about the purpose of your group or how you work?

I don't think there was anything unexpected, other than how well our new team and legacy team members were able to come together and do a spectacular a job with the virtual services. One thing we have learned is how much our efforts are appreciated by the congregation and the staff. That appreciation has likely been there all along, but the challenges of doing church virtually seem to have led to a deeper and more vocal appreciation for our group.

3. What are your hopes for the year to come?

As we transition into the new year with new Worship Associates co-chairs Jen Couchoud and Lauren Shallish, the hope is that the entire group will follow their lead (along with that of Rev. Kim and the Worship Tech Team) while transitioning back to in-person services. There will be new Worship Associates joining the team before the end of the calendar year, and it will be a joy to watch those new team members add their personal touches to the services. The congregation has a lot to look forward to with our new co-chairs, as well as our current and future team members. And hopefully, there will be some surprises to enhance the virtual and in-person worship experience.

Annual Report for Worship Tech

Group Leaders: John Harvi, MJ Hansen, Nancy Neff

Group Members: Michelle Zechner, Mike Gianella, Mary Lou Dahms, Heather Edwards (new), Jean Semler (learner)

This pandemic year, we asked all of our ministries, committees, and teams these questions:

1. How did your group adjust this year, and what helped your ministry survive?

This group helped with everyone's adjustment to the Zoom environment for connection. The team was formed because of COVID—to serve and support the Minister/Congregation to stay connected via Zoom Sunday services and meetings.

2. Were there unexpected learnings about the purpose of your group or how you work?

The team evolved almost week by week, troubleshooting Zoom issues and training congregants (and staff). The team became an arm of the Worship Associates to collaborate in presenting Sunday services.

3. What are your hopes for the year to come?

We hope to continue to serve. However, the team's function will change once we return to the sanctuary for multiplatform services. We will be needed, but not at the same level and the function(s) may change. Hybrid services are being developed. This will drive the need for this team.