

# ANNUAL REPORT \*

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## 2015-2016

*\*Preliminary annual report for 2015-2016. Report will be updated after June 30, 2016.*

**Unitarian Universalist Church  
at Washington Crossing**

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## **UUCWC Board of Trustees**

*Why is your ministry, committee, or team vital to the life of UUCWC?*

The Board's governance philosophy relative to ministries, committees and teams, developed in the last couple of years, continues to inform our approach. We consciously try to avoid involving ourselves in decisions that should be made by ministries and committees. We try to keep our focus on the following:

- **Financial stewardship:** We oversee the financial health of the church—with essential input and guidance from the Treasurer and the Finance and Stewardship Committees. We propose the annual budget, and monitor revenue and expenses monthly.
- **Implementation of UUCWC's Strategic Plan:** Keeping in mind UUCWC's overall mission, as well as the goals outlined in the 5 Year Strategic Plan, we commission task forces and teams, as needed, with implementing the objectives.
- **Review/Approve Church Policies:** We work with ministries, committees and task forces on the preparation of policies to guide how groups and members deal with issues that may arise in a way that is consistent, efficient, and in keeping with best practices.
- **Oversight of Personnel / Staffing Needs:** We work with the Minister, the DRE and the Office Manager in monitoring staffing needs for the office and facilities. In this area we also rely heavily on advice and counsel from the Personnel Committee.

In all of these areas we have the responsibility for communications. We use a variety of methods for keeping the congregation informed: open Board meetings, posting of agendas and minutes, Presidential Blog, "Board Minute" on some Sundays, holding information sessions and congregational meetings, and articles for CrossCurrents.

*What is one success that you'd like to share from this past year with the congregation?*

The church year began with the board considering the possibility of purchasing the adjacent property at 4 Old Washington Crossing Road. During this 4-month process, the task force charged with studying the feasibility of a purchase informed the board that while there could be a financially viable path leading to purchase, it might be possible to make expansions to our footprint on our own property. The board further investigated options and zoning considerations in that regard, informing the congregation and seeking input along the way.

After carefully weighing its options, the board decided against a purchase of the adjacent property. This time-consuming process was, however, a positive experience in that it started a discussion we plan to carry to the congregation during the about what the congregation desires from our building and grounds and a vision for improving them. Future discussions and plans for a capital campaign for facilities improvements will rely, in part, on the information that emerged through this process.

*What is one goal that your group has for the year to come?*

In addition to the first two listed below, the Board is considering a number of goals for UUCWC in the coming year:

- Initiate short-term improvements to the building and grounds, including the expansion of parking and restroom renovations
- Initiate a visioning process as a precursor to a likely capital campaign
- Continued support for the Racial Justice initiative
- Continued support for our additional Centennial Celebration
- Begin process of becoming a teaching congregation, which would result in hiring a ministerial intern, probably in the following year.

## Executive Team Report

Rev. Kim Wildszewski, Robin Pugh, Susan Irgang

*I am incredibly proud of and inspired by this congregation. The story of the last five years was about hard goodbyes, hard transitions, and hard work that eventually brought this congregation stability in a settled minister, balanced budgets and membership growth. It's why I think of last year as a Harvest Year in which we reaped what was sown. This year, we planted the seeds again. We wondered about vision when a potential property purchase fell in our laps. We discerned who "we" are, as a majority white congregation, proud of its claim of diversity and inclusion, learned about the truths of race, privilege and power. We were challenged and lifted by a deeply pastoral year in which you cared for your minister on maternity leave, said unready goodbyes to pillars of our community, and now still hold our Board President in our hearts as she ends this church year facing a challenging course of treatment. Here are just some ways in which this year was made possible....*

### Create Community

Congregational and multigenerational community life continues to grow and strengthen. On average we welcome 222 adults and children (members, friends and attendees) into the building on a Sunday, saying nothing of the high use of the building Monday - Saturday.

Over the course of the last ten months we explored ten themes in worship, in spirituality circles and through our Racial Justice Project. 17 children in our K-1 class were taught the introductory class of Our Whole Lives. 18 children completed the Neighboring Faith's curriculum, experiencing how and why other faith traditions worship. They closed their year by offering the congregation a survey on May 22<sup>nd</sup> in which we learned that of the 124 who attended that Sunday, 37 believe that *God is Nature*; 34 identify as *Humanists*; 25 as *Agnostics*; 20 as *Mystics*; 9 identified as *Atheist* and another 9 as *Pagan*; 7 as *Christian*, and 12 *Other*, with no one identifying as a traditional *Theist*. Thirteen young people made up this year's Youth Group, also focusing their year on the Church Wide Racial Justice Initiative. They closed their program year with their first ever social justice service trip to New York City to serve populations experiencing homelessness and hunger.

In total we have **113 children and youth** in our Children's Religious Education program cooperatively supported by members of the congregation.

The Adult Religious Education program offered small group and spiritual deepening opportunities to about **125 adults** through seven different avenues unique and specific to UUCWC.

Our Path to Membership (Talk & Tours, Roots and Wings) continued throughout the year and helped us welcome **25 new members** since our last Annual Meeting. The diversity among this group is rich – from theology to age to life experience. **Our current number of Members (signed and pledged) is 267; we have 31 Friends (not signed but pledge). We serve a system of, about, over 300 people.**

## Celebrate Life

It has been a deeply pastoral year – some of which was planned and others that we were forced to face without readiness. Our yearly rituals helped us move through both celebratory and difficult seasons: **Water Ingathering**, our second annual **Hanging of the Greens**, our upcoming **Flower Communion**.

Rev. Kim took Maternity Leave, returning only to preach after Tobias' birth and then returning fully in November. We gathered to celebrate birth and **dedications** of Tobias Wildszewski and Lorelei Thomas. We said our loving **goodbyes** to Rollie Rahn, Kingsley Seville, and Marybeth Carshaw-Stinson. We will **celebrate the marriages** of Nelson Rodriguez and Fred Heilmann as well as Betsy Young's grandson David Farrah to his fiancé Leanne Zadroga in early September.

Coincidentally, or because of the year's difficult goodbyes, we also **programmatically turned to one another to ask life's challenging questions**. A lay-led program and discussion on the book *Being Mortal* was held; three Kinship Circles were formed and launched, bringing true multigenerational living to UUCWC; a Widows Group formed to help caregivers and caring communities better understand the helpful and hurtful moments experienced when someone we love grieves; a "Re-Tired" group of men gathered monthly to explore life after retirement.

Our year was filled with the buzz and anticipation of our **Centennial** – learning about or remembering our history in worship; inviting back previous ministers like the Rev. Deborah Pope-Lance to remember with us; and then joyfully gathering to celebrate at the incredible gala and then worship service on the weekend of our anniversary date. About 250 attended both Saturday and Sunday events including previous ministers, past presidents and other distinguished guests like the Rev. Allison Miller who preached our Centennial sermon and who is running for UUA President.

## Change the World

Our UUCWC identity, vision and charge has changed greatly this year because of the **Church Wide Racial Justice Project (now to be called the Standing Up for Racial Justice Initiative or SURJ)**. With over 30% of the congregation involved in some capacity, we did hard and good work that helped us better understand our own identities, history and the historical context of who we are today. Efforts to assist HomeFront increased dramatically on Martin Luther King Day specifically; members have begun work in local prisons and have pen pals with incarcerated peoples; a Study Group continues to explore next steps; members read numerous books and watched movies and then gathered for discussion; we now have a children's library to help parents address this conversation with the youngest among us. Perhaps least noted but highly noticed is how this work has grown leadership in different arenas of the church – primarily the parents of young children.

Building off of this year's work, we have signed on to a UUA and nationally renowned program called Beloved Conversations to continue this work into next year. Members of the community once again marched in the annual Lambertville / New Hope Pride Parade.

With the realization that the property next door would not be a beneficial purchase for the community, much of this year **was intensely focused on our current facilities**. Some of the work that was able to get **done** because of committees and teams like Building, Grounds, Technology and Safety includes:

Creation of Technology Team; the water heater was replaced with a more energy efficient model; our meadow was reconfigured and expanded; stucco repairs were done to exterior of building; exterior sign was repainted; the exterior of building other than Sanctuary was repainted; repair to the kitchen fan/exhaust; sealing of front steps; solar panel inverter was replaced; an emergency contact list was created; Wi-Fi adjustments made to improve reception; new phones with handsets in kitchen and lobby for safety; Assisted Listening replaced *with the gifts given in Debs Couch's name*; new mixer, microphones and CD recorder for the sanctuary.

Some of what is **still anticipated** work to be done by these groups include:

Pathway lighting in June; stove replacement tentatively slated for July; lobby carpet replacement pending selection from final samples; cell phone booster research completed; and of course the ongoing challenge of parking.

With all the above aforementioned work, it cannot be overlooked that this year would not have been tenable if it weren't for **the staff changes we made last year**: our Office Assistant Katie Bergin, the addition of our Sunday Steward, Roberto Santiago, and Susan Irgang's change of position that included a focus on Facilities Management.

## Archives

*Why is your ministry, committee, or team vital to the life of UUCWC?*

The archives is vitally important to our church because we have such rich history. We have been working to organize documents, photos, and other items into accessible information that is used regularly for history displays, written articles, and for committee or personal research. We have regular visitors and volunteers from the congregation who want to know about UUCWC's past and we work to help people find the information or photographs they are looking for.

*What is one success that you'd like to share from this past year with the congregation?*

The biggest success of the UUCWC Archives during this year was helping many members in their planning, writing, and preparing for our 2016 congregational centennial. To facilitate all the additional research and interest in our history, we improved the appearance and storage of historic document by removing old storage filing cabinets and replaced them with archives quality shelving and boxes.

We continue to weed and organize papers concerning the congregational history, social action work, biographic profiles, orders of service, newsletters, and committee work. We also continue to organize, identify, accession, and catalog photos according to dates and activities. Parker started a digital catalog for photos and spends her two hours/week mostly organizing and cataloging photos. Charlie's time is spent weeding and organizing documents. On Wednesday mornings, Parker supervises regular volunteers Betsy Young and Ronnie Dobrowolski. Ruth Samsel, another volunteer, has had to retire from her work this year. Jesse and Allison Cohen have done regular work over the summer organizing and cataloging Orders of Service and newsletters. Having used endowment grant funding in the past for more appropriate storage and for organizational materials, we decided to request regular funding in the UUCWC budget and were granted access to buy needed archival supplies on occasion.

Finally, in addition to helping the people within our own congregation, we met and offered mentorship to members of the UU Church of Princeton as they improve their own church archives.

*What is one goal that your group has for the year to come?*

Parker and Charlie, along with the rest of their volunteers, will continue to organize paper items into archival storage to insure long term storage and create an ease of access for researchers. They will also continue to accession, identify, and catalog photos so they too will be properly stored and accessible for research. While organization has been going on for three years under the direction of Charlie and Parker, it is still an on-going task that will not be finished for some time to come.

*Parker Cohen and Charlie Groth*



## **Adult Religious Education (ARE) Ministry Team**

*Why is your ministry, committee, or team vital to the life of UUCWC?*

Is Adult Religious Education vital to the life of UUCWC? Yes, no, maybe? The decision is yours. Here's a short story which began to change my thinking about this question.

When I met with Rev. Kim in August 2014, she said something shocking, "ARE is a church within the church." She believes ARE is as important as Sunday Worship. In her view, Sunday Worship is one pillar of Ministry, and ARE is the other. Really?!?

Knowing she wouldn't say this without good reason, I thought, OK, but what does this mean? What would this look like? This would be a huge identity shift for ARE. Can it be true?

One year and nine months later, I see and hear the truth in this identity. What do you think? Just as you attend Sunday Worship, you may participate in ARE programs as a non-member or a member. Wherever you are, you may join in.

Just as in Sunday Worship, you sit with a group of interesting and interested people who want to learn more, connect more; to one another, to themselves, to something bigger than themselves. It's a place for your mind, your heart, and your soul.

What makes ARE different from Sunday Worship is, it's a place to engage with others. It's where you share your intellect, your feelings, your big Self with others. It's a place for you to listen and to speak. It's a place to share your unique voice.

So, if you participate in an ARE program(s) is this true for you?

If you've yet to take an ARE class, does any of this call to you?

If you want to learn more about ARE offerings please go to: <http://www.uucwc.org/adult-education-and-enrichment/>

*What is one success that you'd like to share from this past year with the congregation?*

Continuing Items - Programming

- **The Wellspring Groups** – September 2015 – May 2016  
Including: Sources, Deep Questions, Faithful Action.  
The seeds for Wellspring were sown in 2011-12 when Rev. Charles piloted the 1<sup>st</sup> program.
- **The Chalice Circles** – both day and evening – Three-month sessions, running year round. The seeds for Chalice Circles were sown by Rev. Jennifer in 2012-2013.
- **Owning Your Religious Past** – Summer 2015
- **Being Mortal, A Discussion of Atul Gawande's Book** – Winter 2016

- **Poetry Reading: Black Poets** – Spring 2016 – following on the success of two prior Poetry Reading classes and connecting with the church-wide
- **Big History – What Will They Tell Our Children?** – Spring 2016
- **Racial Justice Project** - ARE supported the Council for Faith in Action in five Reflection Groups that ran from October - April.

#### New Items – Technology and Other Supports

- **The ARE Anchor**  
Adapted from the Worship Anchor model the ARE Anchor is a member of the ARE ministry team and supports our classes and facilitators.
- **Registration Update**  
Online Registration and payment for all ARE classes is available.
- **Tech Support**  
Equipment (cables and adapters), and instructions are now available for using the flat screen TVs in Room 201 and 203.
- **ARE Library**  
The Library includes both books to lend and books to read onsite. Library books fall into three primary types of books for:
  1. ARE programs;
  2. Other UUCWC programs;
  3. Unitarian Universalist issues/subjects
 The library is located in Room 201. More information will be coming about the official launch.

#### *What is one goal that your group has for the year to come?*

- Continue to work within the theme-based ministry framework and the "Simple Church" less is more model.
- Continue to grow ARE as a ministry team.
- Re-design the ARE page.

*Susan Colket*

## **Auction Team**

*Why is your ministry, committee, or team vital to the life of UUCWC?*

The auction team plans and manages an annual auction which provides needed funds for the church operating budget, brings a large number of members together to accomplish a common goal and serves as a catalyst for the creation of events throughout the year where members meet and get to know each other better. We feel that the dual mission of building community and raising funds is very important to UUCWC and contributes to the unique character of our church.

*What is one success that you'd like to share from this past year with the congregation?*

Besides raising a record amount of money in 2016, the team worked to make the auction more inclusive so that younger families and newer members would increase their participation. We were successful in adding more family and new member oriented events, gave special discounts, offered auction "tours", and sent out targeted messages to these groups. The initiatives resulted in more auction participation by families and new members in 2016. This is an ongoing effort in the years ahead.

*What is one goal that you have for the year to come?*

In 2017, a portion of money raised from the auction will be devoted to social action. The auction team is very excited about this opportunity. Our overriding goal for 2017 is to raise as much money as possible so that we can contribute significantly to the social outreach of UUCWC.

*Connie Schofer and Jayme Trott*

## **Caring Ministry**

*Why is your ministry, committee, or team vital to the life of UUCWC?*

The Caring Ministry's mission is to provide temporary support to UUCWC members and friends in need. We work alongside the Pastoral Care Associates to do this work. Our focus is on identifying physical and household needs of members and friends and then coordinating the delivery of services to meet these needs.

Our ministry encompasses work such as sending cards of encouragement and support; providing rides to appointments; providing meal preparation and delivery; planning and executing memorial services; cleaning houses and mowing lawns; visiting in homes and/or hospitals; grocery shopping and errand running; recognizing birthdays and other milestones; and more.

*What is one success that you'd like to share from this past year with the congregation?*

This year we faced the challenge of planning and executing three back-to-back memorial service receptions for loved ones within our community. With each memorial service there were unique and challenging family needs both leading up to and following the actual event. We met this challenge by sharing the work in ways that utilized our individual strengths and by reaching out to the UUCWC community and beyond for help. We were profoundly moved by the outpouring of love, help and support from this community.

*What is one goal that you have for the year to come?*

This year we intend to:

- Build on the Caring Circle approach which involves the identification of one individual as the coordinator of care for each person in need and the folding in of already existing support networks such as ROMEOS, chalice circles, small groups, etc.
- Continue the work begun by Nancy Neff to understand the unique needs of widows; to use this understanding to inform our Caring Ministry work; and to share this understanding with the congregation at large.
- Continue to utilize the Lotsa Helping Hands website as appropriate and help the UUCWC community become more comfortable and skilled with using the website.

*Loren McAlister*

## **Centennial Celebratory Events Task Force**

This Task Force was charged with planning and coordinating events that would celebrate UUCWC's Centennial. Heidi's primary responsibility was coordinating a celebration dinner, while Lynn's was coordinating a Centennial worship service. Both co-chairs worked on aspects of each event and on the overall year's events, with staff and other congregants.

Work began in fiscal 2015, prior to the church budgeting process. We brainstormed and got input from staff and church leaders, originally planning a fall 2015 intergenerational potluck with entertainment, a spring all-church worship service with special guests and a reception, and a spring dinner event. We presented to the Board and Council, surveyed multiple vendors and venues, collected expense data, developed a budget, revised our plans to eliminate the after-worship luncheon, submitted our budget, and applied for an endowment grant. Our budget was further revised, and our separate spring events were shifted to one weekend. We were awarded an endowment grant. Meanwhile, some feedback was solicited and received from congregants, and we incorporated ideas into our plans, also answering questions.

During the summer of 2015, the board began considering buying the property next door, with research and congregational meetings through November. Meanwhile, our minister was on maternity leave. Two congregants died and a third also had a memorial service, shifting the congregation's focus, time, and energy to those activities, the fall Kirkridge retreat, and pastoral care. The planned parking lot extension was also put on hold, and the property purchase decided against.

After postponing the planned fall Centennial potluck event several times, we eventually cancelled it and helped coordinate and provide assistance for the Rahn memorial service instead. We held a T-shirt fundraiser to cover several of our Centennial expenses, and continued to plan and organize for the spring events. Planning and preparation were additionally challenging during the spring as the canvass and auction were also taking place or being prepared for simultaneously; lobby space as well as people's time and attention were at a premium!

On April 16<sup>th</sup> we held a very successful catered buffet dinner at the Rose Bank Winery in Newtown, PA for over 200 congregants and guests, with a program of musical entertainment, speeches by three of our current/past ministers, introductions by past board presidents and other congregants, and wine basket raffles. Several former church members attended, along with current congregants, guests, and staff.

On April 17<sup>th</sup> we held an equally successful all-church worship service (for about 300 people) using our Candles of Fellowship to honor UUCWC's history of articulating our values and engaging in social action. The Chalice and Candles were lit by current and past board presidents. Rev. Alison Miller, candidate for the UUA presidency, delivered the sermon; Rev. Kim Wildszewski, Rev. Charles Stephens, and Worship Associate and Council for Faith in Action chairs also participated. Greetings were received from our current UUA president, UUA moderator, and Metro NY board president. The Crossings Chorale sang, and 100% of our collection was given away, honoring our 100 years. Several former church members attended, once again. Afterwards, we served cake, fruit, and beverages in the Crossing room, and took an

all-congregation photo with our Centennial banner. Parking was handled by carpooling and parking on the front lawn, using parking attendants.

We thank the multiple congregants and staff members who provided their time, energy, expertise, money, and/or donated goods towards our two Centennial celebratory events this year, and look forward to next fall's plans for finishing a video on our 100 years, seeing the updates to some church archives' publications, and an intergenerational potluck event!

*Heidi Dalzell and Lynn Hanson*

## Communications Committee

*Why is your ministry, committee, or team vital to the life of UUCWC?*

The Communications Committee provides tools that help tie members, friends, and visitors of the congregation together and connects UUCWC to the outside world. It does this by providing a number of quality vehicles:

- **UUCWC.org.** – our website, which Communications maintains. Committees, ministry teams, and other church groups and leaders contribute items to the website to inform the congregation and the external community about our church and its activities.
- **CrossCurrents.** A monthly e-mail digest of governance and large-scale activities within UUCWC. *CrossCurrents* is written by Rev. Kim, the board, DLRE Robin Pugh, and leaders of committees, ministry teams, and other groups in the church.
- **Crossings Magazine.** A 3-times-a-year feature magazine demonstrating how our members live UU values. Crossings is written and produced by the Communications Committee.

Communications also:

- Facilitates all connections with external media
- Provides tools that enable the weekly e-mail and other congregation wide e-mails
- Supports production of podcasts of Rev. Kim's sermons
- Manages Facebook accounts
- Allots bulletin board space to church committee

*What is one success that you'd like to share from this past year with the congregation?*

While we are working diligently to redesign and modernize our website, that will be next year's success. Our biggest completed contribution for this year was support of the centennial celebration.

*What is one goal that your group has for the year to come?*

Complete the redesign of our Website.

*Rich DiGeorgio*

## **Community-Building Ministry**

*Why is your ministry, committee, or team vital to the life of UUCWC?*

The Community-Building Ministry's mission is to foster a welcoming, caring community through small and large events for members.

*What is one success that you'd like to share from this past year with the congregation?*

Many of the volunteers generally participating in church-wide community building efforts were engaged in the Centennial Celebration and supported this event in various ways. The highlights below include this and other community building events during 2016.

- 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
- Participation of team members in Centennial Celebration, including co-chair responsibilities for Heidi Dalzell, championing decorations for the celebration by Barbara Drew and team. Also supported these functions at fellowship hour following Centennial service.
- Provided brownies and coordinated pizza party for children's portion of Centennial Celebration
- Supported racial justice initiative by contributing refreshments to first book discussion
- Supplied rainbow beads for a festive Gay Pride parade celebration

*What is one goal that your group has for the year to come?*

To appoint a new chair and receive additional congregational support for future events

*Heidi Dalzell*



## **Council for Faith in Action**

*Why is your ministry, committee, or team vital to the life of UUCWC?*

CFA is the umbrella for UUCWC's varied social justice endeavors. Its mission is to support and promote social justice projects and activities both at UUCWC and in the larger community. It is also responsible for distribution of the 50% of the plate designated for social justice activities and causes.

*What is one success that you'd like to share from this past year with the congregation?*

During the 2015/2016 church year, the members of CFA were instrumental in developing and facilitating UUCWC's church wide Racial Justice Project. About a dozen others supported CFA in implementing the project and facilitating the various opportunities that were offered, specifically:

- Monthly reflection groups
- Book suggestions and subsequent discussions
- Movie screenings
- Social justice and restorative justice volunteer activities
- Articles and commentary on racial justice issues
- Attendance at outside discussions and activities

Approximately 90 congregants participated in one or more of these offerings and additional congregants were informed about the offerings and about racial justice issues through a monthly bulletin. All in all, the reaction to this work has been very positive.

*What is one goal that your group has for the year to come?*

To continue the deepening of knowledge about racism and white privilege in the United States, as well as to act for racial justice. It has been agreed that from now on the "project" will be called "Standing Up for Racial Justice" since it is now planned to be a longer term initiative than simply a one year project.

*Sallie Dunner*

## **Denominational Affairs**

*Why is your ministry, committee, or team vital to the life of UUCWC?*

Denominational Affairs while not really a “committee” is a liaison function. The mission is to keep the congregation informed of what is going on in the larger “UU” world outside our walls. To help grow connections to UUism and to bring awareness that UUCWC is part of a greater organization. Networking with other UUs can make us more powerful.

*What is one success that you’d like to share from this past year with the congregation?*

Cooperation with Racial Justice project, particularly regarding reading list and book discussions. We helped create support materials and discussions groups that foster this year’s goals in UUCWC’s Racial Justice Project.

Fostering the “Common Read” and discussion (also attending an event based around the book) *Just Mercy* by Bryan Stephenson.

Being part of the Centennial celebration and working to include District and others from the larger UU Faith at Large in attending.

Encouraging four people to attend the District meeting (now we are part of a Regional System that expands the number of resources available to us for various projects)

Working to be represented at General Assembly in 2016 in Columbus, Ohio. We will have delegates (hoping for 2 onsite and 1 offsite) to vote on key social action issues, and UUA policy. Also, they will be bringing back new ideas.

*What is one goal that you have for the year to come?*

Work with the out-going chair to help maintain ties to relevant book discussions and materials supporting the continued efforts of our Social/Racial Justice project into 2017 and beyond.

Also, continue congregants to become aware of happenings beyond UUCWC that involve Unitarian Universalists.

*Holly Bussey for Bernice Husk*

## Earth Ministry

*Why is your ministry, committee, or team vital to the life of UUCWC?*

As part of the Facilities Management Team, Earth Ministry's role is to help care for our facility with a "green" environmentally safe approach by coordinating with and advising other committees (Building, Grounds). Through organic products sales, Earth Ministry is able to provide coffee for our Fellowship Hours, and through the used book sales, we were able to partially financially support the purchase of a new, more energy-efficient stove. Earth Ministry provides information through "Green Tables" displays.

Without Earth Ministry... would we have a veggie garden, would we have a green sanctuary?... we don't mean just the accreditation title, we mean the plants that adorn our space for worship and the bountiful, edible produce!

As an affiliated but independent project, Geri Estren, Loren McAlister, Chris Piatek and Bernie Ruekgauer plan nature walks-outdoor adventures, enjoyed by many people every month.

*What is one success that you'd like to share from this past year with the congregation?*

Earth Ministry helped facilitate implementation of the energy audit recommendations for increased energy efficient items such as the new hot water heater and identified priorities for short-term in-house project implementation. We welcomed new team member Steve Saddlemire. Allie's (Al's!) Garden helped to grow produce for HomeFront and engaged the children from HomeFront as well as UUCWC RE to help with planting and harvesting. Garden management was simplified to five crops harvesting 65 pounds of onions, 30 pounds of potatoes, carrots and tomatoes and with the biggest success being enough lettuce for about 800 meals.

*What is one goal that your group has for the year to come?*

Continue to offer Green Table info displays, continue to implement energy-efficient improvements/changes, continue to grow produce for HomeFront/Food Ministry meals with greater participation from RE and Homefront youth, continue to provide organic fair trade coffee for Fellowship events and continue to provide recycling opportunities and information including for books and electronic discards.

*Barb Drew and Al Johnson*

## **Endowment Committee**

*Why is your ministry, committee, or team vital to the life of UUCWC?*

The Endowment Committee vitalizes UUCWC by making grants to finance items not in the regular Church budget. It exists separate from the pledge stewardship and allows individuals/couples/families to donate as commemorations of anniversaries, loved ones, etc. Several members have also included Endowment bequests in their wills, which was a major focus of EC in its founding years.

Without Endowment funds, UUCWC would not have solar panels and other Earth Ministry efficiencies, glass “windows” (they don’t open, but they allow visibility) in RE room doors, improved cell phone reception, some aspects of the sound system, and other goodies. EC also made grants to reduce the price to the 100<sup>th</sup> year party, to Archives, and for signage on the property.

The ability to grant depends on how well our endowment does, as we focus on preserving and increasing our funds (which are administered by the UU Common Endowment Fund in Boston).

*What is one success that you’d like to share from this past year with the congregation?*

Barbara Drew updated the EC brochure, clarifying our purpose and process. It is a gorgeous and professional document, but our plan to roll it out and promote EC at the Day of the Dead service in early November changed unexpectedly and sadly when beloved member Rollie Rahn passed away around that time.

Alas, the Common Fund declined last year, so the EC is not able to grant at all this year.

Incoming Chair Jim Erb will take the reins from me, and hopefully he will usher in a new era of financial prosperity that reflects our Seven Principles.

*What is one goal that your group has for the year to come?*

My primary focus has been to improve EC’s visibility and increase donations in number, if not amount. It’s slow going, but we have received checks in honor of anniversaries and in memory of family/friends. I wanted to encourage smaller, frequent checks instead of EC’s relying on larger donations from founding member widows.

*Janet Hubbard*

## **Fellowship**

*Why is your ministry, committee, or team vital to the life of UUCWC?*

Everyone loves after service fellowship, especially as a vehicle for meeting and sharing with new comers as well as friends. Without Sunday fellowship, UUCWC would not have as vibrant a sense of community as most people feel we now have.

*What is one success that you'd like to share from this past year with the congregation?*

A SUNDAY STEWARD! This has made set up and clean up so much easier for everyone. As no new leadership for fellowship stepped up this year, I assigned committees/teams and neighborhood groups to cover Sunday fellowship donations of food and drink. While there was a little grumbling, it has overall been pretty successful.

*What is one goal that your group has for the year to come?*

New leadership needs to take on this task. A team of people or a family unit that feels an affinity for some basic organization and scheduling would be perfect.

*Maria Baratta*

## **Finance Committee**

*Why is your ministry, committee, or team vital to the life of UUCWC?*

- Finance creates and monitors the church budget and processes associated with church funds. The committee is comprised of the Treasurer, and Committee Chairs of Stewardship and Fund Raising: the primary financial committees of the church.
- We consult with committees on budget planning and “big ticket” item such as Building & Grounds plans, large purchase proposals, fund and capital plans.
- We are responsible to commission audits of the books and records we maintain and procedures we employ in managing and safeguarding church financial assets.

*What is one success that you’d like to share from this past year with the congregation?*

- Advised the Board on the proposed purchase of a neighboring property (the purchase was not pursued.)
- Conducted an audit of church finances and procedures.
- Developed and presented a balanced budget to the Board which will be presented at the annual meeting

*What is one goal that your group has for the year to come?*

- Advise the Board and its committee on financial matters related to a capital campaign that has been proposed.

*Joe Schenk*

## Proposed 2016-2017 Budget

Approved by the Board at the May meeting, to be presented at the Annual Meeting.

	2016-2017 Draft Budget	% Change from Prior	2015-16 Est. Budget
<b>Income</b>			
A Total Plate	\$30,000	7%	\$28,000
B. Operating Pledges			
Total B. Operating Pledges	\$363,401	8%	\$335,650
C. Total Other Unrestricted Gifts	\$20,000	0%	\$20,000
D. Building Rental	\$5,000	-17%	\$6,000
Total E. Fund Raising & Misc	\$40,900	2%	\$40,000
F. Interest & Div Income	\$75	0%	\$75
G. SRECS (Solar Panel Elec. Credits)	\$1,000	0%	\$1,000
Total G. Other Income	\$2,500	-80%	\$12,350
<b>Total Income</b>	<b>\$462,876</b>	<b>4.5%</b>	<b>\$443,075</b>
<b>Expenses</b>			
Total A. STAFF	\$276,021	4%	\$265,701
Total B. OPERATIONS	\$83,331	2%	\$81,788
Total C. PROGRAM	\$34,331	-19%	\$42,393
Total D. DENOMIN SUPPORT	\$22,410	6%	\$21,093
E. DEBT SERVICE (Mortgage)	\$36,966	0%	\$36,966
<b>Total Expense</b>	<b>\$453,059</b>	<b>1%</b>	<b>\$447,941</b>
<b>Net Income</b>	<b>\$9,817</b>		<b>(\$4,866)</b>

## **Food Ministry**

*Why is your ministry, committee, or team vital to the life of UUCWC?*

The Food Ministry is a major UUCWC social action project that provides the entire UUCWC community the opportunity to participate. The Food Ministry draws no funding from the church budget. It is supported by the generosity of our congregants who, since the Food Ministry's inception, have donated food items and monetary funds to provide nutritious meals to people in need.

*What is one success that you'd like to share from this past year with the congregation?*

By the end of this fiscal year, the Food Ministry provided over 10,000 meals to the children, families and low income seniors we serve.

*What is one goal that your group has for the year to come?*

The Food Ministry, with the continued support of our congregation, plans to grow the number of meals we provide. We also plan to seek new active participants to assist in meal preparation which will allow us to improve the lives we touch and promote "The inherent worth and dignity of every person."

*Michael Muccioli*



## **Fundraising**

*Why is your ministry, committee, or team vital to the life of UUCWC?*

As the coordinator, I oversee all elements of fundraising. I monitor new ideas for raising money for the Church's general expenses, as well as making the volunteers aware of the policies that need to be met. This is a vital part of collecting extra income for the church and brings our community together for social interaction.

*What is one success that you'd like to share from this past year with the congregation?*

This has been a very busy year at UUCWC. The biggest success we had was the airport runs totaling \$2270.

*What is one goal that your group has for the year to come?*

Our biggest goal, so far, for the upcoming year is the craft fair, sponsored by Laura Brandt. We are very excited about this new event. Projected income is approximately \$1000. Plus the money from the 50/50.

*Donna Miller*

## **Grounds**

*Why is your ministry, committee, or team vital to the life of UUCWC?*

Ensures members, guests and visitors safe access to the UUCWC Facilities, and maintains the exterior property so that individual can recreate outdoors. If Grounds did not maintained our yard, it would not be inviting to people to pause, meditate, explore, play, nor converse with one another.

*What is one success that you'd like to share from this past year with the congregation?*

Grounds was able to reduce mowing costs (example; increase meadows) to help offset an expensive snow removal year, and was able to add contracted snow removal service of side walks

*What is one goal that your group has for the year to come?*

To keep our grounds safe by adding sidewalk lights. Also, to re-establish our property lineage along the stream as this waterway poses a liability.

*Kathleen Konopka*

## **HomeFront Tutoring Program**

*Why is your ministry, committee, or team vital to the life of UUCWC?*

The HomeFront Tutoring Program has been a part of our outreach program for more than 15 years. It provides tutoring assistance for about 25 students that are served by the Mercer County organization, HomeFront. They are bused into our church site every Monday evening for tutoring assistance and a dinner meal. During the summer months we switch to a non-academic experience for 6-8 weeks on Wednesday evenings. The program gives adults from our church, as well as outside of our church, plus local high school and college students an opportunity to assist children with homework. There is a meal team which is supported by cooks and servers from our church. Church members also donate food that is used to prepare the meals.

*What is one success that you'd like to share from this past year with the congregation?*

Challenges are presented when we are short tutors. It is nice to see that non-church adults also assist us in the program. It gives the program a "community" based feeling. There are also changes in the attendance of the students, who can often find themselves moving from the area. In a strange way, we learn that families may have found a home or apartment elsewhere, and are moving to a better situation. Our tutors also change in their availability, when they graduate high school or college. The fact still remains, that we still manage to cover our tutoring needs every week.

*What is one goal that you have for the year to come?*

It would be helpful if we could build a supply of computer units that the junior and high school students could use while they are here. We see a growing number of students having homework that requires computer assistance and research.

*Bernie Ruekgauer*

## Membership Ministry

*Why is your ministry, committee, or team vital to the life of UUCWC?*

The Membership Ministry welcomes visitors and supports the path to membership. We continue to coordinate welcome activity (visitor information, follow-up notes) and enhance hospitality (the Red Mug Brigade and Fellowship “hi-top” tables). Our support of the Minister in implementing the *Path to Membership* enables visitors to decide whether or not membership in UUCWC is a good fit for them and, if it is, to then become members.

*What is one success that you’d like to share from this past year with the congregation?*

In Rev. Kim's first two years, the Ministry has supported her implementation of *Roots* and *Wings* and has established a twice monthly Talk & Tour to introduce visitors and new members to our congregation and building.

*What is one goal that your group has for the year to come?*

A major goal for the next year is to strengthen the engagement of new (and not so new) members. We are identifying how to strategically employ volunteer efforts and organizational resources. We are moving from our previous "committee structure" to becoming more "task-oriented," hoping that will allow for more participation in supporting Membership activities.

*Marty Friedman and Penny Gardner*

## **Memorial Garden Committee**

*Why is your ministry, committee, or team vital to the life of UUCWC?*

The Memorial Garden Committee is a subcommittee of the Grounds Committee. It is responsible for the maintenance and improvement of the Memorial Garden. It is supported by a restricted account, paid for by fees established by the Committee. It provides a vital service to church members and friends for the opportunity to place the ashes of loved ones here on the church property. As of May 10, 2016, there are 35 individuals that are interred or hold a reserved status (26 and 9 respectively).

The Memorial Garden represents one way to create and give our members a complete circle of life. The Committee has worked hard to provide the proper documents for all interested parties to consider before making this important decision. We are unique in that all costs associated with the Memorial Garden are covered by the established fee.

*What is one success that you'd like to share from this past year with the congregation?*

During the 2015-2016 Church Year, the Memorial Garden became the final resting place for Kingsley Seville, Rollie Rahn, and Marybeth Stinson. It was an honor for the church to provide this opportunity. After several months, the Committee completed its work on a complete revision of the Guidelines, Procedures, Pamphlet, and the Application for Use documents. As we close out the year, the final decision on engraved pavers and a wall plaque will take place. There are nine (9) members and we had two (2) members leave the committee. An important decision this year was to raise the fee for the Memorial Garden service to \$400, up from \$300, effective July 1, 2016. This action will enable the committee to take on several landscaping projects.

*What is one goal that you have for the year to come?*

By the Fall, we hope to have in place engraved pavers and a special plaque (in the Crossings Room), identifying all interred in the Memorial Garden. In addition, there will be some discussion on possible redesigning of the fencing around the garden. The money is there for our use. We will work closely with the Grounds Committee.

*Bernie Ruekgauer*

## **Nominating Committee**

*Why is your ministry, committee, or team vital to the life of UUCWC?*

Nominating seeks candidates to fill open leadership positions across committees and the Board. Identification of candidates occurs via recommendations from Nominating members, current committee chairs, or other church leadership and typically involves an interview process.

The Nominating Committee encourages all current committee chairs to be developing future leadership within their committees, thus ensuring ongoing congregational vitality.

*What is one success that you'd like to share from this past year with the congregation?*

The Nominating Committee has filled all leadership vacancies with well qualified individuals. In addition, we have conducted candidate interviews that garnered useful perspective on congregational needs and questions.

Nominating has gained one new member for the upcoming year but has lost three members. More members are needed.

*What is one goal that your group has for the year to come?*

Foster a culture where Nominating Committee will include representation from more younger members of the congregation and where members, new or old, are aware of committee opportunities and are able to best contribute their strengths and passions.

*Dianne Ross*

## **Pastoral Associates**

Four Pastoral Associates (MJ Hansen, Lynn Hanson, Nancy Reyes-Svarebergs, 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 confidentially listen to and offer emotional and spiritual support to our members experiencing loss or life changes due to aging, health, loss of a partner or other loved one, or similar issues. Some of our work involves working with congregants over a period of time, while other work is short-term (such as making hospital visits.)

Referrals come from the minister, the Caring Ministry, or the church office; individuals also request our services. Pastoral Associates meet once a month with the minister to discuss ways to best support congregants and for on-going training. In the interim, the chairpersons of Pastoral Associates (Lynn Hanson) and Caring (Loren McAlister) contact each other to coordinate services to those we are serving. Pastoral Associates also meet quarterly with the Caring Ministry – the latter group providing physical resources such as meals to recuperating congregants – for combined training and discussions.

As our congregation grows larger and as our congregants increasingly age and experience losses or health challenges, it has become increasingly valuable to have a team of trained Pastoral Associates working in conjunction with our minister to offer pastoral care services to our congregants. The “work load” of the Pastoral Associates was higher this year than in past years due to the deaths in our congregation, many people's hospital stays, several changes in various people's living situations, and the maternity leave of our minister this last fall. Our program also allows our congregation to have some immediate on-site coverage during the weeks our minister is on vacation (with a ministerial colleague of Kim's being on-call during those weeks, as well.)

Nancy Neff, a member of our congregation, initiated a widows' project this year that the minister, Pastoral Associates, and Caring Ministry were asked to become involved with. Lynn Hanson facilitated two focus groups with widows in our congregation, and more focus groups will be held in the future with various facilitators and with varied purposes. The exact outcomes of these meetings are still to be determined, but the implications are many and the opportunities are rich.

Next year, we plan to add 2 – 4 new Associates, begin a pastoral care library that congregants may borrow from, and lead 2 or 3 projects for the congregation (e.g., continued work with the widows' project(s), a possible “Five Wishes” workshop, and another end-of-life/aging/dealing with grief-related workshop or worship service.) We additionally hope to improve our communication to the congregation about who we are and what we do.

*Lynn Hanson*

## **Personnel Committee**

*Why is your ministry, committee, or team vital to the life of UUCWC?*

The Personnel Committee ensures that UUCWC is a fair and ethical employer. The committee also ensures that the current and future needs of this growing congregation are served well through the support of qualified paid staff. Sufficient and high quality paid staff magnify the volunteer work of the congregation by providing consistency, structure and support to committees, congregational leadership, members, friends and visitors.

*What is one success that you'd like to share from this past year with the congregation?*

This year the Committee focused on researching and identifying the long term staffing needs of the congregation. Relying on the strategic plan, interviews with staff and leadership and UUA resources we have identified draft staffing changes over the next five years that will support growth, improve the member experience and keep UUCWC a good place to work, learn, and move along our individual spiritual journeys.

*What is one goal that you have for the year to come?*

We will work with the congregation to formally evaluate the staffing changes made last year including the addition of additional office staff for supporting religious education activities and the addition of the Sunday Sexton. The results of this will be used to fine tune the long term plan for staffing.

In the next year we will bring our draft staffing plan to Council for final input before presentation to the Board of Trustees for Approval.

*Regina Podhorin Zilinski*



## **Religious Education Committee for Children and Youth**

*Why is your ministry, committee, or team vital to the life of UUCWC?*

The RE Committee for Children and Youth is vital to assisting parents in establishing a Unitarian Universalist identity in their children. As Unitarian Universalist they learn to have a commitment to justice and fairness, affirm the inherent worth and dignity of all beings, connect to the wonder of our world, and believe that each of us is responsible and capable to help change the world for the better.

*What is one success that you'd like to share from this past year with the congregation?*

- Creation of children's racial justice library.
- 36 RE volunteers (20% do not have children in the program).
- We have grown to 101 children in RE.
- 3 specialty programs this year: OWL k-1 (with 17 children in the class!), Bibleodeon and Neighboring Faiths.
- Youth Group completed an anti racism curriculum (first time Youth group used a curriculum) and based their Sunday Service on what they learned in that curriculum. They also fundraised for and went on a service-learning trip to NYC. This is the first time our youth have been on a service-learning trip. We hope to make this an annual or bi-annual event.

*What is one goal that your group has for the year to come?*

- Increase the opportunities for RE parents to connect with each other both with their children and without.
- Hold a webinar for parents about raising race conscious children produced by SURJ (Stand Up For Racial Justice).
- Increase lessons on racial justice in RE curriculum.
- Integrate new families in to the life of the congregation.

*Barbara Jensen*

## **Rental Team**

*Why is your ministry, committee, or team vital to the life of UUCWC?*

The Rental team administers all contracts for the use of UUCWC for personal or non-church business (weddings, parties, memorial services, homeschool support group, concerts, etc.). By doing so, we generate income that is applied towards the general operating expenses of the church. We also create goodwill in the community by making the rental experience positive.

*What is one success that you'd like to share from this past year with the congregation?*

This year we continued our relationship with a homeschool support group and an annual yoga/meditation retreat group; unfortunately, with the end of Concerts at the Crossing, we lost a long term renter. We continue to look for opportunities to expand our rentals while meeting the demands of our church and its membership.

*What is one goal that you have for the year to come?*

We are looking to update/upgrade our information on our website and are hoping to increase rentals for one-time events (weddings) as well as consider longer term rentals through networking.

*Susan Irgang*

## **Right Relations Committee**

*Why is your ministry, committee, or team vital to the life of UUCWC?*

The Right Relations Committee (RRC) promotes peaceful and constructive dialogue in line with UUCWC's Covenant of Right Relations. When needed, RRC acts as a facilitator towards resolution of interpersonal conflicts and addresses concerns about disruptive or inappropriate behavior. Members of RRC are available to listen with an open heart to congregants who have a need to share concerns. If RRC did not exist, the frequency and intensity of conflict might increase and be more difficult to resolve.

Members: Heather Edwards and Scott Umlauf, co-chairs, Mike Makowsky, Michele Downie, Bob Alt and Lori Rahn. New members recruited for next year are Karen DiGeorgio and Chris Marietti.

*What is one success that you'd like to share from this past year with the congregation?*

In addition to planning and executing an RRC themed service in October, we sponsored a workshop based on the book *Houses of Healing*, taught by UUCWC member Pris Gaver. The workshop was an overview of a program of emotional awareness and healing and included exercises. The workshop was attended by 17 members and friends and was very well received.

*What is one goal that your group has for the year to come?*

A goal for the upcoming year is for RRC to again sponsor a workshop on a topic related to promoting Right Relations, such as how to encourage the development of self-differentiated leaders.

*Heather Edwards and Scott Umlauf*

## **8 Sacred Circles (8SC)**

*Why is your ministry, committee, or team vital to the life of UUCWC?*

8 Sacred Circles celebrates our 7th UU principle by gathering on nature's eight holy days. In commemorating the turning of time this way, we are reminded of our connection to the interdependent web of all existence. In sharing our thoughts and feelings, we find inspiration from each other. In observing the eternal cycle of life, we find comfort.

We are a relatively new endeavor, formed in the tradition of our earth-based spirituality group. Participation at the events varies greatly, but even the act of putting the notices in the weekly e-blasts and Order of Service, helps to raise awareness of these special days, fosters a sense of human connection through ancient customs, and reminds us to treasure the beauty of each unfolding season.

*What is one success that you'd like to share from this past year with the congregation?*

It's been gratifying to see new UUCWC congregants asking about us and joining in. We feel that we are just one more option/resource for those who come to our church on a thoughtful spiritual path which may not have been satisfied by other, more common, religious experiences.

*What is one goal that your group has for the year to come?*

Creating sacred space is a special type of undertaking. We are hoping regular 8SC participants may be willing to lend support with some of the more routine organizational needs (promotion/fellowship/staging) so that those of us entrusted to facilitate meaningful rituals can focus our energies in that area.

*Penny Gardner, Mike and Heidi Dalzell*

Name of Ministry/Committee/Team: Fellowship? (Not really a ministry/committee/team)  
Leader: Maria Baratta

1. Why is your ministry, committee, or team vital to the life of UUCWC? (Tell us about who you are, why it matters, what would be missing if we were to no longer have your ministry / committee / team.)

Everyone loves after service fellowship, especially as a vehicle for meeting and sharing with new comers as well as friends. Without Sunday fellowship, UUCWC would not have as vibrant a sense of community as most people feel we now have.

2. What is one success that you'd like to share from this past year with the congregation? (Did you overcome a challenge? Did you gain new members to your group? Was there a new opportunity you said yes to and benefited from? Etc.)

A SUNDAY STEWARD! This has made set up and clean up so much easier for everyone. As no new leadership for fellowship stepped up this year, I assigned committees/teams and neighborhood groups to cover Sunday fellowship donations of food and drink. While there was a little grumbling, it has overall been pretty successful.

3. What is one goal that your group has for the year to come?  
New leadership needs to take on this task. A team of people or a family unit that feels an affinity for some basic organization and scheduling would be perfect.

## **Safety Team**

*Why is your ministry, committee, or team vital to the life of UUCWC?*

The Safety Team was created by the Board of Trustees as a result of the recommendations of the Safety Task Force. The Task Force set forth a number of recommendations that the Safety Team reviewed this year to determine the priority and viability of following through on those items. If the Safety Team did not exist, many of the suggestions would lay dormant.

*What is one success that you'd like to share from this past year with the congregation?*

We now have an Emergency Call List.

*What is one goal that your group has for the year to come?*

Playground Safety.

*Marilyn Cichowski*

## **Social Justice Committee**

*Why is your ministry, committee, or team vital to the life of UUCWC?*

The Social Justice Committee organizes community outreach projects including Turkeys for TASK, HomeFront Back-to School Backpacks, Thanksgiving dinners and Loaves and Fishes. These projects provide an opportunity for the congregation to participate in social justice work in Mercer County. I feel without these projects a large part of UUCWC's vision and mission (create community and change the world ) would be lost.

*What is one success that you'd like to share from this past year with the congregation?*

We had record numbers of congregants participating in our community outreach projects.

*What is one goal that your group has for the year to come?*

Continue to provide the UUCWC congregation and friends an opportunity to participate in social justice work

*Mary Kay Mitchell*

## **Sound Ministry Team**

*Why is your ministry, committee, or team vital to the life of UUCWC?*

The Sound Ministry Team provides audio support for UUCWC primarily in the form of voice and music/sound amplification for Sunday services year round. An important part of the sound amplification system at the church beyond the amplified speaker system, is the Assisted Listening System, which provides individual RF listening packs with earphones to those who are hearing impaired.

The team also provides similar audio support for special events, such as holiday and special celebrations, weddings, and memorials. As part of the support services the team provides, we also record the Sunday Services (and other events, when requested) for archive and on-line playback purposes. Included in the work we do for UUCWC, the team maintains, repairs, and when necessary, manages the replacement of equipment that comprise the overall audio system at UUCWC.

Without a Sound Ministry Team UUCWC would not have a reliable and properly operated sound amplification system needed in the church's sanctuary and satellite areas. In a space as large as the UUCWC's sanctuary it is vital that a suitable sound system be used, because without it, an un-amplified voice cannot be heard very well in many parts of the space. This also includes balancing amplified music with voice, as well as audio that may accompany projected video. The other aspects of maintaining audio support for UUCWC, such as assisted listening, recording for archive, and maintenance of equipment would be lacking, if not sorely inadequate, without an organized Sound Ministry Team.

*What is one success that you'd like to share from this past year with the congregation?*

Aside from upgrading the mic mixer, replacing the CD recorder, and ironing out a few bugs in the sound system, probably the best accomplishment this year was replacing the noisy 20-year old Williams Assisted Listening system with a new clear and quiet Listen Technologies system.

*What is one goal that your group has for the year to come?*

To continue to provide reliable quality sound support for UUCWC!

*John Harvi*



## Stewardship

*Why is your ministry, committee, or team vital to the life of UUCWC?*

This committee is responsible for the annual pledge drive and annual management of the pledge payments and key financial resource responsible for the operating budget of the church. The annual pledges provide between 85% to 90% of all funds available for the church budget. Members include: Lou Csabay, Chair; Mike Hanson, Board of Trustee VP, Pam Shadzik, Board of Trustee liaison, Joe Schenk, Finance Committee Chair, Lori O'Neil, art and marketing advisor; Sandy Muccioli, Peter Rafle, Bud Johnson, Bernie Ruekgauer, Juliet Marlier, Tony Panzetta, George Faulkner.

*What is one success that you'd like to share from this past year with the congregation?*

The 2016-17 campaign was a stunning success. With a goal of \$355K, already \$20K + over last year's goal, the committee realized an actual pledge total of \$375,109. With 193 households pledging, we attained an average household pledge of \$1,943, \$120.00 over last year's average pledge. The committee also maintains an active and continual effort at collecting the previous year's pledges, which this year will successfully attain a near 99% rate.

*What is one goal that your group has for the year to come?*

In addition to continuing the ongoing dialogue about money and its place in the life of our community, the committee will try to improve the percentage of members who pledge DURING the annual campaign. Generally, only about 60% of the pledges are made during the actual four week campaign. The post-campaign efforts of Face Book Postings, email reminders, phone calls, face-to-face meetings, etc. are generally exhausting and difficult, especially for an all-volunteer team.

*Lou Csabay*

## **Worship Associates**

*Why is your ministry, committee, or team vital to the life of UUCWC?*

Sunday worship services at UUCWC are the result of a shared ministry. Along with the Director of Music Ministry and the Director of Lifespan Religious Education, Worship Associates work with the minister, lay leader or guest speaker to plan and conduct Sunday services. Worship Associates specifically strive to make each part of the service meaningful and the overall worship experience spiritually cohesive. We “share the load” with the minister by assuring that our rituals and other activities that make up the service serve to support and reinforce the spirit and meaning of the sermon.

*What is one success that you’d like to share from this past year with the congregation?*

This was the first year in many that MJ Hansen was not WA chair, so the new Co-Chairs have learned to share the many responsibilities while honoring valued WAs who rotated out of this ministry, and welcoming and training new WAs who have joined.

With the help of Susan Irgang, we have been able to identify a process for selecting chalice lighters from a list of congregants who are celebrating membership anniversaries during that month. Previously, this was a hit-or-miss effort with no consistency in how we identified chalice lighters.

It is the WA’s role to segue from the sermon into the Financial Affirmation. This year we have worked hard to make this an opportunity for all attending to pause and reflect on the theme of the worship service through the lens of giving to our church. We believe that by lifting up the financial affirmation as a spiritual moment we are adding to the cohesiveness of the service and the amount donated each Sunday.

*What is one goal that your group has for the year to come?*

One goal we have as Worship Associates is to build a stronger sense of unified purpose and cohesiveness. We meet only once a month and then work individually with the service leader to create and deliver a service. Through increased collaboration, thoughtful discussion and shared responsibilities we hope to increase our sense of unity as a group and our effectiveness as worship service planners.

*Marianne Alt and Jayme Trott*