

# ANNUAL REPORT 2018-2019



**Unitarian Universalist Church  
at Washington Crossing**

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**Join the Journey.  
Open to You.**

***Create Community, Celebrate Life, Change the World***

**Unitarian Universalist Church at Washington Crossing  
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**Church Staff 2018–2019**

Minister	Rev. Kimberly Wildszewski
Ministerial Intern	Hannah Gallo
Director, Lifespan Religious Education	Robin Pugh
Director, Music Ministry	Caryl Tipton
Church Administrator	Susan Irgang
Office Assistant	Rachel Hansen
Accompanist	Steve Ryan
Sexton	Ed Wittmann
Sunday Steward	Roberto Santiago

**Board of Trustees 2018–2019**

President	Marianne Alt
Vice President	Nathalie Edmond
Treasurer	Lynne Quinto
Secretary	Ed Dobrowolski
Trustee	Patrick Kahney
Trustee	Dianne Ross
Trustee	Nina Todor
Trustee	John Ueng-McHale
Trustee	Colin Unsworth

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# *Create Community, Celebrate Life, Change the World*

## YEAR IN REVIEW: 2018 - 2019

*This has been a year of connection and commitment.*

- Since July 1, 2018, we have celebrated **25 new members**, and now serve a population of **295 adult members and an additional 100\* friends, participants and attendees**. This is an increase of 3% over last year at this time. We welcomed many visitors as well, adding over 50 to our list who now receive our weekly announcements.
- Our Worship Services were attended by **an average 200 people per week**; we introduced four intentional multigenerational services, worship was led once by the Youth Group, and six times by lay leadership, four of which were in the summer. Five new choir members and six new musicians enhanced our Sunday experience.
- *Welcome Table Wednesdays* were introduced to a surprising and enthusiastic response, **averaging 80 attendees each month** for both the meal and spiritual program. This does not include **44 attendees for a special Blue Christmas service**. Clearly identifying and fulfilling a need within the community, Welcome Table Wednesdays often served as another worship opportunity, most notably for those who are unable to attend Sunday mornings. Congregants and the staff were stretched creatively and spiritually.
- Faithful to our **Personnel Strategic Plan**, we embarked on a bold but need-based Stewardship Campaign. We now plan to welcome a half time Assistant Minister, extend the hours and responsibility of our Church Administrator to reflect a Congregational Administrator's portfolio, and prepare for Rev. Kim's first sabbatical in 2020.
- Our Capital Campaign raised over \$920,000 to date, just shy of our goal of \$1.1 million; over 35% of this has been collected. Surveys have been done, architect conceptual plans have been reviewed, and we now begin work with the township on approvals.

\* **Friends** are those who give financially to the congregation on an on-going basis but who have not signed the membership book. **Participants** are typically getting to know the congregation. They do not yet financially sustain the community but participate in Adult or Children's RE, receive pastoral care, and often attend worship. Most participants are somewhere along the path to membership. **Attendees** are more frequent than visitors but are not involved in congregational life beyond Sunday morning.

- One year ago UUCWC became one of the first adopters of the **8<sup>th</sup> Principle**. The Board of Trustees set forth to institutionalize this Principle through their annual goals, passing motions that set a standard for an anti-oppression lens in everything from purchasing to evaluations to governance structure. The Racial Justice Initiative asked each Committee and Ministry to embark on a self-audit of how they function in light of the 8<sup>th</sup> Principle, helping leaders throughout the congregation grow in our accountability to one another and our faith. Through classes, small groups, outside speakers and more, we deepened our commitment to this work as individuals and as a community.

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### **There were other connections this year:**

- Our Ministerial Resident, Hannah Gallo, learned and led in important and lasting ways;
- Robin Pugh, DLRE, completed her 10<sup>th</sup> year at UUCWC;
- Steve Ryan joined the Music Ministry as our new pianist.

And still there was more. Our work and our relationships are bound in our mission, ***to Create Community, Celebrate Life, and Change the world.***

### **Create Community**

This year, we introduced **Welcome Table Wednesdays**, a monthly gathering to feed the body and the spirit with communal meals and compelling programming. Our **potlucks** continued to give members and friends opportunities to journey together outside of UUCWC. **Community Building Ministry** kept our spirits up with a welcome back picnic, a chili cook-off, and a swing dance concert and social dance. Our **Membership Ministry** fostered the *Growth Through Service Initiative*, which will bring service opportunities to our members that are fulfilling, feed your passions and grow your soul, while also maintaining our Faith Forward curriculum each Sunday. The **Inclusion Team** explored how well the church community was doing in keeping its older members connected and included in the life of the church and made recommendations; all of the recommendations have had action taken. Previous pianist, Erin Busch, created a concert series bringing excellent music and over \$1,000 in funds to the church.

### **Celebrate Life**

We said **goodbye** to too many beloved members: Bill Cox, Jeana Bateman, Paul Tuerff, Jane Shafer and Karen Krohnemann, and we recognized the passing of Marilyn Cichowski's wife, Michele Touvelle. We **dedicated** Liam de Barra and Malcolm Allistair Wildszewski. Our **Pastoral Care Ministry** nurtured, cared for and assisted members in need, with over 100 people offering help through *Lotsa Helping Hands*, and supporting five members with meals, transportation and other services; Pastoral Care also formed a support group for those dealing with grief, anxiety and depression. **Kinship Circles** offered its ministry of building intentional, multi-generational families. **Archives Team** continued preserving our stories, sharing them with our youth and improving storage of materials. Our **Music Ministry** welcomed a new pianist, five new members, and six new musicians, while participating in a choral workshop, music festival and outreach performance at an assisted living facility. It takes many people to work collaboratively to provide meaningful **Sunday Services** in line with our monthly themes. These include, our Choir, Pianist, Director of Music Ministry, Worship and Story Associates, Intern, DLRE, guest speakers and musicians, and Sound Team.

### **Change the World** *within our walls*

**Our Parking Task Force** brought to completion the long awaited parking expansion, with the financial support needed from Capital Campaign funds. **The Grounds Committee** contracted

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for lawn maintenance as well as snow removal, and carried out a grounds clean-up and shed clean-out. **Our Building Committee** installed carbon monoxide detectors throughout the building, navigated a major plumbing problem and restoration on the lower level as well as executed minor maintenance issues. Our building itself was used 15% more compared to last year, with 8% higher usage during daytime hours. In the Sanctuary, our Sound Team helped install a new projector and sound system, which was brought into regular use by the **Worship Associates**. **Earth Ministry** participated in a neighborhood clean-up, continued to offer used book and organic product sales that provide our Fellowship Hour coffee, and planted organic vegetables in Allie's Garden, feeding our HomeFront students. They also supported the non-profit ISLES, a group which fosters gardening and provides seeds (among other Trenton-area needs), in furtherance of our 8th principle.

Our **Finance Committee** indicated that our finances continue to be strong. **Auction** profits this year exceeded \$47,000, including a carryover from last year; this is \$7,000 more than the targeted amount for this fiscal year. As approved at last year's annual meeting, half of this surplus will go to social justice causes, to be distributed by the Council for Faith in Action. We also raised over \$5,500 in other fundraising efforts such as the Craft Fair and plant sales, while concerts and airport transportation brought in over \$2,500. **Stewardship** raised awareness about giving levels and need, bringing in pledges of almost \$400,000 to fund our operating budget and over \$40,000 in increased/new pledges. Through the *Wake Now Our Vision* bequest program introduced by our **Endowment Committee**, UUCWC will receive \$13,700 in matching funds from the UU Congregation at Shelter Rock. Our **Capital Campaign** raised over \$920,000 to date. Surveys have been done, preliminary conceptual plans from the architect have been reviewed; our engineering consultants have begun the work to obtain township planning board approvals. **Nominating Committee** navigated the perfect storm, and provided exciting recommendations for election for a Board President, Treasurer, Finance Chair, Stewardship Chair and Endowment Chair.

### **Change the World** *outside our walls*

The **Council for Faith in Action**, through our 50% of the plate funding, disbursed funds to over fifteen organizations as part of our social action. A new **Faith Action Ministry** helped 189 congregants make 1,386 elected official contacts at the Action Table and represented UUCWC at over twelve protests, rallies, anti-racism conferences and workshops. The **Racial Justice Initiative** organized a self-audit for groups within UUCWC of how they function in light of the 8<sup>th</sup> Principle, helping leaders throughout the congregation grow in our accountability to one another and our faith. UUCWC continued its work with **HomeFront** students in tutoring and sharing meals, a holiday craft fair and holiday party. **Food Ministry** prepared over 3,000 meals this year, and developed a closer relationship through direct contact with meal recipients. Through **Denominational Affairs** we continued to connect with the Unitarian Universalist Association through participation in, and scholarships for, General Assembly.

### **Change the World** *within ourselves*

**Adult Religious Education (ARE)** offered 23 classes led by 30 facilitators serving 145 participants. **Children's Religious Education (RE)** field tested the UUA's "Dismantling White

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Supremacy Accountability Assessment for RE programs,” resulting in seven new goals for Children’s RE next year. Our **Intern Support Committee** encouraged and assisted our second intern in the sometimes challenging work of UUCWC. Our **Right Relations Committee** helped us navigate difficult passages and uphold our covenant with each other along the way.

Respectfully submitted by,  
*Rev. Kim Wildszewski, Minister*  
*Susan Irgang, Church Administrator*  
*Robin Pugh, DLRE*

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## **REPORT OF THE UUCWC BOARD OF TRUSTEES FOR THE 2018-2019 CHURCH YEAR**

Our Board of Trustees is the nine-person elected governing body of this religious community. The Board's governance philosophy delegates decision-making authority to individual ministries and committees so it can focus on:

- Financial stewardship
- Goal-Setting and implementing the Strategic Plan
- Creating and overseeing Church Policies
- Overseeing Personnel and Staffing

The board meets monthly on the second Wednesday of the month, our Executive team meets monthly in between the full board meetings, and we offer monthly Board Chats during Middle Hour. The Vice-President holds quarterly Council meetings with church leaders. Four board members regularly attend other committee meetings serving as board liaisons. Twice a year we hold a day-long board retreat on a Saturday to set goals for the year and then reflect on those goals. We are committed to our work.

I was reminded by the Right Relations Committee service last week just how much we come to this building, our home, to be nourished and to nourish others – every time we walk through those doors. And so it is being a board member – it is both practical work and a spiritual practice. As is custom, we light a chalice and hear a check in from the board members and attending staff, usually Rev. Kim, Robin Pugh, Susan Irgang and Hannah Gallo. Every meeting we keep our mission and covenant and goals top of mind as we move through our agenda. This year we have asked hard questions about how we understand our strategic role and how we should best function for the congregation. Our discussions are ethical, theological, and etymological (words matter and can carry a lot of baggage!)...we dive deep and we laugh a lot. We hold challenging discussions and make tough decisions that can result in surprising or even unpopular decisions but which can lead to unexpected or amazing results.

This year at our fall retreat we established four goals under the over-arching theme of Enhance Ownership and Engagement:

1. Support the Capital Project
2. Institutionalize the 8th Principle
3. Nurture Leadership
4. Cultivate a Growth Mindset in all that we do

As a strategic board, it can be difficult to point to any one thing and say “We made that happen!” Committees, ministries, the staff and individuals – YOU – make these goals reality after the board sets them in motion. So I am going to highlight some of YOUR results with the pride and gratitude of someone who knows they are a small part of a much greater whole.

The Board supports the Capital Project by being in communication about ongoing activities and decisions. Continuing with their charge the team interviewed and selected the best architect to meet our needs. His knowledge of the intricacies of NJ building codes and experience with



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designing for non-profits is extremely helpful. His preliminary plans meet many of our expectations for an improved space – but it is was the addition of the green, living archway in front of the building that told me this architect understands that this place is our home. Well done, Capital Project Team!

The Board is working on institutionalizing the 8th Principle by looking at its own practices and policies as well as supporting the Rational Justice Initiative in its work. This year we passed a motion stating: *The Board respectfully requests that all committees, ministries, and staff, when considering engaging outside vendors or contractors, make a conscious effort to find and solicit vendors who are in a category that honors our 8th Principle: specifically, vendors who are people of color and other oppressed groups.*

The Capital Project led in this effort by searching out architectural firms run by women and/or people of color and reaching out to them. However, none of them were able to take our project on due to their own full schedules. Thank you for being leaders in this, Capital Project Team.

Last year, the Board wrote a set of guidelines for groups to help incorporate a social justice lens when planning an event, meeting or activity. There was some hard, dedicated work by one group who used it last spring. This fall RJI reached out to all church groups and asked them to discuss three questions surrounding the 8th principle, as it is understood in their group. Food Ministry referred to the board's guidelines to help them construct a conversation to answer the questions. The summary they gave at Council of that conversation was revelatory and beautiful and has already made their strong ministry even stronger. So, thank you RJI and thank you, Food Ministry.

Nurturing leadership in a community of diverse volunteers isn't easy. The Bylaws Task Force appointed by the Board is a successful example of matching the right task with the right committed people and encouraging shared leadership. This group brilliantly pooled their knowledge, skills and curiosity to develop a more coherent and consistent document that I hope you are proud to vote for later in the meeting. "Who knew bylaws could be so much fun?!"

The board has enthusiastically supported the efforts of Liz and Brandon Rodenburg, originally of the Membership Committee, as they learned about Growth through Service, a program that identifies members' passions and matches them with open volunteer opportunities on a church-wide scale.

Their pilot program initiated this spring with a few trained interviewers and a variety of church leaders should inform them how to move forward and possibly pave the way for an assistant minister to more readily assist with Leadership Training. Thank you for your persistence and commitment, Liz and Brandon.

Utilizing the current structure of Council meetings, Rev. Kim and Nathalie Edmond have partnered to sustain the engagement of existing leaders. Higher-level programming aligned with the goals of UUCWC has fostered deep conversations and encouraged committees and ministries to participate in the larger work of the church. Thank you, Kim and Nathalie.

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This spring it became very clear to the board that we needed to grow our staff. Our successful stewardship campaign took us closer to that possibility than we've ever been before. So, even though we would need to dip deeply into our robust reserve funds, the board approved a budget that included increasing our congregational manager position to full time and adding a half-time assistant minister. It was a well-considered, slightly terrifying leap of faith informed by our growth mindset. And then, something amazing happened ...the universe provided...or rather, promises were generously kept, grant monies came in, and...through the hard work of many people we are being asked to approve a nearly balanced budget today. Thank you, all, who made that happen.

Dear people of UUCWC – I hope you hear what I am saying – that because of YOU our union-our institution-our community is strong and our future is bright!

Being President of the Board these past two years has been challenging and rewarding – self-affirming and humbling. I thank the board for their commitment and laughter, I thank the staff for their wisdom and support, and I thank you all for the opportunity and honor to serve you in this capacity.

*Marianne Chopp Alt, President*

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## **ADULT RELIGIOUS EDUCATION (ARE) INNOVATION TEAM**

**Leader(s):** Robin Pugh, Director of Lifespan Religious Education (DLRE)

**Members of Your Group:** Jennifer Ciccolini, Susan Colket, Peter Doyle, Mike Gianella, Sue Saddlemire

### **Why this group is vital to the life of UUCWC and how it helps to fulfill its mission**

ARE classes create community by creating a space where people share, learn and make meaning together in small groups. Classes change the world by deepening participant's spiritual life, their UU Faith and their UU values.

### **Success(es) from the past year**

- Offered 23 classes led by 30 facilitators serving 145 participants this year
- Created a committee of newer members with the help of the past ARE chair. We are experimenting with establishing systems that share the administrative work of ARE among committee members.
- Moved ARE class registration to online only to decrease administrative time
- Increased high quality programming offered by our talented members
- 15 people completed Wellspring 1 this year. Wellspring is an intentional year-long spiritual deepening course. Wellspring 1 is a prerequisite to all other wellspring classes.
- 12 people took "Living the 8<sup>th</sup> principle", a one year book discussion class to transform people from the inside out
- 15 people took Hannah Gallo's class on grief, "Giving Sorrow Words"

### **Key goals for the coming year to fulfill UUCWC's mission**

- Offer more programming that supports the 8<sup>th</sup> principle
- Create an ongoing system to recruit and train ARE class facilitators
- Continue to provide quality programs with trained facilitators that intentionally deepen spirituality, UU faith and UU Values.

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## **ARCHIVES TEAM**

**Leader(s):** Parker Cohen

**Members of Your Group:** Charlie Groth, Betsy Young, Ronnie Dobrowolski

### **Why this group is vital to the life of UUCWC and how it helps to fulfill its mission**

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 community and how we work together to change the world and celebrate the joys and sorrows of life together. Our team works to help people find the information or photographs they are looking for and fill in the blanks of why, who, what, and when in UUCWC's past.

### **Success(es) from the past year**

- Moved more documents into archives quality boxes and folders
- Continued to weed and organize papers concerning the congregational history, endowment, social action work, biographic profiles, orders of service, newsletters, and committee work
- Continued to organize, identify, accession, and catalog photos according to dates and activities with the help of Betsy Young and Ronnie Dobrowolski
- Continued work on digital catalog for photos, having cataloged over 650 items and have finished cataloging photos up into the 1980s
- Purchased new archival appropriate metal shelving and installed it with the help of George Faulkner and Steve Saddlemire. Also purchase more appropriate storage boxes for the collection. These were all funded by the UUCWC Endowment Committee
- Helped staff through several projects related to the capital campaign, the Right Relations Covenant, access to digital records, and building and grounds work
- Gave talk to Coming of Age class about our history and UUCWC's place in the denomination
- Supplied information for 6 congregational and staff projects over the past year

### **Key goals for the coming year to fulfill UUCWC's mission**

Parker and Charlie, along with the rest of their volunteers, will continue to focus on UUCWC's mission relating our successes in community building and social justice work in the past, to how

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we are in the present and what path it all creates to the future. The team 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 five years under Parker and Charlie's leadership, it is still an on-going task that will not be finished for some time to come. In addition, Parker will maintain and improve her and the congregation's connection to UU history at Meadville-Lombard, Andover-Harvard, and Murray Grove to further improve our standards in history care and knowledge.

Finally, during this coming year, Parker and Charlie want to continue to learn about and implement more up-to-date digital processing and further the work to create an oral history program.

### **AUCTION TEAM**

**Leader(s):** Barbara Drew, Lori O'Neil, Connie Schofer, Lynda Shapiro

**Members of Your Group:** Nancy Cox, Mason Crane-Bolton, Bonnie Gilbert, Jon Holcombe (Chef), Judy Lindenburger, Deborah Mercer & Greg Pontier, Joan & Roger McCloughan, Mike Muccioli (Chef); Lucy Nugent, Simone Niemczura, Pauline Perkins, Lori Rahn, Karen Scheick, Lee Schofer, Jackie Thomas, Roy Vogel, Linda Vogt, Grant Wallace, Debbie West, Marcia Wittmann. (Others receive our mailings.)

#### **Why this group is vital to the life of UUCWC and how it helps to fulfill its mission**

Through successfully raising funds for the church operating budget as well as social justice programs, we support the church mission in its entirety. The Auction Team solicits contributions of events which provide the social events for creating community and celebrating life together.

#### **Success(es) from the past year**

Auction Team continues to:

- Solicit contributions of items, services and events
- Reach out to new members to offer benefits
- Minimize meetings, instead coordinate by email as necessary
- Provide weekly communication updates to congregation
- Operate an auction aimed to engage all UUCWC members
- Prepare a high-quality booklet, great graphics for posters, website, etc
- Offer low-priced items in the boutique with surplus items offered to HomeFront children to select as Mothers' Day gifts

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### **Significant achievements/new this year**

- Utilized a “generic” theme of spring auction for simplicity
- Delegated more of the administrative, coordinating oversight to more individuals (such as Communications)
- Welcomed four new UUCWC members as team members: Mason Crane-Bolton, Roger and Joan McCloughan and Linda Vogt, all of whom made significant contributions to our smooth operations notably our outreach efforts
- Met the budget targeted amount, and with the carry-over of \$5,000 from prior year, raised \$47,000 net, allowing for 50% of the \$7,000 surplus to be allocated to support social justice programs
- Provided professional outside entertainment as prelude to the Live Auction
- Despite last-minute surge of donated items, we obtained over 300 items for Silent and Live Auction events; items included 32 dinners, 78 events/other fixed priced services, 12 large-capacity events/meals, and in the competitive categories over 41 events or services, 77 items, 15 art pieces, and 37 gift cards, with a significant number procured by Pauline Perkins and Joan McCloughan, 5 raffle baskets and 23 Live Auction items as well as numerous like-new items in the boutique

### **What is one of your key goals for the year to come to fulfill UUCWC’s mission?**

- Raise sufficient funds to exceed the targeted budget amount to enable allocation of proceeds to social justice programs
- Provide access to items in a fair manner and entice new members and families to participate in all aspects of this major fun, fund-raising event for UUCWC
- Continue to streamline the set up and reduce physical tasks
- Engage new members as volunteers on the team

### **BUILDING COMMITTEE**

**Leader(s):** George Faulkner & Mary Acciani

**Members of Your Group:** just the leaders and volunteers as needed

**Why this group is vital to the life of UUCWC and how it helps to fulfill its mission**

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The building is clearly critical to serving the functions of the church - from worship services to social/fellowship activities to adult and child education programs and rental opportunities. The building and its contents must be adequate in size and layout, safe, aesthetically appealing, comfortable, and accessible for members and visitors.

### **Success(es) from the past year**

- Touch-up painting in hallways
- Recovery from major plumbing problem this past winter, causing temporary shutdown of kitchen and downstairs bathrooms, followed by significant repair work; all expenses after deductible were paid by insurance
- Sealing of crack along roof between sanctuary and lobby
- Reinforcement of lobby ceiling tiles along back wall
- Adjustment of ventilation in Crossings Room ceiling to reduce noise

### **Key goals for the coming year to fulfill UUCWC's mission**

Maintain the condition of the building and prepare for storage and building usage changes that will be needed once the capital construction work begins (in summer of 2020, subject to various approvals).

## **COMMUNITY BUILDING MINISTRY**

**Leader(s):** Janessa & Ed Urwin

**Members of Your Group:** Colleen Horn, Meghan Horn

### **Why this group is vital to the life of UUCWC and how it helps to fulfill its mission**

The mission of the Community Building is to "create community" and "celebrate life". We create events and programming that facilitate friendships and the support, nurturing, and joy that follows.

### **Success(es) from the past year**

- Two new members joined our ministry, Colleen and Meghan Horn
- Hosted the September picnic, Chili Cook Off
- Sponsored the Swing Dance concert

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### **Key goals for the coming year to fulfill UUCWC's mission**

Community Building Ministry will continue to coordinate fun events under fresh leadership.

### **COUNCIL FOR FAITH IN ACTION (CFA)**

**Leader(s):** Michael Wilson

**Members of Your Group:** Holly Bussey, Bud Johnson, Nick Mellis, Lynne Quinto, Dennis Rodgers, Jim Sanders, Steve Saddlemire, Dan Tuft

### **Why this group is vital to the life of UUCWC and how it helps to fulfill its mission**

CFA facilitates and supports UUCWC's commitment to justice, equity and social action initiatives that are aligned with its principles and values by evaluating, and distributing financial support to:

- Local and national organizations
- Denominational groups
- Emergency funding
- Projects within UUCWC

### **Success(es) from the past year**

CFA has provided financial support for the following organizations:

- I Am Trenton Community Foundation
- Inter Faith Housing
- Faith Action Ministry (FAM)
- UUA Disaster Relief Fund – California Fire aid
- Big Brothers and Big Sisters of Mercer County
- Snipes Farm and Education Center
- Fisherman's Mark
- Rescue Mission of Trenton
- Isles
- Welcoming the Stranger
- Loaves and Fishes
- Murray Grove Summer Camp Scholarship
- UU Ministers' Association interfaith Blessing Booth
- Gay Pride Parade
- Homefront and other in-church social action efforts



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CFA is currently involved with the Racial Justice Initiative and Faith Action Ministry to delineate and coordinate the responsibilities and efforts of the three church faith action focused groups, as well as other groups involved in aspects of the faith action mission of UUCWC.

### **Key goals for the coming year to fulfill UUCWC's mission**

A key goal is to enhance the communication capabilities of CFA particularly with relation to facilitating faith in action through the use of volunteer activities by church members. We are in the process of developing a format and mechanisms to improve the focused use of donations. We also want to be more successful in involving congregation members in becoming champions of those organizations they feel are most vital to the support of local causes that are aligned with the eight UU principles and in particular the Eighth Principle.

### **DENOMINATIONAL AFFAIRS LIAISON**

**Leader(s):** Jennifer Rehbein

**Members of Your Group:** Holly Bussey

### **Why this group is vital to the life of UUCWC and how it helps to fulfill its mission**

- Keep the congregation informed of what is happening in the larger UU world outside our walls
- Help grow connections to UUism and to bring awareness that UUCWC is part of a greater faith movement
- Network with other UUs to make us more powerful

### **Success(es) from the past year**

- Awarded three scholarships for General Assembly, 2019 (two on site and one virtual)
- Continue informing congregation of developments on issues regarding UUA

### **Key goals for the coming year to fulfill UUCWC's mission**

To continue funding of General Assembly and make a concentrated effort to get large contingency of UUCWC folks to attend GA in Providence in 2020.

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## **EARTH MINISTRY**

**Leader(s):** Al Johnson and Barbara Drew

**Members of Your Group:** Kerryn and Laura Brandt, John Fowler, Janet Hubbard, Geri Koblis, Juliet Marlier, Leslie McGeorge, Nick Mellis, Chris Piatek, Penny Rodgers, Sandy Unger. (Many others receive our mailings)

### **Why this group is vital to the life of UUCWC and how it helps to fulfill its mission**

The Earth Ministry Team is committed to ensuring environmentally sound practices are implemented by committees/teams and staff utilizing and caring for our facility (grounds and buildings) in keeping with our Green Sanctuary designation by the UUA. We provide information to our congregation about “green” practices for home applications through our Green Info Tables, articles and presentations. Earth Ministry procures the coffee for our Fellowship Coffee Hours; for many, this truly fits the definition of “vital to the life of the congregation.” Earth Ministry oversees the planting and harvesting of the food crops in Allie’s Garden. Produce was used to feed HomeFront children on tutoring nights and to include in the meals prepared by Food Ministry.

Affiliated and operating independently, outdoor adventure/nature walks were held on the third Sunday afternoon of each month. In addition, an affiliated group provides the care for the “green” (plants) in our Sanctuary and the Crossings Room.

### **Success(es) from the past year**

Earth Ministry continued with:

- Sponsoring seasonal Used Book Sales, designating the proceeds from the winter sale for energy conservation and the spring sale for grounds projects at UUCWC; Chris Piatek, Barbara Drew and Penny Rodgers assumed the role, relieving Al Johnson after many years of these sales.
- Conducting twice-monthly Organic products sales including coffee, tea, chocolate and olive oil, with the proceeds enabling the purchase of coffee for the Fellowship Coffee Hour; sales were have been down and accordingly a brief news article was prepared to explain the sales and how proceeds benefit UUCWC; products all derived from small farms enabling them to circumvent marketing channels which lower their profits; all products grown without chemical which can be harmful to the farmers and their communities; twenty cents per pound of product donated from our supplier, Equal Exchange to UU Service Committee (about \$40 this year); Janet Hubbard assumed the responsibility for the sales, relieving Al after many years of running it!
- Advising on issues such as on non-chemical control of insect pests in coordination with Grounds Committee

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- Attending seasonal Facilities Management Team meetings and continued to convey recommendations for native plantings on church grounds
- Planting, maintaining and harvesting “Allie’s Garden” for HomeFront and Food Ministry purposes, putting our 8<sup>th</sup> principle into action. A late fall harvest yielded 56 pounds of carrots. Cherry tomatoes were bountiful as were other veggies throughout the summer and early Fall; Butternut squashes turned into 8 pies for Homefront’s Thanksgiving Meal; Al Johnson continued to oversee this project
- Supporting through church membership the non-profit ISLES, a group which fosters gardening and provides seeds (among other Trenton-area needs), in furtherance of our 8<sup>th</sup> principle
- Earth Ministry prepared or implemented:
  - Application for River-Friendly designation for UUCWC through the Stony Brook Millstone Watershed Association (review still pending)
  - Potluck and Movie open to congregation, Potlucks with each meeting (open to all)
  - Mindful Meditation Walk on church grounds (to be rescheduled due to inclement weather on original date)
  - Earth Day service on 4/14 co-led with Ministerial Intern Hannah Gallo, with slide show and earth, air, water focus by Hannah, Chris Piatek and Al Johnson
  - Received Council for Faith in Action approval to designate the plate collection on Earth Day for Climate Action through UUA Ministry for the Earth, with Earth Ministry funds matching the 50% from the plate (over \$800 combined total donated to UUA Ministry for the Earth)
  - Coordinated with Family Action Ministry (FAM) to seek potential collaborative projects with ISLES in furtherance of our 8<sup>th</sup> principle
  - Coordinated with FAM regarding legislation for climate/carbon limitations
  - Provided books to FAM for their drive to supply books to prisons thereby reducing the overstock in Earth Ministry’s book inventory
  - Coordinated Earth Day cleanup of neighboring streets in conjunction with Friends of Hopewell Valley Open Space, earning money for UUCWC

### **Key goals for the coming year to fulfill UUCWC’s mission**

Our priority is to increase awareness and application of green practices at UUCWC by congregants and committees – from recycling, composting, “green” cleaning products and reducing waste/disposal products at UUCWC functions to planting native plantings on church grounds.

We hope to implement collaborative projects with ISLES and increase awareness of Earth Ministry’s work putting our 7<sup>th</sup> and 8<sup>th</sup> principles into action.

# ***Create Community, Celebrate Life, Change the World***

## **ENDOWMENT COMMITTEE**

**Leader(s):** James Erb

**Members of Your Group:** Kerryn Brandt, Bonnie Gilbert, Janet Hubbard, Pete Rafle

### **Why this group is vital to the life of UUCWC and how it helps to fulfill its mission**

- Invests the church's endowment to increase its principal value while generating income
- Designs and implements a process for using the endowment's income for projects that will benefit UUCWC in ways not covered by the operating and capital budgets
- Educates the congregation on the importance of contributing to the endowment fund

### **Success(es) from the past year**

- As a result of the generous bequests made by seven UUCWC members under the *Wake Now Our Vision Challenge*, UUCWC will receive, later in 2019, \$13,700 in matching funds provided by the UU Congregation at Shelter Rock. Based on Board approval, all of those funds will go into the UUCWC Endowment Fund.
- Unfortunately, due to poor performance, no funds were available for grants from the Endowment Fund.

### **Key goals for the coming year to fulfill UUCWC's mission**

Jim Erb will no longer be chair of this committee after June 2019; he hopes incoming leadership will keep the congregation aware of the Endowment Fund and to educate the congregation about the importance of supporting the Endowment Fund, to assist in assuring that our legacy continues well into the future.

## **FAITH ACTION MINISTRY (FAM)**

**Leader(s):** Elizabeth Downie, Jamie Evanini, Barbara Jensen, Gina Turner

**Members of Your Group:** see above

### **Why this group is vital to the life of UUCWC and how it helps to fulfill its mission**

Changing the world is overwhelming. People don't know where to start. We help them by giving them specific and concrete actions/activities they can take or do to put our 8 Principles into action.

## ***Create Community, Celebrate Life, Change the World***

### **Success(es) from the past year**

- The Action Table helped 189 congregants make 1,386 elected official contacts (119 New Jerseyans and 70 Pennsylvanians)
- The FAM was honored at the Annual Meeting of over 100 AME congregations in NJ for our work at St. James AME church in Hightstown. We partnered with St. James to put in a library and we currently run an ESL program for undocumented immigrants and their children. Highlights include:
  - one student passed her citizenship test
  - two students enrolled at Mercer County Community College
  - one student's wife and 3-year-old daughter came up from a detention center at the border and we are helping them seek asylum
- Represented at over twelve protests, rallies, anti-racism conferences and workshops
- Collected nine full boxes of books to donate to the library at a Mercer County Correctional Facility
- Collected 40 + dictionaries (dictionary drive still ongoing) for PA's Books Through Bars organization

### **Key goals for the coming year to fulfill UUCWC's mission**

- Begin an occasional book club focusing on titles that will help us discuss the emotional toll of activism and how to keep our activism healthy and sustainable
- Increase the average number of weekly visitors to the Action Table
- Expand and increase our activities and with that include more congregants in our work
- Host a fundraiser for the Latin American Legal Defense and Education Fund (a non-profit in Trenton dedicated to offering legal aid and education to undocumented immigrants), expanding the ESL class, find a way to include other g in our work

## **FOOD MINISTRY**

**Leader(s):** Michael Muccioli and Rollie Rahn “Co-chair in perpetuity”

**Members of Your Group:** Mike Muccioli, Bonnie Ruekgauer, Bernie Ruekgauer, Jackie Thomas, Adam Czerwonka, David Schumann, Elliott Dunner, Marcia Wittmann, Nancy Neff

**Why this group is vital to the life of UUCWC and how it helps to fulfill its mission**

## ***Create Community, Celebrate Life, Change the World***

As an outreach of Social Justice projects the Food Ministry provides free and nutritious meals for people in need in the local community and within our own church community. The Food Ministry meals are provided from the generous donations of food product and financial assistance from the members of the UUCWC congregation.

### **Success(es) from the past year**

- Over 3,000 meals this year
- We have had the addition of Marcia Wittmann and Nancy Neff as new members of the Food Ministry administrative team plus several new members as cooks, kitchen helpers and delivery personal.
- The Food Ministry is developing a closer relationship with our recipients through direct contact with the people we serve.

### **Key goals for the coming year to fulfill UUCWC's mission**

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".

## **GROUNDS COMMITTEE**

**Leader(s):** Steve Saddlemire

**Members of Your Group:** Scott Drew

### **Why this group is vital to the life of UUCWC and how it helps to fulfill its mission**

UUCWC has beautiful grounds which allows kids to play together, families to interact with each other and individuals to walk, meditate and enjoy the quiet solitude of a forested area. It's the Grounds Committee responsibility to insure our outdoor space remains an area where all congregants can use it as they desire.

### **Success(es) from the past year**

- Successfully found reliable contractors to maintain the lawns in the summer and parking in the winter.

## ***Create Community, Celebrate Life, Change the World***

- Conducted a spring congregational clean-up day that allowed member the opportunity to interact with each other
- Replaced the shed door and meditation path picket fence

### **Key goals for the coming year to fulfill UUCWC's mission**

- Install permanent markers on memorial trees with recipients names
- Conduct a tree survey
- Try to solicit greater interaction from the congregants on the grounds maintenance

## **MEMBERSHIP MINISTRY**

**Leader(s):** Holly Bussey

**Members of Your Group:** Marcia Wittmann, Kevyn Malloy, MJ Hansen, and Liz and Brandon Rodenberg (Growth Through Service {GTS} Initiative 2018)

### **Why this group is vital to the life of UUCWC and how it helps to fulfill its mission**

By assisting in welcoming people into our community in an authentic way, Membership works with others in leadership to help congregants be aware of opportunities for involvement and participation that will foster their growth and connections within the community.

### **Success(es) from the past year**

- Growth Through Service Initiative: Preliminary proposal of concept presented to leadership; initial interviews in testing model for identifying opportunities for service to feed the spirit. Initial preparation of how to go further with implementation of this program in 2019-2020
- Faith Forward Series: 8-week session introduced interested newcomers and existing members to better understand how to become involved with efforts in this community
- Provided formalized Faith Forward Training for Facilitators to enable better connections
- Reviewed Faith Forward Curriculum and work with minister in offering "UU Elevator Speech" to assist congregants in better understanding this faith and articulation of this faith

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- Reintroduced Roots and Wings as formalized classes towards membership
- Acknowledged eleven new members formally during service and communicated with custom welcome notes for new members
- Usher/Greeters: Established more formalized training. Empowering group as they are the first impression of this community

### **Key goals for the coming year to fulfill UUCWC's mission**

Continue to support the ever dynamic membership process within this congregation and consider a UU mentor program for those who might want a more helping hand.

## **MUSIC MINISTRY**

**Leader(s):** Caryl Tipton: Director, Music Ministry

**Members of Your Group:** Crossing Chorale – 26; Other musicians – 10

### **Why this group is vital to the life of UUCWC and how it helps to fulfill its mission**

The Music Ministry of UUCWC is a strong and vital ministry within the church community. Crossing Chorale celebrates life through music each week at rehearsals and two times a month for worship services. We not only have fun through our music, we are a strong fellowship which creates community by supporting and encouraging members weekly and, hopefully, providing music each week which enhances our worship services through the lyrics and music chosen.

Individual musicians who provide music on alternate Sundays are members and friends from the community. Including them in these meaningful services helps to provide musical expression for other instrumentalists and singers, and to strengthen the connection of the music ministry with the UUCWC community.

### **Success(es) from the past year**

- We have five new members in Crossing Chorale and six other new musicians who have offered music in our services.
- Our pianist, Erin Busch, left to pursue her Doctorate in Composition at the University of Pennsylvania after 3 years with us. There was a smooth transition when Steve Ryan joined us in August 2018.
- Members of Crossing Chorale attended a choral workshop led by UU Rev. Jason Shelton at the UU Congregation at Montclair in August. Through this workshop, they were coached in healthy choral singing and sang new UU pieces written by Rev. Shelton to be



## ***Create Community, Celebrate Life, Change the World***

used throughout the UU liturgical year. We sang a few of those songs in our Sunday services this year.

- Crossing Chorale answered the call to provide music for more memorial services at UUCWC than in any years prior.
- Programming of music for Sunday services continues to be open and flexible in consideration of members' busy schedules and lives. Sundays are planned well in advance in order for musicians (most who are amateur musicians, not professionals) to rehearse and be prepared. With that said, participation and programming are constantly changing due to changes in individuals' schedules, Sunday topics and unforeseen circumstances. This flexibility allows for more musicians to be involved and benefit from this ministry.
- A former member of the choir, is now living in the Memory Care unit of Arden Courts in Yardley. The choir, including her husband, held one of their rehearsals at Arden Courts for the residents. We hope to do more of this outreach in the future.
- Once again, this year, the Crossing Chorale joined other New Jersey UU congregation choirs and musicians for the *MUUSIC Festival*, held at the Princeton congregation this year, which benefits the UU Faith Action NJ program.
- Responding to our new 8<sup>th</sup> Principle and the RJI, Caryl has continued (for the second year) to submit "Our Music Today" to be included in the Crossings II insert of the Order of Services each week. This provides background of the composers, lyricists and performers of the music in order to show the conscious choice of music from different religions, races, genres and cultures with a sensitivity to cultural misappropriation and inclusion.

### **Key goals for the coming year to fulfill UUCWC's mission**

To continue to build strong relationships within Crossing Chorale in order to have singers connect with, support and encourage each other. To improve the diversity and quality of the overall musical offerings in worship services. This will, ultimately, not only have a meaningful effect on their lives but the congregation's as well.

To continue to reach outside the walls of UUCWC so that the Crossing Chorale can represent Unitarian Universalism and have a positive impact on the community at large.

### **NOMINATING COMMITTEE**

**Leader(s):** Sandy Muccioli

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**Members of Your Group:** Jim Sanders, Terry Caton and temporary members Colleen Horn and Meghan Horn

### **Why this group is vital to the life of UUCWC and how it helps to fulfill its mission**

The Nominating Committee is charged with finding potential leaders from the congregation to fill open positions on the Board of Trustees and to lead Standing Committees. The vitality that helps fulfill UUCWC's mission is reflected in its leadership.

### **Success(es) from the past year**

- Found interim replacements for vacancies left due to unforeseen circumstances
- Temporarily adjusted some term lengths to one year to return to By-Laws schedule for cycling members of the Board of Trustees
- With creative solutions from Reverend Kim, the Board of Trustees and others, came through a "Perfect Storm" challenge year: Board President, Treasurer, Finance Chair, Stewardship and Endowment all landing at once. We believe the resulting slate is strong, fresh and enthusiastic.

### **Key goals for the coming year to fulfill UUCWC's mission**

Our goal for next year is to continue reaching out to more new as well as long-standing church members to learn what energizes them and how that might translate into active involvement. This also involves focused attention to the 8th Principle.

## **PASTORAL AND CARING MINISTRY**

**Leader(s):** Patricia Czerwonka and Denny Rodgers

**Members of Your Group:** Ronnie Dobrowolski, Bonnie Kubicka, Penny Rodgers, Rory Huff, Michael Howe-Smith, Julie Lambert.

### **Why this group is vital to the life of UUCWC and how it helps to fulfill its mission**

We minister to the needs of the congregation in times of joys and sorrows. We provide additional Pastoral care and logistical needs to help support our members and friends through various groups and Lots Of Helping Hands members. We support our congregants, creating the unity and community our principles define.

### **Success(es) from the past year**

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- Supported our grieving community through compassionate and meaningful memorial services and receptions, hosted by the Ministry and supported by a core group of members
- Provided meals and transportation for members and friends facing difficult diagnoses
- Provided small home improvements and maintenance to members when needed
- Provided transportation to services
- Matched members seeking unique services with assets in our community
- Held meetings for the congregation for Grief and Anxiety and Depression
- Provided support for spouses struggling with dementia or Alzheimer.

### **Key goals for the coming year to fulfill UUCWC's mission**

- Provide scheduled transportation one a month for our members in Newtown who are unable to drive
- Develop a database using proximity and talents to better serve our people in need
- Grow Lots of Helping Hands
- Develop a list of local services so we may more efficiently recommend special services.

## **RELIGIOUS EDUCATION FOR CHILDREN & YOUTH (RECY)**

**Leader(s):** Robin Pugh, Director of Lifespan Religious Education (DLRE)

**Members of Your Group:** There is no Children's RE Committee at this time.

### **Why this group is vital to the life of UUCWC and how it helps to fulfill its mission**

Children's RE is integral to the life of UUCWC. It changes the world because it grows future Unitarian Universalists. It builds community among children in their classes, among teaching adults with each other and between children and adults. Children's RE celebrates life in the rights of passage such as Baby dedications, Coming of Age and Bridging. It also celebrates life in the OWL (Our Whole Lives) program.

### **Success(es) from the past year**

## ***Create Community, Celebrate Life, Change the World***

- Disbanded the Children’s RE committee this year to rethink its function and focus. Many old tasks of the Committee could be completed by non-teaching adults this year (e.g., the teacher appreciation brunch), or by people better trained to be the DRE of the Day when Robin is off (the sabbatical committee from last year). However a committee is needed for accountability, perspective, support and family engagement.
- Robin applied for and was selected to have UUCWC field test the UUA’s “Dismantling White Supremacy Accountability Assessment” for RE programs. A six member accountability team evaluated the RE program and created seven goals for the 2019-2020 year.

### **Key goals for the coming year to fulfill UUCWC’s mission**

- Form a Family ministry team to help implement seven goals that the Dismantling White supremacy in RE assessment team formulated in 2018-2019. Additionally, advise, create and support family ministry at UUCWC.
- Implement seven goals that the Dismantling White supremacy in RE assessment team formulated in 2018-2019.

## **RIGHT RELATIONS COMMITTEE**

**Leader(s):** Karen DiGeorgio and Chris Marietti

**Members of Your Group:** Susan Colket, Bud Johnson, Ben Thornton, Clare Doyle, Karen DiGeorgio, Chris Marietti

### **Why this group is vital to the life of UUCWC and how it helps to fulfill its mission**

Being in Right Relations with one another is essential to cohesive community life.

### **Success(es) from the past year**

- Obtained a mentor/coach to train the RRC to develop/use the Covenant of Right Relations into appropriate committees, working groups, and potentially church rituals.

### **Key goals for the coming year to fulfill UUCWC’s mission**

- Use coaching/mentoring skills learned to work with appropriate committees/ working groups to develop and utilize their own covenants.

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## **STEWARDSHIP**

**Leader(s):** Lori Hoppmann

### **Why this group is vital to the life of UUCWC and how it helps to fulfill its mission**

The Stewardship Committee is vital to the financial health of UUCWC, as it is responsible for our annual giving campaign, representing **more than 2/3** of our annual income. Without these funds, UUCWC would not be able to provide the support for adequate staffing levels to serve our growing and more complex congregation. Stewardship is responsible for running the annual campaign, producing quarterly reports for the membership, responding to member inquiries throughout the year, on-boarding new members, and, lastly, making sure pledges are honored in a timely manner.

### **Success(es) from the past year**

For the 2018-2019 church year, we intentionally ran a low key campaign to give space for the Capital Campaign. We were generally successful in our efforts to maintain pledges at their 2018-2019 levels.

### **Key goals for the coming year to fulfill UUCWC's mission**

For the upcoming year, we conducted a much more active Stewardship campaign with a focus on raising funds to hire an Assistant Minister. The results were fantastic, as many members stepped up to our challenge and we were able to increase pledging levels by approximately \$40,000 from the previous year. In addition, we raised awareness of giving levels by providing descriptions of typical households and their giving levels - many people responded that it helped to see where they stood.

## **WORSHIP ASSOCIATES**

**Leader(s):** Michele Ruopp & Dave Anderson

**Members of Your Group:** Bay Waltman and Scott Cullen (2019-2020 co-chairs.) Maria Baratta (thru 6/2019), Mason Crane-Bolton, Mary Lou Dahms, Mike Gianella, Janet Hubbard, Chris Piatek, Greg Pontier, Jen Rehbein, Scott Umlauf, Phyllis Warren

### **Why this group is vital to the life of UUCWC and how it helps to fulfill its mission**

The mission of the Worship Associate Committee is to create, in collaboration with the minister, Director of Music Ministry, and the Director of Religious Education year round services that:

- Offer opportunities for deepening personal spirituality and connections to monthly service themes

## ***Create Community, Celebrate Life, Change the World***

- Represent the principles of Unitarian Universalism and present an effort to reinforce the 8th principle
- Present services that are thematically cohesive

### **Success(es) from the past year**

- Worked closely with Reverend Kim to deepen understanding and application of specific components of the order of service
- Welcomed and collaborated with ministerial intern
- Learned successful use of the new projector
- Enriched WA aspects of services by personalizing introductory narratives i.e. financial affirmations
- Selected and supported new co-chairs, Bay Waltman and Scott Cullen

### **Key goals for the coming year to fulfill UUCWC's mission**

- Continue to develop and refine aspects of the service in ways that reflect the 8th principle
- Encourage more WA's to volunteer to lead Sunday services either individually or as a group in the summer or during the traditional church year