

ANNUAL REPORT

2019-2020



Unitarian Universalist Church at Washington Crossing



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**Unitarian Universalist Church at Washington Crossing
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Church Staff 2019–2020

Senior Minister	Rev. Kimberly Wildszewski
Minister for Congregational Life	Rev. Susan Goodwin
Director, Lifespan Religious Education	Robin Pugh
Director, Music Ministry	Caryl Tipton
Congregational Administrator	Susan Irgang
Office Assistant	Rachel Hansen/Caryl Tipton
Accompanist	Steve Ryan
Sunday Steward	Roberto Santiago
Child Care Provider	Linda Hamberg

Board of Trustees 2019–2020

President	Nathalie Edmond
Vice President	Marianne Alt
Interim Treasurer	Jim Sanders
Secretary	John Ueng-McHale
Trustee	Patrick Kahney
Trustee	Jeff Lang
Trustee	Dianne Ross
Trustee	Sue Saddlemire
Trustee	Nina Todor

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Year in Review 2019 – 2020: Report from the Executive Staff

Rev. Kim Wildszewski, Rev. Sue Goodwin, Robin Pugh, Susan Irgang, Caryl Tipton

It seems almost impossible that when looking back on this year, it's only been one year - a year of many joys and sorrows, comings and goings. We began the year welcoming Rev. Sue Goodwin to our staff with a one-year contract in the new position of Assistant Minister of Congregational Life; we said goodbye to our Office Assistant Rachel Hansen in December and welcomed Caryl Tipton into that administrative role through the end of this fiscal year, an addition to Caryl's ministry of providing excellent music, choir and musicians to our church. We welcomed child care provider Linda Hamberg as staff, while pianist Steve Ryan and Sunday Steward Roberto Santiago continued to enhance our church life. Robin Pugh continued to lead Children's and Adult Religious Education with the help of many volunteers, while Susan Irgang moved to full time hours with new bookkeeping and Human Resource responsibilities. We wished a good journey to Rev. Kim as she left on a four-month sabbatical, and we stood by her in support and love during her bereavement leave.

This year, our hearts were saddened with the passing of Vince Stefani, Janet Howe-Smith and Bobbye Galloway, and our hearts ached with sorrow for the Wildszewski family at their loss of Malcolm Wildszewski; these were hard losses felt deeply by our beloved congregation. And the heart and commitment of this congregation to change the world continued to be stretched as our country grapples with outrage, fear and the need for permanent change to racial injustice.

Throughout this year of joys and sorrows and challenges, nothing slowed down. A Congregational Life Council was formed, reimagining Membership, Community Building and other teams' work into a cohesive group that follows the journey from visitor through becoming a member to fuller congregational involvement. Our Council for Faith in Action restructured and expanded to include all groups whose work reaches out in fulfillment of our mission. Phase 2 of the Capital Campaign was successfully launched side by side with a new look from our Stewardship team at how our giving relates to our mission. The Faith Action Ministry offered a Cena Latina dinner, UU the Vote, and ESL classes. Our Right Relations Committee did deep work on covenant creation, while Food Ministry developed closer relationships with those to whom they provide meals. The Personnel Committee reviewed contracts for our new assistant minister position as well as senior minister in line with UUA and UUMA best practices. Archives collaborated with another UU church to research history, while Denominational Affairs kept us in contact with the even broader UU community, including General Assembly (virtual this June with the highest UUCWC attendance in years). Earth Ministry marched for Climate Action, raised funds for Farm Workers Support, and grew organic produce for HomeFront and our Food Ministry. The Finance Committee helped reorganize the work of the Treasurer, Finance Chair and Congregational Administrator, tightened checks and balances, and improved reporting of financial information. Grounds and Building continued to care for our UUCWC home, and Worship Associates incorporated the 8th principle into worship.

And then came the pandemic. Our Caring team reached out to every member, friend and participant by phone to make sure their physical, mental and spiritual needs were met, while also establishing programs to help those fearing food insecurities. Our Social Action Ministry came up with a way to support our annual Loaves and Fishes program during shutdown. The

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Stewardship Team's pledge drive was interrupted but still received an 80% response and hopes to reach 100% support of UUCWC. The HomeFront Tutoring Program reached out to their students virtually, and the Communications Team reorganized, helping us stay informed. Adult Religious Education continued to offer its year-long classes virtually. Our Auction team moved that annual major fundraiser online and reached their goal of raising \$37,500. Our Finance Team secured a \$30,000 Payroll Protection Plan forgivable loan to help secure church finances. A Worship Tech team was formed, and, with the help of Worship Associates, our staff created the first of our Virtual Worship services within 48 hours of the closure of the church. Our staff continues to innovate and create connection in a time of distancing, with weekly worship, connection circles, children's chapels, safe musical offerings, and continued stewardship of our building and grounds during the building's closure for the last three months and into the future.

This is just a sampling of the work of this community in the past year, and this annual report catalogues the successes and challenges of 2019-2020. We as individuals, as a congregation and as a world continue to navigate this challenging new reality, temporarily shutting our church doors but not our connection, our work, or our commitment to our mission and to each other.

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Board of Trustees

Leader(s): Nathalie Edmond

Members of Your Group:

Marianne Alt, Vice President
Jim Sanders, Interim Treasurer
John Ueng-Mchale, Secretary
Patrick Kahney, Trustee
Jeffrey Lang, Trustee
Dianne Ross, Trustee
Sue Saddlemire, Trustee
Nina Todor, Trustee

How does your group contribute to the mission of our congregation?

We set a tone for what we want the congregation to focus on. We have a fiduciary responsibility to support the various committees and ministries and clarify what is in service to our mission. We support the governance of the congregation so that ministries can thrive.

What were the highlights of this year for your committee/ministry?

- Implementation of 7 board practices; learn more at: http://revdavidpyle.com/UUAPublic/Board_Practice_Resources.pdf
- Move to consensus building rather than Robert's Rules of Order
- Improvement of policies and procedures
- Expanded Council meetings inviting more people to participate and start leadership development
- Swift transition to virtual services when COVID-19 began
- Coverage of bereavement leave and sabbatical
- More consistent board liaisons and inviting leaders to board meetings
- Formation of Treasurer team
- Shared leadership of Stewardship team
- Collaboration with Finance and Personnel committees

What were the challenges this year for your committee/ministry?

- Planning for COVID-19 and effectively communicating updates to congregation
- Bereavement leave due to the death of minister's son and the ways traditional rituals around grief could not happen due to physical distancing restrictions
- Budget changes due to COVID-19
- Discovery of challenges around Treasurer team roles and how to make it sustainable for future leaders as well as recruit future leaders to fill treasurer and finance chair roles

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How do you re-imagine the coming year for your committee/ministry?

- Onboarding new board members virtually
- Having a virtual retreat experience
- Continuing process of leadership development and working with new task force focused on nominating/leadership development/growth through service
- Finding new ways to connect with different leaders to fill critical roles for following year
- Working with minister to re-imagine congregational life and services
- Looking at the principles of simple church

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Archives Team

Leader(s): Parker Cohen

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

How does your group contribute to the mission of our congregation?

Not only do we provide historical context and factual information about our congregation and congregation members at different points in time, we assist committees with their document storage and organization. Information about our history helps us keep our buildings in working order, supports minister and staff recruitment and their needs, supports the board and committees in their research, and demonstrates our congregation's commitments to our values and mission through storage of committee notes, sermons, programing, and meeting files.

What were the highlights of this year for your committee/ministry?

We began an ongoing interaction with a historian and volunteer connected to the UU Church of Lancaster who is exploring the history of our first settled minister, Reverend Reeman. Reeman left Lancaster to come to Trenton. In addition, prior to the pandemic shutdown, several people were interested in answers to historic questions and it was evident through both their research and ours that our archives has come a long way in preserving our history and making it available for research.

What were the challenges this year for your committee/ministry?

The Archives Team leader, Parker Cohen, started a paying job in August 2019 and she is no longer able to attend regular team work sessions on Wednesday mornings. The team is trying to figure out the best way to continue work and get advice and information back and forth with this change. In early 2020, Parker, the team leader, was addressing handwritten and email questions and comments with work on Sundays. In addition, almost all of the archives work must be done in person at the church, so no work has been done since the pandemic forced shutdown.

How do you re-imagine the coming year for your committee/ministry?

Traditional archives work will need to be reconsidered in the same way that congregational worship will in this new world of mitigation. Paper organization is still necessary and very important, but the need to upload finding aids and documentation should be considered and utilized as budgeting and time allow. We are looking forward to the relaxing of pandemic restrictions that will allow for more regular and enjoyable work to continue.

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Auction Team

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

Members of Your Group: Barbara Drew, Lynne Quinto, Lori O'Neil, Lynda Shapiro, Connie Schofer and a host of others who would normally have been able to do more if there had not been a pandemic and we were able to have a live auction.

How does your group contribute to the mission of our congregation?

Auction proceeds provide financial support for UUCWC programming. Support of the auction is a church-wide effort, giving people the opportunity to contribute in a fun way. And, auction events draw our congregants together, inside and outside of church, to help build and strengthen community.

What were the highlights of this year for your committee/ministry?

Propelled by the COVID-19 health emergency, the annual auction went online for the first time in 2020. This was accomplished on very short notice thanks to the hard work and tech skills of Lynne Quinto, Barbara Drew and Lori O'Neil. The congregation contributed about the same number of items as in previous years and the online bidding was brisk in spite of the pandemic and many unknowns in the coming year. The UUCWC congregation stepped up with outstanding support for the auction, allowing us to reach our fundraising goal of over \$37,500.

What were the challenges this year for your committee/ministry?

Planning for the auction was underway when the health crisis emerged. The team made fast decisions and pivoted to the online platform quickly in order to make the auction as successful as possible. Reaching the fundraising goal was more challenging than usual, given the difficulties of social distancing and unknowns about what lies ahead in the next year.

How do you re-imagine the coming year for your committee/ministry?

After the experience and success of the online auction, the team believes this is how we will conduct future auctions regardless of the health emergency. If the situation allows, we would like to have a culminating event, an end-of-auction celebration with food and fun when we can all gather together to celebrate and enjoy good fellowship. If that is still not possible in 2021, we hope to implement this plan in a future year.

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Building Committee

Leader(s): George Faulkner and Mary Acciani

Members of Your Group: Others recruited as needed, including Bodo Baltycki, Denny Rodgers, Colin Unsworth, Adam Czerwonka

How does your group contribute to the mission of our congregation?

Providing a safe, comfortable, accessible, and attractive environment for members, staff, renters, and visitors.

What were the highlights of this year for your committee/ministry?

No water leaks!

No major activities (which should be considered good news), just repairs to the front door and door from Room 103 to outside, replacing lights in the sanctuary and elsewhere, powerwashing the building exterior, and working with the congregational administrator on the transition from having a sexton to using an outside cleaning service.

What were the challenges this year for your committee/ministry?

Nothing significant, other than adjusting to the COVID-19 closure in conjunction with the ad hoc team formed to make recommendations.

How do you re-imagine the coming year for your committee/ministry?

Since capital campaign renovations should start this fall, and the building will remain closed indefinitely due to the pandemic, we expect to perform just the basic minimal activities needed to maintain the building. However, we will be researching policies, procedures, and materials that may be needed once the building reopens in order to minimize exposure to persons unknowingly affected with the COVID-19 virus.

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Capital Campaign/Project Steering Committee

Leader(s): Jayme Trott and Susan Vigilante

Members of Your Group: George Faulkner (treasurer), Mary Acciani, Farzad Shadzik, Steve Saddlemire, Susan Irgang, Bob Busch (consulting)

How does your group contribute to the mission of our congregation?

By facilitating repair and renovation of our church facility, improved access for all with the installation of an elevator, and expanded meeting and storage space, the Steering Committee is helping to ensure that our church is truly a welcoming space in which we can create community, celebrate life, and change the world.

What were the highlights of this year for your committee/ministry?

Through Phases 1 and 2 of our Capital Campaign, our generous congregation has pledged a total of \$1,115,000 toward the repair and renovation of UUCWC. We estimate that we will need approximately \$1,200,000, but should have actual numbers soon, as we are almost ready to go out to bid for a general contractor.

The Hopewell Township Planning Board memorialized the Resolution of Approval at their June meeting. The drawings are under review by the township and will soon be formally approved (already received verbally) by two other governing agencies.

What were the challenges this year for your committee/ministry?

The coronavirus pandemic has delayed township reviews/meetings/approvals, and although the architectural plans are nearly finished, we have had challenges with getting the Mechanical / Electrical / Plumbing drawings we require. As a result, we were unable to reach out to contractors in the summer and our timelines have shifted by several months. We are optimistic that we will be able to break ground before year end.

How do you re-imagine the coming year for your committee/ministry?

We imagine hiring a contractor, seeing through on our plans for repair and renovation, and assuring adequate financing that will not require repayment through annual stewardship funds. Although we expect the construction to be completed in the 2020- 2021 church year, capital pledges extend through 2024. We will continue to oversee fulfillment of pledges and outreach for additional funds should another phase of the campaign be needed.

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Communications Team

Leader(s): Shared Leadership

Members of Your Group: Bruce McIntyre, Lori O'Neil, Chris Piatek, Lynne Quinto, Ben Steinberg

How does your group contribute to the mission of our congregation?

The Communications Committee provides tools that help tie members, friends, and visitors of the congregation together and connects UUCWC to the outside world. These include our website, the monthly *CrossCurrents* newsletter, bulletin boards in our building, external communications, and the UUCWC Facebook page.

What were the highlights of this year for your committee/ministry?

Working with Susan Irgang, the Communications team is moving towards reorganizing itself this year to continue to meet the congregation's needs, and assisting in keep our community close while physically distant.

What were the challenges this year for your committee/ministry?

The challenge for this year has been how to, during physical distancing and the closure of the church building, ensure that members of our community receive all of the information they need to remain connected, without being overwhelmed by it.

How do you re-imagine the coming year for your committee/ministry?

The Communications team will continue to try to refine UUCWC's current communication vehicles, and find new ways, to meet the changing needs of our community during this time of pandemic.

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Community Building Ministry

Leader(s): Colleen Horn and Meghan Horn

Members of Your Group: Colleen Horn, Meghan Horn

How does your group contribute to the mission of our congregation?

Gather people together to honor and celebrate the members of the congregation.

What were the highlights of this year for your committee/ministry?

The Welcome Back picnic in September

What were the challenges this year for your committee/ministry?

The pandemic affected our spring activities

How do you re-imagine the coming year for your committee/ministry?

I would like to see more people join our group and develop more activities for the church.

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Council for Faith in Action

Leader(s): Shared leadership

Members of Your Group: The Council for Faith in Action is currently comprised of the Faith Action Ministry, Faith Expression and Funding Team, Racial Justice Ministry, and Social Action Ministry.

How does your group contribute to the mission of our congregation?

The efforts of the ministries of the Council for Faith in Action touch on all eight of UUCWC's principles.

What were the highlights of this year for your committee/ministry?

In the fall of 2019, the Council for Faith in Action (CFA) was restructured to reflect its original purpose: to gather together the representatives of each justice ministry team so that all involved in the endeavor of bringing about the Beloved Community are in communication and working collaboratively. The Council for Faith in Action is currently comprised of: Faith Action Ministry, Faith Expression and Funding Team, Racial Justice Ministry, and Social Action Ministry.

What were the challenges this year for your committee/ministry?

The biggest challenge for this year was for the ministries involved to begin to think of ourselves as a cohesive group, to work collaboratively and establish clear lines of communication.

How do you re-imagine the coming year for your committee/ministry?

At the end of this year, CFA, along with Food Ministry, decided to focus on food insecurity. We will continue to look for ways to enable UUCWC, and its congregants, to make an impact.

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Crossing Chorale

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

Members of Your Group: Cecelia Borden, Sarah Burke, Holly Bussey, Terry Caton, Parker Cohen, Georganne D'Angelo, Ed Dobrowolski, Steve Fishbein, Marty Friedman, Melo Holstein, Michael Howe-Smith, Roger and Joan McCloughan, Christa Olson, Chris Piatek, Greg Pontier, Lori Rahn, Beverly Railsback, Jim Sanders, Lee Schofer, Anne Sears, Mary Ann Sprenkle, Jayme Trott, Janet Tuerff, Linda Vogt, Marcia Wittmann

Guests for Christmas Eve: Erin, Kelsey and Sue Busch, Keelan Evanini, Frank Holstein, Robert Joe Lee, Daniel Lownie

Pianist: Steve Ryan

How does your group contribute to the mission of our congregation?

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.

What were the highlights of this year for your committee/ministry?

Once again we participated in the UU Music Festival, sponsored by UU FaithActionNJ and held at the Princeton UU Congregation.

It was great to have guests sing with us for Christmas Eve. We had a few new guest who are thinking of joining the choir next year.

What were the challenges this year for your committee/ministry?

Of course, the most challenging this year was when the church closed for the pandemic in March.

We sang a very challenging piece, *Christmas Cantata*, by Daniel Pinkham for Christmas Eve with a brass ensemble.

How do you re-imagine the coming year for your committee/ministry?

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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.

Now with the pandemic and virtual meetings and services, choir is very different. We still meet on Zoom on Thursday nights. Although we miss singing and seeing each other in person, this has been a opportunity to get to know each other better and explore how music nurtures us in our lives. We will produce a few virtual choir videos and explore how we can sing as a choir and small ensembles within the pandemic guidelines and protocols.

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Denminational Affairs Liaison

Leader(s): Holly Bussey

Members of Your Group: Holly Bussey, Jim Sanders, Susan Irgang (support)

How does your group contribute to the mission of our congregation?

- 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.

What were the highlights of this year for your committee/ministry?

With much anticipation, we were looking forward to a large attendance of UUCWC members to General Assembly in Rhode Island. Alas, COVID pre-empted that. However, going virtual opened an opportunity for more to attend and for the first time in many years, we had a full representation of delegates to the GA including two Board Members: Holly Bussey, Nathalie Edmond, Jamie Evanini, Heather Edwards, Jim Sanders, Regina Zilinski, Bernice Husk as alternate. One scholarship was awarded. It also appears that others registered to attend. We were also thrilled to work with Worship Associates to bring the Sunday GA service to be OUR service, joining hundreds of other UU congregations in worshipful community. Additionally, targeting emails regarding special class offerings to key UUCWC leadership to enhance skills (e.g. Stewardship virtual workshop etc.).

What were the challenges this year for your committee/ministry?

COVID-19 and how to keep the congregation connected with other UU happenings. The challenge increased the utilization of social media which appeared to work fairly effectively.

How do you re-imagine the coming year for your committee/ministry?

- Work to be more impactful utilizing new tools of communication as we continue to be virtual.
- Expand people's awareness of programs, publications, and opportunities to connect with other UUs through new and widening social media avenues.
- Realize that virtual connections will need to be maintained even when we begin to come back together in person, as some in our population may not feel comfortable returning to public spaces for quite some time and we can't forget to include them.

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Earth Ministry Team

Leader(s): Al Johnson and Barbara Drew, Co-Chairs

Members of Your Group: Bunny Aicher, Kerryn and Laura Brandt, John Fowler, Janet Hubbard, Geri Koblis, Leslie McGeorge, Nick Mellis, Christine Piatek, Penny Rodgers, Steve Saddlemire, Wendy Stasolla, Jessie Webb, and others are copied on our emails

How does your group contribute to the mission of our congregation?

We very directly implement our 7th principle to respect our environment and address environmental social justice issues by providing meals for HomeFront, scholarships to ISLES and maintaining a membership to ISLES, participating in Climate Action March, sponsoring the informative movie by UUA, *The Condor and The Eagle*.

What were the highlights of this year for your committee/ministry?

Continued with:

- Organic product sales and Used Book Sales with proceeds to be applied to enhanced native plantings on church grounds
- Managing the organic garden including involving HomeFront with the planting day; harvest was used for Thanksgiving and other HomeFront meals and Food Ministry, as well as Craft Fair sales; 2020 season has reduced variety due to Covid-19 preventing meals, however, donations will be made to food banks, etc.
- Addressing 7th and 8th principles in our activities
- Participating in Facilities Management Team, coordinating with Grounds and Buildings committees in particular to ensure environmentally sound practices

Initiated:

- Participating in Climate Action marches on 2 days in 2 locations with over 20 individuals each day
- Applying funds raised jointly with Faith Action Ministry to support Farm Workers Support Committee and recommended ISLES as Earth Day service recipient of plate for social justice
- Touring TerraCycle, investigating cooperative ventures for expanding recycling at UUCWC
- Planning special Earth Day 50th anniversary events: 2 movies, *Condor and Eagle* in cooperation with the Faith Action Ministry; Green Info Table on recycling; Mindful Meditation Walk of grounds, Rain Barrel and Native Plantings Workshops
- Preparation of new poster to promote increased awareness and understanding of the organic coffee sold and supplied for Fellowship Hour
- Co-sponsoring of Organic Gardening Class to be held at UUCWC but pivoted to Zoom, providing scholarships to ISLES; due to participation UUCWC received \$300
- Application to The Watershed Institute for River Friendly partnership; we anticipate receiving Gold (highest level) award

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- Application for two grants: successful receipt of approximately \$3000 to enhance the parking berms and temporary entrance due to capital construction; with Earth Ministry funds will plant native species for wildlife habitat value and aesthetics while removing invasive plants and reducing mowing

What were the challenges this year for your committee/ministry?

- Awareness and appreciation for the coffee provided to Fellowship Hour - we had a sharp decline in sales.
- Scheduling meetings and activities for our busy congregants is challenging.

How do you re-imagine the coming year for your committee/ministry?

We will:

- Explore virtual educational opportunities via remote technology and sales of organic products in limited or no-contact format.
- Continue to advocate for Earth Day services in April as well as other times of the year.
- Increase the articles for *CrossCurrents* whenever possible to encourage environmentally sensitive lifestyles in church and in our homes.
- Explore setting up the special recycle boxes offered by TerraCycle.

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Endowment Committee

Leader(s): Janet Hubbard and Bonnie Gilbert, Co-chairs

Members of Your Group: Maria Baratta, Pete Rafle, Meghan Horn

How does your group contribute to the mission of our congregation?

The Endowment Fund is invested through the UUCEF – Unitarian Universalist Common Endowment Fund. When the UUCEF does well for the year, the church's endowment increases its principal value while generating income. A process has been set in place for using the endowment's income for projects that benefit UUCWC in ways not covered by the operating and capital budgets. This contributes to our mission to create a welcoming, caring religious community, celebrate our joys and sorrows, give voice to concerns of injustice and touch the lives of others.

What were the highlights of this year for your committee/ministry?

We received funds from the WAKE NOW OUR VISION initiative through the Shelter Rock Congregation as follows. The total amount received was \$13,700 - \$3,425 was sent to UUCEF and \$10,275 was retained in UUCWC's Bank as "reserve funds" primarily to fund the grants approved in Spring, 2020.

The grants awarded included:

- Grounds Committee: Funds for a power mower and two picnic tables;
- Religious Education: A Gaga pit- a specialized play area – requested by the Director of Lifespan Religious Education;
- Earth Ministry: Native plantings for post-Capital Campaign construction;
- Growth Through Service program: An on-line site to support connection of members;
- Board of Trustees: A wiki-based computer system to make policies and procedures more user-friendly;
- Racial Justice Ministry: Funds for a noted speaker.

Due to the receipt of the Wake Now Our Vision funds and how well our funds did through the UUCEF, we had more money available than the cost of requests. We agreed unanimously to fund all six requests in the full amounts requested because we believed they were extremely worthy according to our eight UUCWC principles and our mission.

What were the challenges this year for your committee/ministry?

We held a Zoom meeting in March (before we had much experience with Zoom) in order to decide which grant requests to approve. We informed the recipients but are sure not all have been able to utilize the funds due to the COVID-19 pandemic (i.e. Racial Justice Ministry speaker). We do know that the Earth Ministry grant for plants around the grounds was utilized.

How do you re-imagine the coming year for your committee/ministry?

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Again the Endowment Committee has co-chairs, one is a new co-chair. The co-chairs will be meeting in February to determine if the fund has increased and if, according to formula, we will be able to offer to committees and groups the availability of funding for grant requests. If funds are available, in early March the entire committee will meet to determine which requests to fund. All of our contacts will be done via Zoom and email since the church is closed due to the COVID-19 pandemic.

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Faith Action Ministry

Leader(s): Jamie Evanini and Barbara Jensen

Members of Your Group: Gina Turner, Elizabeth Downie

How does your group contribute to the mission of our congregation?

Creating Community

At the Action Table, people chat and get to know each other. We have heard from a number of people that the presence of the Table in the Crossings Room served as a welcome "landing zone" for newcomers who may feel uncomfortable starting small-talk conversations with strangers, but do feel comfortable meeting people as they have brief informational conversations about the issues at that week's Table.

In our ESL classes, and at our Cena Latina fundraiser, UUCWC teachers/volunteers/attendees were able to build relationships with students and guests.

Now that we are social distancing, we have had the opportunity to create fun and inspiring Zoom gatherings to help keep our community knit together and activated.

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Our many programs are focused on connecting our 8 UU principles to concrete actions people can to take to help others in the community and advocate for just policies at all levels of government.

What were the highlights of this year for your committee/ministry?

- La Cena Latina fundraising dinner for LALDEF
- Taking action 1,130 times at the weekly Action Table between September 2019 and March 8, 2020
- Planning and working on our UU the Vote activities
- Teaching approximately 30 immigrant students in two ESL classes
- Quickly switching gears due to the pandemic: beginning a new weekly Actions from Home email; collecting donations to support our ESL students and their families; collecting mask donations for Henry J. Austin Health Center; focusing on letter- and post-card-writing from home for UU the Vote
- Holding FAM Zoom gatherings to work on our UU the Vote projects -- and more to come!

What were the challenges this year for your committee/ministry?

Our biggest challenge was the sudden, and of course, necessary shift to social distancing, and figuring out how to adapt our ongoing efforts, or to change to new efforts because of the pandemic.

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How do you re-imagine the coming year for your committee/ministry?

The coming year will obviously be very different with the pandemic and necessity of maintaining social distancing. We plan on having at least monthly virtual events, and possibly more frequently in September and October. We will need to respond to events and community needs as they emerge, with the flexibility to change plans, end previous plans and start new ones midstream.

In addition, we are confronting unprecedented crisis in our democracy. This will be the most important election of our lives, and so many of the actions we will take this summer and fall will be focused on our UU the Vote activities, as opposed to legislative advocacy.

And that is just through the beginning of November. No matter what the election results are, our country will be in deeply perilous waters for at least three months in the best case scenario, and for the next 4+ years in the worst case. FAM can be a critical supportive ministry for the UUCWC community in both cases, enabling UUCWC itself to be a critical source of support for our larger community in Bucks County, PA and Mercer County, NJ.

Create Community, Celebrate Life, Change the World

Faith Expression and Funding Team

Leader(s): Holly Bussey and Lynne Quinto

Members of Your Group: Holly Bussey, Bud Johnson, Lynne Quinto, Steve Saddlemire, Jim Sanders, Dan Tuft

How does your group contribute to the mission of our congregation?

The Faith Expression and Funding Team is part of the Council for Faith in Action, and focuses on two key areas to support UUCWC's eight principles and community justice work.

A) Financial: includes overseeing the allocation of the 50% of the plate designated for social justice, and identifying and vetting new funding opportunities that are in line with UUCWC's mission and our UU principles; and B) Public Expression: Internal includes reporting on distribution of plate funds and to coordinate communications to share information on UUCWC's justice ministries and facilitate congregants' involvement with these ministries; External includes facilitating and coordinating opportunities for public statements, providing basic information to appropriate people to respond.

What were the highlights of this year for your committee/ministry?

With the restructuring of the Council for Faith in Action (CFA), the Faith Expression and Funding Team (FEFT) was established this year. This Team is one of the elements that comprise the Council. Others currently include: Faith Action Ministry, Racial Justice Ministry, Social Action Ministry. Other groups will continue to be encouraged to become part of the Council.

What were the challenges this year for your committee/ministry?

Challenges included increasing clarity of what FEFT is and visibility within UUCWC, and how to use our resources to best respond to the need during this pandemic.

How do you re-imagine the coming year for your committee/ministry?

We will continue to look for ways to make the best possible use of our resources to fulfill UUCWC's mission and principles during the uncertain times ahead. Additionally we will work with CFA as a whole to determine how to best utilize our funds to make the most impact within our communities.

Create Community, Celebrate Life, Change the World

Food Ministry

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

Members of Your Group: Adam Czerwonka, Michael Muccioli, Nancy Neff, David Schumann, Lori Rahn, Bonnie Ruekgauer, Bernie Ruekgauer, Marcia Wittmann as the Ministry Administrative Team plus many members that help with food and financial donations, cooks, kitchen helpers and delivery personnel.

How does your group contribute to the mission of our congregation?

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 products and financial assistance from the members of the UUCWC congregation.

What were the highlights of this year for your committee/ministry?

The Food Ministry has developed a closer relationship with our recipients through direct contact with the people we serve. We have visited the serving locations and shared time listening to their needs and requests.

What were the challenges this year for your committee/ministry?

The current COVID situation has challenged the Food Ministry to rethink the methods used to supply nutritious meals to our recipients. While the church kitchen is inaccessible we have supplied individual meal bags that are shelf stable in place of the cooked meals. This allows the Food Ministry to provide meals in a safe, no-contact environment. We are exploring other methods of meeting our clients' needs as well as expanding our reach to better help serve our community.

How do you re-imagine the coming year for your committee/ministry?

The current pandemic and the planned church renovation poses serious challenges for the Food Ministry. We have to do our research and listen to the community we serve to provide assistance in a safe and effective manner.

Create Community, Celebrate Life, Change the World

Fundraising Coordinator

Leader(s): Wendy Stasolla

Members of Your Group: N/A

How does your group contribute to the mission of our congregation?

Fundraisers bring people from our congregation together and also people from the outside community. The concerts in particular attract those who might not otherwise know about our faith community.

What were the highlights of this year for your committee/ministry?

I held an open meeting in January to brainstorm ideas for future fundraisers. We had an enthusiastic group and came away with some solid ideas to look into. Additional ideas also came in via email.

What were the challenges this year for your committee/ministry?

I haven't had any challenges besides getting up to speed on UUCWC fundraising in general.

How do you re-imagine the coming year for your committee/ministry?

I envision being a facilitator to those who would like help expanding ongoing fundraisers. I would like to recruit a few more members who would be willing to explore suggestions we've gotten by members who don't necessarily want to organize the fundraiser themselves.

Create Community, Celebrate Life, Change the World

Grounds

Leader(s): Steve Saddlemire and Scott Drew, Co-Chairs

Members of Your Group: Bodo Baltycki, Denny Rodgers

How does your group contribute to the mission of our congregation?

Grounds promotes our mission by providing a friendly, earth-centered space for people to reflect on their individual spirituality while allowing community with their fellow congregants. It provides a space to experience the wonders of our earth and set an example for taking this environment out into our community.

What were the highlights of this year for your committee/ministry?

This has been a relatively quiet year. The small group of "gardeners" were able to keep up with the ongoing maintenance of the flower beds with the mowing being performed by an outside company. The Grounds Committee worked with Earth Ministry to submit a grant request to Bowman Hill Wildlife Preserve for additional plantings on the church property, and have received positive feedback. Again working with Earth Ministry we applied for a River Friendly designation from the Watershed Institute and are awaiting a final response. Grounds received a grant from UUCWC Endowment to purchase two picnic tables to be located on the church grounds. Finally, Grounds has begun the process of assimilating the Memorial Garden effort into their operation, including identifying the memorial trees onsite and having plaques made with the individuals' names and years of death.

What were the challenges this year for your committee/ministry?

The greatest challenge this year was the maintenance of the new pervious paved parking area. There was considerable discussion about what could be done to prevent wash outs and damage from vehicle tires. With the expansion project about to kick off any major effort on the erosion issue will be on hold. The vehicle traffic will be addressed with newly purchased barriers. A second challenge has been attempts to get greater congregational involvement in the grounds "environment." While the pandemic has all but eliminated congregants from coming onsite, there needs to be a greater effort to get people to enjoy our beautiful grounds, trails and soon-to-be picnic area.

How do you re-imagine the coming year for your committee/ministry?

I would like to see the Grounds Committee's efforts re-imagined to allow greater involvement, participation and interest by the congregation. I am not sure how this will be done but it is a goal. One possibility would be to get some new leadership on the Grounds Committee with ideas on how this can be accomplished.

Create Community, Celebrate Life, Change the World

HomeFront Monday Night Tutoring

Leader(s): Sarah Burke (Tutoring) and Maria Baratta (Meals)

Members of Your Group: Connie Schofer, Rachel Irgang, Nancy Cox, Ronnie Dobrowolski, Judith MacLaury, Janet Hubbard, Marcia Wittmann, Rich DiGeorgio, Bonnie Ruekgauer, Beverly Railsback, Michele Downie, Betsy Young, Jayme Trott, Elliot Dunner, Ann Nugent, Jane Perkinson, Penny Gardner, Beth Brasor, Debbie West, Phyllis Warren, Mike Muccioli, Bernie Ruekgauer, Carole Moore, Marcy Hynes, Adam Czerwonka, Sarah Burke, Maria Baratta

How does your group contribute to the mission of our congregation?

“Compelled by justice, we give voice to societal concerns and reach out to touch the lives of others.” As we eat with and tutor the students, listen to their stories, and celebrate their accomplishments, we not only touch their lives, but they touch ours as well.

What were the highlights of this year for your committee/ministry?

During July and August we had some wonderful events for our Wacky Wednesday Program, including tennis lessons, a first time activity for all of the children and teens.

An average of thirty students attended tutoring sessions weekly between September and March for dinner and one-to-one tutoring. Due to COVID-19, we switched to virtual tutoring via Zoom with a smaller group of children and tutors in May and June.

On Martin Luther King Jr Day, (night) the students learned / discussed topics about social justice and then made Valentine’s Day wreaths for a nursing home.

What were the challenges this year for your committee/ministry?

Once the stay at home order was in place, we were in touch with HomeFront to try and figure out a way to continue with the tutoring virtually. It took us until mid-May to get the technology and permission to re-start tutoring sessions.

How do you re-imagine the coming year for your committee/ministry?

The future is unknown as we are still in the time of a pandemic. We imagine we will continue to tutor virtually until it is safe to meet again.

Create Community, Celebrate Life, Change the World

Kinship Circles

Leader(s): Penny Gardner

Members of Your Group: Tony Panzetta, Kevyn Malloy, Lori Rahn, Nancy Cox, Ronnie Dobrowolski

How does your group contribute to the mission of our congregation?

We foster connectivity and community. We suggest group activities that reflect our interest in doing good works.

What were the highlights of this year for your committee/ministry?

We continue to hear how meaningful the Kinship Circles connections are for program participants. We have helped to foster strong relationships among congregation households. We held a very successful game night which brought together the majority of Kinship Circle families for an evening of fun and to enjoy the spirit of community.

What were the challenges this year for your committee/ministry?

Some of the circles had difficulty bonding owing to scheduling conflicts. We attempted to offer some practical advice.

How do you re-imagine the coming year for your committee/ministry?

We understand the Kinship Circles are staying attached through Zoom meetings, emails, calls and cards. We will encourage them to use each other as a means of support during challenging times.

Create Community, Celebrate Life, Change the World

Membership Ministry

Leader(s): Holly Bussey

Members of Your Group: Kevyn Malloy, Marcia Wittmann, MJ Hansen

How does your group contribute to the mission of our congregation?

Continue to welcome and support the ever-dynamic membership process within this congregation be this visitors, new members or established members. This hopefully is achieved by providing guidance and education in understanding how UUCWC functions as well as understanding our faith and the road to membership and what that means.

What were the highlights of this year for your committee/ministry?

This year saw the Development of the Congregational Life Council. This Council consists of the pieces of Membership responsibility (Usher/Greeters; Faith Forward; Ask Me Initiative) that become their own individual portfolios managed by the person(s) who champion the effort and report through Congregational Life Council. Membership Ministry is morphing into a more dynamic component of Congregational Life. Other groups comprise Congregational Life as well, including but not limited to Connections, Community Building.

What were the challenges this year for your committee/ministry?

The transition to a Council has been the main challenge. Rev. Sue helped initiate the concept but then had to switch responsibilities and the transition became unfocused. Still, the portfolios continued to develop (Faith Forward, Ask Me, Usher/Greeters). Growth Through Service was an element that appears to have been suspended for now and those members of Membership Ministry (MJ Hansen) welcome the opportunity to help move forward this vital element of connecting members to the workings of the church. Clarifying the new Council to the congregation continues to need development. Budgeting process for 2020-2021 was also a challenge.

How do you re-imagine the coming year for your committee/ministry?

Our ministry no longer will exist as we know it. Looking forward to seeing how Congregational Life Council gains acceptance and understanding within the congregation and administrative function and what new opportunities will present themselves to further growth and development of our members through cooperation and partnering of other functions (Adult Religious Education, Caring Ministry, Connections group etc.).

Create Community, Celebrate Life, Change the World

Nominating Committee

Leader(s): Sandy Muccioli

Members of Your Group: Terry Caton, Nancy Cox, Colleen Horn and Nick Mellis

How does your group contribute to the mission of our congregation?

The long version of our mission states, "Aware of our profound potential to affect the individual and global community, we commit our personal resources to each other and our shared sacred mission." Our current and future leaders are vital to fulfilling this commitment. In seeking leaders, Nominating looks for the right fit, employing what most energizes the individual, thus allowing for profound growth both personally and with each other.

What were the highlights of this year for your committee/ministry?

With help from Reverend Kim and members of the Board of Trustees, we nominated outstanding leaders this year. New to the Board of Trustees are Jamie Evanini, Michael Howe-Smith, Colleen McCourt and Michael Waas.

The Endowment Committee will welcome Mike Hanson as a new member. We are happy that Kerryn Brandt will resume his service on Endowment after taking time off to deal with his illness. Megan Horn will co-chair with Bonnie Gilbert.

What were the challenges this year for your committee/ministry?

The Pandemic created a difficult situation as we were no longer able to invite people to our interviews in person. Even before Church as we knew it changed, emails did not get the response necessary to speak to as many people as we would like. As to the interviews, Zoom is a convenient format for conducting our friendly interviews during this crisis, but there is no real substitute for face-to-face conversation.

How do you re-imagine the coming year for your committee/ministry?

During the coming year, the Nominating/ Leadership Task Force will be doing just that: re-imagining how Nominating can incorporate Leadership Development and the "Growth Through Service" model. The team consists of an impressive group of current and past leaders as well as current and past Nominating Committee members. We are excited about the possibilities to come.

Create Community, Celebrate Life, Change the World

Pastoral and Caring Ministry

Leader(s): Pat Czerwonka, Denny Rodgers

Members of Your Group: Bonnie Kubicka, Penny Rodgers, Ronnie Dobrowolski, Julie Lambert, Bay Waltman, Michael Howe-Smith

How does your group contribute to the mission of our congregation?

We strive to create and maintain community by being supportive of members, friends and participants.

What were the highlights of this year for your committee/ministry?

- Responding to the Pandemic living in place necessity, we reached out by phone to every member, friend and participant to make sure their physical, mental and spiritual needs were being met.
- Worked with Food Ministry and others to establish a grocery store gift certificate program should members face food insecurity as this pandemic drags on.

What were the challenges this year for your committee/ministry?

- Responding to the pain of this loving community in light of the terrible loss of dear Malcolm. Became part of our check-in phone call program.
- Social isolation.

How do you re-imagine the coming year for your committee/ministry?

Increased need for support as the pandemic drags on and social distancing wears on us all.

Create Community, Celebrate Life, Change the World

Personnel Committee

Leader(s): Shared leadership

Members of Your Group: Mary Baltycki, Scott Drew, Marty Friedman, Lynne Quinto, Sue Saddlemire, Joe Schenk

How does your group contribute to the mission of our congregation?

The Personnel Committee ensures that UUCWC is a fair and ethical employer and, in collaboration with the Board and staff, monitors and evaluates the staffing needs of the congregation.

What were the highlights of this year for your committee/ministry?

The Personnel Committee worked with church leadership and staff to bring on an assistant minister. We reviewed and revised the senior minister's contract, to bring it in line with UUA and UUMA best practices. We worked closely with the Finance team in drafting a budget for the coming year, as personnel expenditures comprise a significant portion of the operating budget. Our next project will be updating the personnel manual.

What were the challenges this year for your committee/ministry?

As with many other committees/ministries, challenges were centered around the uncertainty of the future engendered by the pandemic. What will operations look like moving forward, what will the new "normal" look like, and what support will be needed to carry that out.

How do you re-imagine the coming year for your committee/ministry?

In the coming year, the work of the Personnel Committee will remain much the same, as our community navigates the new way that we do church as a result of COVID-19, and we look forward to working with Rev. Kim and the Board on this.

Create Community, Celebrate Life, Change the World

Right Relations Committee

Leader(s): Co-Chairs: Susan Colket and Dan Tuft

Members of Your Group: Clare Doyle, Bud Johnson, Michelle Hunt, Joe Schenk

How does your group contribute to the mission of our congregation?

By supporting our members and friends, the Board and other leaders, as well as our Staff, to be in right relationship; deepening community.

What were the highlights of this year for your committee/ministry?

- Working with and feeling connected to the other members of Right Relations
- RRC Service, May 31, 2020: A Deeper Look at Right Relation(ship)
- Re-visioning right relationship, covenants and mission with Rev. Scott Taylor
- Beginning RRC's own covenanting process
- Revising, on behalf of the board, the Disruptive Behavior Policy, and creating a draft policy for conflicts with a Board member
- Exploring covenanting with the Board of Trustees

What were the challenges this year for your committee/ministry?

- Working during Rev. Kim's Sabbatical from Jan-April
- COVID-19

How do you re-imagine the coming year for your committee/ministry?

- Working with committees/ministries/teams to assist in the development/revision of their covenants so they reflect their connection with the mission of the church and speak specifically to their leadership challenges.
- Identifying skills and strategies that support right relations, i.e., non-violent communication, active listening, and others
- Developing plan for assisting new(er) members to prepare for RRC leadership
- Supporting UUCWC by listening, learning, supporting, coaching

Create Community, Celebrate Life, Change the World

Social Action Ministry

Leader(s): Ronnie and Ed Dobrowolski

Members of Your Group: Members of the Social Action Ministry vary by project. Typically, the leaders put out a call and members of our congregation sign up quickly to help in any way they can.

How does your group contribute to the mission of our congregation?

The Social Action Ministry supports our Mission to Change the World. We do it by helping one person at a time. Working with local agencies like HomeFront, we perform practical tasks that help individuals in need now. We provide food, school supplies and other items to those for whom these necessities are difficult to obtain.

What were the highlights of this year for your committee/ministry?

A highlight for the SA committee, was that that we were able to support Loaves and Fishes despite Covid-19 restrictions. UUCWC and the UU Princeton Congregation were able to purchase box lunches. UUCWC provided juice and brownies baked by our members. All were given to clients of Loaves and Fishes in Trenton. We didn't think we could meet our commitment to Loaves and Fishes but some creative thinking and funding from our congregation helped us to fulfill our commitment.

What were the challenges this year for your committee/ministry?

The Covid-19 Pandemic presented a challenge that we've never faced in living memory. The social distancing and other restrictions were just going into effect when we would normally be purchasing food for Loaves and Fishes. These restrictions cut to the heart of Loaves and Fishes during which we actually see and interact with those we are helping. We were heartened that while most of our typical volunteers were not able to participate, the Loaves and Fishes clients were glad to receive the much needed food that we provided, without the personal touch.

How do you re-imagine the coming year for your committee/ministry?

- We were able to re-imagine Loaves and Fishes in 2020. Next year will present similar challenges. Will the back to school drive require different items due to the possible continuation of virtual schooling?
- Will we be able to obtain Turkeys for Task if the disruption to the supply chain to supermarkets continues?
- We'll have to re-imagine our support no matter how the world changes in the coming year.

Create Community, Celebrate Life, Change the World

Stewardship Committee

Leader(s): Collaborative leadership

Members of Your Group: Bob Alt, Andrew Kidd, Joan McCloughan, David Schumann, John Unger, Laura Wall

How does your group contribute to the mission of our congregation?

The Stewardship Committee contributes to UUCWC by ensuring we have the financial resources needed to live our mission to “Create Community, Celebrate Life, and Change the World.” The congregation’s contributions are essential in funding the Sunday services, religious education programs, community outreach, as well as basic necessities like maintenance for our beloved church building.

What were the highlights of this year for your committee/ministry?

The congregation has done an amazing job contributing to the financial health of UUCWC. We created a new “Gingerbread House” theme for the year-end give, and as a congregation raised \$19.2K, a 22% increase from prior year. For the annual stewardship campaign, we created a new pledge booklet to better explain how financial contributions support the congregation; it was well received. So far, we have received \$380K in pledges for fiscal year 20/21 from 80% of those expected to pledge, which is on par with last year from that same group. It was also a new year for us to try the collaborative leadership model for the committee.

What were the challenges this year for your committee/ministry?

The \$380K in pledges for FY20/21 is short of the \$419k goal we set and which we are hopeful of reaching. This is largely because it has been impossible to connect with the last 20% of prospective pledgers, something that would normally be done at services, face-to-face. Additionally, there has been a certain reluctance in some cases to commit, due to the uncertainty caused by the COVID-19 financial upheaval. We will continue to request pledges from those we have not yet heard from. We hope to achieve a 100% response.

How do you re-imagine the coming year for your committee/ministry?

We plan to continue the collaborative leadership model, and to build upon the new things we tried this year (i.e., the new year-end theme, stewardship informational booklet). We will plan contingencies in how to maintain pledge collection and new pledges in our current environment.

Create Community, Celebrate Life, Change the World

Treasurer's Report

Unitarian Universalist Church at Washington Crossing
P & L Budget vs. Actual 2019-2020 Fiscal Year
July 2019 through June 2020

	Jul '19 - Jun...	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
A1. Plate Collections	29,844.47	34,000.00	-4,155.53	87.8%
A2. Operating Pledges	422,046.64	411,619.96	10,426.68	102.5%
A3. Other Misc Gifts/Con...	20,923.00	17,000.00	3,923.00	123.1%
B. Fund-Raising	41,835.74	42,500.00	-664.26	98.4%
E. Other Income	19,828.74	22,550.00	-2,721.26	87.9%
Total Income	<u>534,478.59</u>	<u>527,669.96</u>	<u>6,808.63</u>	<u>101.3%</u>
Gross Profit	534,478.59	527,669.96	6,808.63	101.3%
Expense				
A. STAFF	333,648.70	339,869.00	-6,220.30	98.2%
B. OPERATIONS	62,586.47	86,340.00	-23,753.53	72.5%
C. PROGRAM	29,488.88	42,030.00	-12,541.12	70.2%
D. DENOMIN	23,491.00	23,491.00	0.00	100.0%
E. DEBT SERVICE	36,965.88	36,966.00	-0.12	100.0%
Total Expense	<u>486,180.93</u>	<u>528,696.00</u>	<u>-42,515.07</u>	<u>92.0%</u>
Net Ordinary Income	<u>48,297.66</u>	<u>-1,026.04</u>	<u>49,323.70</u>	<u>-4,707.2%</u>
Net Income	<u><u>48,297.66</u></u>	<u><u>-1,026.04</u></u>	<u><u>49,323.70</u></u>	<u><u>-4,707.2%</u></u>

The state of the finances of UUCWC is sound. We completed the fiscal (June 30, 2020) with an approximate \$49,000 surplus on a budget that was scheduled for a -\$1,026 deficit.

We maintained our staff at 100% throughout the year and from March till June, we maintained paying all part time staff at the rate they would have been paid if we were not closed. And of course, all full-time staff remained on payroll throughout the closure.

Expenses showed some savings based on the milder than usual winter along with the suspension of in-building activity due to COVID-19. Note that savings were in the area of facilities operations at 73% of budget, and programming at 70% of budget. Personnel and other fixed expenses (insurance, copier lease, mortgage, and even utilities were on or close to budget.

Create Community, Celebrate Life, Change the World

Income overall was up 1.35% over budget. The Auction was another overwhelming success and our fundraising income with pledges contributed to this increase.

Jim Sanders
Interim Treasurer

Create Community, Celebrate Life, Change the World

Worship Associate Ministry

Leader(s): Scott Cullen and Bay Waltman

Members of Your Group: Mason Crane-Bolton, Mary Lou Dahms, Mike Gianella, Janet Hubbard, Christine Piatek, Greg Pontier, Jennifer Rehbein, Scott Umlauf, Phyllis Warren, Bay Waltman, Scott Cullen

How does your group contribute to the mission of our congregation?

The Worship Associate (WA) team talked this year about the UUCWC mission of "Create Community, Celebrate Life and Change the World."

The WA team works to assist our minister in providing worship services that reach our congregation with the message of this mission; we assist in providing services that value our UU principles, strengthen our commitments to social justice, and honor our covenant.

What were the highlights of this year for your committee/ministry?

The WA ministry recruited and trained three new members this year (Mason Crane-Bolton, Mike Gianella and Scott Umlauf). We dedicated two meetings to discussing how to incorporate the 8th principle into worship service (including meeting with a member of the Racial Justice Ministry). As a group, we read the book *Worship that Works* for discussion during our monthly meetings.

What were the challenges this year for your committee/ministry?

This year Worship Associates adapted to changes in the WA role and/or to the service components while working with guest ministers during Rev. Kim's sabbatical period. Additionally, WAs adapted to changes in service components and delivery when UUCWC moved to the zoom platform for service delivery.

How do you re-imagine the coming year for your committee/ministry?

In the 2021 church year, the WA ministry will be recruiting and training new members. We will continue to work on incorporating the 8th principle into our worship services. We expect to begin group reading and discussion of the book "Centering" during our monthly meetings. We will continue to adapt to the zoom platform, as each member learns the technology and adapts to the changes required by the technology.