



**FISCAL YEAR 2019 REPORTS
FOR THE 68TH ANNUAL MEETING
THE UNITARIAN CHURCH IN WESTPORT**

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68th ANNUAL MEETING AGENDA
SUNDAY, JUNE 9, 2019

- **Call to Order (K Vogel, President)**
- **Chalice Lighting (Rev J Morehouse)**
- **Quorum Report (MJ Cross, Secretary)**
- **Approval of Member Meeting Minutes (K Vogel)**
 - **2018 Annual Member Meeting**
 - **May 5, 2019 Capital Campaign Member Meeting**
- **The Very Fine Lifetime Volunteer Service Award (K Vogel)**
- **Board of Trustees Report (K Vogel)**
- **Capital Campaign 2019**
 - **Vote to pay Goody Clancy up to \$200,000, between June –December 2019, for the design phase of TUCW building renovations. Funds will come from initial Capital Campaign payments.**

- **Financial Reports**
 - **2018-2019 Pledge Report (M Money)**
 - **Endowment Proposal For Capital Campaign Contribution (K Leddy)**
 - **Financial Results & Proposed Budget (C Onyemelukwe, Treasurer)**
- **Ratification of 2019-2020 Budget (C Onyemelukwe)**
- **Elections: (M Garrison, co-Chair, Nominating Committee)**
 - **Board of Trustees**
 - **Endowment Committee**
 - **Committee on Ministries**
 - **Nominating Committee**
- **Installation of New Board & Elected Committee Members (K Vogel)**
- **Report on #MeToo Resolution (K Vogel)**
- **Report from Committee on Ministries (A Pfluger)**
- **New Business**
- **Adjournment**

**MINUTES OF THE 67TH ANNUAL MEETING
OF THE UNITARIAN CHURCH IN WESTPORT
JUNE 10. 2018**

Call to Order: Lynda Bluestein, President of the Board of Trustees (Board), called the meeting to order at 11:30am

Quorum Report: Mary-Jane Cross, Secretary of the Board, confirmed there were sufficient members present to satisfy the quorum.

Centering: Senior Minister Rev. John Morehouse lit the chalice and offered words in memory of D Davidoff, reminding us that even when things are not going our way, they are going our way.

Approval of Minutes of Prior Annual Meeting: A motion was made and seconded to approve the minutes of the 66th Annual Meeting of June 11, 2017. Minutes were approved as written.

The Very Fine Lifetime Volunteer Service Award: Ken Vogel, Vice-President of the Board, presented the 16th annual Fine Award to Charles Colletti. He described Chuck's active service in many areas of the Congregation. Among these he has been the long time chair (and sometimes only member) of the Buildings & Grounds Committee, twice chair of the Board, Stewardship Committee member and Visiting Steward since its inception.

Board of Trustees Report: Lynda Bluestein reviewed the activities of the Board during this past year noting significant progress toward the goal of implementing policy based governance. The Board focused its work on policy development and on establishing clear boundaries through the delegation programmatic decisions including implementation only through the Senior Minister (CEO).

Having had the same Board in place for two years contributed significantly to a seamless transition from a management Board to this new governance framework. She also noted it is never recommended to train and lead one's own Congregation in a governance transition like what this Board has completed in two years. She found it personally impossible to not be deeply invested in the outcomes.

Lynda finished by saying she is not staying on the Board for a second term and gladly passes the torch to the incoming Board to complete the transition to policy based governance by continuing to modify policies, establish meaningful linkages with moral owners, and monitor progress on achieving our Ends. She received a standing ovation from the members.

Financial Reports:

Year Round Stewardship Committee co-Chair Mary Money reported the positives from this year's pledge drive – the message of Better Together as UU's, the active and enthusiastic involvement of the committee and the Visiting Stewards, and the welcome reception given by the Congregation to the Steward visits. She reminded all that although the formal drive has ended, the pledging has not. She ended by encouraging increased participation toward funding this coming year's operating budget, and thanking her committee and the Visiting Stewards.

Endowment Committee Chair Brian Lasher reported the Endowment funds balance is \$2.6M, an increase from 2016-17. Details are in the Annual Report. This total is 90% of the \$3M value prior to the Sheila Lane loan forgiveness. Also, there has been an increase in new donations this past year. He finished by noting the committee continues to make yearly disbursements to the Operating Fund, not just responding to specific needs. Brian thanked his committee for their hard work and wise counsel.

Finance Committee – Treasurer Catherine Onyemelukwe thanked D Adams for her past management of Congregation finances and thanked S O’Meara and the Finance Committee for competently picking up the work. She reported our 2017-18 financial position is sound. Details are in the Annual Report.

Ratification of the 2018-19 Budget: Catherine Onyemelukwe reviewed the proposed 2018-19 budget. Details are in the Annual Report. There were no questions.

A motion was made and seconded to ratify the 2018-19 budget. The budget ratification was passed.

Capital Campaign: Lynda Bluestein introduced a discussion of a possible Capital Campaign in 2019, saying our last Capital Campaign was 20 years ago. Most Congregations have a Capital Campaign every 5 years.

Presenting the case for a new Capital Campaign, Rev. John Morehouse focused on our historic gem of a building, which is slowly deteriorating. He also noted our stable financial position – we have been drawing down less and less from our reserves, and have begun increasing inputs to these reserves. He presented the following overview of the proposed campaign.

- September 2018 – Congregation wide weekend workshop to develop a vision and strategic plan
- Oct 2018–Feb 2019 – Capital Campaign feasibility study, submitted for Board approval and a Congregation vote in February 2019
- Mar-Apr 2019 – Combined Budget Drive & Capital Campaign
- May 2019 – Results from combined campaign & plan revision report to Congregation
- June 2019 – Final Congregation vote to initiate vision & strategic plan.

Nominating Committee (NC) Report and Elections: NC co-chair Kathy Roberts thanked the members of the committee and presented the following slate of candidates for election to office.

- Board of Trustees (BOT) [3 year terms]
Bob Trefry (2nd)
Doug Flam (1st)
Steve Grathwohl (1st)
- Endowment Committee (EC) [5 year term]
Mark Corcoran
- Committee on Ministries (COM) [5 year term]
Jenna Jacobs (5 years)
Sudha Sankar (2 years)
- Nominating Committee (NC) [2 year term]
Sal Mollica (2 years)
Michelle Garvey (2 Years)
Sara Bodi (1 year)

A motion was made and seconded to approve the slate of nominees. The slate was approved as presented.

Installation of New Board & Elected Committee Members: Lynda Bluestein welcomed the newly elected Board members, charging them to serve the Congregation to the best of their abilities, and charging their fellow Board members and the Congregation to support them in the work they are taking on.

Ken Vogel welcomed the newly elected members of Elected Committees, charging them to serve the Congregation to the best of their abilities, and charging their fellow committee members and the Congregation to support them in the work they are taking on.

Lynda then thanked exiting leaders for their service – John Turmelle (BOT), Chris Seiple (BOT), Lynda Bluestein (BOT), Linda Hudson (NC), Kathy Roberts (NC), Kevin Connolly (EC), Tom Hearne (COM), Marti Bishop (COM).

#MeToo Resolution: Task Force chair Sudha Sankar reviewed the evolution during this past year of understanding and discussion of the #MeToo movement in the TUCW Congregation. The task force worked with male and female Congregants, through group meetings and electronic responses. The final resolution calls on our Congregation, Board and Senior Minister to endorse prophetic preaching and public advocacy on #MeToo issues.

It was moved and seconded to adopt the #MeToo resolution. The resolution was adopted as written and is attached to these minutes.

Committee on Ministries (COM) Report: COM chair Tom Hearne reflected on the COM's role this past year as a mirror to the Congregation. The major issues raised by Congregants (long hours put in by staff, support needed for increasing volunteer community action, need for adequate space) are being addressed with the plans for an Assistant Minister and a Capital Campaign.

He also noted the committee has been engaged in addressing conflicts among Congregants. They will continue this work and will be engaged in the full visioning process during this coming year. He thanked his committee for their hard work and support.

Adjournment: The meeting was adjourned at 12:45pm.

Respectfully submitted,
Mary-Jane Cross,
Secretary of the Board of Trustees

BOARD OF TRUSTEES

Our congregation continues to be a vibrant center of ministry, worship, music, social justice, faith formation and more. Under John's leadership and supported by the hard work of our wonderful staff and volunteers, we inspire, connect, and act. This year, the board of trustees continued to settle into policy-based governance, and put a significant amount of energy into launching the capital campaign.

Capital Campaign

The board worked closely with Reverend John, the Committee on Ministry and the Capital Campaign Planning Team to launch a capital campaign to improve and care for our beautiful spiritual home. Fortunately, one of the key aspects of the capital campaign overlaps with an important board function, which is to connect to and understand the needs and desires of our congregation. In policy-based governance, we call these connections "linkages," and it is an important part of understanding who we are, and where we should be going.

The board helped in many aspects of the campaign launch, including:

- Engaging a consultant (Liz Coit) as an advisor and guide
- Coordinating the Searching for Our Future Weekend, a valuable linkage event helping us build a vision for our shared future

- Appointing campaign co-chairs Kristen Leddy and Carol Seiple
- Supporting the Financial Feasibility Study, which included interviews of a number of congregants (also a valuable form of linkage)
- Selection of Goody-Clancy as our architectural firm
- Preparation and navigation of the unanimous congregational vote to authorize the campaign.

We look forward to a successful capital campaign leading to an architectural design and to kicking off construction next year.

Board Goals

We focused on three goals this year:

- 1) Guide a strategic vision for our congregation to successfully **launch a capital campaign**. As described above, this goal was a significant focus this year and went well.
- 2) Build upon this strategic visioning by building a **sustainable linkage** process. One lesson we continue to learn is that linkages are hard: the linkage team spent a great deal of energy digesting the materials from the visioning process, including a detailed congregational survey. We are particularly grateful to the Committee on Ministries for their help with linkages this year.
- 3) Establish a **monitoring process** to assess the effectiveness of our policies. John's monitoring reports have led to numerous deep and healthy discussions.

Other Board Work

The current board has a model of **shared leadership**, whereby we divide our responsibilities among board members, and hold ourselves responsible to achieving those responsibilities. While we've had some challenges, I believe this approach is working, and the board is healthy and functioning well.

The board continues to work in **policy-based governance**, where we focus on the big-picture questions and direction of our congregation, and delegate the operation and execution to John and his ministerial team. We have had success with **generative discussions**, whereby we discuss big-picture questions about the direction and focus of the church. We reviewed our policies as part of the **#MeToo** resolution.

Next Year

The board will select its goals at its annual retreat in August, but an important topic on our mind will be transition: several long-time board members will be stepping down at the end of next year, and ensuring the succession goes smoothly and preserves the progress we have made will be a key focus area.

Sincerely,
Ken Vogel
Board President

BOARD & ELECTED COMMITTEES ROSTER
As of June 1, 2019

BOARD OF TRUSTEES

Alex Gormley	2019	- Interim Appointee
Stapley Emberling	2019	- Interim Appointee
Catherine Onyemelukwe	2019	- 1 st term
Ken Vogel	2020	- 2nd term
Mary-Jane Cross	2020	- 2nd term
Carrie McEvoy	2020	- 2nd term
Robert Trefry	2021	- 2nd term
Steve Grathwohl	2021	- 1st term
(vacancy)	2021	- (D. Flam resigned April 2019)

COMMITTEE ON MINISTRIES

Anita Pfluger	2019
Sudha Sankar	2020
Randy Burnham	2021
Charles Harrington	2021
Jenna Jacobs	2022

NOMINATING COMMITTEE

Chuck Colletti	2019
Monica Garrison	2019
Sari Bodi	2019
Sal Mollica	2020
Michelle Garvey	2020

ENDOWMENT

Brian Lasher	2019
Kevin Leddy	2020
Sharon Poole Bittenbender	2021
Ann Marie Beurle	2022
Mark Corcoran	2023

PROFESSIONAL STAFF

Rev. Dr. John Morehouse, Senior Minister
Rev. Dr. Edward Thompson, Minister of Music
David Vita, Director of Social Justice & Director of Membership
Rev. Shelly Thompson, Assistant Minister for Faith Formation
Rev. Jim Francek, Community Minister – Pastoral Care
Rev. Frank Hall, Minister Emeritus
Margalie Belizaire, Intern Minister
Saundra Clements, Acting Children’s Program Coordinator
Diane Donahue, Office Administrator
Sue O’Meara, Accountant
Desmond Hughes, Sexton

SENIOR MINISTER

I am completing my fourth year as your Senior Minister. In these four years we have accomplished a great deal. Our administrative and financial systems are well established and working very well. Many thanks to our staff and our Finance Committee for their hard work in this regard. I also want to thank Catherine Onyemelukwe and Bob Trefry for serving with me as a management team. Their hard work and wisdom have helped us to achieve this stability.

Likewise, our stewardship has become more consistent and generous. While it is true that our annual pledge giving has declined, we have seen steady increases in non-pledge income and year end giving. This follows a general demographic trend in congregational giving. My thanks to the Year-Round Stewardship Committee under the leadership of Mary Money for their hard work building a community of abundance. All in all, our giving has stabilized sufficiently for us to launch our long needed Capital Campaign which the congregation voted for unanimously in May. That campaign is well under way.

The Board of Trustees has completed its transition to Policy Based Governance. As part of that shift, my role as Senior Minister and CEO is to direct our ministry towards the realization of our “Ends”. These Ends, which the Board has determined based on our mission, vision and strategic plan, are broad and ambitious. This past year I have been directed by your Board to accomplish the following three ends, based on our Mission to Inspire (within), Connect (among) and Act (beyond).

End 1.1.1: **Within:** *Deepened spiritually in worship that guides us in our individual and communal responses to the sacred, enriched through expanded religious understanding, and moved, uplifted and sustained by living out UU principles*

We have deepened our spiritual engagement in new ways. Our move towards Faith Formation is indicative of where we are moving to. The hiring of Rev. Shelly Thompson as our Assistant Minister for Faith Formation was an intentional move to achieve this end. We have enrolled in the Courageous Faith Revolution Course and the members of that learning team will be bringing new ideas forward in our deepening spiritual engagement. I believe our attention to engaged and meaningful worship has enhanced our spirituality as a congregation. I am particularly pleased with the renewed attendance at our 9 am service. We thought we would sunset this service by the end of 2018 but when we revised it to be more contemplative in nature with more instrumental and smaller vocal music, along with longer meditations and a space in the round, we found our attendance increasing to between 30-40 each Sunday. This service was as low as nine people at one point and the choirs were complaining that there were not enough people to make it worth their while. This has changed and takes some of the seating pressure off our 11 am service. Most Sundays the 11 am service is around 70-80% fully within the margins most church growth experts say is “comfortable” for new people to find their way into.

Our Pastoral Care Chaplains under the coaching leadership of Rev. Jim Francek, our Community Minister for Pastoral Care, have helped many deepen their spirituality. All of our ministers are now coordinating our pastoral care to reach out to those of us in need. Our Worship Associates continue to explore new ways to enhance and deepen our religious understanding. We are now using our Seven UU Principles to guide us in our spiritual quest.

End 1.2.3: **Among:** *We celebrate lives of generosity and responsibility sharing our time, resources and talents to sustain our vibrant religious community.*

As mentioned above we have made tremendous progress in building a culture of generosity in our congregation. We have increased the number of ways people are able to give beyond the annual pledge drive. These include annual year end giving and certain targeted fundraisers for specific programs. The face of fundraising has changed and congregations such as ours must diversify fundraising beyond the pledge drive. If we continue to see the

proportion of our budget from pledges continue to decline, then other fundraising has and will continue to increase.

Both our Stewardship Committee and our Leadership Development Team have been hard at work celebrating our generosity through the many thanks and special recognitions such as our Leading Light Award, giving each month to that leader who has shown exemplary leadership. Sharing our talents has been a significant focus for me this year. Together we have now completed our second leadership development class “Harvest the Power”, empowering another twenty of us to step into leadership positions in our congregation. This long term commitment to leadership development will help us spread both the responsibility of leading and the many and diverse talents we have to share with each other.

The launching of our Capital Campaign this spring is a further step towards achieving this end. Capital giving attracts a different kind of generosity; a generosity that is rooted in our future legacy. We have an excellent team heading this campaign, along with expert professional guidance. Early results from the campaign are very encouraging.

Our Legacy Society has grown to over twenty families who have left our congregation in their estates. Because of this and prudent financial oversight, our Endowment has grown significantly in the last year. When many congregations are concerned about declining energy and numbers, ours is abuzz with over forty separate ministries, groups and teams. We are well on our way in achieving this end.

End 1.3.2 Beyond: *We welcome and build authentic relationships with people across all differences.*

We have had considerable success in working towards this end. The list of organizations with whom we are in relationship is long : SIRI, Mercy Learning, Beardsley School, Domestic Violence Task Force, Mom’s Demand Action, ICT4, Amnesty International, Bridgeport Council of Churches, KEYS, CT Against Gun Violence, UU-UNO, TEAM Westport, CIRI, KIVA, Toys for Tots, UUSC, Islamic Center of Bridgeport, Westport/Weston Interfaith Association.

Our relationship with Messiah Baptist Church has come to an end. Despite our willingness, the Pastor did not see a way forward in large part because of the vast theological divide between our congregations. Nonetheless, some of our members continue to have relationships with members of that congregation. Cass Shaw, the Executive Director of the Greater Bridgeport Council of Churches continues to search for a good match for us. In the meantime, David Vita has become very active in the Council helping them improve their social justice outreach. We were to host the Interfaith Thanksgiving Service here but snow has postponed that event until 2019. Recently, we have started a Climate Change Group that is thinking about how best to respond to the very real fact of climate change.

All in all we are as busy as we have ever been. Ours is an active and engaged congregation going through a great deal of transition. As our congregational culture shifts to this new reality, I am confident that now, more than ever, we need to be here for those who have lost their way and a community in need of progressive values such as ours. I am proud to serve with you in this ministry.

I want to thank our incredibly hard working staff, our Board of Trustees, and the many leadership teams who have given so much of themselves for the greater good that is our congregation and our faith.

Respectfully submitted,

Rev. Dr. John T. Morehouse
Senior Minister

#MeToo RESOLUTION

Introduction and Resolution

The #MeToo Council was formed in response to the congregational resolution adopted in 2018:

“WHEREAS the Unitarian Universalist Association (UUA) has taken positions on relevant issues of social justice as an expression of our faith and values and since 1961 has passed 89 resolutions and statements of conscience on sexual justice issues that have largely been in response to public events. These statements present a remarkable commitment to sexual justice; and WHEREAS sexual harassment, abuse and violence against women is not new. What is new is the #MeToo Movement and this moment of women claiming their voices and their agency from those who have hurt them; and

WHEREAS the courage of women in our congregation who have come forward in the #MeToo worship services and in TUCWomen’s gatherings forcefully remind us of the untold harm that can be caused by sexual misconduct;

BE IT THEREFORE RESOLVED: That the Unitarian Church in Westport, CT, endorses prophetic preaching and public advocacy on #MeToo issues. This includes support for programs of healing and pastoral support for women and girls who have been injured and seek safe and caring circles; and educational programs for all ages and all gender identities that directly address the issues of sexual harassment, abuse and violence in the home, workplaces, the congregation and in the larger community; and

BE IT FURTHER RESOLVED: That the Congregation calls on the Board of Trustees of TUCW and its Senior Minister to institute a comprehensive review of all policies and practices using the lens of #MeToo issues and make sure all such policies and practices shall be available and accessible in both printed and electronic (website) form. The Congregation further directs the Board and Senior Minister to share this Resolution with other UU congregations, the UUA and those in other denominations, and to diligently examine any systems of power and patriarchy within this congregation in governance, ministry and administration; and

BE IT THEREFORE RESOLVED: That the Congregation requests the President of the Board and the Senior Minister to report annually on progress in implementing this Resolution until the Annual Meeting in 2023.”

As per this resolution the Senior Minister and the Board of Trustees with the assistance of the #MeToo Council submits this report.

Charter of the #MeToo Council

“The purpose of the #Me Too Council is to assist the Board of Trustees of TUCW and its Senior Minister to institute a comprehensive review of all policies using the lens of #MeToo issues and make all such policies available and accessible in both printed and electronic (website) form to comply with TUCW’s Resolution, “A Faithful Response” adopted at the 2018 Annual Member meeting. The Council serves as a resource for education and best practices recommendations to attempt to educate and advise the ministers, staff and lay leaders in the congregation regarding dealing with #MeToo issues in communities of faith. The Council is an educational and advisory group.

“Membership: The #Me Too Council was created by the Senior Minister who appoints members representing key program staff and lay leaders from elected and gathered governance and ministry committees, teams and task groups. The Chair of the Council is selected by the Senior Minister. Council members will have voting privileges. Membership is not open to the general Congregation.

“Activities, Duties and Responsibilities: The #Me Too Council’s primary responsibility is to assist the Senior Minister and Board of Trustees in responding to the specific tasks and accountabilities described in the congregational Resolution. Specific Duties include:

1. To recommend ways to support the transformation of cultural norms from patriarchal to egalitarian through education and helpful guidelines .
2. To advise both ministry and governance leaders on ways to protect vulnerable people, more specifically, people who identify as female and gender queer, who are at risk for or who have faced sexual harassment, abuse or assault.
3. To advise committees, programs, and organizers of congregation-sponsored events on how to respond appropriately to #MeToo incidents.
4. To work in partnership with ministry and governance bodies to further education and outreach within and beyond the congregation and the positions the congregation has adopted regarding #MeToo issues.
5. To provide to all leaders ready reference resources such as : Gender Inclusive Language, Program Activities and services for the support of victims of sexual harassment, abuse and/or assault.
6. To review and recommend changes, as appropriate, to such documents as policies, manuals, procedures, guidelines, charters, mission statements of committees and other groups within the organization as pertain to the work of this Council in fulfilling the objectives laid out in the Faithful Response Resolution.
7. To assist the Senior Minister and Board of Trustees in preparing the annual Report to the Congregation per the language of the Faithful Response Resolution.

“The Council will meet no fewer than 3 times per year and will cooperate with the Board of Trustees in the preparation of a Report to the Annual Meeting in June.”

Report to the Congregation

Much of our year has been taken up with devising and refining our charter above. The overall purpose of the Council is to assist the Senior Minister and the Board of Trustees in helping to dismantle systems of oppression and patriarchy as they apply to our #MeToo mission in our congregation and the wider community.

What began as a call to action in response to sexual harassment, abuse and assault of women in our larger society through the #MeToo movement, has now crystallized into actions that move beyond naming and calling out behaviors – to engaging our congregation and community in advocacy and liberation. The Council has focused on defining its mission as promoting programs for healing, education and advocacy.

Shortly after the Council was formed in June 2018 following our congregational resolution, Lynda Shannon Bluestein and Rev. John Morehouse went to the UUA General Assembly in Kansas City, MO to present a networking session where we shared our Resolution.

We were disappointed to learn that the UUA had gone silent on this issue and we were denied any regular workshop space during the General Assembly. We were allowed a small networking opportunity at an inconvenient time and a space far from the General Assembly main meeting space. Nevertheless, over forty people from many congregations found us and our discussion was rich. We heard from many women across our denomination who have been harassed and abused by fellow congregants and their ministers. The several ministers who attended, men and women, people of all genders, were heartbroken at this news. We shared the history of our denomination on this issue, which has largely been silent although the ministers association (UUMA) has been taking the issue up more forcefully in recent years. Still, there has been no institutional

response to women's abuse and harassment within our denomination. We noted this failing and shared how we in Westport were taking the first steps to rectify this failing by writing our own resolution.

After the summer, Rev. John Morehouse appointed Lynda Shannon Bluestein to be the chair of the Council and the membership of the Council was invited across a wide spectrum of our congregation. Our next step was to formulate our charter (see above) as we grappled with what we can do to fulfill our congregational resolution.

Individual committees and teams were then invited to examine their charters and language for patriarchal inclusions. Several committees and teams did this important work. The HR Team reviewed our HR Manual for gender inclusive language. Our Worship Associates Team did an especially good job in examining their language and practices. Their revised charter includes this:

"2. Use inclusive language. We avoid stereotyping and outdated, offensive terms. As preferred terms change, we keep updated. For instance, we never call a person an "illegal alien," because no person can be illegal. While others dislike words considered "politically correct," (P.C. itself is often a derogatory term), we choose kinder words to show respect for a person's dignity and humanity. Unitarian Universalists share values and principles, but we don't all see things the same way. We are a big tent and our congregation includes many ways of understanding. Each topic deserves a full discussion.

The Worship Associates leader, Janet Luongo, created an "Inclusive Language Worksheet," gave examples of how words are evolving in our culture and suggested inclusive words. The Council hopes to share the worksheet with others teams and committees in the fall.

On Easter Rev. John preached on the misuse of the Christian salvation narrative (of enduring subordination to men) in a culture that excuses abusing women. The Voices Café is considering a commitment to book women artists for at least half their shows in the coming year. They are also considering encouraging other UU Coffee Houses to do the same.

The Board of Trustees is also reviewing their policies for patriarchal language as is the staff in their many protocol documents. Much more work needs to be done in this regard.

Women have come forward to lead the majority of the Summer Worship Services.

Groups Formed

While not directly related to the Resolution, several groups and programs have been formed that address the issues of patriarchy in our congregation. Following the second worship service devoted to this topic in January 2018 an experimental class "Walking on Eggshells" was created using some of the Adult Our Whole Lives material. Cheryl Dixon Paul and Paul Bluestein ran this class for all genders for several sessions. The class was a great success and plans are underway to develop this program further.

The TUCWomen's group was founded in 2017 and has expanded its mandate in providing a safe place for women to share their journeys with one another. This Spring, several other classes were developed under the aegis of TUCWomen led by Sudha Sankar and Sharon Poole, and our Adult Faith Formation Ministry directed by our new Assistant Minister for Faith Formation, Rev. Shelly Thompson. One series on Women, Spirit and Imagination drew thirty women to participate in six sessions.

Not directly connected to this movement but nonetheless in support of our resolution has been the new men's group "A Better Man", developed on the deep sharing model of the Tallmadge Hill Church. These men sometimes discuss the impact they have had on the women in their lives.

Review of Safety Policies

The Safer Congregation Team, established by Rev. Debra Haffner in 2013 continues to monitor and respond to incidents of unsafe behavior around children and adults. This group of five professionals including the Senior Minister has responded to several incidents of unsafe behavior and has resolved these issues successfully in the last several years. As per our constitution, the Safer Congregation Team reports at each annual meeting on any changes to our policies and the number of incidents they have intervened in. The Team is currently reviewing its policies to ensure that we have adequate safeguards and responses in place to keep those who are vulnerable, including women, safe in our congregation.

Outreach to the Community

In the fall of 2018, Lynda Shannon Bluestein and Rev. Allison Patton, pastor of the Saugatuck Congregational Church, partnered to run a Sacred Women's Circle for women from our community and especially our two churches to come and share their stories in a safe space with a qualified female professional. Despite many women saying they would come to this Circle, only a few actually came. The lesson learned is that many women do not feel safe sharing their experiences with others they do not know. Our society, even in our small town, is not a safe space in which to share these experiences. We must continue to encourage women to gather within the communities they feel safest to share their stories. Future activities intended include a banner proclaiming #MeToo support, hot line numbers for women to call and gender inclusive restroom signage.

Conclusion

The progress that has been made over the past year has been both meaningful in the lives of individual women in the congregation and powerful in its focus on inspiring leaders to rethink the words they use and the ways TUCW can be more inclusive. Much remains to be done regarding language and policies that keep women safe. A larger effort at educating our congregation as to the pervasiveness of patriarchy needs to be undertaken in the years ahead.

We are clearly pioneers in our UUA in this regard. We must continue to advocate for attention to be paid to the issues of patriarchy as they relate to women everywhere. After all, patriarchy like so many systems of oppression, lies at the intersection of other ills such as racism and gender bias. There is much that needs to be done. Thanks to the members of the Council and especially to Lynda Shannon Bluestein for her brave ministry.

Members of the Council are: Sudha Sankar, Lynda Shannon Bluestein, Stapley Emberling, David Smith, Marie-Claire Bue, Janet Luongo, Cheryl Dixon Paul, Debbie Handler, Rob Herman, Marti Bishop, Margalie Belizaire, Rev. Shelly Thompson, David Vita, Rev. John Morehouse, Betty-Lynn White (Chair)

Respectfully Submitted, Rev. Dr. John Morehouse and the Board of Trustees

A BETTER MAN

This group continues to meet and thrive. We meet monthly in the Meeting House on the 3rd Saturday. Our purpose remains personal growth, connection, and service. Topics are formulated monthly by the leadership team, and discussed in as deep a manner as participants wish. Membership has remained steady for this year at around 20. We open up to new participants annually, in the model of Small Groups. Members have expressed satisfaction with how the group is going, feeling that there is a dearth of authentic male connection. Lastly, in cooperation to the #MeToo Committee, we have updated our covenant to reflect those issues and values.

Respectfully Submitted by Luke Garvey

ADDICTION RECOVERY MINISTRY (ARM)

The focus of our Addiction Recovery Ministry is to create supportive activities that assist our congregants and/or their families:

- ◆ in deepening their understanding of all forms of addiction & the potential impacts on their families;
- ◆ to enhance “spiritual aspects” of recovery for those with addiction issues;
- ◆ to assist in finding of treatment resources as requested and appropriate and
- ◆ to support community self-help group efforts as appropriate.

While we have not created a formal statement of TUCW charter, as a TUCW recognized ministry we support the overall congregation’s direction to INSPIRE, CONNECT & ACT.

WITHIN (Inspire): 50% of our effort to date has entailed reaching out to our congregation through various group educational activities which included:

- ◆ Sunday Service on ADDICTION: Dec. 1, 2018
- ◆ Recent pre-publication of Diane Sawyer’s program on Screen Addiction
- ◆ Actively planning for an educational outreach regarding Screen Addiction in fall
- ◆ Offering two-part workshop on BUILDING PERSONAL RESILIENCY as support to those in recovery (May, 2019)
- ◆ Schedule group sessions entitled: THE POWER OF NOW to be facilitated by Bob Bevacqua focused on the work of Eckhart Tolle. This is a favorite of those in recovery because of its focus on the NOW. This will be open to all comers.

AMONG (Connect): 30% of our effort includes being available following our services for consultation with congregants and responding to calls received on our congregation’s hot line. Have established the 3rd Sunday as the one ARM will maintain a table in our foyer.

BEYOND (Act): 20% actively supporting the various 12-step meetings taking place on our campus and research activities focused on bringing timely information to our people. We celebrated the first-year anniversary of our AA – Promises Speaker meeting in April, 2019. This meeting has grown from an initial 6 attendees to on average of 15-20 per week. While these meetings are separate from our congregation... I estimate the presence of this meeting may be supporting between 800-1100 individuals from our community a year. The AI Anon meeting held on Thursday morning dispersed last summer because it was not scheduled at an optimal time. We are actively working to restart this effort at an optimal time that will draw attendees regularly.

Size of Committee: Fifteen members

Submitted by Rev. Jim Francek ACSW
Facilitator – TUCW – Addiction Recovery Ministry

INTERN MINISTER’S REPORT

This past church year as your Intern at The Unitarian Church in Westport has been a tremendous one for me, full of learning opportunities and joys. Like the rest of my journey toward a life in ministry, it has been so much better than I could have imagined. For that, I want to say “thank you” to everyone at this congregation, as you have welcomed me among you and provided space for me to grow as a minister in utero. I can’t wait to spend

another year with you. I also want to thank the staff, especially Diane, Sue, Saundra, Desmond, Rev Shelly, David, Rev Ed, and, of course, my teaching pastor, Rev John. Rev John has been teaching, coaching and guiding me throughout this whole process of ministerial internship, and I am blessed to have him as a teaching pastor. He has been a supportive mentor who encourages questions and wonderings. My internship committee members have supported and guided me along and I am grateful to them as well. They are: Kristen Leddy, Jerusha Vogel, Wendy Levy, Arnella Ten Meer, Bob Perry, and Shanonda Nelson.

The focus this past year has been on observing and getting my feet wet in congregational life. I was afforded opportunities to help in planning and leading, and participating in worship several times a month. During those times, I got to experience inter-generational, contemplative, holiday, ritual and other kinds of services. Additionally, I collaborated with Carrie McEvoy in the planning and organizing of a “Blue Christmas” service to make space for the sadness that some experience during that time of year. Thank you, Carrie, for that and for opening up your home to me. One of my hopes was to incorporate singing in some of my sermons. I was able to do that with the sermon, “What A time to be Alive!” with you, as a congregation, singing along with me. Mostly, though, this was possible because Ed Thompson, Minister of Music, took the time to help me find my singing voice by working with me on a regular basis.

This year has also been a year of getting to know you and how to live our UU values. I have found TUCW to be a vibrant and engaging congregation that continuously works on self-improvement for both its membership and the physical space within which it practices its values. I’ve had the opportunity to provide pastoral care here, which is a ministry that is close to my heart. I have also taken part in many of the faith formation offerings at TUCW outside of Sunday service, as well as all the different activities for growth and fun that take place here. There is much that happens in this space. There is hardly a weekend where there are not three or four programs to become deeply involved in; programs that can change one’s life or one’s views. These programs focus on Climate Change, Resiliency, music, spiritual reflection, and so on.

Next year, I plan on introducing my Focus Initiative project, which you’ll be hearing more about at the start of the new church year, as well as facilitating 1-2 adult workshops, being more involved in faith formation for the children and youth of the congregation, etc. Your continued help and support will make it all possible.

Respectfully submitted by Margalie Belizaire

PASTORAL CARE

Services of Pastoral Care: During the course of this church year our Pastoral Care Chaplains have directly touched the lives of ninety congregants. During this period six of these congregants have passed away.

◆ Individual requests for support	24
◆ Grief group participation	16
◆ Elder Care Workshop	20
◆ Resiliency Workshop	<u>30</u>
	90

We receive on an average three calls per month on our pastoral care line of which perhaps 50% become active recipients of pastoral care. The range of their service has included responding to death situations, providing emotional and spiritual support during hospice or long term care situations, support to those facing major health issues, surgery or accidental injury. Support for families facing dementia, or major changes in relationships.

Our training activities for our chaplains this past year has included the following activities:

- ◆ Appreciative Inquiry applied to our work as chaplains
- ◆ Training in our UU Safe Congregation policy
- ◆ Maintaining Boundaries / Karpman triangle
- ◆ Shadow & Projection in Chaplain interface
- ◆ Orientation to Myers-Briggs Personality Profile

In February we added four new chaplains to our ministry.; Kathy Roberts, Shanonda Nelson, Eileen O'Reilly, and Beverly Bailey.

Development of Pastoral Care Chaplains: Our chaplains continue to meet every second Saturday to continue their ongoing education on a number of topics. We participate in group-supervision/coaching around their real situations and in support of each other.

We currently have nineteen active chaplains. Since our inception we have had eight chaplains who have stepped down for variety of reasons from needing to cut back on responsibilities, to moving out of the area, to time to refresh their personal lives.

Currently the lead team for this effort includes: Ann Sikes, Tom Hearne, Marie-Claire Bue and myself.

Rev. Jim Francek, ACSW – TUCW PCC Coach and Community Minister for Pastoral Care

SAFER CONGREGATIONS COMMITTEE

The Safer Congregation Committee is a minister-appointed committee, currently with three mental health professionals, one attorney, and the Senior and Faith Formation Ministers. The SCC convenes when ethical questions or issues of impropriety/misconduct arise. The SCC also advises regarding issues of safety within the LFD curriculum, staff, LFD volunteers, and Pastoral Care associates.

The SCC met four times this past year, to discuss incident reports and changes to the Safer Congregations Practices and Policies. A Safety Task Force subcommittee was created to research UU safety policies, and how best to implement it at TUCW. As required each year the updated policies are included in this Annual Report. The Unitarian Church in Westport meets all the recommended best practices of a safer congregation. There have been no individuals on a limited access agreement.

Respectfully Submitted by Wendy Levy

The Unitarian Church in Westport Safer Congregation Practices and Policies
Revised 5/22/19

TUCW will have a standing safer congregations committee, which will include the Senior Minister and Assistant Minister for Faith Formation TUCW ministers, and at least two members of the congregation appointed by the Senior Minister. The congregation will be advised annually of the members of the committee. The chair of the committee shall be chosen by consensus of members of the Safer Congregation Committee. The names of the committee will appear in the newsletter, Soundings and on the website. The current Safer Congregation Committee is comprised of Wendy Levy, PsyD (chair) Rev. John Morehouse, Rev. Shelly Thompson, Lyn Hamilton, LCSW, Luke Garvey, LCSW, and Deborah Garskoff, Esq.

Any person in the congregation who has a concern or knowledge of sexual abuse or harassment, or mental health incidents involving a congregant or staff member of TUCW, is urged to contact a member of the Safer Congregations Committee. TUCW is committed to being a workplace and a congregation free of sexual harassment of any kind. Concerns about professional sexual misconduct by one of the ministers should be brought to the attention of the committee, and the President of the Board of Trustees who will contact the regional lead and the UUA. The Safer Congregations Committee will also handle any complaints by a disruptive person. The committee may refer to the ministers as appropriate.

All staff including the ministers will have CT background checks on file. All new staff hiring will be subject to CT background checks and completion of the screening form. Background checks will be the responsibility of the Congregational Administrator. New hires will be contingent upon clean reports about sexual offenses. Ministers and other appropriate staff will have training on sexual misconduct prevention, handling sexual attractions and boundaries, and offering pastoral responses to disclosure of past and present abuse.

All adult LFD teachers will complete the screening form and sign the ethics policy before they begin volunteering. All adults who provide services to children in pre-K and nursery groups will have background checks. Other background checks will be done as needed.

Minors who work in LFD must attend an education session on child abuse prevention and sign the ethics form and will be supervised by an adult. Each year, a staff member of LFD will compile a list of youth who are approved to babysit at TUCW functions. Only babysitters on the approved list will be paid by TUCW. Babysitters will also be encouraged to take a community babysitting course (i.e. Red Cross).

Training in sexual abuse prevention will be held each year for LFD volunteers, and other interested adults. Volunteers for the LFD program must attend TUCW for at least one year prior to their LFD service, unless prior experience and recommendations allow the LFD Staff in consultation with the chair of the Safer Congregations Committee or the senior minister to determine otherwise.

Information for children on child sexual abuse prevention will be included in Elementary OWL (Our Whole Lives curriculum) classes. Information will be included in the Youth OWL program.

At all church activities with youth under age 18 (classroom, worship, children and teen choir, youth group, youth outing etc.) there will be two unrelated adults present. There will be two teachers in all LFD meeting rooms at all times; this may necessitate a parent volunteer staying if one of the adult teachers is not present. LFD staff will rotate through all classes during Sunday mornings.

Middle school and high school overnights held at TUCW will follow UUA Guidelines for safety at such events, including a group covenant that intimate sexual behaviors are not to occur at such events. A staff person will work with advisors and the youth group each year in establishing a covenant that includes guidelines on romantic and sexual relationships within the group, physical displays of affection, and exclusive relationships within the youth group.

Pastoral Care Chaplains will receive at least biannual training on abuse prevention. All Pastoral Care Chaplains will have Connecticut background checks (criminal and financial) at the start of their service and on a biannual basis. Any person with a history of criminal offenses, including but not limited to sexual offenses, will not be able to serve as a Pastoral Care Chaplain. Persons who are found to have significant financial issues will be asked to discuss their situation with the senior minister and will be assessed individually about potential limitations on service.

Any social media where TUCW has an official presence is only open to members, age 14 and above. Any youth group social media space will be moderated by a staff person; no sexual content will be allowed. Adults will not friend unrelated minors without explicit permission of parents. Parents must give permission for use or posting of any minors' photos in any venue; tagging of minor's photos is not allowed in any public venue. Photographing of minors at TUCW events is only by parental permission.

All drivers to LFD activities and Pastoral Care Chaplains must provide copies of driver's licenses and insurance. Two unrelated adults must be in any car transporting unrelated minors. If this is not possible, there will be at least two unrelated children in a single driver's car, and rest stops will be coordinated with other drivers.

It is expected that members of the congregation, staff, renters or any other adults using the building, or potential members/participants with a history or active accusation of sexual misconduct/abuse/sexual offense, will make that history or accusation known to one of the congregation's ministers, who will follow the procedures below:

Any adult, adolescent or child accused of a sexual offense of any kind will be placed on a tailored limited access agreement* without prejudice. The Safer Congregations Committee will be convened within 10 days of such a person being made known to the minister, LFD staff, or any member of the Safer Congregations Committee to develop the agreement (which may be subsequently revised upon more information). The limited access agreement will remain in effect until all accusations or charges are dropped or confirmed (in which case see below). Such individuals will not continue to attend or participate in any programs or services of TUCW until a limited access agreement is drawn up. Adolescents or children who are known to have sexually abused or sexually assaulted another youth or child will only be allowed adult-supervised participation in future Lifespan Faith Development or youth group activities.

Any person convicted of a sexual offense or with a history of known sexual offenses will be placed on a limited access agreement without prejudice. The Safer Congregations Committee will be convened within 10 days of such a person being made known to the minister, or any member of the Safer Congregations Committee in order to develop the limited access agreement. This will be done, if possible, upon consultation with the person's parole officer and/or treatment provider so it may be determined that they can safely participate in the adult life of the congregation. Any person accused, convicted, or with a history of known sex offenses who will not sign the limited access agreement will be denied access to any programs or services at TUCW. For further procedures on responding to a person accused, convicted, or with a history of known sex offenses; TUCW will follow the procedures outlined in Balancing Acts.

*The template for a limited access agreement can be found at <http://www.uua.org/leaders/leaderslibrary/balancingacts/index.shtml>

These procedures will be posted on the TUCW web site and will be conveyed at the annual meeting. All procedures will be presented in the annual report to the congregation, including notice of the number of persons currently attending TUCW who have signed a limited access agreement. All procedures will be reviewed annually by the Safer Congregations Committee and shared with all LFD volunteers and Pastoral Care Chaplains.

SHAWL MINISTRY

Between July 1, 2018 and June 30, 2019, fourteen handmade shawls and one baby blanket were given to members of The Unitarian Church in Westport to serve as a tangible source of concern, support, or celebration during times of significant personal transition.

In addition, we have just completed our tenth year of providing scarves for every kindergarten student at Beardsley School in Bridgeport. We presented 45 scarves with matching hats this winter.

In March we prepared and sold three varieties of soup after a Sunday service and were pleased to raise \$500 which was donated to the Minister's Discretionary Fund. The remaining soup was frozen and given to United with Kenya to be sold on a following Sunday. An additional \$320 was raised to benefit United with Kenya.

During the last twelve years we have made 333 loans to women in over 67 different developing countries worldwide through Kiva.org. We have loaned a total of \$8350. This is self-funded by using repaid monies to make further loans. We have \$358.65 in outstanding loans.

The Shawl Ministry has benefitted this year from the energy and enthusiasm of several new members.

Respectfully Submitted by Jan Braunle

SMALL GROUP MINISTRY

Small Group Ministry provides an opportunity for members of the congregation to meet in a small group setting to develop relationships and foster spiritual growth.

The program currently has 108 participants in 12 groups. Each group meets once a month for two hours to discuss a specific topic under the guidance of a facilitator.

The facilitators also meet one a month for two hours under the guidance of one of the ministers, currently Rev. Shelly Thompson. At that meeting the facilitators discuss and evaluate the program from the previous month, and members of the Inspiration Committee introduce the new program. The facilitators also discuss any issues arising in the groups, and how the programs have been received.

The Inspiration Committee meets regularly to develop a monthly program based on the Soul Matters curriculum. This allow the SGM programs to coordinate with the theme of the Sunday sermon topics for the month.

The Renewal Committee keeps records of group membership, participates in recruitment efforts, and contacts prospective members for placement in a group.

The Steering Committee, consisting of members from both above committees, Rev. Shelly, and David Vita meets regularly to oversee the SGM program. This year the focus has been on recruitment of new members and increasing SGM's visibility. The SGM program has a presence in the foyer after each service on the first Sunday of the month. SGM is also introduced to people new to the Church who attend David Vita's orientation sessions.

Respectfully Submitted by Steven Rosenberg and Marie-Claire Bue
Members, Steering Committee

TUCWomen

TUCWomen is ministry by women for women.

We sponsor, organize and produce activities, gatherings, worship, and education relevant to the women of UU Westport. We facilitate mutual support among women. We rally women's participation in support of TUCW. Our goals are to provide a rich set of opportunities to support women's engagement in the TUCW community and for women to build deeper relationships, and to nurture feminine spirituality.

This year we have continued the monthly potlucks throughout the year. These are all well attended with a varied group of women attending each time so that the network of women knowing others and being known grows with each gathering. This church year we launched the monthly "Quotable Women" brown-bag-lunch following a Sunday 11 AM service. Pat Francek coordinated this offering, identifying a different woman to lead each of the sessions. The leader brought a reading, quotation or art work from a woman and used this to stimulate a conversation. Also launched this year was the new "Women, Spirit and Imagination" six week women's spirituality series. This was developed by a group of women most of whom also led one of the sessions in the series. It was exceptionally well received and plans for repeating and extending it in the fall are underway. We also ran the Holiday Boutique selling jewelry and scarves. It was lots of work and fun and raised \$7,000 for the operating fund.

All women are invited to all TUCWomen activities. We encourage all women to join the TUCWomen mailing list so they will know about what's happening. Questions and ideas can always be directed to the co-leaders.

Respectfully submitted,

Sharon Poole Bittenbender and Sudha Sankar, co-leaders
tucwomen@uuwestport.org

WORSHIP ASSOCIATES

The purpose of the Worship Associates is to collaborate with the minister(s) and program staff, to create a year round program of worship. Our worship services aim to welcome all seekers, offer inspiration for spiritual growth, connect our congregation, enhance our Unitarian Universalist identity and challenge people to act on principles of our faith. In the past church year, 2018-2019, we worked diligently to assist and support our Senior Minister, Rev. John Morehouse, Music Minister, Rev. Ed Thompson, as well as Margalie Belizaire, our the Intern Minister, and Rev. Shelly Thompson, Assistant Minister for Faith Formation. We aim for a friendly, relaxed presence to set a spiritual tone for worship, and for a smooth delivery of the opening elements of the service, from announcements, chalice readings and affirmation, to candle-lighting.

Special Services and Events: Margalie Belizaire and Carrie McEvoy, ministerial student, offered a special service over the winter holidays, "Blue Christmas." Education on best practices is encouraged. We recommend books. Some will attend a Safety Workshop in June., and Janet Luongo and Cheryl Dixon Paul took leadership courses with Rev John. Janet Luongo updated and revised the WA Charter from 2013 and added a section on inclusive language, as urged by the #MeToo Council. Cheryl Dixon Paul and Judy Eckert attended a weekend workshop in NH on Multi-generational services, a direction for our congregation, and enthusiastically reported back to our team.

Summer worship planning is a major responsibility of our committee. Rev John had instituted his "Preaching Workshop" the previous year and continued to coach and prepare worship associates and congregants to lead

Summer Worship 2019. Worship Associates stepped forward to preach: Judy Eckert, Shanonda Nelson, Cheryl Dixon Paul and Janet Luongo. Congregants came forward to be worship leaders: Carrie McEvoy and Mary-Megan Marshall (former WAs), Marjolijn De Jaeger; Jim Cooper, Luke Garvey and Rob Laug from our TUCW A Better Man group.

The Summer Calendar 2019 was filled out by Chair Janet Luongo with assistance from Incoming Chair, Cheryl Dixon Paul, and Linda Hudson, who arranged for logistics and, most importantly music, using talent in our congregation: Florence Romanov, Anita Pfluger, Jenna Jacobs, Steve Axthelm, Chris, Carol and Anna Seiple, and Suzanne Sheridan. Joy Jaeger will play piano. Three people from the community offered to lead worship: Claudia Connor from CIRI; Manjushri from Shanti Mission, and Denise Lamoureux.

Varied themes will represent many of our congregation's principles and major initiatives: Anti-racism, multigenerational interaction, citizenship in a democracy, centering our spirit, personal spiritual journeys, meditation on love, the power of imagination, immigrants and refugees, fellowship, and liberation from addiction. The WA team plans to invite more men to be worship associates and lead worship services to keep a healthy gender balance.

Our roster of Worship Associates at end of 2019-2019:

Leadership is changing. Janet Luongo, after three years on the Team and two years as chair steps down August. Cheryl Dixon Paul, a founding member, is set to be the new Chair in September, 2019. Leaving: Linda Hudson, a founding member, Jamie Forbes and Doug Flam. Remaining: Judy Eckert, Linda Lubin. Shanonda Nelson, Joanne Orenstein, Connie Rockman, David Smith. (Maria Mendoza Smith serves as WA for the annual Coming of Age Service.)

We seek new worship associates, particularly men, to balance gender composition.

Submitted by Chair, Janet Luongo

MINISTER OF MUSIC

It has been another great year of growth and enrichment on the musical scene. The adult choirs are much in evidence: *Women's Choir*, *Men's Choir*, *The Special Projects Choir*, the *Once & Again Folksingers*, *The Bell Choir* and the *Chamber Choir*. We are in the process of experimentation with the 9:00 service and the kinds of music that we sing. Another area of exploration is the combining of the Women's and Men's Choir; this is proving to be a good idea for several reasons.

The Children's Choir (formerly called Youth Choir) has grown from 12 members to 17 members. The second semester they focused on the new musical, *The Peddler*. Their performance on May 19th was certainly the highlight of their year. We are proud of the good work and dedication of these young people. The *Teen Choir* sang for the Thanksgiving service, and the inter-generational service in March, the COA service in May and the Bridging service in June. The *Bell Choir* has improved both their reading skills and ringing skills. They have had an increased presence at services which has been well received. The amount of diversity which these ensembles provide offers depth, meaning and complexity to our services and to the life of our community.

The Special Projects Choir has given us three memorable services. The Christmas/Holiday concert in December featured *Journey of Light*, a work written by Edward Thompson featuring bodhran, uilleann pipes, harp, violin, organ and choir. The outstanding Spring concert in March featured a work called *The World Beloved: a Bluegrass Mass* of Carol Barnett. The annual summer solstice event, to be sung on June 16, will feature special music for the occasion.

Other artists who have helped to enrich the program have been Marcella Calabi (soprano); Beth Palmer (pianist); the Talmadge Hill Choir with Rob Silvan; Will Comer, Jim Clark, Jim Andrews, Eric Gribin, musicians for the jazz service in February; Andy Gundell; Tiffany Jackson (opera), Len Handler (composer); Jenna Jacobs (vocalist); Mike Costantino (baritone). Also of note, the New York choir, Choral Chameleon, gave a fantastic concert on February 23rd; one of the musical highlights of the year. Other musical events included the annual Christmas Carol sing-along; the Christmas Eve service; the Pageant; the annual Cabaret; the voice classes led by Marcella Calabi; and the sight-singing classes.

As a part of Ed Thompson's 40th year celebration he has spent time recording several of his pieces with various choirs. That CD, *Tune My Heart*, will be arriving shortly. It promises to be something we can all be proud of. There are very few UU Churches which have the talent, discipline, energy to successfully complete such an undertaking.

Our Music Committee has been active and supportive in the following ways: the Committee Fair; the February Cabaret; Committee Members are: Debbie Handler, Diane Moller, Virginia Levin, Chris Place, Jenny Klein, Gian Morresi, Bart Stuck (chair), Nancy Lack, John Turmelle, Peg Ulrich.

Rev. Dr. Edward Thompson, Minister of Music

ASSISTANT MINISTER FOR FAITH FORMATION

Faith Formation is a way of doing ministry. My role as Assistant Minister for Faith Formation is to work with the entire congregation, my teams, leaders and staff, to cultivate new programming, worship and events that embrace fresh multi-generational ways of exploring and learning about our faith. In all aspects of our community life, Faith Formation promotes deeper engagement with spiritual formation and encourages practices that serve the development of our Unitarian Universalist identity and culture. This includes the work the Worship Associates will be doing to experiment with adaptive modes of worshiping together that reinforce and root this faith formation work in our strengths while building our capacities for embracing change. Overall, this is an exciting time at TUCW! Our whole congregation is undergoing a transformation from the old Religious Education model which divides families into upstairs and downstairs tracks to an integrated family ministry and multi-generational "Faith Formation" model and culture. Just like any system in transition, there have been ups and downs this year. What has been known as Lifespan Faith Development, or Sunday Religious Education, is now under the Faith Formation umbrella, which includes programming for all age cohorts, (children, youth, families, adults, elders), in addition to multigenerational programs and worship services that are inclusive of all. Behind this transformation is a nation-wide trend. Across the country, in Unitarian Universalist churches and in many other faiths, the old classroom religious education programs are declining in attendance and losing volunteers. The truth is that society has changed since Sunday school was invented. That model no longer serves the needs of our busy families. This is true here at TUCW as evidenced by the smaller numbers of families and volunteers we have had participating in the LFD programs this past year. For those folks whose kids grew up in RE and those awesome volunteers who have spent wonderful years of ministry with our children and youth, in no way does the current need for new ways of doing things mitigate or criticize the fabulous programs and benefits of RE past. The church hasn't done anything wrong to cause the shift. The broad social changes we are experiencing are complex. It will take time and the contributions of the whole congregation to navigate the transition at a pace that feels right for us.

Courageous Faith Revolution

Towards that end, a dedicated group of leaders and committed congregants are working with me, Rev John and Rev Ed as the TUC Westport team for Courageous Faith Revolution, [CFR] led by the well-known and highly regarded Kim Sweeney as the consultant and program facilitator. There are three other UU congregations in the

program with us. We are all learning together. CFR began last October and runs for 2 years. Within monthly webinars, readings, and zoom meetings we are exploring the new dynamics and concepts that underpin the Faith Formation model. During its first year, this work focused in large measure on exploring how to best prepare the congregation for the changes and what to anticipate as potential challenges. Our team agrees that it's time to plan some "experi-learning" programs and start developing content that meets the needs of our families. To augment the work, I am also seeking support and guidance from UUA regional staff and faith formation leaders in other UU churches around the country who are doing similar kinds of work and may be ahead of us with some concrete new ways of "doing church" that we could use as models.

Year-end Reports

2018-2019 Sunday programs for children and youth

While the shift to faith formation is underway, it was a challenge to get through the year with traditional RE programs operating for 6 different age cohorts. As mentioned attendance was low and the program isn't as robust as it once was. Further complicating matters, we have also experienced multiple changes in staffing that have contributed to the difficulties this year. Following the departure of DRE Mary Collins in May 2018, that position was split into two roles. Saundra Clements was hired as part-time children's program director for Pre-K -5th grade. Shahan Islam was hired as part-time Youth Program Coordinator for Grades 6-12. By the end of September, Shahan had left that position. Zulaikha Hasan temporarily assumed the role in October, but left in early December. I was hired as Assistant Minister for Faith Formation for the whole congregation and I assumed that role December 1st. I helped coordinate the programs for 4th grade through 8th grade and worked with the youth group as much as possible. I rallied a group of adult supervisors to assist the youth group but the group was not cohesive, had low attendance and was hampered by inconsistent participation. By the numbers it is apparent that changes are needed.

Enrollment PreK through 8th Grades 2018-2019

Based on class rosters and attendance records: Pre-K-1st Grade- 10;
2nd-3rd Grades- 19; 4th-5th Grade OWL- 14; 6th-7th Grades- 14;
8th Grade OWL/COA- 8 -10
=approx. 70 children

Avg. Attendance Pre K-8th Grades

Sept.-Dec. 2018: 58% Jan.-March 2019: 68%

Number of adult volunteers for PreK-8th Grades = 28

Youth Group Attendance

There were approximately 10-15 youth who attended at least once in a while with a core and an average Sunday attendance at youth group of 4-6 youth. [Standard of deviation is about +/-5]

Youth Advisors/Volunteers = 9

These folks most often provided the 2 adult supervisors for each youth group session.

Classes for PRE-K through 5TH grades

During the fall, the Pre-K-1st class, 2nd-3rd grades class, and 4th-5th grades class utilized the Soul Matters Religious Education curricula. Saundra Clements prepared lessons that were age-appropriate for the different cohorts. Often, the few 4th or 5th graders joined the 2nd and 3rd graders. TUCW pays two teachers/childcare workers to lead those classrooms and adds one congregant volunteer per classroom each session as a part of our safer congregation policy. Starting in January, the 4th-5th grade class began OWL, [Our Whole Lives Human Sexuality curriculum] which has 2 certified facilitators and a standardized curriculum. All of the parents

participated through homework and parent meetings. This group brought 13-14 children together including 3 children who participated as friends of members. Classes were well attended and families responded favorably to the program.

Class for 6TH and 7TH grades

This group participated in Crossing Faiths year-long curriculum. There were 2 parent coordinators and many of the other parents and adults helped with the field trips and Sunday sessions. Attendance was usually around 8-10 children. The field trips were popular, the classroom sessions, less so.

Classes for 8TH grade

The 8th graders completed the OWL curriculum and an abbreviated Coming of Age class. All 8 participants in COA attended the Boston Heritage Trip and presented during the COA worship service. The year was successful and the youth have formed a tight cohort. They look forward to youth group.

Youth Group

The staffing issues throughout the year have been a source of frustration. Once I started in my role, I spent time with the youth group whenever I was available. I was committed to their participation in UUA regional youth culture. I advised and attended 3 youth “cons” (conferences) with 3-6 of the youth on each trip. The group chose not to participate in the Youth Sunday worship service. [Note: the Youth Choir members did not participate in youth group with one or two occasional exceptions. The Youth Choir participated in Youth Sunday] The graduating seniors will participate in the Bridging service on June 2nd.

Multigenerational Worship and Events

Through Rev. Ed Thompson’s amazing music programs, there were several specifically multi-generational events/services that were well-attended and critically acclaimed: The Christmas Carol-Singing and Party, the Christmas Eve Pageant, the Cabaret, the Youth Sunday, the Coming of Age worship, the Children’s Musical. There is an upcoming Faith Formation Sunday and Bridging Service on June 2nd. In March, the year-round Stewardship Committee launched the pledge drive with a multigenerational pot luck and game night.

Spring 2019 Adult Faith Formation

A big success for its inaugural season, Adult Faith Formation sessions were offered this April and May. We had four congregant-led course offerings. All of them were designed to connect people with each other and our faith. Spiritual Autobiography; Building Personal Resiliency; Exploring Dissent in Religion; and a Six-Part Women, Spirituality and Imagination series. All were well attended and received positive feedback. Another series will be scheduled for fall and then winter and spring sessions will follow. I am also working with a group at Meadow Ridge retirement community to develop a fellowship circle that provides spiritual depth and reflection concerning life-stage appropriate issues like aging and death.

Looking Forward

While this is a report concerning the past church year, due to the ongoing changes it is relevant to state where some of the programs are headed for the next church season.

- Sherwood Sundays will take place June 30th through August 25th. After worship, there will be a bring your own lunch gathering at Sherwood State Park. Relaxation, fun and games will give folks a chance to enjoy being together and building community.
- I am in the process of hiring a single Children’s Program Coordinator for the Pre-K through 8th grades, who will replace the current coordinator for Pre-K through 5th grade. Curricula and event planning is in process for the fall.

- The Youth Group will need my help to organize some dedicated lay leaders to work with them as an Adult Advisor Team. I will continue to support and organize youth involvement in the regional UUA youth culture. The multigenerational worship team will be working to involve youth in worship throughout the year. Efforts will be made to integrate the youth into the life of the congregation.
- Family ministry and events for all ages will be developed with a lot of input from our families themselves. Family Ministry and the specialized curricula for targeted age cohorts will be developed to enhance our Sunday programs. There is a multigenerational worship team that will be planning and implementing one multigenerational Sunday worship each month and introducing more age-inclusive worship practices to regular services. All of these elements are a part of the larger picture of Faith Formation for the entire congregation.

All of these avenues and more will be shaped by our goals of attracting younger adults and families and reinvigorating our entire membership while creating a vibrant TUCW for the future that will be relevant and sustainable in the modern era.

Respectfully submitted on behalf of myself and the many people who have contributed to each of these ministries,
Rev. Shelly Thompson

COMMITTEE ON MINISTRY (COM)

Your Committee on Ministries (COM) is an elected committee, charged with reflecting how we, the Unitarian Church in Westport (TUCW), are fulfilling our mission to *Inspire and support individual spiritual growth, Connect through worship, music, learning and caring ministries, and Act in the service of peace and justice.* TUCW's mission statement is our congregation's reason for being, and everything we do as a beloved community to fulfill this mission is ministry, from professional religious leadership, music, and social justice, to small group ministry, leadership development, and all of the programs and activities we offer for members and friends of all ages. It is the COM's responsibility to assess the work of the congregation and make recommendations.

A major focus of the COM this year was to help individual committees and teams articulate their alignment with TUCW's mission. In August we asked individual committees and teams to consider the percentages of their activities and purposes related to Inspiring, Connecting, and Acting. Nearly 100% of the 53 committee heads or team leaders responded to our alignment request. For each respondent, the COM created a circle graph chart placed in a Plexiglas holder to add to their Welcome table at the Expo on Homecoming Sunday. This visual assessment of the status of our many ministries attracted great interest among all who attended the Expo.

As the year progressed, the COM requested each committee or team to use the alignment survey to establish specific goals and purposes for the year. What did their committees/teams plan to accomplish, and how did they plan to do it? Did one area of our mission to Inspire, Connect, and Act need more emphasis or attention than any other?

Approximately ½ of the groups responded with formal goals and specific plans for achieving those goals. In late January, we asked all committees to execute a mid-year review of their stated goals in anticipation of making any needed changes before the end of year. In April we requested committees for end-of-year evaluations of their goals. While responses to this last request were limited, the COM was pleased to increase awareness of the connections between our ministries and our mission.

An important COM objective is to increase awareness of the COM and its role in the life of the congregation. This year the COM scheduled a monthly presence in the foyer with a Question of the Month designed to ascertain the

pulse of the congregation on a variety of topics and issues of concern. Questions ranged from monthly UUA themes such as "What does service mean to you?" at Homecoming Sunday, to current issues facing the congregation, e.g. opinions on TUCW's infrastructure needs and wishes.

Part of this effort to collect greater congregational input included holding Talk Backs on "Your COM wants to know..." Sundays. The first was extremely successful, however additional Talk Backs competed with numerous programs and activities requiring Rev. John's presence. It is hoped more of these can be implemented next year.

Members of the COM participated in *Searching for the Future*, the visioning weekend held on Sept. 14 -16, where more than 100 members thoughtfully examined TUCW's priorities and initiatives for the future. The resulting Strategic Plan identified key strategies for a combined operating and Capital Campaign, the latter which was approved by the congregation on May 5.

Beginning in January and continuing until March, a COM member was available at the COM table each week to answer questions and provide information and documentation related to the proposed Capital Campaign for building improvements. Copies of the Strategic Plan as well as numerous other informational items related to the need for repairs and renewal of our building were available along with opportunities to ask questions and offer opinions.

Another function of the COM is to respond promptly to conflicts or controversies which may adversely affect the congregation's ministry. While our Contact Response Policy has been in effect for several years, it has rarely been needed or used. The COM is exploring its responsibilities with conflict resolution and mediation. In April leaders of the Non-Violent Communication (NVC) group offered the COM an overview of the NVC process and their monthly practice sessions. The COM is considering trainings and/or workshops for interested members or possibly the creation of a separate committee specifically designated for mediation and conflict management/resolution.

With TUCW's transition to Policy-Based Governance, interactions with the Board of Trustees next year will include meeting bi-monthly to coordinate our reflection processes with their Linkage team. The role of the COM continues to evolve as we determine how to best serve the congregation.

Observations:

1. Our very effective Leadership Development program generates passionate and diverse individuals who participate in all areas of our ministry.
2. Leading Light awards are issued monthly to members who are recognized for their inspirational leadership, service, and dedication to our community.
3. Our music program under the direction of Rev. Dr. Ed Thompson continues to enrich the lives of participants as well as listeners.
4. Rev. Shelly Thompson, our Assistant Minister for Faith Formation, is implementing faith formation processes and activities for all members of TUCW.
5. Our Social Justice program under the leadership of David Vita is a major focus of many of our members, and Voices Café is recognized as an important music venue in our Fairfield County area.
6. Rev. Jim Francek is our new Community Minister for Pastoral Care and responsible for our highly effective Addiction Ministries as well as the Chaplain program.
7. New Worship Associates are being trained regularly and welcomed enthusiastically by the congregation.
8. A #MeToo Council was appointed by Rev. John to comply with the A Faithful Response to #MeToo Resolution adopted last year at our annual meeting.
9. Attendance is up at the newly designed and more contemplative 9:00 Sunday service.

10. The Small Group Ministry continues to thrive providing 12 active groups for greater connections. Rev. Shelly has supported the steering committee as well as the facilitators' group.

Recommendations:

1. Continue to assist committees and groups in reflecting on our mission statements when setting goals and measures of effectiveness for the year.
2. Consider our mission statement as we work with the Membership and Stewardship Committees to be more collaborative and thus more generous with time, talent, and treasure.
3. Work closely with the Capital Campaign Team to achieve 100% participation in this huge undertaking.

Respectfully Submitted by Anita Pfluger

COMMUNICATIONS

The church's website - **UUWESTPORT.ORG** - continues to chug along. Between June 2018 and April 2019 there have been over 46,000 visits to the site. Considering that UUWESTPORT.ORG is not a commercial site or a newspaper, that is a very respectable number. Over 480,000 pages have been viewed.

The top countries that have visited UUWESTPORT.ORG are: United States, Canada, Great Britain, France, South Korea, Russian Federation, Philippines, India, China, Indonesia, Germany, Australia, Turkey, Laos, Ukraine, Brazil, Vietnam, South Africa, Italy, Chile, Hungary and Thailand. Even somebody from Moldova has visited us!

Top pages visited are the calendar, followed by various readings, Rev. John's sermons, This Week in Lifespan, and our Mission Statement.

Because UUWESTPORT.ORG is obviously the portal by which the world comes to see us from far away, it might be time to completely revamp the website. A new model (depending on the availability of the designer) hopefully can occur during the summer. It should provide faster downloads and the possibility of libraries for Lifespan source materials and the like.

SOUNDINGS - the weekly congregational email blast - has an email list of over 1300 individuals. The deadline to submit an item to SOUNDINGS is Wednesday by 5:30 PM for that week's issue. (First send items to your committee's staff contact first!) At approximately midnight on Thursday SOUNDINGS is sent forth. Every week a PDF version is available Sunday morning in the foyer and also online. During the summer, SOUNDINGS goes out every other week.

Early stats of each week's issue averages around 24%. For such a list, that is a very strong audience!

Submitted by Charles Klein – web elf

FACEBOOK: The church has two Facebook pages:

- UUwestport which is a members only, closed group. It's the online "coffee hour" for members and friends of The Unitarian Church in Westport where you can post and engage in dialogue.
- Unitarian Church in Westport is our "public" page. Only administrators can post on this page.

Both pages are administered by David Vita. There are, on average, multiple posts per day on both pages and our public page is consistently the most viewed faith-based Facebook page in the area.

MEMBERSHIP COMMITTEE

The Membership Committees is regularly staffing the Welcome Table in the foyer on Sundays, holding dinners welcoming new and perspective members, and is reviewing our outreach.

We held six Newcomer Orientations this year rather than quarterly. It's always uplifting hearing the excitement of people who are longing for what Unitarian Universalism has to offer and didn't know where to find it...until now.

Newcomers are overwhelmingly drawn here with an interest in social justice which reflects our reputation in the larger community. We are also seeing an increase in families with very young children. A hopeful sign for the future.

We continue to recognize new members during Sunday Services, where they actually sign the Membership Book in front of the congregation. It's a public recognition and celebration... as it should be!

While net membership growth was flat this year the Membership Team expects an increased trajectory in the 2019-2020 church year based on the number of prospective members currently on their path to membership.

~ Rob Zuckerman and David Vita

MEMORIAL GARDEN COMMITTEE

The Memorial Garden Committee oversees our Memorial Garden, its upkeep, policies and records. It assists members of the Church in selecting sites. Revenues are the sales of sites, and expenses are landscape maintenance and a portion of general Church administration.

During the year we relocated a flagstone path in the area called Woodlands as part of an expansion plan of this easily accessed portion of the Garden. Planting in that area done in recent years will be supplemented by shrubs to define a northern perimeter and add to the feeling of an "outdoor room". We also plan an all-weather garden bench, and hope to add ground cover in the area. The Church's landscape contractor is assuming maintenance of the Garden effective in Spring 2019.

The Memorial Garden now memorializes by marker or by site reservation some 362 prior or present Church members and immediate families. Committee members stand ready to assist Church members at any time with site selections. They are Diana Bell, Hazen Goddard, Cheryl Dixon Paul, Marion Wertheim and Melanie Wyler.

Respectfully submitted,
David Thompson, Chairman

LEADERSHIP DEVELOPMENT TEAM

The LDT functions to create, promote and support opportunities for Leadership Development at TUCW. Leadership Development incorporates encouraging participation in leadership positions by diversity of members, providing training, support, and mentoring for emerging and existing leaders to improve their abilities and promoting a culture of service.

The team was effective in meeting its goals for 2018-19 by successfully conducting the following activities:

To encourage participation in leadership positions by diversity of members

Planned, organized and oversaw the EXPO. While showcasing the many ministries and volunteer opportunities at TUCW, the EXPO supports building healthy committees so they are in turn nurturing members to become leaders.

Maintained TUCW's Leadership Committee list and org chart depicting all committees at TUCW.

Distributed the org chart and leadership list to: all members, especially committee heads at the beginning of the year; to Year Round Stewards during their training; to people participating in new comer orientation to promote awareness of all the committees and opportunities available to congregants. If members have trouble knowing about committees, it is hard to volunteer leave alone stepping into leadership positions.

Worked with TUCW staff to identify specific areas of leadership need and encourage potential leaders to step up to serve in that capacity.

To provide training, support, and/or mentoring for emerging and existing leaders to improve their abilities.

Leadership Academy. Planned, scheduled and promoted UUA's Harvest the Power leadership development program workshops led by Reverend John Morehouse providing both new and experienced leaders a chance to enrich their leadership skills and to experience their leadership journey as a UU faith journey. The program looked at leadership as less of an obligation and more as growth, both spiritual and personal. LDT's expectation is that the graduates will get involved at a deeper level in TUCW ministries.

Serving with Grace Workshop. Planned, scheduled and promoted annual service leadership training for lay leaders of all committees at the beginning of the church year. It was very introductory and focused on spiritual connection through church engagement. This training workshop was offered by Rev John. LDT also distributed the practical parts folders.

To promote a culture of service

Monthly Leading Light award. Honored those in TUCW who have an ongoing spirit of service, commitment to volunteerism, and who enrich our community with their leadership. The LL leader's bio was included in Soundings and announced in the sanctuary so as to inspire other members.

The EXPO. While showcasing the many ministries and volunteer opportunities at TUCW, the EXPO provided an opportunity for leaders to showcase their passion for their ministry within TUCW and for congregants to thank them and be inspired by them.

Attempted to increase LDT's cooperation/integration with other groups such as Stewardship, Membership, and Nominating Committees. This increased linkage will support Rev. John's and the LDT's goal of building a culture of cross pollination, information sharing and joint leadership and service within TUCW.

It has been a pleasure serving our faith community. We look forward to working with Beth Cliff who will be joining our team in the coming year.

Respectfully submitted by Deb Garskof, Kathy Roberts, Sudha Sankar and Carol Seiple (Chair)

NOMINATING COMMITTEE

The nominating committee comprised of Sari Bodi, Chuck Colletti, Sal Mollica, Michelle Garvey and Monica Garrison, started its work this past October identifying the terms of office that were ending for elected committee members. Potential nominees from the church's active membership list were identified in January-February. Specific members were approached and interviewed in February and March. In April of 2019, the following list of nominees was forwarded to the board secretary:

For Nominating Committee: Felicia Keeton, Diana Bell and Tom Hearne.

For Committee on Ministry: Joanne Orenstein

For Endowment Committee: David Bauer

Board Of Trustees: Stapley Emberling, Catherine Onyemelukwe, Alex Gormley

Respectfully submitted, Monica Garrison NC Co-chair, Michelle Garvey NC Co-chair

SOCIAL JUSTICE

The Unitarian Church in Westport continues to grow as a spiritual center with a civic circumference.

Part of that "civic circumference" is our community outreach which has meant that our congregation as beared witness with, provided volunteers to, organized events with, supported financially and materially, and participated in actions with the following organizations: Amnesty International, Building 1 Community, Beardsley Elementary School, CT Against Gun Violence, CT Immigrant Rights Alliance, CT Institute for Refugees and Immigrants, CONECT, CT Society for Psychoanalytic Psychothetapy, CT4 Dreamers, Council of Churches of Greater Bridgeport, ICT 4, Interfaith Council of Westport/Weston, Immigration Community Support Network, Make the Road, Mercy Learning Center, UU United Nations Office, Westport Domestic Violence Task Force, and the Westport Library

Immigration and refugee outreach, the Beardsley Elementary School, and gun violence prevention have been at the top of our list of committees and advocacy efforts.

Advocacy:

Advocacy continued to be an important part of our social justice program. We have congregants in 25 (out of 151) State Representative's districts and 7 (out of 36) State Senate districts. The entire congregation is organized by state house and senate districts.

Key to our effort is working in coordination and collaboration with the organizations leading these efforts. As in past years they included CAGV (CT Against Gun Violence) and CT Students for a Dream with the addition this year of CT Immigrant Rights Alliance, CONECT, and Council of Churches of Greater Bridgeport.

We employed a coordinated, targeted advocacy approach on three gun violence prevention bills, two immigration bills, and one pieces of legislation helping formerly incarcerated people re-enter society.

Beardsley School Committee:

2018/19 was a stellar year for our Beardsley School Committee as we continue to work hard to maintain TUCW's support of the students and teachers at the Beardsley School in Bridgeport.

New this year:

- Increased number of tutors (especially math tutors) and readers after a successful Expo in September 2018 and our fall Read Aloud Day.
- Increased participation of congregants for the purchase of needed classroom and library materials by way of the Beardsley Board in the church foyer.
- Streamlined communication with our tutors and readers to encourage community and to keep them informed.
- Encouraged more communication between tutors/readers and their teachers to avoid missed messages and to ensure a productive partnership.
- Welcomed two new members to our committee! Sari Bodi and Beth Cliff. Lorna Donnelly took a 'leave of absence' from our committee for personal reasons.
- Offered greater emphasis on enrichment with a new 5th grade math enrichment group led by Jean Odell, a lunchtime writing group with Sari Bodi and author Micaela McCall, and Julie Kennedy's established 6th grade girls' reading group.
- Increased oversight of tutor/reader attendance.

The Beardsley Committee's primary focus is to provide readers, tutors, and mentors for preK-Grade 6 classes. Readers meet regularly (weekly or every other week) with a particular class to share interesting and exciting books with students. Tutors meet consistently with students who are struggling or in need of enrichment in reading and/or math. We also offer support in the school library and are always grateful for volunteers to shelve books and help with other related library tasks.

We participated in two Read Aloud Days, one (October) which is coordinated by the Bridgeport Public Schools, and another in May. This second Read Aloud Day is coordinated by the Beardsley Committee and held in conjunction with a Teacher Appreciation Day celebration. TUCW provided Dunkin' Donut gift cards to all teachers and staff in the building.

In December, the twelfth Secret Santa event was organized by Felicity Medinger which provided a special Christmas to 9 families, including 23 children and 16 adults. In January, for the eighth consecutive year, the Shawl Ministry distributed lovingly knitted scarves and hats to each kindergartener in the school. On May 2, Carol Dannhauser hosted our annual Pot Luck Dinner for Beardsley teachers and TUCW volunteers with increased attendance this year by both volunteers and teachers.

~ Your Beardsley Committee: Sari Bodi, Linda Brewster, Beth Cliff, Jamie Forbes, Lynne Laukhuf, Anita Pfluger, and Kathy Roberts

Climate Change Action Group:

The Climate Change Action Group meets monthly, and has been steadily growing since January to explore climate change, and its impact on our communities at micro and macro levels.

The group's mission is to recognize the imminent threat posed by climate change, and take action to ensure a viable future for all forms of life.

After sharing individual thoughts, feelings, and reflection, the group identified several pathways to inspire action through education, networking, direct action, advocacy and communication subcommittees.

The education and networking subcommittees have been very active in meeting weekly, and are becoming an important source of community and support. The climate change action group will continue to meet monthly through the summer, and intends to work on a cohesive plan to effect change at local, state and national levels.
~ Merritt Juliano and Dan Iacovella

Immigration & Refugee Outreach:

Our multifold support of CIRI (Connecticut Institute for Refugees and Immigrants) is in its 5th year. Our growing connection consists of collecting household items and setting up apartments in Bridgeport for newly arriving refugees in cooperation with volunteers from 4 other churches; providing volunteer mentors for individual clients; ESL tutors; drivers; financial and material support; funding for the CIRI youth soccer participants in the Bridgeport American Youth Soccer Organization; and translation services.

In September 2018 and March 2019 we hosted the monthly Family Dinner at B1C (Building One Community) in Stamford, which were as well attended (80-100 guests) and successful as always. Both B1C staff and clients are pleased with the choice of foods we have been providing.

The *Doctrine of Discovery* was researched and discussed but not delved into any further.¹

The immigration crisis at our southern border is ongoing and, in fact, growing ever more serious. We began discussing how our I&R Outreach and TUCW as a whole could respond to the humanitarian crisis affecting the Central American immigrants there.

On the state level we advocated for the “364 Legislation”, the effort to reduce maximum misdemeanor sentences from one year (365 days) to 364 days (“364 legislation”). There is a federal statute under which a one year sentence is reason for deportation even for a minor offense. We also worked on the TRUST Act to ensure that state law enforcement does not cooperate with ICE beyond what state law requires.

On 3 February we had a guest speaker: Barbara Lopez, cofounder and director of Make the Road Connecticut, which led to forming an alliance with that organization. One of our members, Melanie Wyler, is now attending some of that organization’s meetings on a regular basis.

We are looking at a new committee structure for the purpose of educating both ourselves and the public at large on issues relating to refugees and immigration and to further our work off-site, not merely at meetings. The following sub-committees are being considered:

- **Research/Education:** prepare fact sheets to provide correct information & dispel the myths; P.R. through Soundings; letters to editors; films & speakers.
- **Border support:** what we can do *here*: e.g. they need material goods while detained at the border;
- **Build support relationships** with other groups, e.g. Council of Churches (8 local congregations), share their information, how to collaborate, create a conference/format.

¹ The **Doctrine of Discovery** established a spiritual, political, and legal justification for colonization and seizure of land not inhabited by Christians. It has been invoked since Pope Alexander VI issued the Papal Bull “Inter Caetera” on May 4, 1493, which played a central role in the Spanish conquest of the New World. It continues to be used by the United States government to this very day having been cited as recently as in a 2005 U.S. Supreme Court decision.

- **Work with Make the Road:** Melanie Wyler and Eileen Belmont will represent I&R and attend monthly meetings in Bridgeport on 1st Wednesday of the month at 6:00 PM.

~ Marjolijn de Jager

Immigration Community Support Teams:

The Immigration Community Support Network is a group of volunteers that provides support for non-status immigrants in Fairfield County, CT who are fighting deportation and who have pro bono/subsidized legal representation. At the direction of the attorney, a team of volunteers provides support to the attorney and wrap-around assistance to the client and family. The team can be comprised of one or more members, depending on the specific needs of the case.

The team members do not give legal advice, but can facilitate contact with the attorney if the client has questions.

Team support includes, but is not limited to, assisting the attorney's client(s) with:

- Drafting of personal statement/narrative, including providing mental health clinicians and/or teams to support an individual through recall of traumatic events.
- Writing support letters at the attorney's request.
- Accompaniment (with/without transportation) to ICE (including ankle bracelet check-ins), Master Docket, and court hearings.
- Research of health, economic, and political conditions in country of origin (country research).
- Obtaining documents and statements as requested.
- Providing interpreters and translators as needed.
- Exploring available health, mental, and educational services, and providing referrals for wraparound support for family as needed.
- Procuring psychological evaluators.
- School registration for children and educational issues/advocacy.
- Arranging ESL as requested.
- Creating a genogram/family tree to assist with personal narrative and social history.
- Charting previous residence and threats on a map.
- Maintaining source documents (online research, news articles, personal contacts, etc.).

~ David Vita

Microfinance/KIVA:

The KIVA committee holds an annual fundraiser to lend money to individuals who are either starting a new business or need help financing an existing business. KIVA loans have a repayment rate of 96.8% and KIVA does not use any of the funds for its organizational fees. All organizational costs are funded through optional donations.

The KIVA committee at the Westport Unitarian Church was formed ten years ago, in 2009. Since that time we have made more than 3800 loans totaling \$110,000. KIVA has now successfully expanded its loan population to include entrepreneurs in the United States, a historically difficult group to lend to, due to high costs of business and frequent loan delinquency.

The committee plans to continue our fundraising activities in 2020 and we look forward to including the 5/6th graders and youth group in our efforts.

~ Julie Kennedy

Eliminating Racism Group:

The Eliminating Racism Small Group Ministry, created with supportive covenants, continues its growth as a welcoming and trustful setting that provides members a safe space on a monthly basis for sharing and exploring strong and, sometimes, challenging feelings.

Each gathering is planned around a theme, topics often arising directly from an experience of one of the group members. This past year members have been encouraged to "reach" for someone with differing racial views than her or himself as a needed means towards the eventual eradication of racism.

Open sharing, deep listening and empathy opens us to deeper understanding and clearer thinking that allows members to take risks and engage across difference in their everyday lives. ~ *Dan Iacovella and Sonja Ahuja*

Share the Plate:

In this, our 11th year of Share the Plate we have raised over \$7,000 to support the work of the following organizations: World Food Program, Mercy Learning Center, Beardsley Elementary School, CIRI (CT Institute for Refugees and Immigrants), Council of Churches of Greater Bridgeport FEED program, Toys for Tots, UU-UNO-Every Child is Our Child, Ct Bail Fund.

~ *David Vita*

United with Kenya:

This past year UwK completed its fourth intergenerational service trip to Chepsaita and its neighboring villages. The trip included completing two fresh water projects and the expansion of programming and holdings at the Children's Community Library.

To date, UwK has helped complete 21 water projects and two water extension projects in Chepsaita and neighboring Kamafai.

The increase in library holdings included instructional materials for teachers with regard to major subject areas such as the sciences, math and art.

Volunteers helped lead classes in science and trained staff in various technological equipment used within the library.

Board members also assessed and incorporated modifications to our existing Apprenticeship Program and explored a potential new initiative in the area of women's health and education.

~ *Dan Iacovella*

Voices Café Committee:

Kicking off our 8th successful season were Bettman and Halpin, a marvelous duo from Colorado. This year we were pleased to present several social justice - oriented shows, including Joe Jencks with UU music minister Heather Pierson, troubadour Rupert Waites, Greg Greenway & Reggie Harris with their "'Deeper than The Skin" program, and Emma's Revolution. Also performing this year were Tracy Grammer & Jim Henry, Jesse Terry with The Promise is Hope, and Pat Wictor & Deborah Latz.

One mid-season highlight was a Saturday morning Visioning Workshop, which was attended by 12 of our 14 committee members, and led by Reverend John.

The Voices Cafe volunteer list grew substantially this year, and as our numbers grow we intend to develop more defined roles and work groups.

Voices Cafe is truly sustained by our wonderful volunteers, to whom we express sincere appreciation. Thanks to them, and to our great committee, Voices Café will continue its mission to build community, support musicians, and raises funds for our social justice activities.

~ *Dave Caplan*

WestBridge, Inc.:

Since 2008, WB volunteers have repaired and renovated over 100 homes in and around Bridgeport for low-income families and community organizations. A good number of our homeowners are elderly, disabled, single moms, widows or vets. Our work lifts their spirits and helps them continue to live in warm, dry, and safe homes at no cost to them.

WB is a small 501c3, self-funded organization whose donors are generous individuals and churches. On average, we have 5-8 people working each project/ day, but we would love to have more volunteers from TUCW.

~ *Sherry Jagerson*

HUMAN RESOURCES (HR) COMMITTEE

The Human Resources (HR) Committee has met several times in 2018-2019 Church year. We continually monitor the status of laws and regulations that affect the Church and its employment obligations. We substantially follow the UUA guidelines on many issues. This year we have updated the HR Manual and begun review of positions descriptions. In addition, we have provided assistance and input on particular employment related issues that are presented to us by the Senior Minister.

Respectfully submitted by Betty-Lynn White

YEAR ROUND STEWARDSHIP COMMITTEE

MISSION STATEMENT: To create a sense of ownership, drive mutual responsibility, foster a culture of caring and generosity, and facilitate communication within the Unitarian Church of Westport (TUCW) community.

Executive Summary

Our journey highlights:

- Our Holiday Appeal: \$20K (Double last year!)
- “Match- the-Plate” was tested and brought in \$1200 extra in plate revenue
- Our March events: Abundant Community Pot Luck/Game Night/Leadership Reception at the Hudson-Burnham’s
- Our March/April worships with 10 testimonials in which members spoke about their unique experiences and benefits from membership.
- The congregational fundraisers: Tag sale / Luongo play / Voices Cafe

Thank you to all the hard-working fundraising teams; we hope to see these initiatives continue to grow next year.

Our Annual Budget Drive Results

- Total: \$543,000
- 217 pledge units

We expect these numbers to increase somewhat in the Fall of 2019.

The theme of this year's Annual Budget Drive (pledge) campaign was "Building an Abundant Community", to emphasize how we as Stewards need to foster conversations and change attitudes from Scarcity to Abundance. Our community will think and behave with optimism and generosity. While we fell short in our monetary and pledge unit goals by the time of this report, many members increased their commitments or pledges from the prior year. Members of the congregation were aware of the annual budget drive and their responsibilities through several channels:

- Ten powerful testimonials from members at each worship service during the five week drive, focused on connecting with our faith and why we are responsible to each other as a community. These were video recorded and formed the basis of a multi-media communication campaign which reached members through Facebook, and e-mails.
- Over 30 Visiting Stewards were trained and then reached out to congregants to hear how they were doing and to help them with the commitment process and giving.
- A mailing of a letter from Rev. John Morehouse with a pledge card to all households with a follow-up of personal notes from Rev. John to those who had not yet pledged.
- The family-friendly Fellowship Potluck dinner and Game Night , attended by approximately 100 congregants which was a fun evening of fellowship and community building.

The spirit of the drive was very positive and participatory, with broad support of Rev. John's ministry and enthusiasm about the future of TUCW. The drive was fully supported by TUCW staff members. The committee aims to use the learnings from this year's Annual Budget Drive so that we may further increase pledge units and monetary support. Key in next year's efforts is to focus now on truly becoming a "year-round" committee while continuing to drive connections with multi-generational congregants. This includes cross-committee communication activities and a commitment by our Visiting Stewards to follow-up throughout the year with their assigned Congregants.

Respectfully Submitted,
Mary Money and Sam Somashekar, Co- Chairs YRSC

ENDOWMENT COMMITTEE

Given a rising stock market over the past year and a contribution from the estate of Howard Aibel, the Endowment stands at \$2,774,670 as of March 31, up from \$2,436,025 a year ago. Consistent with the policy that guides the Endowment, a contribution to the Operating Budget, in the amount of \$30,000 was made during the 2019 fiscal year. The Endowment Committee also manages the Bernhard Music Fun which stands at \$211,502 as of March 31, up from \$197,521 a year ago. A \$4,500 contribution from the Bernhard Music Fund was made during the 2019 fiscal year.

In the past five years the Endowment has contributed \$888,000 to the church including forgiveness of the loan on Sheila Lane, a contribution to the building of the lift, contributions to the Memorial Garden and Buildings and Grounds, and approximately \$100,000 to the Operating Budget.

The Endowment Committee enthusiastically supports the upcoming capital campaign and we will be working with the Board of Trustees and the Congregation to determine the best way for the Endowment to participate in the campaign.

The Endowment Committee is very grateful to the estate of Howard Aibel for its generous contribution to the Endowment and we would like to thank the Legacy Committee for their tremendous work developing long term contributions to the Endowment.

We would also like to thank Brian Lasher, whose term expires at this year's annual meeting, for his excellent leadership of the Committee for several years and his development of new policies and practices that have improved the management of the Endowment.

Respectfully submitted by Kevin Leddy (Chair), Ann Marie Beurle (Treasurer)

AUDIT COMMITTEE

The Audit Committee retained the services of Hope and Hernandez, P.C. as independent auditors to conduct a Modified Cash Basis Review of the church finances for the fiscal year ending June 30, 2017.

The auditor reviewed all aspects of church finances and prepared the financial statements as of June 30, 2017. He reviewed all financial transactions as well as TUCW's internal control systems, payroll, the pledge management system and compliance with IRS codes.

The auditor delivered his Financial Report to the TUCW Audit Committee in November 2017.

We reviewed the report and discussed it with the auditor, and we are satisfied that the independent review found TUCW's finances in good order, and determined that the financial statements present fairly the financial position of TUCW as of June 30, 2017.

The Financial Reports were presented to the Board of Trustees in February 2018.

Respectfully submitted, Marie-Claire Bue and Hazen Goddard

FINANCE COMMITTEE AND TREASURER'S REPORT

The Finance Committee, a committee of the Board at TUCW, continues to oversee the financial health of the congregation. At its monthly meetings, the members of the Finance Committee review the financial reports for the prior month. We usually look at the profit and loss for the month compared to the budget. The class budgets, Music, Worship and Ministry, Lifespan Faith Development among them, and the balance sheet, are also part of what we monitor.

Sue O'Meara, our excellent accountant, prepares the monthly reports and now attends the Finance Committee meetings as the reports are discussed. She can usually answer committee members' questions, and when she can't, she finds the answers later and reports at the following meeting.

Financial Policies are in the process of being updated and will be taken to the Board of Trustees for approval early in this fiscal year. Audit, Endowment and Finance Committees reviewed the report from the external auditor prepared for the fiscal year 2017-2018.

2018-2019 Profit/Loss and 2019-2020 Proposed Budget

The three tables below show cash income / cash expense / other sources of cash & non-cash funds (primarily use of or contribution to reserves and the contribution from endowment). In the 2019-2020 proposed budget there is an increase in wages and salaries by 2% that is manageable in this fiscal year.

1st column: the budgeted income for the fiscal year 2018-2019.

2nd column: the estimated year-end actuals for the fiscal year 2018-2019 as of April 30, 2019.

3rd column: proposed budget for the coming fiscal year, 2019-2020.

4th column: difference between the 2019-2020 fiscal year budget and the estimated year-end 2018-2019.

5th column: percent of the total 2019-2020 budget for each line.

Income (cash)	2018-2019 Annual Budget	Total 2018-2019 Estimated Year End (as of April 2019)	Proposed 2019-2020 Annual Budget	2019-2020 Budget vs 2018-2019 Est. Year -end	% of total	Comments
Total Pledge Income	590,700	600,907	526,000	(74,907)	64.7%	3 major donors moved or passed away
Unrestricted Contributions	75,700	89,945	77,150	(12,795)	9.5%	
Restricted Contributions	11,330	14,099	11,330	(2,769)	1.4%	
Fundraising Event Proceeds (gross)	39,746	47,891	39,746	(8,145)	4.9%	
Pass Through Income-to other charities	10,000	9,529	10,000	471	1.2%	
Facility Use Fees	137,640	137,798	139,904	2,106	17.2%	
Other Income	10,730	14,049	9,250	(4,799)	1.1%	
Gross Ordinary Income ("A")	875,846	914,217	813,380	(100,837)		

Expenses (cash)	2018-2019 Annual Budget	Total 2018-2019 Estimated Year End (as of April 2019)	Proposed 2019-2020 Annual Budget	2019-2020 Budget vs 2018-2019 Est. Year -end	% of total	Comments
Total People Costs	659,328	606,356	674,041	67,685	70.9%	Assistant Minister full year in 2019-2020
Maintenance and Insurance	67,024	77,143	85,488	8,345	9.0%	
Programs and Worship Materials	38,610	42,550	31,488	(11,062)	3.3%	
Office & Utilities	68,144	68,323	70,208	1,885	7.4%	
Denominational	16,500	16,500	16,500	0	1.7%	
Fundraising Expenses	16,637	19,699	20,000	301	2.1%	
Pass Through Expenses - to charities	12,300	10,590	12,300	1,710	1.3%	
Audit, Payment Processing & Bank Fees	16,420	14,251	15,770	1,519	1.7%	
Miscellaneous Expense	11,970	14,143	15,129	986	1.6%	
Building and Grounds Projects	10,000	15,757	10,000	(5,757)	1.1%	
Total Expenses ("B")	916,933	885,311	950,924	65,613		
Net Ordinary Income-Cash Basis ("C"= A-B)	(41,087)	28,907	(137,544)	(166,451)		
	2018-2019 Annual Budget	Total 2018-2019 Estimated Year End (as of April 2019)	Proposed 2019-2020 Annual Budget	2019-2020 Budget vs 2018-2019 Est. Year -end	% of total	Comments
Capital Campaign Income less Expenses	0	(62,648)	62,648	0		Expenses incurred in preparation of the Capital Campaign
Other Sources of Cash						
Use of Reserves	33,400	12,863	41,848	28,985	54.8%	
Endowment Distributions	34,500	34,500	34,500	0	45.2%	
Total Sources of Cash ("D")	67,900	47,363	76,348	28,985		
Contributions to Reserves (Other uses of cash) ("E")	25,900	18,970	1,100	(17,870)		
Net Income Budget View ("F"=C+D-E)	913	(5,348)	352	5,700		

Bob Trefry, Trustee and member of the Finance Committee, assisted our accountant, Sue O'Meara, with preparation of the budget for the coming year.

Highlights include:

- The current year budget, fiscal year 2018-2019, is expected to come in below plan. Expenses were incurred in preparation of the Capital Campaign.
- The proposed 2019-2020 fiscal year budget is a balanced budget.
- FY 2018-2019 pledges are expected to come in about 2% over the budget.
- FY 2019-2020 accommodates the re-allocation of people costs for the new Assistant Minister for Faith Formation.
- The Endowment contribution to the Operating Budget for fiscal year 2018-2019 is \$34,500. We expect the same amount of a contribution in the 2019-2020 fiscal year.
- We are making our denominational contribution.

Considerations we use in preparing the budget include:

- Make realistic assumptions that are conservative, but not excessively so.
- Use actual trend data where we have it.
- Balance the budget with planned contingencies to deal with the unexpected.
- Include accruals for known long term expenses (large capital maintenance items, ministerial sabbaticals) in annual planning.
- Do not sacrifice the long term for the short term.
- Include an annual audit or external review.
- Produce audit-compliant financial reports.

When we prepare the budget, we also decide on contingencies for revenue either above or below our projections. When we look at the re-forecast in January and again in April we decide whether to implement any of these contingency measures.

Budget Contingencies (in order of priority)
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If net ordinary income exceeds expectations:

1. Increase Building & Grounds Reserve	\$15,000
2. Increase Professional Expenses	3,000
3. Increase Denominational Contribution	5,000
4. Increase Program Budgets	2,000
TOTAL UPSIDE CONTINGENCY	\$25,000

If net ordinary income falls short of expectations:

1. Decrease rental allocation to Building & Grounds Reserves	\$10,000
2. Decrease Denominational Contribution	5,000
3. Decrease Building and Grounds Reserves	10,000
TOTAL DOWNSIDE CONTINGENCY	\$25,000

The final table shows the balance sheet on a modified cash basis.

TUCW Balance Sheet - (Modified Cash Basis)					April 30, 2019		June 30, 2018	
ASSETS								
Current Assets								
Total Checking/Savings					374,984		346,108	
Total Other Current Assets					1,306		0	
Total Current Assets					376,290		346,108	
Fixed Assets								
1400 · Land					1,000,000		1,000,000	
1403 · Land Improvements					116,900		116,900	Capitalized paving work
1401 · Church Building					1,000,000		1,000,000	
1404 · Meeting House					900,000		900,000	
1407 · Building Improvements					181,698		181,698	Capitalized roof, lift, balcony concrete and glass work
1408 · Furniture, Fixtures & Equipment					106,880		106,880	
1450 · Accumulated Depreciation					-298,492		-298,492	
Total Fixed Assets					3,006,986		3,006,986	

Other Assets								
1500 · Endowment Investment Accounts						Market Value		Market Value
1501 · Unrestricted Inv-UUA CommonFund					676,193	as of 3/31/19	661,090	as of 6/30/18
1502 · Unrestricted Inv-Vanguard					380,656		196,805	
1503 · Unrestricted Inv-Bernhard Music					205,957		199,267	
1505 · Vanguard - Social Justice					41,376		39,144	
1506 · Vanguard - LFD					3,946		3,733	
1507 · Vanguard - Building & Grounds					3,946		3,733	
1508 · Vanguard - Music					81,112		76,735	
1509 · Vanguard 2005 - Restricted					1,534,808		1,462,839	
Total 1500 · Endowment Investment Accounts					2,927,995		2,643,346	
1256 · Security Deposit* SCG (Gas)					1,000		1,000	
1258 · Air Conditioning Deposit					0		2,248	
Total Other Assets					2,928,995		2,646,594	
TOTAL ASSETS					6,312,271		5,999,688	

TUCW Balance Sheet - Continued (Modified Cash Basis)		April 30, 2019	June 30, 2018
LIABILITIES & EQUITY			
Liabilities			
Total Current Liabilities		54,129	150,968
Equity			
Total 2115 · Invested in Capital Assets		3,006,986	3,006,986
2130 · Reserves			
2528 · Memorial Garden Reserve		7,887	7,887
2542 · Building Reserve		99,168	86,953
2554 · General Reserves		10,000	10,000
2555 · Groundskeeping Reserve		52,346	45,911
2760 · Sabbatical Reserve		19,800	19,800
Total 2720 · LFD Reserve		7,433	7,433
2730 · Social Justice Reserve		20,243	20,243
Total 2740 · Music Reserves		25,039	35,903
Total 2750 · Worship & Ministries Reserves		7,179	7,149
Total 2130 · Reserves		249,096	241,279
3900 · Unrestricted Net Assets		1,007,024	864,893
3901 · Permanently Restricted Net Assets		1,462,839	1,462,839
3902 · Temporarily Restricted Net Assets		130,591	130,591
Net Income		401,606	142,132
Total Equity		6,258,142	5,848,720
TOTAL LIABILITIES & EQUITY		6,312,271	5,999,688

Respectfully submitted,

Treasurer

Catherine Onyemelukwe

Finance Committee

Mark Corcoran

Mary-Jane Cross

Shanonda Nelson

Ed Nicolas

Cindy Potter

Bob Trefry

Member List as of June 1, 2019

Lia Albo	Sari Bodi	Richard Constable
Michelle Albright	Jennifer Boland	Jim Cooper
Marcia Aliberti	Dottie Book	Mark Corcoran
Scott Aliberti	Carol Boston	James Corradino
Melanie Allen	Deborah Barnett Brandt	Michael Costantino
Harbans Arya	Robert Brandt	Joann Coviello
John Austin	Jan Braunle	Lynn Crager
Laura Axthelm	Shari Brennan	Timothy Crager
Stephen Axthelm	Alan Brewster	Kate Croarkin
Beverly Bailey	Linda Brewster	Tom Croarkin
Richard Bailey	Rainy Broomfield	Polly Cromwell
Jim Baldyga	David Bue	Mary-Jane Cross
Melissa Balmer	Marie-Claire Bue	Robert Cygan
Reed Balmer	Randy Burnham	Linda Daniels
Donald Bancroft	Enid Busch	Douglass Davidoff
Martha Bancroft	Jennifer Butler	Suzanne Davino
David Barrow	Susan Butler	Marjolijn de Jager
David Bauer	Lynda Campbell	Wil De Sola
Betsy Beach	Diane Cano	Joy Del Rosso
Jackie Beck	Dave Caplan	Stephen Del Rosso
Diane Becker	Laurel Carey	Danielle DiGrazia
Diana Bell	Willard Carter	Patty Dimon
Pippa Bell Ader	Leslie Cenci	Cheryl Dixon
Eileen Belmont	Cindy Clair	Lorna Donnelly
Alex Beurle	Beth Cliff	Lisa Donohue-Olivieri
Ann-Marie Beurle	Candace Clinger	Peter Donovan
Marti Bishop	Paul Cohen	Joan Duncan
Sharon Bittenbender	Lynn Colafrancesco	David Dunlop
Beth Black	Neil Coleman	Judith Eckert
Jason Black	Charles Colletti	Rose Ecsedy
Bruce Blau	Rosemarie Colletti	Teryl Eisenberg
Maggie Blau	Thomas Comer	Jonathan Elkind
Peggy Block	Bob Comstock	Marsha Elkind
Lynda Shannon Bluestein	Diane Connolly	David Ellis
Paul Bluestein	Kevin Connolly	Dave Emberling
Alex Boboc	Martha Constable	Stapley Emberling

Mary Erlanger	Steve Grathwohl	Melissa Jacob
Joshua Farber	Eric Gribin	Holly Jaffe
Kim Farber	Ellie Grosso	Sherry Jagerson
Barbara Ficalora	Catherine Guilliani-Groell	Melissa Jagoe-Seidl
Jane Fina	Andy Gundell	Sophia Jagoe-Seidl
Ed Fitzgerald	Carolyn Gundell	Joan Jobson
DJ Flam	Judith Hamer	Ann Johnson-Lundberg
Douglas Flam	Lyn Hamilton	Keith Johnston
Vicki Flam	Debbie Handler	Anna Jones
Adam Fleisher	Len Handler	Doug Jones
Michelle Fleisher	Bob Hardin	Meg Jones
Anne Flounders	Kristi Hardin	Scott Kadison
Michael Foley	Joan Harnett	Jim Keenan
Michael Fontana	Charles Harrington	Maryellen Keenan
Muriel Fontana	Bill Hart	David Keeton
Jamie Forbes	Nanette Hausman	Felicia Keeton
Jim Francek	Joe Hawley	Vaughn Keller
Pat Francek	Alec Head	Barbara Kelley
Luisa Francoeur	Tom Hearne	Albert Kelly
Jan Freddino	Adair Heitmann	Sunny Khadjavi
Jon Gage	Jack Hennessy	Marilyn King
Leigh Gage	Lindy Hennessy	Bob Kleid
Anita Galvan-Henkin	David Henry	Charles Klein
Kenechi Garner	Bobbie Herman	Jenny Klein
Monica Garrison	Robert Herman	Lyn Kobsa
Deb Garskof	Harriett Hethrington	Anatole Konstantin
Josh Garskof	Maury Hill	Rosaria Konstantin
Luke Garvey	Mary Hollinger	Jill Kovacs
Michelle Garvey	Jason Howard	Mark Kovacs
Jennifer Gerometta	Linda Hudson	Sandra Kozma
Carol Goddard	David Hunter	Steven Kunstler
Hazen Goddard	Michelle Hyland	Kathy Kurzatkowski
Cory Goger	Daniel Iacovella	Dale Kutnick
Alex Gormley	Jakob Isbrandtsen	Laura Kutnick
Peggy Gormley	Shahan Islam	Joe Lack
Steven Gormley	David Jacob	Nancy Lack

Becky Lai
Nick Lai
Ann Lakhdir
Kate Scheffler Lannamann
Brian Lasher
Miki Lasher
Rob Laug
Terri Laug
Lynne Laukhuf
Brian LaVoie
Patti LaVoie
Kevin Leddy
Kristen Leddy
Ryan Leddy
Matt Leonard
Miriam Levin
Virginia Levin
Wendy Levy
Patrick Leydon
Sara Leydon
Beverly Lieberman
Dara Lieberon
Jay Lubin
Linda Lubin
Jeff Lundberg
Janet Luongo
Jim Luongo
Elizabeth Macdonald
Michael Madigan
Darryl Manning
Gerry Manning
Allen Marks
Alexa Marshall
Fred Marshall
Mary-Megan Marshall

Maureen McBride
Cathy McElroy
Cecelia McElroy
Fiona McElroy
Carrie McEvoy
Liz McGovern
Allison McHenry
Nancy McKeever
James McKinnon
Melinda McMillen
Jenna McPartland
Matthew McPartland
John McWeeney
Felicity Medinger-McWeeney
Diane Melish
Elizabeth Miller
Heather Miller
Susan Miller
Loren Mitchel
Diane Moller
Sven Moller
Mary Beth Mollica
Sal Mollica
Mary Money
Eric Montgomery
Luke Montgomery
Ming Montgomery
Kristin Morrell
Gian Andrea Morresi
Margaret Morrison
Marion Moseley
Nina Nagy
Shanonda Nelson
Glenn Newell
Noelle Newell

Ed Nicolas
Amy Nonnenmacher
Andreas Nonnenmacher
Julyen Norman
Deborah O'Brien
Jeremiah O'Brien
Jean O'Dell
Lynn O'Donnell
Patrick Olivieri
Catherine Onyemelukwe
Eileen O'Reilly
Joanne Orenstein
Neil Pabian
Cathy Paine
Gwen Parker
Marjorie Partch
Kristi Patterson
Erik Paul
Larry Perlstein
Bob Perry
Eloise Peterson
Anita Pfluger
Marie Pham
Chris Place
Harvey Place
Carol Porter
Cynthia Potter
Carole Prescott
Joe Pucci
Susan Pugliese
Elizabeth Quesada
Alan Rackson
Alice Rago
David Raymond
Therese Raymond-Cline

Marilynn Reed
Dorothy Rich
Pamela Ritter
Kathy Roberts
Connie Rockman
Elena Rockman-Blake
Mary Jo Romano
Florence Romanov
Liane Roseman
Steven Rosenberg
Bonnie Rother
William Rother
Roger Rowell
Berta Russell
Jason Sandler
Lisa Sandler
Rachael Sandler
Tim Sandler
Ravi Sankar
Shrutika Sankar
Sudha Sankar
Reina Sauer
Barb Schade
Lily Scheyhing
Penny Schneider
Liz Seaman
Carol Seiple
Christopher Seiple
Jane Sherman
Susan Sherman
Victoria Sherrow
Sheila Sherwood
John Simboli
Scott Singer
David Smith

Maria Mendoza Smith
Robert Smith
Tanya Smith
Paula Soares-Somashekar
Sam Somashekar
Judy Soronen
Candy St. Onge
Steve St. Onge
Susan Starkie
Emily Staub
Rob Staub
Donna Stone
Bart Stuck
Jean Sturges
Ted Sullivan
Ulla Surland
Ann Sikes Taylor
Faith Taylor
Ron Taylor
Arnela Ten Meer
David Thompson
Joyce Thompson
Susan Thomsen
Barbara Thormahlen
Kate Throckmorton
Bob Trefry
Mary Trefry
Gina Troisi
Joanne Turmelle
John Turmelle
W. Arthur Ulrich
Peg Ulrich
Cindy Vaccaro
John Vaccaro
Dan Valentine

Ade Van Duyn
David Vita
Jerusha Vogel
Ken Vogel
Jaqueline Wallace
John Wallace
Marliss Walther
Sheila Ward
Marguerite Webb
Bob Welsh
Marion Wertheim
Betty-Lynn White
Lynn Whitton
Brenda Williams
Caroline Williams
Gary Williams
Rachel Williams
Tim Wilson
Andrew Wittenstein
Trina Wong
Linda Woodruff
Karen Wright
Julia Wyant
Melanie Wyler
Douglas Wyse
Christine Yang
Ted Yang
Robert Zuckerman

MEMBERSHIP SUMMARY

Year	2010	2011	2012	2013	2014	2014-15
Beginning of year	627	592	580	569	585	501
Additions	28	29	17	29	40	50
Losses	63	41	28	13	21	29
Moved Away						
Deceased						
Resigned						
Other						57**
Total Members*	592	580	569	585	604	604

*Using old definition of membership counting

**additional correction for Constitutional definition revision of 2015

Year	2015-16	2016-17	2017-18	2018-19
	473	421	383	419
Additions	18	13	49	17
Losses:	70*	49*	13	15
Moved Away	17	9	6	3
Deceased	11	7	6	10
Resigned	3	1	1	2
Other	39	32		
As of May	421	383	419	421

*additional correction for Constitutional definition revision of 2015

