



FISCAL YEAR 2022 REPORTS
FOR THE 71ST ANNUAL MEETING
THE UNITARIAN CHURCH IN WESTPORT

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71st ANNUAL MEETING AGENDA

SUNDAY, JUNE 12, 2022

- **Call to Order** (L Garvey, President)
- **Chalice Lighting and Opening Words** (Rev J Morehouse)
- **Quorum Report** (S Emberling, Secretary)
- **Approval of Member Meeting Minutes** (L Garvey)
 - June 13, 2021, Annual Member Meeting
- **The Very Fine Lifetime Volunteer Service Award** (C Onyemelukwe)
- **Board of Trustees Report** (L Garvey)
- **Financial Reports**
 - 2021-2022 Pledge Report (E Rockman-Blake)
 - Endowment (M Corcoran)
 - Financial Results & Proposed Budget (S Grathwohl, Treasurer)
- **Ratification of 2022-2023 Budget** (S Grathwohl)
- **Elections** (T Croarkin, Co-Chair, Nominating Committee):
 - Board of Trustees
 - Endowment Committee
 - Committee on Ministries
 - Nominating Committee
- **Installation of New Board & Elected Committee Members** (L Garvey)
- **Report on the #MeToo Resolution** (Rev J Morehouse)
- **Report on the Anti-Racism Resolution** (Rev J Morehouse)
- **Report from Committee on Ministries** (C Harrington, Chair, COM)
- **New Business**
- **Adjournment**

Note: A ZOOM link was provided to accommodate members who notified the Secretary (secretary@uuwestport.org) of their wish to attend the meeting remotely and submit their votes electronically.

BOARD OF TRUSTEES

These times of change and uncertainty have brought an unprecedented set of challenges and opportunities to our Congregation. Under Rev. Morehouse's steady and diligent leadership, we've tried to adapt, in order to Inspire, Connect and Act in new ways. We are also responding to an economic fall-off, in order to ensure that we thrive in the post-COVID world, becoming as financially secure as possible.

Board Goals

As noted in last year's report, there have been a number of significant challenges the Congregation has been facing. We started this fiscal year (July 2021) in the post-COVID world. We continued to hold Services and meetings via streaming and in person, but not without hiccups. On a positive note, the use of Zoom has allowed a number of congregants who have moved away to attend services remotely, in addition to our regular attendees, and new people from the community have tuned in as well. We have recently deployed a new streaming platform, Streamhoster, which has proven more stable than Zoom for audio-visual functions. We engaged DNR Labs to review our tech infrastructure and the people who will manage it. We are still working on being able to provide a true hybrid (in person and online) experience for Town Halls and Congregational Meetings.

The rehabilitation work on our physical plant has continued. We are completing our funding for the Capital Campaign this month. The first phase of the work will be complete by the end of June. The next phase for which we have funding in place is to replace the floor and the chancel in the Sanctuary.

Congregational Ends

In September 2021, the Board selected **three** of our 12 ends – or strategic goals – to focus on as our priorities for the 2021-2022 year. While all 12 are important and we continue to work toward achieving them, we saw these 3 as the most critical for this year. They are:

1. **END #1.1.1** Deepened spiritually in worship that guides them in individual and communal responses to the sacred; enriched through expanded religious understanding, and uplifted, sustained and transformed by living out UU principles. *A new Adult Faith Formation team has been convened, and Soul Matter Sharing Circles have been very successful and well-attended. In the areas of children and youth, we hired Heather Hamilton as Lead for Children and Family Faith Formation (half time) and Nate Pawelek as our Lead for Youth (half time). We have thereby doubled our staffing for attracting families and youth.*
2. **END # 1.2.4** We become a sustainable, engaged, growing Congregation comprised of all generations. *Our financial situation has fallen short of our goals. The intention was that we transition to a balanced budget. Due to pledge revenue shortfalls, that has not been possible. We attribute this to demographic changes, and lag effect from the pandemic. Please see the Treasurer's Report for more specifics. Nevertheless, we have seen an influx of new families, and have rebooted our Faith Formation efforts. The Black, White, and Gold event was considered a great success, and pledging levels were as hoped. We have continued to look at ways to attract new congregants, both parents in two-parent families, and looking at the demographics of Voices Café.*
3. **END #1.3.5** Minimize our impact on the Earth and work to heal our planet. *Progress has been slower than hoped. The plan is to have a team of congregants dedicated to this work. Efforts with the Youth Group have been fruitful in this regard. They have been engaged in learning about environmental justice and especially in how it intersects with racial justice. One important learning is that most of the pollution and environmental degradation affects communities of color most of all, giving meaning to the phrase "environmental racism". The Youth Trip to Alaska included focus on environmental issues.*

Sustainability and Growth: This is an area of some concern. We have been at the intersection of two national trends: one was the general decrease in attendance at worship for all denominations; the other is the lingering effect of the pandemic. The net effect has been a decline in our membership numbers, and a decrease in giving to our annual pledge drive – fewer pledging units and lower total contributions from which to plan our annual budget. Reverend John, as the Chief Executive of the Congregation, has done an excellent job keeping expenses down. However, over 70% of our total expenses are "people costs," i.e., salaries, benefits, etc. The rest of the budget covers utilities and operating costs that are non-negotiable. There is, therefore, a limit to the reductions that can be made. (See the Treasurer's Report.)

Other Board Work

The Board, as stated in our Constitution, proposes goals, establishes priorities, and monitors their implementation. The Senior Minister is responsible for the implementation of these goals and policies. The Board also monitors the performance of the Senior Minister in his/her/their execution of these duties. On a monthly basis, the Board and Rev. John review and report on the operation and health of the TUCW organization. We have also had “generative discussions”, looking at big picture issues, such as defining membership, our church identity, and attracting new members.

The Board has also spent much time focusing on strategies and support for the Senior Minister in efforts to improve quality and access to online services and meetings. While much progress has been made, we, as a Congregation, will continue to try to improve this experience. We have moved from Services that were accessible exclusively through streaming, to a hybrid (in-person and streaming) model. We believe this to be vital to TUCW’s future health and the continued engagement of its congregants.

In March, the Board embarked on an exploration into the possibility of changing the name of our organization to “The Unitarian Universalist Congregation in Westport”, to acknowledge both parts of our spiritual heritage, and to be more inclusive towards current and potential congregants. It is, of course, the Congregation’s decision, culminating in two Congregational meetings to vote on this change.

Controversy

We cannot avoid discussing two issues that arose this year: The Name Change, and the organ.

The Name Change was initiated by Reverend John and the Board. The intention was simple: to change to a name that would acknowledge both our Unitarian and Universalist heritages, and to replace the word “church” to be more inclusive. Many information and discussion sessions were held on Zoom. The process seemed to be going well until the 6th Town Hall meeting on the topic, which was intended to whittle down the list of 16 or so name suggestions to one strong candidate, or at least down to 2 or 3 possibilities. After civil discussion, a vote was held to change the name. When the discussion addressed what to change it to, several congregants voiced objections, feeling the process was “rushed” and a halt was called. The process has since resumed with a lay-led group that will take the project forward. With the Board’s endorsement, this new Naming Task Force, formed of volunteers from the Congregation, has determined a fair and democratic process by which to gather feedback from all interested parties and eventually select a new name to bring before the Congregation. A passing vote of approval at two consecutive Congregational meetings would be needed to ratify any change to our name.

Organ: I write this with great trepidation, as every communication has resulted in someone being upset. In short, the Organ Committee presented a comprehensive proposal for a pipe organ to the Board, which endorsed it, with the clear understanding that the Congregation is the ultimate decision-maker. (*The Board sincerely thanks the Organ Committee for its hard work, thorough research, and clear and well-crafted presentation.*) Due to external financial factors and our renovation schedule, an accelerated process for Congregational education, discussion, and decision process was attempted. There were some immediate and vehement reactions, resulting in the effort being halted. This stoppage caused bad feelings on the part of those who favored the project. The Board, and, we think, the majority of the Congregation, were disappointed that it did not come to a vote, one way or the other.

Common factors, lessons learned from both these initiatives: There could be a lengthy exposition on this, but the short version is that, unless circumstances are dire, we must allow as much time as possible to allow full involvement of the Congregation in education, discussion, alternatives, etc. etc. It is a mistake to try to hurry. We are currently working with the UUA and other entities to foster healing and reconciliation discussions in the aftermath of this bruising experience.

Next Year

The Board will once again select its goals at its annual retreat in September, and we believe that prioritization of scarce resources will be more important than ever. The Board will continue to use the tools of policy-based governance to direct the ministry toward the ends that keep us financially healthy and achieving our mission.

Sincerely,
Luke Garvey, President, Board of Trustees

BOARD & ELECTED COMMITTEES ROSTER
Terms of Elected Offices for 2021-2022
(as of May 31, 2022)

BOARD OF TRUSTEES – 9 members, elected to 3-year terms, in a 3-3-3 rotation. Maximum of 2 consecutive terms

Wendy Levy	2022	– 1st term	
Stapley Emberling	2022	– 1st term	Secretary
Catherine Onyemelukwe	2022	– 2nd term	
Beth Cliff	2023	– 1st term	Vice President
Ravi Sankar	2023	– 1st term	
Andy Gundell	2023	– 1st term	
Luke Garvey	2024	– 2nd term	President
Deb Garskof	2024	– 1st term	
Steve Grathwohl	2024	– 2nd term	Treasurer

Committee on Ministry (COM) – 7 members, elected to a single 5-year term, 1 or 2 vacant slots each year

Charles Harrington	2022	Chair
Jenna McPartland	2023	
Eileen O’Reilly	2024	(Interim Appointment until June 2022)
Monica Garrison	2025	
Chuck Colletti	2025	
Shrutika Sankar	2026	
Shahan Islam	2026	

Nominating – 5 members, single 2-year term, elected 2/3 in 2-year rotation

Tom Croarkin	2022	Co-Chair
Lynne Laukhuf	2022	Co-Chair
Jim Cooper	2023	
Joann Coviello	2023	
Kristine Oulman	2023	

Endowment – 5 members, single 5-year term, 1 elected each year

Mark Corcoran	2023	Chair
David Bauer	2024	
Jamie Forbes	2025	
Cindy Potter	2026	
Tom Comer	2022	(Interim Appointment until June 2022)

STAFF

Rev. Dr. John Morehouse, Senior Minister
Rev. Dr. Edward Thompson, Minister of Music
Rev. Jim Francek, Community Minister - Pastoral Care
Rev. Frank Hall, Minister Emeritus
Kim Warman, Intern Minister
Dr. Heather Hamilton, Lead for Children and Family Faith Formation
Nate Pawelek, Lead for Youth Faith Formation
David Vita, Director of Social Justice and Tech Team Lead
Beth Cliff, Communications and Membership Lead
Linda Lubin, Adult Faith Formation Lead
Cheryl Dixon Paul, Worship Associates Lead
Diane Donahue, Office Administrator (last day April 29, 2022)
Ruth Fontilla, Congregational Administrator (first day was May 9, 2022)
Desmond Hughes, Tech Manager
Sue O'Meara, Accountant

SENIOR MINISTER

I am completing my seventh year as your Senior Minister. When I was called here in 2005 it was with the goal of helping us transform our congregation to be more able to deal with the changing demographics and needs of those who will be finding us in the years to come. We have done so much together in these seven years. We have so much more to do to become the vibrant, engaging and welcoming congregation we are called to be. The pandemic has only hastened this transition and it has brought with it a new urgency to be relevant and sustainable in the years ahead.

I thank our incredible staff who have worked through so much change and stress. You are served by amazing people. I want to thank our hard-working volunteers and especially your Board of Trustees who have worked through some challenging issues with grace and resolve.

I believe the overall state of our ministry is good and getting better. The fact that our Black, White and Gold Pledge Drive Gala in March was such a resounding success means to me that we are, at heart, a vibrant community eager to be back together and do good in the world. We have a lot going for us. Our Faith Formation program is engaging and well resourced. We have seen some nominal growth in new families over the past year. Our social justice ministry is well supported and is doing good in the world. Worship has been very strong this past year. And, as I will report below, despite some frustrations we are bridging the digital divide and providing for our on-line congregants.

There are problems. The pandemic has taken a toll on our music ministry. The number of choirs we now offer has been reduced. Our pastoral care, while adequate, has struggled to re-engage with our congregation post pandemic. Reducing staff positions, which I have needed to do this coming year, will affect our ability to provide new ministry. However, we are slowly learning to be more lay led in our programming. The Organ revealed a deep divide in our congregation that will need to be bridged through a more inclusive process of decision making and a renewed understanding of our relational covenant. We have the will and means to make this transition.

I believe that this next year is the time for us to go through a new visioning process as well. This next year needs to be a time of intentional transition as we decide who we are and where we want to go for the next ten years. We are a very different congregation than ten years ago. Let's own that change and decide on our future together.

Dealing with the Budget Gap

We made some headway towards closing our budget gap in the last month. First of all, pledge giving is up to just shy of \$470,000, a little less than last year. The good news is that those who pledged increased their pledges considerably. The bad news is that we still have many who did not pledge...yet.

Through staffing reductions and changes to benefits we have managed to cut out some of our people costs for the coming year. The structural deficit still exists.

Covid and Construction

We have learned how to live with COVID although it has been hard. There are still some who are not comfortable coming back into the building. I believe that this situation will continue and that we now have a dual platform congregation. We will need to plan accordingly.

Our Capital Campaign Construction has been successful despite some supply chain issues. We have completed the first of two phases of the capital campaign work. I will discuss next steps below. The building looks clean and well cared for. We are also making some needed improvements to the Meeting House.

Completion of this Capital Campaign and Beyond

We have approximately \$768,000 remaining in our Capital Campaign, if all outstanding pledges are paid. Our next project is to remove the sanctuary floor and the chancel. We will then build a new chancel with new wiring for electrical and AV. The new chancel will also be able to hold a new organ. A ramp will need to be installed on one side of the chancel for access. A new floor will then be installed. We might have enough to replace some more of the glass. The architects are completing the drawings.

Beyond that we will still need to replace the HVAC in the sanctuary, new lighting, new media such as screens and a permanent mounting of cameras. We will also still need to replace all the rest of the wall glass. The architects have also provided us with several schematics for a gender-neutral restroom configuration. A future capital campaign would be needed to finish the work on the sanctuary and replace our restrooms.

Use of Digital Resources

Our streaming has vastly improved despite the occasional loss of internet. That problem seems to have been solved. To truly bridge the on-line and in person services I believe we will need to mount permanent screens and permanent cameras.

Spiritual Sustenance

We are blessed with our many engagement groups such as TUCWomen's Group, our Better Man Group, Shawl ministry, our Soul Matters Sharing Circles and other Small Group Ministries which continue to show a very active and vibrant attendance in our congregation in which we meet each other, support and engage in our beloved congregation together. Our Faith Formation Ministries for all ages has been particularly engaging this year.

This year I have turned my attention to deepening our collective spiritual growth. Now more than ever, we need our congregation to be a place that helps us weather the pain and loss in our world. Through our worship and growing our lifelong faith formation ministries, I hope we will become a truly welcoming sanctuary for new families and individuals who need community. As we move through this transformation, I ask all of you to welcome the newcomer as part of our faith family. We were all strangers once, let's make our congregation a place of inclusion and empowerment.

Respectfully Submitted, Rev. John Morehouse

#METOO / GENDER EQUITY TEAM (GET)

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 with the assistance of the Gender Equity Team submits this report:

In 2020, the #MeToo Council became the Gender Equity Team and expanded their charter to deal with all aspects of patriarchal behavior, misogyny and gender bias included. We have made progress this year in identifying sexist language in worship and our policies and changing them to reflect all people. A service this fall was dedicated to women’s rights and one this spring to gender inclusivity.

After labelling our restrooms gender neutral, we learned that the current building code requires gender designated restrooms if individual restrooms are not available. Given this we took down the gender-neutral signage and returned the restrooms to their original designation. However, Rev. John asked our architects Goody Clancy to design several schematics for a future restroom renovation that would make each toilet gender neutral. This design is forthcoming and will be considered as a future renovation by the congregation.

GET applied for and received an education grant for a workshop from the Triangle Community Center. On November 21, 2021 Cadence Pentheny from TCC spoke to us about our Share the Plate and after the service gave 101, part 1 of LGBTQIA+ 101: An Introduction to Identities and Allyship; From terminology and definitions to

rethinking historical and traditional assumptions about gender and sexuality. This training informed and helped introduce how to be effective allies to the community. On January 9th, 2022 Cadence facilitated the second part of the 101 training on Zoom due to Covid-19 protocols. On April 10th, 2022 Cadence Pentheny from TCC presented the workshop entitled: LGBTQIA+ 201: Allyship in Practice. Participants began to apply their in-depth understanding of the LGBTQIA+ community to allyship practices they can implement as members and leaders of the TUCW congregation, and as individuals and members of the community as a whole. Allyship tips, best practices, and practical next steps to creating a safer, more inclusive environment for LGBTQIA+ people were discussed.

The May 8th Mother's Day sermon on inequity due to gender and transphobia on the heels of the leak of the Supreme Court's intention to overturn Roe v. Wade. 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.

Members of the Gender Equity Team: Sudha Sankar, Co-Chair, Cheryl Dixon Paul, Co-Chair, Ruth Fontilla, Jamie Forbes, Emmett Axthelm, Matty Henry, Anne Benson, Cheryl Menzies, Arnela Ten Meer, Mary-Megan Marshall, Marla Tolmie, Leslie Cenci, Shari Brennan, Kim Warman, David Vita, Rev John Morehouse.

Respectfully Submitted, Rev. Dr. John Morehouse

A BETTER MAN

This covenanted group continues to meet and thrive after four years. We meet monthly on the 3rd Saturday of every month. Our purpose remains personal growth, connection, and service, and aspiring to be better men. 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 between 12-16 men per meeting. In our circle, we allow plenty of time to share and bond. We open up to new participants annually, in the model of Small Groups. We prize stability within the group, and periodically add members. If interested, please email garvluke22@gmail.com.

Members have expressed satisfaction with how the group is going, feeling that it fills a gap: the lack of close male connections and friendships in contemporary suburbia.

The Zoom meetings during Covid did provide an opportunity for connections outside the local area. However, meeting in person is generally preferred and that has been expressed by our members. The group usually prefers meeting during the summer break as we did during the summer of 2021. Since the mask mandate has been lifted, the group has been meeting in person and benefitting from more connections due to this.

Respectfully Submitted, Luke Garvey

ADDICTION RECOVERY MINISTRY (ARM)

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

- in deepening their understanding of all forms of addiction and 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.

ARM supports the overall congregation's direction to INSPIRE, CONNECT & ACT.

WITHIN (Inspire): Prior to the pandemic, 50% of our effort entailed reaching out to our congregation through various group in person educational activities. During the pandemic the major part of our outreach effort has been to initiate and maintain a Recovery Talking Circle that meets every two weeks on Zoom. A description of this effort is the following:

The Addiction Recovery Ministry has created a Recovery Talking Circle to enhance a process of healing. The creation of a peer circle of trust has been found to enhance this process. Individuals and families may be impacted from the compulsive or addictive behaviors of others. These issues may include, but are not limited to, alcohol, drugs, sex, gaming/gambling, screen overuse, shopping, and overeating. This RTC effort was active during the Pandemic however it has now been disbanded as of December 2021 due to the fall off interest by congregants.

In addition, THE POWER OF NOW meetings continues to be offered on Zoom every Wednesday focused on the work of Eckart Tolle. The weekly, AA meetings held on Thursday have returned to an in-person format in the meeting house. The Overeaters Anonymous (OA) meeting continues on zoom at this time.

AMONG (Connect): 30% of our effort includes being available for consultation with congregants and responding to calls received on our congregation's hot line. We have not Received many calls on this line.

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. These meetings continue to grow influencing on average of 30-35 participants per week.

Size of ARM Committee: four members

This fall we will be accessing the need for this activity continuing.

Submitted by Rev. Jim Francek ACSW, Facilitator, Addiction Recovery Ministry

ADULT FAITH FORMATION (AFF)

Monthly meetings are held with the team, online. The Adult Faith Formation team was formed in the summer of 2021 to complete the lifespan of faith formation offerings to now include programs for adults. We offer Unitarian Universalist faith-based workshops, classes, and practice groups that focus on deepening inner and outer spiritual connections and exploring how we live our lives as Unitarian Universalists.

Programming varies from one-time to multiple sessions, or ongoing. Some are on ZOOM during the week, others are in-person on Sunday mornings. Our aim is to provide a variety of learning experiences in terms of topics, format, and form of participation. Our intention is to engage the body, the mind, and the heart.

We began offering programs in September and have continued to do so throughout the year. All programs have included several sessions. In total we have had 13 offerings. They have been very well received by our congregants. Some programs were offered online, making it possible for those out of the area to join in, while others were offered on Sunday mornings either before or after the worship service. The programming has been varied in theme as well as format. The Soul Matters programming including Starting Point, Sharing Circles, UUWriters, and Creativity Matters all come under the umbrella of Adult Faith Formation, though they are discussed in a separate Report.

AFF Programs offered in 2021-22:

- Monthly Podcast discussion series – Rev. John Morehouse

- Qigong 6-week series on ZOOM – Julia Moffat – Fall 2021
- Spiritual/Sacred Texts: A Discussion Series – Winter 2022
- Season of Hope – Tom Hearne and Rev. Laurie Andersen – Winter 2021
- Braiding Sweetgrass – Rev. Jim Francek, Kim Warman, and Grandmother Nancy – Winter 2022
- Buddhist Practice Group – Nina Nagy – Ongoing
- Sunday Morning Meditation – Janet Luongo – Ongoing
- UU Writers Monthly Program – Sari Bodi – Ongoing
- Creative Matters – Janet Luongo – Winter 2022
- Lent/Passover: Traditional Readings as Metaphor – Rev. Laurie Andersen and Tom Hearne – Spring 2022
- Connecting Earth and Spirit – Kim Warman
- Taste of Soul – Rev. Laurie Andersen
- Searching for the Self – Dayle Brownstein

Team Members: Linda Lubin (Lead); Rev. John Morehouse; Rev. Laurie Andersen; Dayle Brownstein; Beth Cliff (ex-officio); Cheryl Dixon Paul; Jamie Forbes; Tom Hearne; Rev. Jim Francek; Kim Warman (intern minister)

Submitted by Linda Lubin, Team Lead

CAPITAL CAMPAIGN TEAM

Anniversaries are always special, and on June 30, 2022 we celebrate the 'official' end of our three-year Capital Campaign to repair, restore, and improve our beautiful iconic building and its surrounding grounds. A well-deserved festivity is in the planning stages!

It's hard to believe how far we have come. In 2015 the Building Committee under John Turmelle's expertise evaluated the entire building for needed upgrades, ranking them from critical to important. That report was the basis for our Visioning and Strategic Planning which we did in 2018. In 2018-2019 Liz Coit, a fundraising consultant with the UUA, helped us raise over \$2 million in pledges for our Capital Campaign. Almost 95% of those pledges have been received. For those Congregants who have remaining funds due, there is still time to submit your balance to Sue O'Meara, our accountant. If all pledges are paid in full, we will have approximately \$760,000 remaining to begin the next phase of upcoming projects.

In 2019, we hired Goody-Clancy Architects out of Boston to help develop the building renovation plan based on our strategic vision and prioritized needs from 2015. Despite the COVID19 pandemic, we were able to improve and upgrade the parking lot, install a new concrete sidewalk in front of the church, and solve our flooding issues by June 2021.

We're thrilled now to report the campaign's success to "Honor Our Past, Renew Our Home, and Imagine Our Future." In May 2022 the major goal of the project, replacing the leaking skylight in the sanctuary and the glass walls surrounding the chancel, was finally completed. We are still waiting for Westport's Building Department to make their final inspection. Also, flooring in the meeting rooms, foyer, and most of the offices, has been replaced.

As with any update to one's home, further improvements are guaranteed to arrive without warning. Additional interior renovations require our attention, particularly accessibility to the chancel area and unobstructed emergency exiting from the nave (the area in the sanctuary where congregants sit for services). Upcoming projects will include rebuilding the chancel, replacing the flooring in the sanctuary, upgrading the heating systems and improving audio visual and broadcasting capabilities. We're also looking into the possibility of converting to gender-neutral bathrooms, although this may need to wait for now.

This work could not have been completed without the input and professional oversight of fellow member John Turmelle, an architect and professional construction estimator, whose initial analysis of the building's needs guided the campaign and who was on site daily during construction. We are all so grateful for his dedication and commitment to our spiritual home.

Your Capital Campaign Committee,
Kristen Leddy and Carol Seiple, Co-Chairs, Mary-Jane Cross, Catherine Onyemelukwe, and Anita Pfluger

INTERN MINISTER'S COMMITTEE

The members of the Intern Minister's Committee are Bob Perry, Arnela Ten Meer, Candace Clinger, Pat Francek and Jim Luongo. We have recently completed our second year of working closely with our intern Kim Warman who is graduating from Meadville Lombard Theological Seminary in May of 2022. We met with Kim on Zoom at least once a month, adding extra meetings as needed. We provided support and feedback for her work in various aspects of our congregation in addition to addressing other needs that arose during this process. The committee functioned in a flexible and highly collaborative nature. We all enjoyed supporting Kim in her work here both in the pulpit and with her passions of ecological theology, racial justice, empowerment of women and working with the youth group. At the end of each year we provided in depth written evaluations to Meadville Lombard and a final evaluation to the UUA Ministerial Fellowship Committee. We wish Kim all the best and feel that she has a very bright future!

PASTORAL CARE TEAM

Services of Pastoral Care: During the course of this church year our Pastoral Care Chaplains have directly touched the lives of numerous congregants.

- Chaplain care extended to 42 new or ongoing requests.
- Grief group support extended to 12 participants.
- Thursday Talking circle continues to involve 15-20 participants on a weekly basis. This has become a major source of connection and support for them. It is characterized by a weekly check-in and discussion of critical issues that surface in the discussion.
- We conducted a phone outreach effort in November 2021 to all reachable congregants to do a wellness check during COVID-19.

We receive on average two or 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.

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 sixteen active chaplains. In our coming year we will invite two to four more congregants to become Pastoral Care Chaplains.

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

- A full discussion of the many ways that COVID has generated a critical flow of isolation, loss of friends and family, loss of security, a loss of a sense of self for some and major mental health challenges for many.
- A reframing of grief in a broader category to include continuing "ambiguous grief" which may not have a clear ending.

- A session on providing a UU prayer experience in a manner for our congregants.
- A full discussion of the need to engage our congregation in the reframing “pastoral care” i.e. moving away from end stage issues like pending death or serious illness to supporting each other through the normal increasing pressures of daily living.
- A review of our standing Pastoral Care Covenant.
- A presentation on domestic violence by the Norwalk Center on Domestic Violence.
- A critical session on “Anger” was presented and facilitated by Rev. John in May.
- Following a major congregational upset in March, we have scheduled a Congregational Talking Circle to address the topic “what are the ways we “enhance or diminish” the manifestation of our “blessed community”? This support will extend pastoral care i.e. a respectful qualitative deep listening for our collective community on June 4th.

Currently the lead team for this effort includes: Marie-Claire Bue, Tom Hearne, Ravi Sankar, Kathy Roberts, Rev John and myself.

Rev. Jim Francek, ACSW, Community Minister for Pastoral Care

SAFER CONGREGATIONS COMMITTEE (SSC)

The Safer Congregation Committee (SSC) is a minister-appointed committee, currently composed of two mental health professionals, one attorney, a youth health and safety specialist, and the two Faith Formation leaders. The SCC advises regarding issues of safety within the LFD curriculum, staff, volunteers, and Pastoral Care associates. Safety issues range from physical safety within the building (regarding COVID protocols, renovations) to mental health and sexual impropriety within congregants in the congregation.

Whereas in the past the SCC met ad hoc to discuss critical incidents, currently it meets monthly, discussing topics centering around mental and sexual health, safety planning, and staff/volunteer trainings. We have met more frequently this year, due to disruptive behavior within the congregation.

We have established connections with local agencies such as DVCC, the Rowan Center, and the HUB. On February 9, 2022, we had a DVCC training for our Youth, on Bullying. On March 11, 2022, we had a Pastoral Care/Staff/Volunteer Zoom Training on Elder Abuse and Domestic Violence. A Suicide Prevention Training, by the HUB, is planned for October 12, 2022. A future training in Bystander Intervention is also planned.

For the 2021/2022 year, the members have been: Wendy Levy, PsyD (chair) Rev. John Morehouse, Luke Garvey, LCSW, Deborah Garskof, Esq, Nathan Pawelek, Heather Hamilton, PhD, and Jay Lubin.

SHAWL MINISTRY

Between June 1, 2021 and June 30, 2022 twenty-one handmade shawls were given to members of our community to serve as a tangible source of concern, support, or celebration during times of significant personal transition.

This year we were able to resume providing handknit scarves with new hats to all kindergartners at Beardsley School in Bridgeport after a two-year hiatus due to Covid. This year we also included the special education class, bringing the total up to fifty scarf/hat sets.

Joyfully we were able to return to in-person meetings outside last summer and fall and in the Meeting House as the weather cooled.

We continue making loans to women entrepreneurs in developing countries world-wide through Kiva.org. This year we made 6 new loans using repaid monies. We have \$285.15 in outstanding loans. The total amount loaned since 2007 is \$8,975.00 to women in 70 different countries.

Jan Braunle heads this group.

SOUL MATTERS SHARING CIRCLES AND STARTING POINT

The *Soul Matters Sharing Circles Program* began in the summer of 2020. We now have 6 Sharing Circles with 11 facilitators and a total of 46 members. This year we added two new Soul Matters programs: UUWriters and Creativity Matters. The Sharing Circles, UUWriters, and Creativity Matters all use the monthly Soul Matters themes and packets. All facilitators are required to complete the introductory training presented by Scott Tayler, Soul Matters founder and director. Many facilitators have also completed advanced training. Additionally, we offered a 2.5-hour workshop (online) for facilitators with Rev. Tayler in January to deepen the understanding of the purpose and approach of the program. Monthly meetings for facilitators have been held online. These meetings offer an opportunity to discuss best practices, problem solve, and provide further training. They have been very well attended.

Starting Point introduces participants to the history and principles of the Unitarian Universalist “living tradition,” offers a taste of the Sharing Circle approach, and serves as an entry point to the latter. Also included is information about our congregation’s history, and current ministerial and lay leadership. Starting Point is a program created by the Soul Matters organization. It is designed for people at all points of the membership spectrum from those who are recent arrivals to our congregation, all the way through to long-term members.

Starting Point comprises four weekly 90-minute sessions run consecutively. It is taught by Rev. John Morehouse with assistance from Linda Lubin. During the Starting Point sessions, the participants also hear about the Sharing Circles program, and are given a taste of that program’s format each week in break-out groups. Those who are interested in continuing as a Sharing Circle then meet monthly throughout the year, using the theme-based packets of material created by the Soul Matters team, headed by Rev. Scott Tayler.

This year, the program was widely publicized, outreach was extensive, and many expressed a strong interest. However, few were able to follow through with taking the program. As a result, it was only offered twice – in September and December with a total of 11 participants.

During the first year, 2020-21 many participants were transitioning from the Small Group Ministry program into the Soul Matters Sharing Circles program. Additionally, a significant number of those new to the congregation participated. Given that the first year coincided with the first year of the pandemic, many had been eager for connection and there were few competing activities in general.

Due to the poor turnout for Starting Point this past year, we are exploring potential changes for this program, and ways to encourage more participation in the Sharing Circles. We plan to shorten the length of Starting Point to three sessions from four, and we may be offering a monthly drop-in Circle, which we experimented with this spring.

Current facilitators and co-facilitators this past year were: Dayle Brownstein and Ann Bova; Randy Burham; Martha Constable and Diane Cano; Marjolijn de Jager and Sam Somashekar; Kim Fuchs and Ruth Fontilla; April Kleinman and Kiera Parrott; Sari Bodi (UUWriters); Janet Luongo (Creativity Matters).

Submitted by Linda Lubin, Soul Matters Program Coordinator

TECH TEAM

This past year our Tech Team and streaming hosts, Desmond Hughes, Bruce MacNair, Regina Walsh, Jim Cooper, Jon Gage, and tech lead, David Vita, have streamed weekly Sunday services, Voices Cafés, congregational meetings, and programming for the congregation. The Tech Committee is comprised of Tech Team Members and Andy Gundell and Tom Hearne.

It's been a year of learning and overcoming technical and internet obstacles to the point that we are now regularly streaming a quality broadcast.

Jenny Klein, while not a member of the Tech Team, has been an incredible resource and help. Rob Laug has also provided important technical assistance.

Submitted by David Vita

TUCWomen

TUCWomen is a ministry of women who organize, create, sponsor and support programs, workshops, worship and gatherings relevant to all women of UU Westport. 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, over all, to provide a variety of opportunities where women can build deeper relationships and nurture feminine spirituality. Additionally, TUCWomen, informed and inspired by our 8th Principle, acknowledge the call for racial justice and have created programs to raise awareness and encourage activism within our UU community. Also, due to a virtual online presence, our programs reach out beyond our own congregation and draw people from other areas of Connecticut.

Our major focus this year has been twofold: Spirituality and Racial Justice. In the area of spirituality, the TUCWomen's Committee created a Day of Retreat at Mercy Center by the Sea in Madison, CT on October 9th, 2021. Committee members and several other TUCW members gave workshops that offered opportunity for both inner reflection and outwardly sharing with one another at a deeper level. This event was well received and participants requested we do this annually. Thus, we plan to offer a women's retreat again in the Fall. Also, within spirituality is the need to provide experiences that deepen our connection to one another as a beloved community. To fulfill that need, the team, along with Frances Morehouse, created a Spring Gathering which took place on April 30, 2022. Included were a variety of activities from community building through the craft of flower crown making to storytelling and words of wisdom from Indigenous Spiritual Leader Grandmother Nancy Andry. Other activities were laughter yoga and movement. We honored and thanked intern minister Kim Warman whose term was ending in May. The evening concluded with a potluck dinner. This event brought healing, joy and a deeper sense of community with many asking for such an event to occur again. Thus, we plan to have an annual Spring Gathering. The following programs were offered under the healing aspects that we consider a part of one's spirituality: The Listening Path; Fierce Self Compassion; Tapping to manage difficult emotions and bring inner peace, all led by Carol Hamilton, PHD; Creative Writing Workshops, Creating a Motivational Speech and Creativity Matters Workshops led by Sari Bodi, Elizabeth Macdonald and Janet Luongo. In support of women's accomplishments, TUCWomen gathered to celebrate our member Janet Luongo on July 27th, the date of publication of her memoir *Rebellion, 1967*.

TUCW voted in June 2021 to adopt the 8th Principle which speaks to the work toward racial justice as a spiritual journey. Our work toward racial justice led us to continue creating programs to raise awareness of racism and white privilege and encourage activism in our congregation and beyond. This year TUCWomen's Black Lives Matter (BLM) subcommittee dedicated to "Revealing History: How it Happened and Why it Matters" presented 3 programs: Racial Health Inequities, June 28th, with speaker Rev Robin Anderson; Residential Segregation, Part 1, November 7, 2021 with a showing and discussion of Richard Rothstein's video "Segregated by Design"; and

Residential Segregation, Part 2, January 16th with speaker Pete Harrison, Director of DesegregateCT. Our 4th program to complete this church year will be on Environmental Racism a Robert Bullard video and speakers from PTPartners, Bridgeport, CT. Following the program with DesegregateCT, TUCW became an active affiliate of DesegregateCT. We wrote to our legislators on behalf of Transit Oriented Communities. We also were led by TUCW member Janet Luongo who spearheads UUtheVote to write hundreds of postcards on behalf of voter registration sent to potential voters in a number of states. Several other actions our BLM committee took were having monthly meetings and often featuring speakers who shared their work for racial justice and what we could do to support their efforts. Speakers ranged from our own intern minister Kim Warman who presented on our 8th principle, Tammy Gordon who presented on Incarcerated Women and their transition out of jail and Nick Teeling from DesegregateCT who helped us understand HB5429 and update us on actions needed to support that bill. Our BLM committee also continues holding monthly Book Discussions on significant books The Sum of Us, and presently, The 1619 Project. In its second year, the Education Subcommittee of our BLM group worked to once again create a Vocational Day at Beardsley School. This day highlights speakers who are People of Color who are in various professional roles.

Lastly, our TUCWomen's Committee works in collaboration with other committees within our UU church, to include the Racial Justice Council, the Social Justice Council and the Gender Equity Team. We recognized the need to open programs to the community as a whole and have invited all members of all genders to participate in many programs formerly offered to women only. To that end, our program "In Grandmother's Kitchen" was offered by Ravi Sankar and attended both online and in person. We look forward to this continued collaboration not only within TUCW, but with other community organizations as well. We encourage any questions, feedback and ideas and welcome all TUCW women to join us in this amazing work of Inspiring, Connecting and Acting.

Respectfully Submitted,
Pat Francek and Sudha Sankar, co-leaders
tucwomen@uuwestport.org

UNITARIAN GUYS' NIGHT OUT (UGNO)

UGNO met sporadically this year, primarily due to the pandemic. UGNO's founder and leader has stepped down and currently no one has offered to take up the leadership of this great group of guys. So, for all intents and purposes, UGNO is dormant.

Respectfully submitted,
Tom Croarkin

USHERS

This has been a challenging year for the Ushers. We began with in-person services, went through another shut-down, and then reopened. Throughout that time there were lots of changing procedures, mostly related to COVID, plus the transition to one service at 10AM. We were able to handle all of this with a positive attitude from our experienced team of ushers who continue to astound with their adaptability and good cheer in the face of an ever-shifting set of protocols. We didn't add any new ushers this church year and will probably need to recruit new ushers in the Fall. None the less we have a good core of dedicated ushers to build around.

Respectfully submitted,
Tom Croarkin

UU MOVIE DISCUSSION GROUP

Goals: United by our love for movies, our goal to connect with one another while having fun remains paramount. The movies we choose to watch each month provide a diversion, amusement, and sometimes even generate deep reflection about world events or personal experiences. When we discuss our selected movies, we get to know each other better through our varied perspectives.

This is How We Do It: We meet once a month, vote on 3 movies to watch during the following month, then reconvene to discuss each movie on the last Friday evening of the month. Our season begins in September and ends on the last Friday in June. The discussions are always lively and interesting as we exchange views on themes, plots, acting, directing, cinematography, music and what the movie meant to each of us.

COVID persisted in presenting us with the usual challenges. For this reason, we continued our talk fests on Zoom. Hopefully in the 2022/2023 year we will again meet in-person enjoying coffee and snacks.

Measuring Our Success at the End of the Season: First, it is a success when we gain new members and maintain a good-size group for our gathering. Although we lost some members, we gained others, and are holding at about 20 signed-on members with attendance in the nine to twelve range each month. Second, it is a success when our shared appreciation for the art of movie making has intermingled the extraordinary minds of our members.

Here are some of this year's movies the group saw which allowed us to attain our goal: *Stillwater, Worth, The Guilty, The French Dispatch, Passing, Belfast, The Power of the Dog, Don't Look Up, The Lost Daughter, Being the Ricardos, The Tender Bar, A Hero, Parallel Mothers, Cyrano, C'mon, c'mon, King Richard, and Drive My Car.*

Respectfully submitted by Dorothy Rich and Linda Aulenti

WORSHIP ASSOCIATES

The purpose of the Worship Team is to collaborate with the ministers and staff to create a year-round program of Worship. Our approach to worship is to welcome all seekers, offer inspiration for spiritual growth, encourage connection within our congregation, lift up our Unitarian Universalist identity and challenge people to act upon the principles of our faith.

We continue to be flexible with Covid-19 protocols; sometimes open to congregants, sometimes with limited numbers allowed or recorded services without congregants. It was a challenging year. At our monthly meetings, which were more often in-person this year than on Zoom, we shared deeply and navigated this year together with caring and openness.

Summer worship planning is a major responsibility of our committee. Summer 2021 Worship Services were provided by: UUA's General Assembly, Mary-Megan Marshall (twice), Feminism service led by Beth Cliff, Carrie McEvoy (twice), Tom Hearne, Rev Jim Francek & Ijeoma Okuowsa, UUtheVote, Rev John Morehouse and a This I Believe service.

Worship Associates members for 2021-2022: Dayle Brownstein, Linda Lubin, Gian Andrea Morresi, Joanne Glasser Orenstein, Cheryl Dixon Paul, Kim Warman, Ed Thompson and Rev John Morehouse.

The Worship Associate team is interested in adding new members at the invitation of our Senior Minister. Please contact Rev John if you are interested.

Respectfully submitted by Cheryl Dixon Paul

MINISTER OF MUSIC REPORT

Covid is still with us. During this last year we have been getting closer to a ‘normal’ situation. By this I mean that we have gone from a dependence on soloists and small ensembles to some of our choirs singing again. We have done so with extreme care using masks and distancing. At this point the groups that are meeting are: The Bell Choir (7 out of 12 people have returned); we have combined the Men’s Choir and Women’s Choir to become The Choir, although at a reduced number; the Children’s Choir (8 of them) and the Teen Choir (10 of them). We occasionally hear from the Women’s Septet. The Special Projects Choir and the Chamber Choir have not been active due to the fact that there are still too many people who prefer not to come and sing under these conditions.

In spite of all the difficulties that the pandemic gave us, we were able to have a Holiday Concert, the Spring Concert, and the Annual Summer Solstice Concert. Let me be sure to mention the names of some of the soloists who have been so helpful to us: Jenna McPartland, Hazel Foley, Aki and Miya Lasher, Paige Steel, Mike Costantino, Trina Wong, Cathy Paine, Andy Gundell, Chloe Smith, and Gian Morresi.

Of particular note was the Children’s Choir musical production of “Jonah and the Whale” last December. They also produced the annual Christmas Pageant. They are a wonderful group of singers who are dedicated, who enjoy each other’s company; and who have made much musical progress. The Teen Choir consists of young singers who are also dedicated and who want to continue to meet and sing. They recently told me that music is their way of keeping active in this community since they do not want to be a part of the Children’s Choir and don’t feel ready to be a part of the adult choirs. It keeps them connected to people their age and permits them to contribute to the services.

Other events of the year included our annual Carol Sing-along that was held outside. The visit from Choral Chameleon in February with the world premiere of “Step Into the Night” by Ed Thompson.

I am hoping that by September even more of our singers will feel safe enough to return. Our strong choral program has been the backbone of our music program for a long time. It has been a spiritual practice for many people. I look forward to a new normal for continuing that important work. And I say: THANK YOU to all of the individuals who are so committed to this inspired and inspirational effort.

Members of the Music Committee are: Diane Cano, Candace Clinger, Debbie Handler, Jenny Klein, Diane Moller, Gian Morresi (chair), Cathy Paine, Chris Place, Connie Rockman, Liane Roseman, Bart Stuck, Peg Ulrich.

Rev. Dr. Edward Thompson, Minister of Music

CHILDREN AND FAMILY FAITH FORMATION, PreK – 7th GRADE

The Children’s Faith Formation program has gone through many transitions over the past year. My position started in July of 2021 and changes started to happen immediately. I appreciate all of the support from the staff and many members who continue to work together to make our Faith Formation program grow. Our Children are our future!

The summer of July 2021 was a time of growth for many of us. Rachel Campbell and Karen Garrison were our lead teachers and the three of us held class every Sunday throughout the summer. We had a core group of children that came, they were new to the area, and it allowed all of us to learn about TUCW and each other. We also adopted our first Hawksbill turtle, Heidi.

The fall was full of new energy, we were seeing each other in person and via Zoom. The Sunday morning classes are divided in two with Pre K- 5 having class in the Children’s Chapel and 6th and 7th graders going to the

Meetinghouse for their Crossing Paths Program. We were mostly in person, masked and socially distanced throughout this past year.

The Children's Pre K-5 program began to implement the Soul Matters Curriculum. This model allowed for the teachers to have a monthly theme which was enhanced by using recommended books, online-videos, art projects, music and more. Some Sunday's we veered off into our own projects as they were focused around the time of year and what was happening in the world. We decided to use the Soul Matters curriculum to enhance the idea of intergenerational learning. Faith Formation from Pre K through Adults were using the same themes and lessons. By doing this we were able to have intergenerational learning and discussions.

Here are the themes we studied:

- July and August- The Environment
- September- Embracing Possibility
- October- Cultivating Relationships
- November- Holding History
- December- Opening to Joy
- January- Living with Intention
- February- Widening the Circle
- March- Renewing Faith
- April- Awakening
- May- Nurturing Beauty
- June- Celebrate Blessings

We are fortunate to have professional teachers leading our classes. Kareen Garrison, who has been with us for years and is a member, led us until she graduated from college and has moved on in her career. She will be a visitor! Rachel Campbell, another member as professional teacher has been with us for years too. She loves teaching and is a great team player. Our newest teacher, Amarilis Rockhill, is an owner of a school in Bridgeport and brings her expertise and love of learning to our children. We are so lucky to have this professional team which, of course, is enhanced by our fantastic volunteers. We have a list of 14 adults who sign up to volunteer on any given Sunday. Without their help and assistance, we would not have such a vibrant program.

The hybrid model worked well for the Crossing Paths program, but being in-person was much better. The Soul Matters curriculum was provided for our 6th and 7th graders and led each week by new members, Angi and Ari. We asked guests from both inside and outside of our community to lend their expertise in certain religions. Although we did not have enough time to cover all the religions, we did study many (see the list below). Each religion is explored from two to four weeks with many lessons having us take field trips to different houses of worship. The field trips were carefully scheduled with Covid restrictions limiting some of the in-person excursions. Here is the list of religions we studied this year:

- Unitarianism- led by Angi Haen and Ari Palczewski
- Buddhism- led by Nina Cara and Devyani Sadh- hybrid lesson
- Quakerism- led by Gordon Cliff
- Judaism- led by Dan Magida with trip to neighboring Temple Israel
- Christianity- led by Thomas Croarkin with trip to First Church in Fairfield
- Hinduism- led by Ravi Sankar with trip to the Hindu Temple in Queens, NY

In the fall, our Children's Faith Formation program had a wonderful matching gift of \$20,000 from the Scouller-Nelson Fund. Through many generous donations made by members and friends we were able to match the funds so generously gifted and raised \$40,000! We have used some of the funds to enhance the technology in the Meetinghouse for our Crossing Paths Program. We will also use some of the funds to provide a three-day teacher training for OWL (Our Whole Lives) taking place in June 2022. The OWL facilitators came highly recommended from the UUA and we are so fortunate to have the ability to train members of our congregation in OWL for K-1 and 4-6th grades. It is also exciting to be able to enhance the Meetinghouse for our programs. We are creating an

OWL floor and the main floor will continue to be multi-use for many groups and give Faith Formation a creative space for our variety of programs.

Our Faith Formation program for Children and Families is growing. We are continually reaching out to new families of the community. With the help of our wonderful staff and volunteers our community will continue to grow and be a vibrant place in Fairfield County. I am privileged to be a member of the staff and community and hope to build a program that enhances our belief that, “Children Are Our Future.”

Respectfully submitted,
Heather Hamilton, Ed.D.
Lead for Children and Families Faith Formation

YOUTH FAITH FORMATION, 8 - 12th GRADE

The OWL program was a success this year. We had twelve participants, which is a lot for TUCW in recent years. We had three main facilitators: Gina Troisi, Robert Smith, and Scott Singer. We had two subs: Linda Hudson and Randy Burnham. The program began Friday, September 10 and ended Sunday, March 20. We had a few snow days and a Covid interruption in January 2022. Looking to next year, it does not appear that there are enough participants heading into 8th grade to offer the program in 2022-23. If enough would-be 8th graders start attending the church over the summer, we will need new facilitators.

The OWL participants transitioned to Coming of Age in April. Several dropped out after OWL. There are currently seven COA-ers. They will continue the program in the fall. Maria Mendoza-Smith and her husband, David, and I are the primary COA teachers.

The high school youth group had fifteen participants this year. Advisers were me and Jennifer Gerometta. We planned and realized an environmental learning journey to live the promise of our Unitarian Universalist seventh principle. By any measure, this was a creative and single-minded initiative requiring extensive planning and broad organization. Indeed, it was the most ambitious project of my career as a religious educator. Working with intern minister, Kim Warman, several parents, and frequent guest speakers, we designed a custom environmental curriculum for weekly meetings.

The highlight and culmination of the eight-month initiative was a week-long trip to Alaska. Along the way, there were highlights that in any other year would have stood out as culminations by themselves. For example, we spent President’s Day weekend at Kroka Expeditions in New Hampshire to prepare for the cold temperatures and outdoor living that we would encounter in AK. In addition, the many and various fund-raising events punctuated our amazing efforts. Without question, the March 27 Youth Group-led Benefit Concert, in collaboration with Voices Café, was the most memorable. On their way to raising \$17,000, that benefit concert alone netted \$5,669.

The high schoolers, now like family, reported to the congregation during their youth-led worship service on May 22.

Respectfully Submitted by Nate Pawelek

CARING NETWORK

Our Caring Network continues to fulfill its purpose: to support our congregants when they need it, answering physical needs of rides, meals, shopping trips or just a card or plant to let them know we're thinking of them. The use of the Lotsa Helping Hands app has allowed us to stay organized and allow people to help when they can. We currently have over 50 people in our network who have signed up as helpers.

Diane Cano, Dorothy Rich and Sharon Poole Bittenbender have been the coordinators who input data and share information with the network. They "source" needs through the ministers, pastoral care associates, or simply members of the congregation who hear about a friend in need. The Sunday morning Candlelighting and Zoom chat have also been sources to identify needs.

This year, completed tasks have included meals, rides and caring gifts or cards for those going through a difficult time. The thanks we get from those who have been helped have been rewarding and fulfilling for all involved. In a congregation our size, it's wonderful to know that we can support one another across geographies and smaller neighborhoods and friend groups, strengthening our commitment to care for each other as a community of faith in the spirit of Love.

Respectfully submitted by Diane Cano, Dorothy Rich, Sharon Poole Bittenbender

COMMITTEE ON MINISTRY (COM)

The Committee on Ministries (COM) of the Unitarian Church in Westport is elected by the congregation to monitor and report on how the various ministries of the Church, both professional and lay, align with, and fulfill the mission and covenants of the Church. The scope is wide and includes ministries designed to **inspire**: including the professional ministries, music programs, faith formation, lay ministry preparation, etc., **connect**: pastoral care, membership, stewardship, etc., and **act**: social justice, Beardsley school, etc. Since the total number of Committees carrying out the work is over 40, there is a lot to cover.

In carrying out these functions, COM:

1. Provides assistance, consultation, and promotes collaboration among leaders and members of the church
2. Seeks to assure in accordance with our constitution that the Board and the Congregation are accountable for the mission of the church
3. Monitors that the Congregation allocates resources and responds to needs of the ministries and communities we serve
4. Continually assesses, and develop means to assess, the various aspects of Congregational life
5. Respond promptly to conflicts, controversies or activities which may adversely affect the ministry of the church, and
6. Reports annually to the congregation on its work.

Summary of the 2021-2022 church year activities of COM:

Concerning items 1 to 4 above COM has met monthly with the Senior Minister and with the other professional ministers of the church as needed. Leadership of the COM also met with the head of the Board of Trustees of the church to assure a good working relationship with the members of that body. A regular monthly meeting of the Chair of COM and the head of the Board is proposed.

All members of COM were responsible for monitoring the work of assigned committees or task forces of the church, and they reported regularly to the other members of COM on the work of these committees. In the current year, the membership of COM was expanded to 7 (from 5) to better accomplish this. However, two resignations from COM during the year slowed the progress that was anticipated.

In carrying out its functions over the past two years the COM has faced considerable difficulties resulting from the COVID protocols. The protocols limited or eliminated in person worship for various periods and introduced broadcasts of services through ZOOM and other platforms. This impeded the opportunities afforded by in person conversations in past years' focus groups, lobby presence, and ease of information sharing with members of the congregation and community. Many of our own meetings, and meetings with others were virtual, adding difficulties to our own normal proceedings.

The worship services themselves remained inspiring. The music program eventually found ways to contribute although sound and availability problems on zoom limited their role. Increasing the frequency of "share the plate" to a weekly discipline improved our **connections** to other organizations and educated us about these groups to facilitate **action**.

The difficulties arising from COVID restrictions contributed to but were not by themselves responsible for COM's problems carrying out the fifth function above: "to respond promptly to controversies or activities which may adversely affect the ministry of the church". The organ is part of the church's ministry, and decisions about it impact our ministries. While congregants with strong views on this matter did not bring their concerns to the COM, individual members of COM noted with dismay evidence of departure from our Covenant of Right Relations in public discourse about the replacement of our organ. We worked with the senior minister and President of the Board of Trustees, but we were clearly not 'prompt' or particularly effective within the larger congregation. A written covenant is not sufficient if it is not followed. COM needs now to be involved in efforts to rebuild trust to allow a return to covenant in actual behavior.

There is also the concern that this episode may suggest that while the church has been well on its way to a more corporate governing structure, the conflict over the organ seems to be more characteristic of a return to a pastoral size church style of governance. This suggests that more work by the leadership is needed to promote understanding of these issues among the membership.

Other items looking forward:

- We need a long-term strategy for streaming. If it is here to stay, there needs to be discussion and decisions about its role in the overall functioning of the ministry of the church.
- The COM needs to improve its data gathering in the new normal of in person and digital ministries. It needs to enable a prompter response to emerging conflicts, and its function in conflict resolution needs to be more visible and utilized.
- The COM should fulfill an important role in our church. But we find that many people tell us that they did not know we existed or what we do. Clearly, we have more work to do to rectify this.

Respectfully submitted,
Charles Harrington, Chair

COMMUNICATIONS

This year our goal has been to continue to keep members and friends informed about all we're doing, so they can participate as they wish and take pride in all we're doing. A second goal is to reach out to new folks in the area, to keep them abreast of our activities so that they can "try us out" and join us in person or virtually, if interested.

We use our website and social media, as well as SOUNDINGS, eblasts, paper hand-outs on Sundays, posters, the church bulletin boards, and, on occasion, US mail, to keep everyone informed. We actively push out messages on our Facebook page and group, and on our Instagram and Twitter accounts. We strive for at least 3 different posts a week. These include upcoming services, interesting articles that resonate with our values and principles, fun

items members choose to share with each other, and other info about our members that are celebratory or interesting.

Our webmaster and SOUNDINGS publisher, Charles Klein, continues to update our website, with help from Jenny Klein when necessary. Updates are weekly, sometimes daily: our two-week calendar, Order of Service, and upcoming services get changed out as the services change; our photo collage on the carousel is updated as new events warrant. Various sections of our website get updated regularly as needed: for example, our SOUNDINGS archives, our Faith Formation offerings, and various postings of minutes and the like for our Trustees. We are very grateful to Charles for his dependable and attractive work. Currently SOUNDINGS is opened by about 500 people a week, a dramatic increase from several years ago.

This year we added new places to share news that we felt was of interest to a wider public. We have published articles in Dan Woog's [06880](#) blog (wonderful coverage of our Alaska trip, for example); in the online and the hard-copy paper version of **Hearst Media** to announce our schedule of holiday programs and Rev. Ed's premiere of his work by Choral Chameleon, and more. We have run columns in [Kids Out and About](#), in various [Hamlet Hubs](#), Facebook pages, in [The Westport Journal](#) – including an excellent article about our Black White and Gold party - and in the Fairfield County Cultural Alliance site.

We post and feature our services weekly in the **Westport Patch**, and include most of the surrounding towns – Norwalk, Weston, Fairfield, Wilton, Bridgeport, Easton and Redding. This costs us some monies but thanks to an anonymous donor it has been manageable, cost-wise, for this year at least.

Recently we included tighter rules around our Facebook group to ensure that those who post are sensitive to the power of the written word, and the need for us all to follow our Covenant of Right Relations or risk being asked to leave the group. Most group members are TUCW members: newcomers must now answer targeted questions and sign up to agree to our rules of engagement. We include people who are serious about exploring being part of our community, but just haven't "signed the book" yet.

We have let the "new website" draft alone for this year, given so much that we have been working on. Our social email group has about 80 members in it; we look forward to growing that in the coming year since we recognize there are many of us who do not engage in social media.

We have added a new "green sheet" feature for Sunday mornings that highlights programs and events over the next 15 days – Sunday to Sunday – that are open to all. This has been well-received by congregants to help them have 'at a glance' the events open to all. We also push out the Order of Service every week to our online mailing list on Saturday mornings, that includes a soft copy of the green sheet for people's convenience. Finally, we include a Minister's Message from one of our ministers once a week, usually Tuesdays, that share a reflection that is on a spiritual topic of their choosing – often on a timely topic given the news of the week.

We thank photographers Beth Cliff, Rob Herman, David Vita and Rob Zuckerman for their outstanding photo work that regularly liven up our communications. And special shout out to Rob Zuckerman and his graphic artistry, who has created inspiring and informative posters and brochures for us.

Our work is busy, constant -- week in and week out -- and requires coordination with the administrator, ministers, staff, and so many of our volunteer committees and leads. We make some mistakes and miss some items, but by and large we believe we have given our folks the information they need to know what the congregation is up to, and how and where they can engage with each other and with the greater world around us.

Submitted by Beth Cliff

WEBSITE & SOUNDINGS

Our web site - UUWESTPORT.ORG - continues to chug along. Despite Covid altering how TUCW has had to conduct services and meetings for a couple of years, we remained connected - particularly via the website and other cyber means.

In the past year - from May 2021 to May 2022 - uuwestport.org has had 5276 unique visitors. (A unique visitor is a term used in marketing analytics which refers to a person who has visited the website at least once and is counted only once in the reporting time period. So, if the user visits the web more than once, it counts as one visitor only.)

The top 8 countries that have visited our site are:

- United States (pages viewed: 15,509)
- Philippines (pages viewed: 505)
- United Kingdom (pages viewed: 461)
- Canada (pages viewed: 368)
- India (pages viewed: 233)
- Germany (pages viewed: 457)
- Australia (pages viewed: 155)
- China (pages viewed: 143)

Over 19,000 pages have been viewed. The top 6 pages have been:

- 1- The Little Prince (excerpt) by Antoine de Saint-Exupery
- 2- Live Stream page
- 3- if there are any heavens my mother will (all by herself) have by e. e. cummings
- 4- Church calendar
- 5- Church contact
- 6- Sermon's videos page

Normally, amongst the top pages, are sermons, but there have been no new sermon texts posted since October 2021. Picking up the slack of no texts being offered have been the videos of services. While helpful, it is still no substitute for those who wish to READ the sermon's text. Our library of readings has always been within the top of most visited pages.

Also - since we were struck with Covid - there has not been any new audio files made of services. Despite this, each month there is a small handful of audio files listened to.

New to our web-based offerings is a new live-stream server. There are some quirks being worked out regarding the chat portion, but we have little doubt that a solution will be found.

As for SOUNDINGS, this past year there has been a substantial increase in the early reporting of those opening SOUNDINGS when it is emailed out. Last year, in the first 24 hours, an average of 33% have viewed SOUNDINGS. Now, it has gone up to approximately 44%.

To submit an item for SOUNDINGS, send your text, PDFs, and images no later than Wednesday by 5:30 PM to both Charles Klein and Beth Cliff. Your text should be 125 words or even less. Brevity is strongly appreciated. If the item needs to be longer, SOUNDINGS can link to your entire blurb on the web site. Please respect the deadline. It greatly aids those organizing SOUNDINGS.

Respectfully submitted
Charles Klein, web elf

MEMBERSHIP COMMITTEE

Our Committee has done good work this year, laying foundations that will continue to pay off in the future. We instituted some newcomer processes, worked on public relations pieces, and welcomed over 36 new members and families into the congregation on November 21, 2021 and May 15, 2022.

Among the many things we did this year:

- Created a Greeters Sign-Up on sign-up genius and published in SOUNDINGS weekly.
- Ultimately combined greeters with ushers to maximize volunteer time and minimize overlap.
- Instituted a new member process for online worshippers to fill out name and information on a google form so we could follow up with them directly.
- Added a “visiting with us?” section in our Order of Service, so people could tear it off and give to ministers as they wished.
- Created posters to give life to who we are and what we do, posted around the sanctuary (and used on social media).
- Created two brochures to tell our TUCW story, with attractive photographic panels showing our members engaged in various parts of our congregation’s life.
- Created a postcard for Family Faith Formation that shares our principles in kid-friendly language, with an inspiring quote by the Haen/Palczewski family as to why they joined us. These are used as takeaways for Sunday, and we leave them in a box at the playground for families using it during non-church hours.
- Re-catalogued all the nametags for Sunday mornings, weeding out those of old members or visitors who no longer come. Encouraged nametag wearing in SOUNDINGS and from the pulpit.
- Created a “quick start guide” to hand out to newcomers so they understand how our congregation works and to help them navigate a bit better with key contacts.
- Held three “Meet the Minister “gatherings where newcomers came together – in person and on ZOOM - to meet Rev. John and at least one or two other congregants.
- Held three “Let’s Connect” dinner parties to welcome newcomers and help them mix in with old-timers. Thanks to Linda Hudson and Randy Burnham; Ellie Grasso and Gary Williams; and Laura and Dale Kutnick for hosting these dinners.
- Held two services where new members were welcomed. In the November session we created a hand-out to share so congregants could learn a bit more about each person. This we posted on the bulletin board for easy reference. There were over 33 families represented, a hold-out from no recognition the past 1.5 years due to COVID.
- Featured a new member every 4-6 weeks in SOUNDINGS to introduce them to the congregation.
- Added coverage for infants and toddlers in the library, to encourage young families of all ages to join us.

We had a small number of new families come to our Family Faith programs, and while some have not yet joined us formally in membership, they are active with us and we expect several to join us in the coming year. We believe the “tide is beginning to turn” and we are eager to capitalize on the energy!

Committee members: Rob Zuckerman, Beth Cliff (leads); Eileen Belmont, Chuck Colletti, Jim Cooper, Ruth Fontilla, Dale Kutnick, Rev. John Morehouse

MEMORIAL GARDEN COMMITTEE

The Memorial Garden was established early in TUCW’s history as a peaceful resting place of serenity for the ashes of eligible deceased members and their immediate families. The Memorial Garden Committee sees to its upkeep, policies and records, and assists members in selecting sites. The Garden now serves upwards of 380 past and present members. Approximately 80 are reservations for future use.

In 2021 David Thompson, longtime Chair of the Committee, retired, and it was decided that the four current Committee Members share the duties of the Chair equally. In the past couple of years, we improved the Woodlands area with additional plantings, and the number of sites in it, both those in use and reserved, now total 21. The Woodlands area is adjacent to the parking lot and therefore may offer an advantage to some in that it does not require climbing stairs to access it, and seating is available. We are encouraging the moss ground cover, which is slowly spreading.

The Memorial Wall, built over twenty years ago, was constructed with the thought that some might prefer to scatter or retain cremains, but usage has always been light.

Committee members stand ready to help TUCW members in guiding and selecting sites at any time.

Respectfully submitted,
Members: Diana Bell, Cheryl Dixon, Elena Rockman-Blake, Melanie Wyler

TUCW HIKING GROUP

In our 4th year of the TUCW Hiking Group we continue to hike 2 times a month...the 1st Saturday and the 3rd Monday. Number of participants ranged from 4 to 19. Hikes are announced on our hiking email group (all are welcome to join) with place, time and directions. Our hikes range from easy to moderate with an occasional more challenging trail and are anywhere from 3-7 miles long. Some of this year's hikes included Trout Brook Valley, Devil's Den, Barlow Mountain and the Trumbull Rail Trail. In the summer we meet at Sherwood Island State Park on Sunday mornings for brisk walks along the beaches. Our planning and leadership team includes Dave Bue, Lindy Hennessy, Gian Morresi and Jamie Forbes.

LEADERSHIP DEVELOPMENT TEAM (LDT)

Leadership Development Team (LDT) sponsored a number of programs and events this year to further the team's goals of creating, promoting and supporting opportunities for Leadership Development at TUCW. To inspire involvement, LDT held its annual Homecoming EXPO; the committee was pleased to be able to host an in-person event this year. The Committee videos from last year's virtual Expo were also updated for those committees that wished to do so. These videos continue to reside on the TUCW website and are an always-available valuable resource for anyone interested in learning about a particular group. To further promote awareness of all TUCW has to offer, LDT maintained and updated TUCW's Leadership Committee list and org chart depicting all committees at TUCW. LDT continues to host its quarterly committee chair meeting with the goals of promoting collaboration between committees and awareness of each other's work.

To highlight a culture of service, LDT continued its monthly Leading Light Award honoring those in our congregation who exhibit a commitment to service and who enrich our community with their leadership. The Leading Light's biography is included in Soundings and announced in the sanctuary each month so as to inspire other members. With regard to training, this was a transitional year for LDT in light of expanded Adult Faith Formation programs and a calendar of offerings that often-meant proposed dates for trainings conflicted with existing commitments. LDT anticipates offering UUA New England Region Leadership workshops in the upcoming year both to strengthen the leadership skills of new and current leaders as well as to encourage participation by TUCW members in broader UUA programming.

It has been a pleasure serving our faith community and we look forward to continuing that work in the future.

Respectfully submitted by Beth Cliff, Kim Fuchs, Deb Garskof (chair), Kathy Roberts and Sudha Sankar

NOMINATING COMMITTEE

The Nominating Committee was tasked with filling 8 positions on the Elected Committees this year including 3 on the Board, 2 on the Committee on Ministries, 1 on Endowment, and 2 on the Nominating Committee itself. We met in Fall of 2021 to prepare our candidate lists and to survey the Elected Committees to find out what qualities and qualifications they needed for their committees. We then surveyed those Elected Committee members who had the opportunity to “re-up” for their committees and, when they felt they could not, we worked on filling those vacancies as well. After reviewing our candidate lists against Elected Committee requirements we began calling. Fortunately, we have a deep pool of great people who were willing and able to serve and we were able to fill the openings without too much trouble, and we had fun doing it.

Submitted by Tom Croarkin

Slate of Nominees for Election on June 12, 2022

For the Board of Trustees:

Brian Lasher (1st Term: 2025)
Stapley Emberling (2nd Term: 2025)
Wendy Levi (2nd Term: 2025)

For the COM:

Joanne Orenstein (Term: 2027)
Julyen Norman (Term: 2024)

For the Endowment Committee:

Tom Hearne (Term: 2027)

For the Nominating Committee:

Eileen Belmont (Term: 2024)
Cathy McElroy (Term: 2024)

SOCIAL JUSTICE

David Vita, Director of Social Justice

The Unitarian Church in Westport works in collaboration with coalitions and community organization developing partner relationships. Building these relationships, following the lead of communities most impacted, and working cooperatively with other organizations are the cornerstones of our programs.

Advocacy

This year we advocated for three pieces of legislation in the Connecticut General Assembly working with CT Against Gun Violence, Desegregate CT, and the Husky-4-Immigrants Campaign.

CT Against Gun Violence (CAGV)

Since 2020 CAGV has been advocating for an Office of Gun Violence Prevention to focus on reducing gun violence in our cities. While this was not achieved, notable progress was made.

In the landmark Senate Bill 1, the legislature created an external committee to advise it on establishing a Commission on Gun Violence Intervention and Prevention “to coordinate the funding and implementation of evidence-based, community-centric programs and strategies to reduce street-level gun violence in the state” – the exact language that CAGV used in calling for Office of Gun Violence Prevention.

An unprecedented level of spending of nearly \$6 million to fund community gun violence prevention, intervention and aftercare programs was included in the bill.

~ David Vita

Desegregate CT

Transit Oriented Communities (TOCs) was the focus for Desegregate CT. TOCs would require towns zone to allow an overall average of 15 homes per acre on a fraction of the land within a 10-minute walk (half mile radius) of our transit stations. Also, 10% of homes be set aside for affordable housing.

The purpose would be to create housing (CT has a housing shortage) for people with diverse income and housing needs, transportation access for workers who depend upon public transportation, grow the towns grand list and increase tax revenue, stimulate foot traffic for local businesses, and reduce auto use. This bill did not move out of committee for a vote by the General Assembly.

Husky-4-Immigrants Campaign

In the 2021 CT General Assembly session legislation was passed allowing undocumented children up to age 9 to receive medical coverage under the state's Husky medical care plan. This session the push was to expand coverage up to age 19. While we weren't able to reach 19, due to the efforts of the Husky-4-Immigrants Campaign, the General Assembly did increase the age limit to up to 13. We will be back next year to continue to advocate to raise the age cap.

It often takes several years to pass legislation. What is required? Persistence and organization. TUCW has been working with CAGV for over 17 years and with the members of the Husky Campaign on other legislation for 8 years. We began working with Desegregate CT this year.

Representatives of the three organizations were invited speakers (zoom) to our church and committee meetings, congregants and Reverend John submitted written testimony at committee hearings, signed petitions, attended rallies, contacted their state representatives at key times, and David Vita represented TUCW in the coalitions of all three organizations.

~ David Vita

Beardsley School Committee

With COVID precautions still in effect, the 2021-22 school year at Beardsley began on a more traditional basis as students returned to in-person schooling five days a week. Teachers and staff were required to be vaccinated and boosted, and masking requirements continued until the end of March 2022.

Our volunteer reader and tutor programs were affected by the pandemic. Many regular readers were hesitant about returning to the school to read to their classes in person. Some used online technology to maintain reading connections while others waited a few months before returning to their weekly/bi-weekly visits. This year the district chose BCYL, the Bridgeport Caribe Youth Leaders organization, to assume responsibility for district-wide tutoring. Previous tutors had to reregister, go through another background check, and provide evidence of being vaccinated against COVID, and anyone involved in tutoring students would be required to submit monthly attendance sheets to BCYL. Not surprisingly, these new requirements reduced the numbers of tutors willing to work in person with students.

Two Read Aloud Days were conducted during the year. The first, in October, was managed by the district, but only for students in grades K-2. The second was TUCW's traditional May Read Aloud Day for grades Pre-K - 6, always held during ***Teacher Appreciation Week***. As in previous years, teachers and all staff were presented with \$15 D&D gift cards in gratitude for their service and dedication to Beardsley students and families.

The Shawl Ministry presented their traditional hand knit scarves and hats to all kindergarteners in late November. The Secret Santa program provided grocery and department store gift cards rather than actual presents for specific families. Our second annual Career Day celebration to students in grades 3-6 occurred virtually in March with presentations from a graphic artist/novelist who lives in Queens, a musician and member of the US Air Force Band of the Golden West, a chef and co-owner of Queen's Delight Café, and a representative from the Beardsley Zoo. One especially thrilling event was our annual teacher/volunteer potluck dinner on May 18. The last one was three years ago in 2019!

We are grateful for the support of many TUCW congregants in so many other ways, i.e. coats donated for the fall coat drive; numerous Dr. Seuss books provided for sixth grade classes to read to kindergarten and first grade classes; monetary donations for a sixth-grade field trip to Adventure Park at the Discovery Museum in Bridgeport. Our long-established Beardsley Board, which is located in the foyer and presents teachers' requests for specific items needed in their classes, can now be accessed online via Amazon, making it much easier for ZOOM attendees on Sunday services to participate.

Sadly, two of our members have stepped down from the committee. We wholeheartedly thank Linda Brewster and Jamie Forbes for their years of dedication and service to Beardsley School. We welcome to the committee Diane Moller, a retired teacher/librarian, who is a terrific asset to our team.

Changes are also in store for the entire school next year as Sharon Pivrotto, Beardsley's principal since 2012, is retiring on June 30. We hope the new person in charge will be as welcoming and accepting of TUCW's support. ~ Your Beardsley Committee: Sari Bodi, Beth Cliff, Lynne Laukhuf, Diane Moller, Anita Pfluger, and Kathy Roberts.

Gun Violence Prevention

Our congregation's commitment to gun violence prevention has been unwavering for over two decades. We continue to work with CAGV (CT Against Gun Violence) and the Council of Churches of Greater Bridgeport, and this year have begun building relationships with StreetSafe Bridgeport, and a statewide coalition on ending community violence.

Our work with CAGV was entirely around legislative advocacy (see Advocacy), with the Council of Churches on a Gun Buy Back program in Bridgeport, and with StreetSafe Bridgeport on supporting boots on the ground efforts to mitigate community violence.

~ David Vita

Immigration & Refugee Outreach

Because of the continuing COVID pandemic, our monthly meetings this year were still held on Zoom and our former in-person contact with CIRI's (Connecticut Institute for Refugees and Immigrants) clients was also still on hold.

However, the regular set-up of apartments for CIRI's incoming refugees was resumed. As of May 18th, 2022, the number of refugees resettled with our help since October is 205 in close to 50 apartments. Primarily from Afghanistan, some also come from Syria and Democratic Republic of Congo. In collaboration with 6 other Fairfield County churches and CIRI, our support includes providing furniture and all household supplies (from kitchen to bathroom needs) as well as setting up the apartments themselves to create comfortable, welcoming homes for these new arrivals in our country.

The estimated monetary value of funds raised through fundraising and contributions from members of our TUCW community for the items needed to set up these apartments is around \$10,000. This does not include the value of donated furniture that was collected.

In August 2021, we hosted the monthly Family Dinner for Building One Community (B1C) in Stamford in the form of pre-packaged dinner boxes that were picked up curbside by the families.

To (re)introduce their organizations and ways in which I&R can be of support to them, we had Susan Schnitzer, CEO-President of CIRI, and Katia Daley, President of the Husky-4-Immigrants Campaign as guest speakers at two of our meetings. Make the Road Connecticut is an additional organization with which we collaborate.

The committee engaged (see Advocacy) in the Husky-4-Immigrants Campaign.

As of 30 June 2022, after 8 years of facilitating and co-facilitating I&R Outreach, Marjolijn de Jager will be stepping down. Kathy Roberts will continue as co-facilitator together with Melanie Wyler.

~ Kathy Roberts & Marjolijn de Jager

Intercultural Development Inventory (IDI)

The IDI is a tool to assess our ability to connect across difference. It's a first step in understanding where we're starting from so that we can then work to effectively develop our intercultural competency skills as individuals and as a congregation.

The IDI program at TUCW began in October 2020 with 42 congregants participating in 2021 and 14 congregants in March of this year. Each took the 50-question inventory online and had a follow up conversation with a member of our Qualified Administrator team. That team consisted of Cheryl Dixon, Kim Warman and David Vita. Cheryl will continue next year and Kim Warman having finished her Intern Ministry at TUCW will not be with us.

In the Fall we will begin applications of the IDI by developing partnerships and small groups from the participants. Building intercultural competence is IDI's goal. We will continue to offer the IDI yearly to congregants who would like to participate.

~ Respectfully submitted, Cheryl Dixon Paul

John Street Bridge Outreach

We coordinate a Sunday food outreach in Bridgeport with April Barron of Helping Hands Outreach. We have served over 24,000 lunches to individuals on John Street, halfway houses, individuals housed in tents and cars in Bridgeport; and families at the PT Barnum Housing community, a public housing complex in Bridgeport.

This past year saw an expansion of the outreach, with increased connection within the community. The members who made the lunches felt connected to the greater community through the lunches, and reported feeling a sense of purpose with their service. The members who transported lunches into Bridgeport developed a relationship with the individuals/families served. In addition to lunches, we met other needs such as: diapers and wipes for 50 to 75 families, clothing and shoes for chronically houseless individuals and children at PT Barnum Housing, a laptop for a 10-year-old, and assistance with funeral and bail expenses. We coordinated Christmas, Thanksgiving, Halloween, and Easter basket drives for families. We collaborated with April and Tiheba Bain of Women Against Mass Incarceration to hold a backpack and supplies drive at PT Barnum Housing.

We continued to provide books on a regular basis to youth at PT Barnum. April Barron has received permission from the Housing Authority for us to build and maintain two book libraries within PT Barnum Housing. We have also secured shelving/library space at the Burroughs Community Center to house books.

While delivering lunches, April often relayed her powerful message of violence prevention. She is a grassroots violence interrupter in Bridgeport and an advocate for both victims of crime and those who have been incarcerated. April states that the impact of our outreach in Bridgeport is felt not only on the adults, but on the youth, and is "meaningful, positive, powerful." She states that it "touches your heart to see".

~ Teryl Eisenberg

Microfinance/KIVA

Last year the KIVA Committee was able to restart our annual Christmas KIVA card sale after a hiatus due to COVID. The money we raised from our Christmas sale funded dozens of loans to women around the world who are establishing or improving their business ventures. These women repay the loans, allowing us to fund hundreds more loans throughout the year. In the decade plus since the KIVA committee was established at UU Westport, we have loaned more than \$150,000 to over 5500 women worldwide.

~ Julie Kennedy

Racial Justice Council

The Racial Justice Council (RJC) meets monthly and is where both individuals and various groups working on racial justice within the congregation come together to share information and resources, deepen relationships, and prevent siloism in our work. These groups include TUCWomen, (read about their extensive work in the Annual Report), Intercultural Developmental Inventory (IDI), Council of Churches of Greater Bridgeport Becoming Anti-Racist team (represented by David Vita and Ellie Grosso), Desegregate CT Coalition, and Eliminating Racism as an RJC practice group.

Share the Plate

Every Sunday since COVID began we have been sharing our Offering- Share the Plate. Half of the Sunday Offering goes to the church and the other half, over \$21,000, has gone to the organizations listed below: Freeman Center, Homes with Hope, Domestic Violence Crisis Center, Helping Hands, Broken Women's Ministry, Connecticut Institute for Immigrants and Refugees, AJ Lewis Academy, Fund Texas Choice, Running Strong, KEYS (Kids Empowered By Your Support), Triangle Community Center, Sea Turtles Conservancy, KIVA-Microfinance, Mercy Learning Center, Off the Streets Bridgeport, Ground Works Bridgeport, Operation Fuel, Hang Time Bridgeport, International Rescue Committee, Save the Children, Yarducopia, Two Coyotes Wilderness School, Mother's Day Bail Bond, Green Village Initiation Bridgeport, Native Village of Eklutna (AK), and Sandy Hook Promise,
~ David Vita

United with Kenya

United with Kenya (UwK) continues its work in health and education including the operation of a community library, assistance with an apprenticeship program and the undertaking 23 water projects in the villages of Chepsaita and Kamafai. In response to COVID, UwK has also supported the village to purchase soap, materials to make their own cotton masks, and the purchase of jerricans for families who cannot afford the purchase.
~ Dan Iacovella

Voices Café Committee

The 2021 – 2022 Voices Café Season has been a time of transition, with the addition of new committee members, a livestreaming offering, transitioning to a hybrid model that has brought potential for outreach to audiences outside our local area. 2021-2022 marked the kick off of our second decade, with the major challenge of resuming our live music series during the ongoing COVID pandemic.

The Voices Café May 2021 Visioning session (1) established a foundation for building out a committee infrastructure, (2) guided the committee's plan for transitioning the active work that David will be phasing out of, and (3) has allowed us to engage more fully with TUCW with new ideas.

We have built out a committee infrastructure that includes:

- Promotions
- Web
- Tech
- Booking
- Day of Show House Management & Hospitality

We have started the rebuild of our volunteer base, which was dormant due to COVID until October 2021, as well as added back food offerings, and the volunteers will be a critical part of sustaining strong monthly performances, for critical day of show needs as well as other activities.

2021-2022 Voices Café Concerts: Goodnight Moonshine, The Accidentals and Sawyer Fredericks, The Whispering Tree and Ash & Eric, Deeper Than The Skin w Greg & Reggie, The Suzanne Sheridan Band, TUCW's Youth Concert Benefit for Alaska Environmental Trip, Caravan of Thieves, South for Winter, and Diana Jones. The January Plywood Cowboy performance was cancelled due to band members coming down with COVID.

These concerts raised over \$9,000, half of which provided funding for our social justice program and the other benefitted the following organizations:

- The Freeman House
- Bridgeport Keys Music
- Save the Children refugee relief for Ukrainian children
- TUCW's Youth Group's Alaska Environmental Trip
- Connecticut Institute for Refugees and Immigrants (CIRI)

We anticipate that 2022-2023 will include more transition, with committee member changes, our staff anchor's role changing and the need for a more robust volunteer program, as well as seeking out opportunities for engagement and partnerships with the TUCW community, including the potential for a family-friendly event in the fall of 2022.

~ Dave Caplan

Westbridge

Since 2008, Westbridge (WB) volunteers have repaired and renovated over 150 homes in and around Bridgeport for low-income families and community organizations. Our clients are often elderly, disabled, single moms, widows, or vets who need warm, dry and safe homes. All materials and labor are free to those served, thanks to the support of local churches and individuals. Jobs include fixing leaks, updating bathrooms, installing floors, patching sheetrock, and building wheelchair ramps. Volunteers from all walks of life meet once or twice a week as they are free.

If you like to work with your hands, consider joining us.

~ Mark Corcoran

YEAR-ROUND STEWARDSHIP

This year we met the continuing challenges of COVID and distractions within our congregation with purpose and perseverance. We secured monies as part of fulfilling our 2021-22 pledge drive, in soliciting additional dollars (\$54.4K) via two campaign events in the fall of 2021, and in receiving ongoing non-pledge gifts (\$45.7K) through-out the year. Perhaps most importantly, we secured funding for next year as part of the 2022-23 pledge drive.

As a committee we discussed how different people like to give differently: this is a demographic trend religious institutions are seeing across the country. So, we were purposeful about giving folks opportunity to give in ways they feel comfortable: as part of an annual cycle and also, on "one-off" events. We were humbled that many people gave on all three occasions: to the *Children Are Our Future* and *Holiday Appeal* campaigns and as part of the annual pledge fulfillment process. Furthermore, over 40 people chose to give to us with targeted gifts through-out the year "as willing and able," without having pledged at all. This is in part in response to our ongoing callouts to everyone – newcomers, friends and members alike - to support our congregation financially. Net/net: people are giving as they can, in ways that they find most comfortable, and we are always grateful.

Update on Pledging for '21-'22 year

Pledging remains our most important business process for financial intake: it allows us to budget for next year with a reasonable assumption of what monies will be available to us. Our final pledge number for 2021-22 was \$478.6K, with 203 pledgers. As of June 1, we await the final \$50K of pledgers to come in. This year we were also finishing up the third year of the Capital Campaign; soliciting donations for two "off-cycle" fundraisers; supporting the fundraising of a fabulous youth trip to Alaska; continuing to offer Share the Plate each Sunday. Given so many opportunities to support our church financially, it is wonderful to see the continued generosity of the congregation in action.

Update on Pledging for '22-'23 year

- As of June 8, our total pledging for next year, 2022-23, is \$468.5K, on a stretch goal of \$500K (93.7%); up from \$460K at this time last year.
- Number of pledge units: 203; last year at this time, 179.
- We had 113 pledgers either increase their pledge or pledge this year, not having pledged last year. 20 units decreased their pledges, 70 units stayed the same.
- We have 65 pledgers from last year who have not yet pledged as of June 1. Should we be able to get their commitments to us by June 30 at the same levels as last year, we will in fact achieve our \$500K goal.

Ongoing Work

While most of our work is visible in March during “pledge month,” we are a year-long committee, and took on a number of important activities for the year:

- Added **VENMO** to our pay options for easy online giving. This has been well-received by the congregation.
- “**Children Are Our Future**” campaign in October and November. We raised \$40K for funds earmarked for use with Family and Youth Faith Formation. This campaign raised \$20K from members and friends, with a 1:1 match as part of the Scouller/Nelson Fund.
- **Holiday Appeal**. We raised \$14.4K with this appeal. While slightly shy of last year’s 15K, it was still impressive since we had raised so much only a month earlier.
- **Black, White & Gold** evening to kick-off our *Rising Up!* Campaign for this year. We offered a program for everyone in the congregation this year, since it was one of the first times we all could come together as a full community in the church building since March 2020. This replaced the traditional “large donor” event drive held in years past. Heartiest of thanks to everyone who worked long hours to put this together, and to clean up afterwards. Notable recognition to **Francis Morehouse**, who turned out a fabulous event in 5 weeks.
- Online training via ZOOM for our 23 stewards.
- Updated webpage for pledging, including testimonials and a take-in process that is easy and seamless for congregants. Thanks to **Jenny Klein** for this stellar work.
- Written “thank you” postcards and note cards for our donors (fall and winter ‘21-22) and pledgers and givers (spring ‘22)
- Online emails to all pledgers – in November and May – to keep them apprised of where they stand on pledging versus payments.
- We used regular communication vehicles through-out the year to help in education and solicitation:
 - Thank you postcards – for pledging (Sept 21) and for giving at the holiday appeal (Dec 21)
 - Thank you notes – for *Children Are Our Future* Campaign
 - Hard copy invitations to the *Black White and Gold* party
 - 2 videos for the *Rising UP!* Campaign featuring congregants and our work
 - Dedicated website to the *Rising Up!* Campaign
 - Thank you notes to all ‘22-23 pledgers and ‘22 non-pledge givers (June ‘22)
 - Pledge envelopes for the Holiday appeal
 - Articles in SOUNDINGS for each of these major campaigns
 - Video testimonials: thank you to **Sam Somashekar, Kim Fuchs, Brian Lasher, Dayle Brownstein and Randy Burnham**.

We are grateful for all who have participated in this fundamental process of our community, and thank everyone for their efforts and generous contributions as they can. It is striking that even as we work through tough issues as a congregation, people continue to understand how important it is to support the congregation financially. Thanks to all. Onwards and upwards!

Beth Cliff, Elena Rockman-Blake, Randy Burnham, Sam Somashekar, Mary Money, Chuck Colletti, Chuck Harrington, Rev. John Morehouse

ENDOWMENT COMMITTEE

The Endowment Committee manages all capital funds of the Congregation with the objectives of preserving assets and enhancing the long-term financial security and well-being of the Congregation. These funds include The Endowment (established by the Constitution), and The Bernhard Music Fund and The Scouller/Nelson Fund for Family Faith Formation (both established by Board Resolution). Balances at the end of March 2022 were:

- Endowment: \$3,085,000
- Bernhard Music Fund: \$387,000
- Scouller/Nelson Fund for Family Faith Formation: \$87,306

The Endowment has set aside \$350,000 as its remaining matching commitment to the Capital Campaign Fund, to be paid out as construction continues and remaining pledges are collected. Because of significant shortfalls in operating results anticipated in the near term, the Committee has committed up to \$156,000 in funds for operations in the coming year on a one-time basis, within the limits imposed by the Constitution and by donors. Additional funding for social justice and music are scheduled in the coming year in accordance with the wishes of donors.

The Committee's investment horizon is long term, and accordingly in current markets some short-term volatility is expected.

Respectfully submitted, Mark Corcoran, Chair

AUDIT COMMITTEE

Auditor's Opinion

The firm of Hope & Hernandez, P.C. was retained this year to review the financial statements of TUCW for the fiscal year ending June 30, 2021. As is the TUCW policy, the church finances are reviewed one year and then audited the next year. TUCW's financial statements are prepared on a Modified Cash Basis.

The auditor (Robert Bailey, CPA) indicated that in their opinion, except for the possible effects of the matter described below as the Reason for the Qualified Opinion, the financial statements fairly, in all material aspects, represent the financial position of TUCW, as of June 30, 2021.

Reason for the Qualified Opinion

Due to the lack of historical cost data, TUCW estimated a \$3,000,000 beginning balance of the value of land, buildings, furniture, fixtures, and equipment as of July 1, 2014. The Church then began depreciating its fixed assets in the year ended June 30, 2015.

Other

Hope and Hernandez also prepared the Form 990 which is the annual IRS tax return for nonprofit organizations. The Audit report was presented by Mr. Baily to the Board of Trustees in January 2022. A copy of the Audit is available for review in the TUCW office.

Respectfully submitted, Steve Grathwohl and Bob Trefry

FINANCE COMMITTEE AND TREASURER'S REPORT

As Treasurer, and as a member of this church for over 10 years, I can tell you that TUCW remains a strong, vibrant congregation. I can also tell you that we are a different congregation. Strong and vibrant, but not as large. And that size difference is being reflected in our finances and our pledging.

This Year (2021-2022) – see Chart #1

As we have discussed for the past couple of years, our finances have been negatively affected by a variety of issues: Covid, congregants passing on or moving out of state, the high cost of living in Fairfield County, and now inflation and rising interest rates. We have fewer pledgers, especially on the higher end, and total pledge dollars have not kept pace with expenses.

On a positive note, many members of our congregation have contributed more than was expected and, in more ways, than was expected. This can be seen in our greatly increased non-pledge revenue. Still, we have a Budget Gap (our expenses are greater than our revenue).

Highlights of the 2021-2022 Budget and Budget Reforecast:

1. As was stated last year at this time, our Budget anticipated a year-end deficit. So, even though this year's Total Revenue will be above-budget, there will still be a Budget Gap
2. Pledge payments are in line with budgeted amounts, but non-pledge contributions are sharply higher
3. Restricted contributions and Events proceeds are also up
4. Expenses are basically in line with initial projections, with technical operations and new Faith Formation efforts accounting for much of any overage
5. To close the Budget Gap this year, we will use our Cash and Reserves

Next Year (2022-2023) – see Chart #2

Last year at this time, we told the congregation that the 2021-2022 church year would be a “transitional year,” and that next year, the 2022-2023 church year, our aim was a balanced budget. There would be no Budget Gap.

By this, we meant that either we would find a way to increase Pledging and Total Revenue, or we would be forced to cut Expenses. And cutting Expenses, means cutting People Costs.

There are two realities that we live with:

1. Pledges account for about 67% of all Revenue
2. People Costs account for about 67% of all Expenses

The Year-Round Stewardship Committee did a good job in trying to encourage additional pledges. But unfortunately, this year's Pledge Drive was flat to last year. And Total Revenue next year is expected to be slightly lower than this year.

On a positive note, those who gave, on average gave more. But we simply do not have enough pledge units, and especially, not enough pledge units at the higher end, to make up for those who are no longer with us.

The proposed 2022-2023 Budget will again show a Budget Gap.

To eliminate this Budget Gap, we would be forced to cut People Costs by too great an extent. To do that would change the services we could provide, and therefore, would change who we are and the ends we seek to achieve.

In next year's budget, Total People Costs have been cut by almost 10%. And Total Expenses have been cut by 3% from this year's Budget and by 11% from this year's Budget Reforecast. But these cuts are not enough to eliminate the Budget Gap.

To close the Budget Gap, we do not have additional Cash and Reserves available, so we have asked Endowment for emergency funding. Endowment has approved up to \$127,000 in additional funding, depending on our actual year-end needs. This emergency funding from Endowment will be available with the understanding that the Congregation must work toward a truly Balanced Budget.

A Balanced Budget means either increased Revenue or reduced Expenses. Reduced Expenses means reduced People Costs. Reduced People Costs means reduced services to our Congregation.

The Future (2023-2024 and beyond)

As was stated at the beginning of this Report, TUCW remains a strong, vibrant congregation. But we are not as large as we once were. We need to adjust our finances to reflect this new reality.

The Finance Committee is working on a 5-year Budget for TUCW...2022-2023 thru 2026-2027. Currently, this 5-year Budget shows a Budget Gap every year.

That is not sustainable.

In the future, we will not have cash or reserves available to fund the Budget Gap, which only leaves Endowment or taking a loan out on the church property.

We cannot ask Endowment for emergency funding every year. Endowment is only authorized to provide emergency funds within the limits of our Constitution and the donor's wishes. Further, the Endowment is intended as a place to create wealth over the long term, not as a source of short-term cash.

If we continue to use Endowment to bridge the Budget Gap, we will eventually run out of Endowment funds.

After next year (after 2022-2023), the Congregation must live within its means. Either we find new sources of funds, or we will be forced to make significant cuts to our Staffing Costs.

Respectfully submitted by Stephen Grathwohl, Treasurer

Attachments:

1. Chart #1: 2021-2022 Budget and Reforecast
2. Chart #2: 2022-2023 Proposed Budget
3. Chart #3: Balance Sheet

Chart #1	2021-2022 Budget and Budget Reforecast	2021-2022 Annual Budget	Budget Reforecast as of 5.12.22	Variance	
1	Ordinary Income/Expense				
2					
3	<u>Income</u>				
4	Pledge Income	450,000	456,500	6,500	
5	Other-Unrestricted Contributions	55,000	104,406	49,406	Large donation
6	Restricted Contributions	27,800	46,656	18,856	Children Are Our Future
7	Event Proceeds	25,000	62,918	37,918	Children Are Our Future+Voices Café'
8	Pass Thru Income FR & STP	20,000	22,000	2,000	
9	Facility Use Fees	102,200	118,432	16,232	Nursery School rent
10	Other Income	3,500	20,840	17,340	Alaska trip
11					
12	Total Income	683,500	831,752	148,252	
13					
14	<u>Expense</u>				
15	Total People Cost	633,723	644,890	11,167	COLA increase+new cleaning service
16	Maintenance & Insurance	75,100	81,141	6,041	
17	Materials for Program & Worship	30,083	61,302	31,219	Children Are Our Future+Alaska Trip
18	Office & Utilities	66,538	74,730	8,192	
19	Denominational	16,500	16,500	0	
20	Fundraising Expenses	1,500	27,960	26,460	Voices Cafe'
21	Pass Thru to Charity	25,000	31,560	6,560	
22	Audit, Payment Process & Bank Fees	17,250	16,318	(932)	
23	Miscellaneous Expenses	11,550	11,575	25	
24	Building & Grounds Projects	5,000	3,000	(2,000)	
25					
26	Total Expense	882,244	968,976	86,732	
27					
28	Net Ordinary Income	(198,744)	(137,224)	61,520	
29					
30	Other Income/Expense				
31	Other Expenses				
32	Contribution to Reserves	0	9,200	9,200	
33					
34	Net Budget Gap	(198,744)	(146,424)	52,320	
35					
36	Other Sources of Cash				
37	Use of Prior Year Reserves				
38	Social Justice Reserve	18,000	18,700	700	
39	Worship & Ministries Reserve	0	300	300	
40	Memorial Garden Reserve	0	1,200	1,200	
41	Music Reserve	6,083	6,083	0	
42	Faith Formation Reserve	1,500	5,181	3,681	
43	Total Use of Prior Year Reserve	25,583	31,464	5,881	
44					
45	Use of Cash from Operating Account	98,661	84,960	(13,701)	
46	Total Use of Cash and Reserves	124,244	116,424	(7,820)	
47					
48	Use of Endowment Funds				
49	Endowment Annual Distribution	30,000	30,000	0	
50	Bernhard Distribution	4,500	0	(4,500)	
51	Endowment Special Distribution	40,000	0	(40,000)	
52	Total Use of Endowment Funds	74,500	30,000	(44,500)	
53					
54	Total Other Sources of Cash	198,744	146,424	(52,320)	
55					
56	NET INCOME BUDGET VIEW	0	0	0	

Chart #2

**2022-2023
Proposed Budget**

**2021-2022
Annual
Budget** **Budget
Reforecast as
of 5.12.22** **2022-2023
Proposed
Budget**

1	Ordinary Income/Expense			
2				
3	<u>Income</u>			
4	Pledge Income	450,000	456,500	434,000
5	Other-Unrestricted Contributions	55,000	104,406	72,030
6	Restricted Contributions	27,800	46,656	10,800
7	Event Proceeds	25,000	62,918	34,000
8	Pass Thru Income FR & STP	20,000	22,000	8,000
9	Facility Use Fees	102,200	118,432	115,400
10	Other Income	3,500	20,840	1,900
11				
12	Total Income	683,500	831,752	676,130
13				
14	<u>Expense</u>			
15	Total People Cost	633,723	644,890	582,714
16	Maintenance & Insurance	75,100	81,141	79,300
17	Materials for Program & Worship	30,083	61,302	47,910
18	Office & Utilities	66,538	74,730	71,456
19	Denominational	16,500	16,500	17,000
20	Fundraising Expenses	1,500	27,960	10,600
21	Pass Thru to Charity	25,000	31,560	16,000
22	Audit, Payment Process & Bank Fees	17,250	16,318	15,750
23	Miscellaneous Expenses	11,550	11,575	12,900
24	Building & Grounds Projects	5,000	3,000	5,000
25				
26	Total Expense	882,244	968,976	858,630
27				
28	<u>Net Ordinary Income</u>	(198,744)	(137,224)	(182,500)
29				
30	Other Income/Expense			
31	Other Expenses			
32	Contribution to Reserves	0	9,200	0
33				
34	<u>Net Budget Gap</u>	(198,744)	(146,424)	(182,500)
35				
36	Other Sources of Cash			
37	Use of Prior Year Reserves			
38	Social Justice Reserve	18,000	18,700	0
39	Worship & Ministries Reserve	0	300	0
40	Memorial Garden Reserve	0	1,200	0
41	Music Reserve	6,083	6,083	0
42	Faith Formation Reserve	1,500	5,181	0
43	Total Use of Prior Year Reserve	25,583	31,464	0
44				
45	Use of Cash from Operating Account	98,661	84,960	0
46	Total Use of Cash and Reserves	124,244	116,424	0
47				
48	Use of Endowment Funds			
49	Endowment Annual Distribution	30,000	30,000	30,000
50	Bernhard Distribution	4,500	0	4,500
56	Jan Park Social Justice Distribution	0	0	21,000
57	Endowment Emergency Distribution	40,000	0	127,000
58	Total Use of Endowment Funds	74,500	30,000	182,500
59				
60	Total Other Sources of Cash	198,744	146,424	182,500
61				
62	NET INCOME BUDGET VIEW	0	0	0

1 **Chart #3**

2 **Balance Sheet Comparison - June 2021 vs April 2022**

3		<u>June 2021</u>	<u>April 2022</u>	<u>\$ Change</u>
4	ASSETS			
5	Current Assets			
6	Checking/Savings			
7	Fairfield County Bank-Checking and Savings	360,833	413,974	53,141
8	Capital Campaign Net Cash	244,680	10,450	-234,230
8	Capital Campaign ADM Account	727,220	227,874	-499,346
9	Total Checking/Savings	<u>1,332,733</u>	<u>652,298</u>	<u>-680,435</u>
10	Total Current Assets	1,332,733	652,298	-680,435
11				
12	Fixed Assets			
13	Land	1,000,000	1,000,000	0
14	Land Improvements	343,620	343,620	0
15	Church Building	1,000,000	1,000,000	0
16	Meeting House	900,000	900,000	0
17	Building Improvements	188,480	188,480	0
18	Furniture, Fixtures & Equipment	113,218	113,218	0
19	Capital Campaign Work in Process	194,516	1,100,379	905,863
20	Accumulated Depreciation	-581,114	-581,114	0
21	Total Fixed Assets (market value is much greater)	3,158,720	4,064,583	905,863
22				
23	Other Assets			
24				
25	Investment Accounts - Restricted (all Vanguard Accts at 03/22 Market Value)			
26	Restricted - Other Accounts			
27	Restricted-Bernhard Music	363,180	386,998	23,818
28	Vanguard-Scouller/Nelson Fund	61,596	112,307	50,711
29	Total Restricted - Other Accounts	424,776	499,305	74,529
30	Restricted - Endowment Accounts			
31	Vanguard 2005 - Restricted	2,003,480	2,062,091	58,611
32	Vanguard - Social Justice-Restricted	54,448	59,595	5,147
33	Vanguard-Building & Grounds Restricted	5,193	5,683	490
34	Endowment Restricted Accounts	2,063,121	2,127,369	64,248
35	Total Investment Accounts - Restricted	2,487,897	2,626,674	138,777
36				
37	Endowment Unrestricted Accounts			
38	UUA Common Fund (at 12/21 market value)	693,263	699,952	6,689
39	Vanguard General Fund	364,423	357,721	-6,702
40	Total Endowment Unrestricted Accounts	1,057,686	1,057,673	-13
41				
42	Total of all Endowment Accounts	<u>3,120,807</u>	<u>3,185,042</u>	<u>64,235</u>
43				
44	Total Investment Accounts-Restricted and Unrestricted	<u>3,545,583</u>	<u>3,684,347</u>	<u>138,764</u>
45				
46	Total Other Assets	<u>3,545,583</u>	<u>3,684,347</u>	<u>138,764</u>
47	TOTAL ASSETS	<u><u>8,037,036</u></u>	<u><u>8,401,228</u></u>	<u><u>364,192</u></u>

Chart #3 (Cont'd) Balance Sheet Comparison - June 2021 vs April 2022

	<u>June 2021</u>	<u>April 2022</u>	<u>\$ Change</u>
48 LIABILITIES & EQUITY			
49 Liabilities			
50 Current Liabilities			
51 Other Current Liabilities			
52 403(B) TIAA-CREF	3,729	3,345	-384
56 Advance Pledge			
56 Payment	86,658	79,520	-7,138
57 Thrive Challenge			
57 Advanced Payment	4,000	0	-4,000
58 Total Other Current Liabilities	<u>94,387</u>	<u>82,865</u>	<u>-11,522</u>
59 Total Current Liabilities	<u>94,387</u>	<u>82,865</u>	<u>-11,522</u>
60 Total Liabilities	94,387	82,865	-11,522
61			
62 Equity			
63 Invested in Capital Assets			
64 Capital Assets	3,158,720	3,158,720	0
66 Total 2115 · Invested in Capital Assets	3,158,720	3,158,720	0
67 Reserves			
68 Memorial Garden Reserve	7,887	6,687	-1,200
69 Building Reserve	51,733	51,733	0
70 Groundskeeping Reserve	32,666	32,666	0
71 Sabbatical Reserve	<u>10,265</u>	<u>9,965</u>	<u>-300</u>
72 Faith Formation Reserve			
73 Trips	2,253	2,253	0
74 High School Group	1,495	0	-1,495
75 Faith Formation			
75 Reserve - Other	<u>3,686</u>	<u>0</u>	<u>-3,686</u>
76 Total Faith Formation Reserve	7,434	2,253	-5,181
77 Social Justice Reserve	19,704	9,024	-10,680
78 Music Reserves			
79 Special Music Fund	19,493	19,493	0
80 Tribute to Ed's 40th	4,083	83	-4,000
81 Music Reserves - Other	<u>4,698</u>	<u>2,697</u>	<u>-2,001</u>
82 Total Music Reserves	28,274	22,273	-6,001
83 Worship & Ministries			
83 Reserves			
84 Camp Jewell	838	838	0
85 Shawl Ministry	1,027	1,027	0
86 Partner Church	1,270	1,270	0
87 Worship & Ministries			
87 Reserves - Other	<u>3,823</u>	<u>3,823</u>	<u>0</u>
88 Total Worship & Ministries	6,958	6,958	0
88 Reserves			
89 Total Reserves	164,921	141,559	-23,362
90 Unrestricted Net Assets	582,040	1,635,613	1,053,573
91 Permanently Restricted Net Assets	2,003,480	2,003,480	0
92 Temporarily Restricted Net Assets	160,236	160,236	0
93 Capital Campaign Net Assets	819,679	819,679	0
94 Capital Campaign Net Income	323,524	171,633	-151,891
95 TUCW Net Income	<u>730,049</u>	<u>227,443</u>	<u>-502,606</u>
96 Total Equity	<u>7,942,649</u>	<u>8,318,363</u>	<u>375,714</u>
97			
98 TOTAL LIABILITIES & EQUITY	<u>8,037,036</u>	<u>8,401,228</u>	<u>364,192</u>

Member List as of June 7, 2022

Michelle Albright
Melanie Allen
Karen Anderson
Nancy Andry
Harbans Arya
Laura Axthelm
Stephen Axthelm
Beverly Bailey
Richard Bailey
Jim Baldyga
Melissa Balmer
Reed Balmer
Donald Bancroft
Martha Bancroft
David Bauer
Jackie Beck
Diane Becker
Diana Bell
Pippa Bell Ader
Eileen Belmont
Anne Benson
Casey Berg
Chuck Berg
Alex Beurle
Ann-Marie Beurle
Sharon Bittenbender
Bruce Blau
Maggie Blau
Lynda Shannon Bluestein
Paul Bluestein
Alex Boboc
Sari Bodi
Jennifer Boland
Carol Boston
Ann Bova
Deborah Barnett Brandt
Robert Brandt
Jan Braunle
Charlie Brennan
Shari Brennan
Alan Brewster
Linda Brewster
Rainy Broomfield
Dayle Brownstein

David Bue
Marie-Claire Bue
Randy Burnham
Enid Busch
Jennifer Butler
David Callan
Lynda Campbell
Diane Cano
Dave Caplan
Laurel Carey
Willard Carter
Emily Carveth
Cindy Clair
Tanya Clemons
Beth Cliff
Candace Clinger
Paul Cohen
Lynn Colafrancesco
Neil Coleman
Charles Colletti
Rosemarie Colletti
Thomas Comer
Brian Connelly
Martha Constable
Jim Cooper
Mark Corcoran
James Corradino
Michael Costantino
Joann Coviello
Lynn Crager
Timothy Crager
Kate Croarkin
Tom Croarkin
Mary-Jane Cross
Robert Cygan
Susan Dam
Linda Daniels
Doug Davidoff
Suzanne Davino
Marjolijn de Jager
Wil De Sola
Joy Del Rosso
Stephen Del Rosso
Douglas Dempsey

Danielle DiGrazia
Cheryl Dixon
Beth Dobseavage
Lisa Donohue-Olivieri
Peter Donovan
Sofia Dumery
Joan Duncan
Judith Eckert
Teryl Eisenberg
Jonathan Elkind
Marsha Elkind
David Ellis
Dave Emberling
Stapley Emberling
Douglas Flam
Vicki Flam
Adam Fleisher
Michelle Fleisher
Anne Flounders
Michael Foley
Ruth Fontilla
Jamie Forbes
Jim Franceck
Pat Franceck
Luisa Francoeur
Kim Fuchs
Jon Gage
Leigh Gage
Jay Gaines
Tina Gaines
Anita Galvan-Henkin
Monica Garrison
Deb Garskof
Josh Garskof
Luke Garvey
Michelle Garvey
Jennifer Gerometta
Carol Goddard
Hazen Goddard
Cory Goger
Alex Gormley
Peggy Gormley
Andrew Graham
Steve Grathwohl

Eric Gribin	April Kleinman	Cathy McElroy
Ellie Grosso	Lyn Kobsa	Carrie McEvoy
Catherine Guilliani-Groell	Anatole Konstantin	Lawrenzo McGee
Andy Gundell	Rosaria Konstantin	Liz McGovern
Carolyn Gundell	Sandra Kozma	Nancy McKeever
Angi Haen	Steven Kunstler	Jenna McPartland
Judith Hamer	Kathy Kurzatkowski	Matthew McPartland
Carol Hamilton	Dale Kutnick	Kathryn McVicar
Lyn Hamilton	Laura Kutnick	John McWeeney
Debbie Handler	Joe Lack	Felicity Medinger-McWeeney
Len Handler	Nancy Lack	Diane Melish
Kevin Hanley	Becky Lai	Elizabeth Miller
Bob Hardin	Nick Lai	Loren Mitchel
Kristi Hardin	Lincoln LaMastro	Bruce Mitnick
Charles Harrington	Peter LaMastro	Michele Mitnick
Bill Hart	Brian Lasher	Diane Moller
Alec Head	Miki Lasher	Sven Moller
Tom Hearne	Rob Laug	Mary Beth Mollica
Adair Heitmann	Terri Laug	Sal Mollica
Jack Hennessy	Lynne Laukhuf	Mary Money
Lindy Hennessy	Brian LaVoie	Eric Montgomery
David Henry	Patti LaVoie	Gian Andrea Morresi
Bobbie Herman	Kevin Leddy	Margaret Morrison
Robert Herman	Kristen Leddy	Marion Moseley
Jason Howard	Matt Leonard	Nina Nagy
Linda Hudson	Miriam Levin	Beth Negron
Daniel Iacovella	Wendy Levy	Shanonda Nelson
Shahan Islam	Kathy Lewis-Bain	Glenn Newell
David Jacob	Patrick Leydon	Noelle Newell
Melissa Jacob	Sara Leydon	Amy Nonnenmacher
Jalna Jaeger	Jay Lubin	Andreas Nonnenmacher
Sherry Jagerson	Linda Lubin	Leslie Noordyk-Cenci
Melissa Jagoe-Seidl	Jeff Lundberg	Julyen Norman
Holly Jaffe Johnson	Janet Luongo	Deborah O'Brien
Ann Johnson-Lundberg	Jim Luongo	Jeremiah O'Brien
Keith Johnston	Barry Lytton	Jean O'Dell
Doug Jones	Claire Lytton	Lynn O'Donnell
Meg Jones	Elizabeth Macdonald	Eileen O'Reilly
Nicholas Jones	Debra Mahony	Patrick Olivieri
Maryellen Keenan	Darryl Manning	Catherine Onyemelukwe
David Keeton	Gerry Manning	Joanne Glasser Orenstein
Felicia Keeton	Allen Marks	Kristine Oulman
Vaughn Keller	Alexa Marshall	Neil Pabian
Sunny Khadjavi	Fred Marshall	Cathy Paine
Bob Kleid	Mary-Megan Marshall	Ari Palczewski
Jenny Klein	Danielle Masse	Gwen Parker
Charles Klein	Maureen McBride	Kiera Parrott

Marjorie Partch
Lauren Parzych
Kristi Patterson
Erik Paul
Larry Perlstein
Bob Perry
Eloise Peterson
Anita Pfluger
Marie Pham
Chris Place
Harvey Place
Stephen Polmar
Suzanne Polmar
Carol Porter
Cynthia Potter
Carole Prescott
Susan Pugliese
Elizabeth Quesada
Alan Rackson
Alice Rago
David Raymond
Therese Raymond-Cline
Marilynn Reed
Dorothy Rich
Kathy Roberts
Connie Rockman
Elena Rockman-Blake
Glenn Rodriguez
Ligia Rodriguez
Kim Rogers
Rob Rogers
Mary Jo Romano
Florence Romanov
Liane Roseman
Celia Rosenau
Steven Rosenberg
Bonnie Rother
William Rother
Ravi Sankar
Shrutika Sankar
Sudha Sankar
Barb Schade
Penny Schneider
Althea Seaborn
Liz Seaman
Carol Seiple
Christopher Seiple

Aaron Seymour
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
Susan Starkie
Emily Staub
Laura Steinbrecher
Donna Stone
Bart Stuck
Jean Sturges
Ted Sullivan
Ann Sikes Taylor
Faith Taylor
Ron Taylor
Arnela Ten Meer
David Thompson
Joyce Thompson
Barbara Thormahlen
Karen Thorsen
Kate Throckmorton
Bob Trefry
Mary Trefry
Gina Troisi
Joanne Turmelle
John Turmelle
Peg Ulrich
W. Arthur Ulrich
Cindy Vaccaro
John Vaccaro
Ade Van Duyn
Andra Vebell
Anthony Venditto
Jenna Venditto
David Vita
Jerusha Vogel
Ken Vogel
Jaqueline Wallace

John Wallace
Marliss Walther
Marguerite Webb
Bob Welsh
Marion Wertheim
Betty-Lynn White
Lynn Whitton
Brenda Williams
Gary Williams
Rachel Williams
Tim Wilson
Trina Wong
Linda Woodruff
Karen Wright
Julia Wyant
Melanie Wyler
Christine Yang
Ted Yang
Robert Zuckerman

MEMBERSHIP SUMMARY

Year	2013	2014	2014-15	2015-16	2016-17
Beginning of year	569	585	501	604	421
Additions	29	40	50	18	13
Losses	13	21	29	70*	49*
Moved Away				17	9
Deceased				11	7
Resigned				3	1
Other			57*	39	32
End of Year	585	604	604	421	383

*additional correction for Constitutional definition revision of 2015

Year	2017-18	2018-19	2019-20	2020-2021	2021-2022
Beginning of year	383	419	421	415	400
Additions	49	17	27	17	12
Losses:	13	15	33	32	26
Moved Away	6	3	11	2	0
Deceased	6	10	7	7	5
Resigned	1	2	0	0	1
Other			15	23	20
End of Year	419	421	415	400	386

APPENDIX

DRAFT Minutes of June 13, 2021, Annual Meeting
Please send any comments to secretary@uuwestport.org
These minutes are presented for approval at the June 12, 2022, Annual Meeting

MINUTES OF THE 70TH ANNUAL MEETING OF THE UNITARIAN CHURCH IN WESTPORT JUNE 13, 2021

Call to Order: Luke Garvey, President of the Board of Trustees (the Board) and Moderator for this meeting, called the 70th Annual Meeting to order at 11:32 AM. This meeting was conducted on a Zoom format. Sincere thanks go to Bruce MacNair and other members of the Tech Team, who managed the technical aspects, and to all others who helped with the meeting.

Opening Reflection: Senior Minister Rev. John Morehouse shared inspirational words and the reading, “Nothing is Static” by Manish Mishra-Marzetti. Our virtual chalice was lit by Beth Cliff.

Quorum Report: Stapley Emberling, Secretary of the Board, confirmed that 95 Members signed in via ZOOM chat. This exceeds the quorum requirement of 62 Members.

Approval of Member Meeting Minutes: Luke Garvey introduced the Minutes from two prior Member Meetings:

1. The Minutes from the 69th Annual Meeting on June 14, 2020
2. The Minutes from the Member Meeting on September 20, 2020

A motion to approve the Minutes from both meetings was made by Michelle Garvey and seconded by Tom Hearne. A vote was called, and the motion passed unanimously.

The Very Fine Lifetime Volunteer Service Award: Board member Catherine Onyemelukwe announced that the winner of the 19th annual Very Fine Lifetime Volunteer Service Award is Mary-Jane Cross. Congregants expressed their joy and heartfelt endorsement, and many sent congratulations to Mary-Jane via Zoom Chat.

Board of Trustees Report: Luke Garvey reviewed the activities of the Board during this past year, noting that the Board has been monitoring progress towards the priority goals (“Ends”) of the Congregation. After the challenges of the pandemic, the Board is looking forward to increased opportunities for engagement and connection within our community. TUCW continues to operate under the leadership model of policy-based governance, which is proving to be an effective method of governance. The full report can be seen in the 2021 Annual Report.

Financial Reports:

2020-2021 Pledge Report: Mary Money, co-chair of the Year-Round Stewardship Committee (along with Sam Somashekar and Elena Rockman-Blake), gave some highlights for the year in Stewardship. Although pledges dropped this year, as expected, primarily due to conditions surrounding the pandemic and the resulting economic uncertainty, participation in pledge and fundraising events has been robust, and many congregants upped their pledges midway through the fiscal year.

Endowment Committee: Chair Sharon Poole reviewed the income and disbursements from the Endowment, noting that a grant of \$30,000 was made from the Endowment to the Operating Fund, as has been the practice in recent years, and the Endowment Committee has committed another \$30,000 to the Operating Fund for next year. In addition, the Committee has approved making additional grants up to \$40,000 if needed. It is possible that even more than this \$40,000 will be needed and the Committee will work with the Finance Committee and the Board to

ensure that the Operating Fund requirements are met in this upcoming transition year. Most of the \$500,000 in matching funds for the Capital Campaign are still being held in the Endowment, keeping the funds invested until they are needed. Details are in the Annual Report.

Through the contribution of the Beth and Gordon Cliff family, a new fund was created this year for the enhancement of Family Faith Formation. This new fund is named for Beth's parents and is the Scouller/Nelson Fund for Family Faith Formation. The Fund is intended to exist in perpetuity, providing income each year for program enhancement. The family has made an initial contribution and has pledged an additional amount in the next calendar year. Additional gifts to the Fund from members of our Congregation are welcome. The Congregation and the entire TUCW community are grateful to Beth and her family for this generous and important gift.

Financial Results & Proposed Budget: Steve Grathwohl, Treasurer, explained the 2020-2021 Profit and Loss (P/L) statement for the year, and presented the proposed Budget and Contingencies for the 2021-2022 fiscal year. From a Balance Sheet perspective, he explained, we are in very good financial shape: strong asset position, no mortgage and almost no liabilities, lots of positive equity, and a healthy endowment. However, from an Annual Operating Budget perspective, 2021-2022 will be a transitional year. We need to "right-size" our operations to reflect changes in the Congregation – some that were caused or accelerated by COVID-19, some caused by life cycle transitions (moves, retirements, passings, etc.). We need to use 2021-2022 to reposition TUCW for 2022-2023 and beyond. There must be a balance between Pledges and Expenses. To have it otherwise, Steve warned, is not sustainable.

He also thanked the Finance Committee for all its time and effort. The full report is in the Annual Report.

Ratification of the 2021-2022 Budget: Chuck Harrington made a motion to approve the 2021-2022 budget. The motion was seconded by Shari Brennan. The motion passed by unanimous vote and the 2021-2022 budget was ratified.

Proposal to Approve the Anti-Racism Resolution: Kathy Roberts, Chair of the Racial Justice Council, presented the Anti-Racism Resolution to the Congregation. She read the Resolution aloud, with the help of Rainy Broomfield, Cheryl Dixon, Melanie Wyler, and Arnela Ten-Meer. Kathy Roberts explained that passing the Resolution would also mean that TUCW was approving the adoption of the 8th UU Principle, since that Principle is incorporated into the Resolution. Cheryl Dixon read the 8th Principle aloud to the Congregation. Kathy further explained that the Resolution, if passed, was meant to be used as a guideline for our social justice work going forward. It is meant as a statement of affirmation, not a contract. Ruth Fontilla made a motion to adopt the Resolution along with the 8th UU Principle, and the motion was seconded by Linda Hudson.

Following procedure, Luke Garvey then asked if there was discussion, and Charles Klein proposed an Amendment to the Resolution. The Amendment would add the words "health" and "disabilities" to the list of considerations in Section 3. Ken Vogel, as Parliamentarian, interjected at this point to explain the procedural process. Passing an amendment now would mean the Resolution would return to the Justice Council for rewriting before it could again be brought to the Congregation for a vote. During discussion, it was noted that the Resolution did reference "ability," so perhaps specific mention of "disability" was unnecessary. Luke Garvey offered an argument against adopting an amendment at this stage that would add or change one or two words of the Resolution and cause months of delay before another Member Meeting could be assembled. After discussion, Charles Klein agreed that the current wording did address to some extent what his Amendment was attempting, and he graciously withdrew the Amendment. The motion to adopt the Resolution, as it was presented, along with the 8th Principle, was again on the table for consideration. There was no further discussion, and a vote was called. The motion was carried by overwhelming votes and the adoption of the Anti-Racism Resolution and the 8th UU Principle was approved.

Elections: Felicia Keeton and Tom Hearne, Co-Chairs of the Nominating Committee, thanked the members of the committee for their hard work and presented the following slate of nominees for election to office.

Board of Trustees

Deb Garskof (1st term to 2024)
 Luke Garvey (2nd term to 2024)
 Steve Grathwohl (2nd term to 2024)
 Wendy Levy (completing 1st term to 2022)
 Ravi Sankar (completing 1st term to 2023)

Committee on Ministries

Chuck Colletti (term to 2025)
 Monica Garrison (term to 2025)
 Shahan Islam (term to 2026)
 Shrutika Sankar (term to 2026)

Endowment Committee

Tom Comer (completing term to 2022)
 Cindy Potter (term to 2026)

Nominating Committee

Jim Cooper (term to 2023)
 Joann Coviello (term to 2023)
 Kristine Oulman (term to 2023)

A motion to approve the slate of nominees was made by Charles Harrington and seconded by Beth Cliff. The vote to approve was unanimous. The slate of nominees was approved.

Installation of New Board & Elected Committee Members: Board member Catherine Onyemelukwe welcomed the newly elected Board and other Elected Committee members, 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.

The entire Board also takes this opportunity to thank Bob Trefry, who exits the Board this June after 6 years of service, for his energy, hard work, and wise counsel. Bob has been a pleasure to work with and he was always quick to offer a strong hand of support to help incoming Board members become acclimated. His presence at our Board meetings will be missed.

#MeToo Resolution and Gender Equity Report: Cheryl Dixon, co-chair (with Sudha Sankar) of the Gender Equity Team (GET), reported on TUCW's progress to date on the directives of the 2018 Congregational #MeToo Resolution, and noted highlights of the work done by the GET this past year. The GET also acts as a resource to educate other TUCW groups and committees in broadening their perspectives and awakening awareness and responsiveness to minority voices and sensibilities in our community and beyond that may have been previously ignored. This work has been meaningful in the lives of individual women in the Congregation and powerful in inspiring leaders to rethink the words they use and the ways TUCW can be more inclusive and welcoming. The full report is in the 2021 Annual Report.

Committee on Ministries (COM) Report: Randy Burnham, chair of the COM, reflected on the COM's role in support of the Ministry this past year and mentioned highlights of the work that has been done. He thanked the committee for all its hard work. The full report is in the Annual Report.

New Business: There was no new business.

Adjournment: Randy Burnham made a motion to adjourn the meeting, which was seconded by Andy Gundell, and unanimously passed. The meeting was adjourned at 1:28 PM.

Respectfully submitted,
 Stapley Emberling,
 Secretary for the Board of Trustees
 June 13, 2021