

UNITARIAN SOCIETY OF GERMANTOWN

2012-2013 Annual Report

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MINISTER'S REPORT

When you have been around the Unitarian Society of Germantown for some time you can take for granted all the wonderful things taking place in our community. I admit that at times I lose focus on all the ways the ministries and programs of our church transform lives with love. But then I am reminded of all the ways our hearts are broken on a regular basis, like when a loved one is debilitated by illness, or we focus on millions of children around our country suffering from hunger and insufficient education. So often when I interact with folks outside the USG family I see so many places where people do not have high quality, loving community.

Our USG beloved community is far from perfect, but we are truly blessed with this congregation. In the fall I was honored and delighted to celebrate our first ten years of ministry together. The memories of the congregation helping people in trouble, baby dedications, weddings, memorial services, Dr. King Days of Service, the choir, Diwali, Day of the Dead, Jazz Funerals, and just talking and laughing all touch my heart.

With every fiber of my being I believe in the power of our faith movement and our congregation. I am excited about our future! In this spirit I am exuberant that this coming year we will engage in a big, bold experiment of having two worship services every Sunday morning - from September 8, 2013 to May 18, 2014.

USG's Sunday morning worship experience remains at the center of our efforts to live out our mission. In addition to living out our mission, our Sunday morning experiences comprise major components of how we live out our congregational mission and core values:

- *We believe in the Spirit of Life that unifies humanity, the earth and the cosmos.*
- *Wonder and joy emanate from this source, as does love.*
- *We celebrate the Spirit of Life and the beauty of the world through shared worship, small groups and personal spiritual practices.*

These are some of the important factors which led the Second Service Task Force, the Ministries and Program Council, the staff and the board to all come to the same conclusion. We believe a second service will support our goal to be more accessible to potential newcomers and address further growth by relieving over-crowding, and allowing for increased diversity in our worship offerings. The board voted unanimously at the April board meeting to make the final decision.

We believe that with a second service, USG can reach people we do not know whose needs may not be met through our current worship structure. It is not just about who we are now, but who we may become.

We are now moving forward in planning many of the details. Here is some of what we know. Our superb choir will continue with their participation in one service and we will develop a strong diversity of music ministry offerings in the other service.

We will have formal multi-age Religious Education programs for children and youth during one service; alternative RE activities during the second service.

Thanks so very much to Linda Brunn, Susan Smith and Alan Windle who all worked diligently and effectively with me on the Second Service Task force. We also received excellent help from

Lori Tharps, Linda Smith, Gloria Guldager, Jody Whelden and Joan Javier Duval. We are now moving forward as leaders of implementation. We will be communicating with key stakeholders and listening to your thoughts in the coming weeks. Please reach out to us and ask any questions or give us your positive, creative ideas of how this experiment can help our congregation to thrive.

We are coming up on our 150th anniversary (2015). I am so proud of our efforts to continue building our ministries and programs in ways that honor those who have gone before and look to a bright and exciting future.

Here are some other areas where I have focused my energies in the last twelve months.

Staff Management: This year we have continued to align our staff efforts with efficiently achieving our mission and congregational goals. We held start up weekends for our Director of Religious Education and Church Administrator. These programs brought together key leaders and allowed us to review job descriptions, responsibilities and authority of the staff person, related committees and councils. We need to stay with these efforts in the coming year in order to achieve maximum impact from the excellent staff and lay leaders we are privileged to work with.

Worship remains the highest challenge, joy and reward in my ministry. Alan Windle came into leadership as the Chair of the highly dedicated and creative Worship Arts team. Mark Daugherty, Joan Javier-Duval and Jody Whelden have contributed beautifully in our continued efforts to create and lead the most excellent worship services possible. As we enter into having two worship services in September look for innovative experiments with our flow and content. Please give me feedback about your experiences.

Staffing: This year Jody Whelden served with diligence, spirit and love as our DRE. However, Jody realized that this is not the best job for her at this point. She will be moving on to other ministries and we wish her many blessings. We are delighted to announce that Daniel Gregoire will be coming to our congregation. Mr. Gregoire comes to us from Annapolis, Maryland where he has achieved a highly successful Intern Ministry. Daniel is a long-time Unitarian Universalist and comes highly recommended, with a background in social work and mentoring of youth. In the coming weeks we will more fully outline Daniel's background and skills and look forward to everyone welcoming him in the fall.

We are also deeply grateful for the opportunity to work one more year with Joan Javier-Duval. Joan's Ministry has been inspirational and highly valuable to our community this year. We have just finalized a contract for Joan to serve as part-time Consulting Minister for nine months next church year!

MLK Day of Service: For the seventh consecutive year I served as co-chair of our regional UU MLK Day of Service. We had a highly successful event with 525 volunteers. Ten members of the national UUA board visited USG and participated directly in our event. UU World magazine mentioned our event within coverage of the UUA board's weekend activities. Thanks tons to Kevin Donahue, Nancy Dearden and Carolyn Scott for their amazing dedication and effectiveness.

I want to end this report by thanking Tom Ott, (President), Betsy Gabriel (Vice President), the entire Board, and the Ministries and Programs Council. I am also fortunate beyond words to work with such a superb staff. Gloria Guldager is my superb co-pilot on the staff. I would be lost without her. Lida Holota is our rock and brings high level professionalism. Carolyn Cotton shows the best of what it means to be loyal and dedicated. Mark Daugherty brings laughter and beauty. Jody brings heart and soul. Joan brings intellectual rigor and gives me tremendous hope about the next generation of ministers. Loida and Tito Zepeda, Elmer Perez and Mike Rogers make me proud to be a member of USG. All of these people are a joy to work with and I am the luckiest guy on the planet to be your minister.

I have never ended an annual report this way, but I have to say it - I guarantee that next year will be an absolutely superb year in the life of our congregation. If I am wrong I will buy you lunch. If I am correct I ask you to tell a friend how much love, joy and hope flow from our congregation and invite them to come by and check it out.

*In Faith,
Kent*

INTERN MINISTER'S REPORT

I came on staff on September 1, 2012 to serve a nine-month internship with USG which will conclude on May 31, 2013. A parish internship provides a unique opportunity for a ministerial candidate to serve a congregation while meeting certain learning goals. My areas of learning and service fell into the categories below:

Worship Arts and Preaching

I participated in monthly Worship Arts meetings, preached nine times (generally once a month) on the theme of the month, and led other aspects of our Sunday service most Sundays. I greatly appreciate all the feedback I received from the congregation and feel that my preaching improved through the experience I gained in the pulpit, the coaching I received from Rev. Kent, and the feedback from the congregation and my internship committee. I am excited to be part of the launch of a second service at USG next year and believe we will learn a lot together.

Pastoral Care

Throughout the year, I have participating with the Caring Team in providing pastoral care to individuals, families, and couples in the congregation including one-on-one meetings and hospital visits. I have also consulted with the staff and key lay leaders during times of particular community need such as in response to Superstorm Sandy, the Newtown shooting, and the Boston Marathon bombing. I have been greatly impressed by the systems of caring established within our religious community and look forward to exploring how we can continue to strengthen our caring responses on individual and communal levels.

Prophetic Outreach and Social Action

Coming off of the work done in the 2011-2012 church year with the Social Justice Re-visioning Task Force, part of my focus this year was in supporting the four initiatives that were adopted as social action priorities – public education, environmental justice, economic justice, and reproductive justice. I attended most regular meetings of these groups throughout the year and

provided advice and guidance on strategy and planning. I also helped facilitate two gatherings of social justice leaders convened by the Ministries and Programs Council. A focus that emerged within this area was on the further institutionalization of our multi-cultural ministries. To this end, I helped facilitate a town hall on the topic in March and provided input into the formation of a Transformation Team. I was also a Team Leader for the MLK Day of Service and preached a homily that day. And, I attended two conferences related to this topic: the JPD Racial Justice Conference in October and The Leading Edge conference hosted at Middle Collegiate Church in NYC in April. I am pleased that social justice ministries will remain in my portfolio next year when I serve as part-time Consulting Minister. I hope to continue the work we began this year to create more structured support for our various social justice ministries to collaborate with each other, recruit leaders, and run successful programs. And, I look forward to working with the many dedicated members of the congregation who put great efforts into support social action at USG.

Teaching

One of my main goals this year was to help re-establish the Adult Spiritual Development Committee and re-constitute some of its programming. Thanks to the hard work of the committee, we were able to offer a number of spiritually enriching programs in the winter and spring. (Please see ASD report for further details.) In terms of program facilitation, I assisted in facilitating the Spirit in Practice program and also led What Moves Us, a program on UU theology. With its dedicated leadership, I feel confident that the ASD committee will continue to provide USG with high quality, spiritually fulfilling programming.

Lifespan Religious Education

This area was not a main focus of mine, but I did have the pleasure of participating in two different RE classes and delivering a few “Story for All Ages” segments in our Sunday services. I have been greatly impressed by diversity of ages in our religious community and the excellent programming offered to our children and youth. I look forward to providing support with this area where I can next year.

Submitted by Joan Javier-Duval, Intern Minister

CHURCH ADMINISTRATOR’S REPORT

As I begin to write this report, I am looking out the beautiful new window in my office and enjoying the view of the courtyard and trees. It is wonderful! It is hard to believe that I am nearing completion of my first year as full-time Church Administrator. I have learned a tremendous amount over the last several years about how to be a good, effective Church Administrator and I look forward to growing in the position in the years to come. I will be attending the General Assembly gathering in Louisville later in June, giving me the opportunity to meet with colleagues from around the country and learn some new best practices in areas that affect my job and USG.

Lida and I continue to grow in our partnership, division of labor, and ability to serve this congregation and I am pleased to report the following developments and accomplishments in the office.

◆ Significant Accomplishments of the Past Year

1. Implemented the use of DropBox for all USG Staff, Committees, Councils and various groups and events. It has helped tremendously in the sharing of documents and information and has helped to reduce the amount of paper used.
2. Provide Sunday morning support most Sundays prior to worship and throughout Fellowship Hour.
3. Developed and distribute a Sunday schedule each week to assist Sexton, worship arts teams, welcoming teams and all involved in various activities so that they will know what to expect and what they should do on Sundays.
4. Developed a plan to reinvigorate our Fellowship Hour and recruited a Fellowship Hour Coordinator to carry out the plan. We now have two Fellowship Hour Coordinators, Jan Eng and Karen Fow, and they have done a tremendous job in transforming our fellowship hour experience, getting more members involved in hosting and making the environment more welcoming and enjoyable for all.
5. Worked with Bob Williford to build and train a new crew of sound volunteers. We now have six volunteers! Bob Williford and Scott Smith have been designated as lead sound operators. In addition to building the crew of sound volunteers, the sound room was renovated to repair water damage and is in process of being reorganized. We were also thrilled that Ken Eng, one of the new volunteers, was able to attend a training for volunteer church volunteers at an area church this spring.
6. Provided communications, technical, building, personnel, and financial support to two new staff members as well as committee chairs, group leaders and the congregation at large.
7. After losing two of our Communications committee members to the board, including the chair, I took on chairing the Communications team.
8. Expanded our Contact Us page on our website to include a listing of all staff, board of trustees, council and committee chairs and group leaders with active links to email addresses.
9. Implemented the “Church Life” app for apple and android users to better access directory information for church members and friends. We are no longer printing book form directories (information is changing much too quickly with email addresses and cellphone numbers). We are now printing directories “on demand” and educating people in how to use the USG Access Online database and the Church Life app.
10. Worked with the MPC to hold a “calendar” meeting to promote better communication and synergy with all events and meetings scheduled at USG and increase planning for the upcoming year.
11. Had some difficulties with computers and internet access during the year. As those problems were addressed and resolved, we were able to improve and increase wireless internet accessibility throughout the building including the Dining Room and the Sanctuary.
12. Continued to improve bill paying and reporting systems, and communications with our contract bookkeeper. Created and implemented a new system of paying childcare workers.
13. In December, Lida and I participated in an Administrator Start-Up meeting with key leaders in the congregation, facilitated by Rev. Dr. Richard Speck from the JPD. It provided an opportunity for all of us to learn about the responsibilities of a Church Administrator and to identify areas that need more clarification and definition. This work is ongoing.

14. Worked with the Buildings and Grounds folks and Howard Silver Contracting to have the office renovated. We are thoroughly enjoying the new windows and new paint, and are looking forward to using the new ceiling fans and air conditioner. Still to complete is the painting of the cabinets and reorganization of files.
15. Worked with the sound and worship arts teams in conjunction with the MPIC to develop a comprehensive A/V proposal to improve our sound and lighting systems in the sanctuary and also to add appropriate video capability to our sanctuary.
16. Increased our ability to do online signups/registrations/RSVPs for various church events including the All Church Retreat, Rebuilding Together Philadelphia, Service Auction, ASD classes, and others.
17. Worked with the MPC to develop a comprehensive Members Demographic and Programs Survey. Managed the dissemination of the survey and also helped the MPC with analyzing the data. Work continues on gathering demographic data from the rest of the congregation.
18. Increased use of Facebook and Twitter. These areas will only grow as more and more people get their information from Social Media.

◆ **High-Priority Goals for 2013-2014 Church Year**

1. Working with the MPC and Board on developing a training session for Committee Chairs and Group Leaders. First training session will be held in July.
2. Currently working in partnership with the Membership Team to develop a Welcoming Team for the implementation of 2nd service. This work will be in full gear during the upcoming summer months.
3. Attend MPIC and Membership Committees as staff liaison. Will also attend Board meetings, MPC meetings, Finance Council meetings, and Worship Arts Committee meetings as needed and work requires.
4. Continue to work on creating better communication and synergy when “calendarings” are various events and meetings. Plan to hold several calendarings meetings throughout the year.
5. Provide training and support in all areas to new DRE.
6. Recruit more volunteers to the Communications Committee and as office volunteers.
7. Continue to work on the very big project of organizing all of our current Policies and Procedures and to post them on our website. This work is being done in conjunction with MPC and is ongoing.
8. Complete work on gathering and inputting demographic data from the rest of the congregation.
9. Researching hi-speed internet options and hope to install new service later in the summer. This will allow us to increase the amount of internet traffic that can be handled on our system. This is especially important for some of our rental groups (MAHC) and for some of the classes and meetings we hold where video streaming is needed.
10. Continuing research on Video/Media options for Sullivan Chapel, other meeting rooms and the sanctuary. This is a growing need for all users of the church and must be addressed if possible in the coming year. Our projector that has served us for many years is currently in need of repair. We are making the discernment now if it is worth repairing this equipment or purchases a new projector.

11. Continue to research various software and technology solutions to serve our data and communications needs. If a suitable replacement could be found for ACS Technologies that would improve our systems and cost less or no more than what we pay for ACS, I will do that. ACS has proven to not be very user-friendly for the general USG population and I keep hopeful that I can find a better alternative.

Submitted by Gloria Guldager, Church Administrator

DRE'S REPORT/RELIGIOUS EDUCATION COMMITTEE

◆ Members

Susan Doering, Chair, Susan Smith, Sandy Campbell (joined 12/12), Irene Kelin (departed 12/12), Jessica Slivak, Jennifer Buch, Jennifer Leiby, Carol Ann Davidson, Lee Carpenter"

◆ Mission of Committee

Religious Education (Lifespan Faith Development) for all children and youth at USG. This includes care for infants through 4 years old and youth up to age 18.

◆ Significant Accomplishments of the Past Year

- Youth Group up and running and going to GA! 4 Advisors committed and youth have attended several CONS, done fundraising to meet their needs, done social action work like after Sandy, meeting for small group ministry on Sunday mornings with advisors
- Childcare Program Organized, staff trained and supported, and times expanded for all Sunday Mornings
- Procedures for childcare on other than Sunday mornings established, including a volunteer coordinator
- Rooms for Youth and Childcare changed and improved to meet needs of these different ages
- Monthly Social Justice Sundays included School Supply Drive, Right to Vote, Baking for Open Bowl event, Coat Drive Advertising, Mitten and Hat Tree, Martin Luther King Dream Clouds, Certification of grounds as National Wildlife Federation Wildlife Refuge.
- Monthly Sunday Chapels on most monthly church themes - belonging mindfulness, God, courage, awakening
- RE Sunday Classes twice a month on UU Curriculum, Love. 90 children registered for the year
- Five Family Fun Nights
- Involvement of children in Intergenerational Service - ie Bread baking, Flowering Chalice, etc.
- RE Sunday June 9 with children's choir with Mark Dougherty
- 9 OWL students attend and complete the year's curriculum
- Member of Safe Congregation Task Force
- Acceptance and Celebration of Ending Racism Committee's Book contribution to RE Children's Library
- Organized and met with DRE Support team as an experiment"

◆ High-Priority Goals for 2013-2014 Church Year

- Enhance Youth Group programming to more integrated direction and opportunities with congregation
- Develop the direction and curriculum for Lifespan Faith Education (maybe change name from RE to LSF) curriculum. RE Committee has indicated an interest in exploring theme based curriculum, along with certain curriculum based modules - like 7 Principles, 5 Source, Neighboring Faiths, and Hebrew & Christian Biblical Stories/History
- Work on staging of OWL and COA modules.
- COA will be offered next year. It needs to be developed with model the RE Committee supports.
- Increase social justice intergenerational events
- Experiment with an intergenerational all church worship service which is story driven, through out
- Create 1 room school house model for one of services on Sunday mornings.

Jody Whelden, Director of Religious Education

MUSIC DIRECTOR

This year I find that we have continued along the musical track that we have followed for the past several years and things seem to be running smoothly. We continue to use more in-house talent to enhance our worship services, and I have found that this is an enjoyable and positive part of my work at USG.

The USG choir continues to anchor the special music aspect of Sunday morning worship. Together we are on-hand for three out of four (or 4 out of 5) Sundays per month from September into June. We continue to have several professional soloists: Emily Joy Goldberg (soprano), Beverly Gross Spencer (alto), Robert Hefele (tenor), and Thomas Schoonmaker (baritone). It is a pleasure to work with them as well as with the choir. I am always impressed with their loyalty and dedication to providing quality music to enhance our worship services. This year we have presented three major choral offerings: A Ceremony of Carols by Benjamin Britten in December, Gospel Magnificat by Robert Ray as well as two pieces by Paul Halley in February, and Requiem by Gabriel Faure in May. Each of these pieces was an attempt to appeal to different constituencies within our congregation and yet speak to everyone at the same time: the Britten piece was targeted to appeal to those who enjoy early English poetry with it's wonderful imagery as well as the undeniable musical craftsmanship of Britten; the Robert Ray selection was to appeal to those who like the energy and pizzazz of multicultural music; and the Faure was an attempt to appeal to those who enjoy classical choral music with great vocal lines. This year the USG Klezmer band, played in December as a part of the musical observance of Chanukah. We did have our rock-ish ensemble play this year before two services in the fall. This was an effort of my part to recreate some of the musical experience I have had at GA where there is a time of singing before the service actually begins. Speaking of GA, I went to Phoenix to attend General Assembly last summer and found it to be an inspiring event filled with passionate worship and opportunities for learning. I also went to Tulsa last summer to attend for the first time the UU Musician's Network annual conference. It was marvelous – maybe a life-changing event. The music-making was phenomenal, consistently on a high level. I came back with several new selections for the choir and they have thoroughly enjoyed learning this new music.

I still use the organ to enhance our worship when it seems most appropriate. The instrument has not yet been repaired and brought back to tip-top shape, but it works well for some hymnody and some repertoire. But most of the time I am at the piano for services. Since this is the case, we may want to consider upgrading the instrument in the sanctuary. While it is acceptable, it is certainly not wonderful. However, with the climate control issues that we routinely face in the sanctuary, perhaps it is better left the way it is. Additionally, we have an additional upright piano in the sanctuary, a piano in the committee room and the old grand in the assembly room (which I think should be replaced). This past year Shannon and Dennis Strain donated a keyboard for use in the sanctuary. I haven't had the opportunity to use it yet for services (the how-to manual and videos are somewhat daunting to me, but I expect we'll be using it from time to time in the future). Thanks, Shannon and Dennis!

I continue to serve on two committees as a part of my employment at USG: the Worship Arts Committee as well as the Music Ministry Committee. As a part of my work on these committees I attended the Priestly District Worship and Arts Festival in February at Cherry Hill with several other folks from our congregation. It was a good experience and I had the opportunity to reconnect with a college classmate of mine who works at another UU congregation in the region. About my work on the two committees I can only repeat what I wrote last year: "It has been enjoyable to get to know the different folks who serve on these committees and to work with them to enhance our Sunday morning worship. I think we're succeeding: I know when I look out at the congregation on a typical Sunday morning; I am pleased and delighted to see such a lively mixture of people who have come to worship together at our wonderful USG.

I am looking forward to working on the second services that we are starting in September. It will be a challenge to create new and different transformative worship services for our congregation plus the new people that it is sure to attract.

Submitted by Mark Daugherty, Music Director

PRESIDENT'S REPORT

◆ Members

Tom Ott, President, Betsy Gabriel, Vice President, Treva Burger, Secretary, Walter Ceglowski, Linda O'Gwynn, Andrea Parry, Marina Patrice Van Gossen, Dennis Strain, Leni Windle

◆ Mission

Articulate the vision for the future of USG while overseeing day to day operating procedures.

Fiduciary Responsibility: Oversee the financial health of the church, Review financial statements regularly, Approve the annual operating budget, Prioritize and approve major capital projects and expenditures

◆ Significant Accomplishments of the Past Year

The 2012-2013 church year has been one of exciting activity and fiscal concern. Among the significant accomplishments are:

- Institution of Board presence for discussion with members at Fellowship Hour on the third Sunday of each month
- Approval of a brilliant statement identifying USG as Beloved Community,
- Formation of a Multicultural “Transformation” team to intensify our efforts at being an open and welcoming community
- Drafting of a Safe Congregation Policy
- Approval of a Financial Council to develop budgets and track revenue and expenses
- Approval of adding an experimental Second Sunday Service

While discussion of Church finances will occur at the second part of the Annual Meeting held in September, it is important to note that there is general agreement that the fiscal problems USG experiences are due to a lack of revenue rather than spending.

◆ **High-Priority Goals for 2013-2014 Church Year**

In the coming Church Year the Board will finalize a Safe Congregation Policy, address allocation of the Edna Jones bequest, re-address the Strategic Plan, explore a Capital Campaign initiative, and work to strengthen USG as Beloved Community.

Finally, I would like to thank the Board of Trustees for their selfless work to make USG a place all of us feel comfortable. I would especially like to thank Betsy Gabriel for so capably taking over during my illness. Many, many others have contributed so much to the success of this Church Year, but, unfortunately, all cannot be named here. I would, however, be remiss not to thank Scott Murray (along with Bill Blasdel) who manage our aging building for the enjoyment and spiritual well-being of all of us. And finally a thanks to Church Counsel, Dave Dearden, for his many hours of legal service.

Submitted by Tom Ott, President

FINANCE COMMITTEE AND TREASURER’S REPORT

◆ **Members**

Charles Gabriel (chair and acting Treasurer), Marina Patrice van Gossen (Board Liason), Michael Campbell (Assistant Treasurer for CIF), Rudy Sprinkle (Pledge Secretary), Lee Meineke, Gary Bromberg, Helena Tucker (Treasurer-in-waiting)

◆ **Significant Accomplishments of the Past Year**

For the first time, ever, the USG budget exceeded a half-million dollars, reflecting our growing worship, ministerial and program endeavors and reflecting the increased costs of maintaining and improving our marvelous facilities. Some highlights and results of the year are:

We will experience a slight shortfall in pledge fulfillment revenues and a significant shortfall in facility rental revenues. On the other hand, the Service Auction was a stellar success. Kudos to the Service Auction Committee, participants and chair.

Looking at expenses we must first consider the superb management of the difficult situation presented by our aging, but beautiful, facilities. Buildings and Grounds committee have utilized existing heating oil in our storage tank to greatly under spend the budgeted amounts for heating

of our building. Maintenance costs for both the church and Austin Youth Lodge, on the other hand, have been a significant burden as unforeseen problems have reared their ugly heads during the year. Buildings and Grounds Committee are balancing these additional costs by careful management of improvement projects and utilization of volunteer work to save money. Buildings and Grounds expenditures are, as usual, problematic by nature, but the outstanding management by the Buildings and Grounds Committee is more than equal to the task.

This year, and budgeted for next year, USG will be a Fair Share Contributor to the UUA and JPD, our denominational associations.

Personnel costs are the major source of expenditures, but they are responsible for our exceptional worship experience, compassionate pastoral care, inspiring music, superb Religious Education and important social programs. This is the true core of our church as we foster the Beloved Community.

Administratively, the Board has expanded the Budget and Finance Committee into a Finance Council responsible for the administering of all financial functions of the church. The balance of this year will focus on organizing the Council.

◆ **High-Priority Goals for 2013-2014 Church Year**

Goals for the Coming Year:

- Efficiently and transparently administer the financial functions and activities of the church
- Prepare the annual budget.
- Separate the budget into an Operations Budget that will cover the annual operations of the church and a Capital Improvement budget for major renovations and facility improvements.
- Conduct an internal audit of church finances.
- Develop a five-year financial plan that supports the long-range goals and mission of the church.
- Continue to carefully review the monthly financial statements and to refine financial policies and procedures.

Respectfully submitted,

Charles Gabriel, Finance Council Chair

MINISTRIES AND PROGRAMS COUNCIL (MPC)

◆ **Members**

Beth Lazer (chair), Dennis Brunn, Linda Brunn, Andrea Parry, Anaiis Salles, Eli Scarce, Dennis Strain, Kent Matties, Staff Liaison, Joan Javier-Duval, Staff Liaison

◆ **Mission**

Achieve USG's mission by fostering a vision of what we want USG, as a faith community, to accomplish for programs of worship, faith development, a caring/inclusive community, and social justice.

◆ Significant Accomplishments of the Past Year

- Collected and analyzed data from all-member programs survey with 150 members responding;
- Combined the various aspects of our multicultural work into a unified effort by proposing the creation of a Transformation Team whose task will be to coordinate USG's efforts to realize our goal of being anti-oppressive in spirit and action, transforming USG into an intentionally welcoming, multiracial, multicultural, beloved community.
- Initiated a USG Leadership Development focus and developed a curriculum for Committee/Group Leader orientation and training
- Studied the viability of having a second worship service and created a proposal for board consideration
- Conducted all-committee/group leader gatherings
- Re-activated the Adult Spiritual Development Committee

◆ High-Priority Goals for 2013-2014 Church Year

- Continue and expand Leadership Development focus
- Prepare a 3-5 year Program Strategic Plan
- Initiate a coordination of social justice projects within USG, especially multigenerational ones
- Work with Membership Committee to expand member involvement opportunities"

Submitted by Beth Lazer, Chair

ADULT SPIRITUAL DEVELOPMENT

◆ Members

Rick Rodes (chair), Dennis Strain, Gerry Whelan, Jerry Lindauer, Nancy Radcliffe, Sarah West

◆ Mission of Committee

To foster spiritual growth within the USG community through engaging and enriching programs that deepen a diversity of spiritual practices, engage the intellect, and strengthen the bonds of community

◆ Significant Accomplishments of the Past Year

- re-formation of committee
- recruitment of committee chair
- offering of six new programs in winter/spring as well as continuation of ongoing programming
- over 40 participants in ASD winter/spring programs
- \$609 program income

◆ High-Priority Goals for 2013-2014 Church Year

- Continue to assess adult spiritual development unmet needs in the USG congregation.
- Develop, provide and promote a balanced mix of Adult Spirit Development programs
- Offer 4 programs in the Fall 2013 (with at least 50 participants) and 6 programs in the Winter/Spring 2014 (with at least 75 participants)
- Work with other USG committees and administrative staff to support the mission of USG

Submitted by Joan Javier-Duval, Intern Minister

BUILDINGS & GROUNDS COMMITTEE

◆ Members

Chair: Scott Murray, Members - Tom Schoonmaker, Bill Blasdel, Howard Silver, Al Parker, Carolyn Cotton, Andre Stormont, Harry Radcliffe, Misha Lazer, Tim O'Kronley, Scott Smith

◆ Mission of Committee

Operate, repair, maintain and continually improve our historic, beautiful property. Avoid deferred maintenance.

Work within constraints according to priorities:

- Assure a Safe facility
- Preserve & protect the property from degradation (biggest threat – water intrusion)
- Enhance the property for members' use, accessibility, and for rental income
- Reduce/control operating costs
- Cosmetic improvements

◆ Significant Accomplishments of the Past Year

Financial: We will finish the year within budget. We have saved substantial money on utilities (heat, water, electricity) as a result of the work of B&G, but we have also experienced significant overruns on maintenance with ruptured steam pipes, storm water damage in the sanctuary, and significant issues in the Austin Youth Lodge. We have managed these costs, while preserving funds for improvements.

Improvements: By the end of the fiscal year we will have installed air conditioning in the Assembly Room, upgraded the administrative offices, and resolved water infiltration around the Daskam Room gutters. The building's chimneys now have proper crowns/caps and have been re-pointed. The steam heating system has been refitted with new steam traps to improved cost effectiveness, and the thermostats for steam are now controlled through a WIFI connection. The accessibility ramp for the Assembly Room was replaced.

◆ High-Priority Goals for 2013-2014 Church Year

For the coming year we will continue our mission. Major items will include:

- Replacement or repair of the failed heating system(s) in the Austin Youth Lodge.
- Upgrading of the Bristol Room bathrooms.
- Improving ventilation in the sanctuary.
- Addressing our policies and procedures relative to insurance requirements.

- Continuing next steps in maintenance of our woodlands.
- Upgrading our electric utility to facilitate next phases of the Master Plan.

Submitted by Scott Murray, Chair

EARTH HONORING TRADITIONS

◆ Members

Dennis Strain (chair) with assistance of Donya Coldwell and Berdine Whedon. Services and events are open to the public without formal membership.

◆ Mission of Committee

The committee recreates the rituals of Earth honoring traditions, drawing heavily upon Celtic traditions. It conducts eight seasonal celebrations.

◆ Significant Accomplishments of the Past Year

75 people attended the winter Solstice celebration and cheered on the burning wheel. Six other celebrations were conducted, two inside and four in the Grove.

◆ High-Priority Goals for 2013-2014 Church Year

This year's goal is to expand beyond the Celtic traditions, to embrace German and Nordic traditions as well. This may be done through an Adult Spiritual Development course.

Submitted by Dennis Strain, Chair

ENDING RACISM COMMITTEE

◆ Members

Robert Anu (Co-Chair until April 2013), Carla Campbell (Co-Chair, February 2011 through the present), Nancy Anderson, Pat Clancy, Donna Cotzen, June Krebs, Kent Matthies, Gail Mershon, Jill Murray, Scott Murray, Jeanne Robinson (Co-Chair starting in April 2013), Anaiis Salles, Eli Searce, Marietta Tanner, Charlotte Turner, Marina Patrice Van Gossen, and Marion Watlington

◆ Mission of Committee

ERC practices the tenets and core values of USGUU/ especially focusing upon the inherent worth and dignity of every person; the importance of justice, equity and compassion in human relations, ERC goals include working towards USGUU becoming more loving and compassionate as we build awareness of white privilege and systemic racism as prevalent in our lives and affecting us all individually and as a society. One challenge is to educate ourselves so that we are increasingly aware of the racism embodied in our institutions and communities; and to bring about racial healing within ourselves and our congregation. As members of USG's Ending Racism Committee, we believe that we and our congregation has an obligation to become fully aware of how our lives are affected by individual racism, racist institutions and discrimination, their corrosive effects, and how society is diminished by these. We believe our

mission fits with the mission of the USG congregation's determination to become a "Beloved Community".

◆ **Significant Accomplishments of Past Year**

We started the year with four sessions to discuss the book, "The New Jim Crow" by Michelle Alexander about mass incarceration of African-Americans and Latinos. This book is also the UUA Common Read for this year.

ERC members participated in the Martin Luther King Day of Service at USG, and some led a letter-writing campaign to advocate for decarceration and a decrease in PA State funds designated for building more prisons and an increase in programs to prevent people from going to prison.

In February, 2013, ERC members helped plan an anti-racism training session for USG leaders around anti-racism and how to become a multicultural congregation, led by Paula Cole Jones from All Souls Church in Washington, DC. This event was well attended, by a number of church leaders.

In March 2013, ERC members, Rev. Kent Mathies and Inter Minister, Joan Duval-Javier and other USG leaders planned and presented a Town Hall Summit on ending racism within the USG community and other institutions. Joan Duval-Javier was a co-leader in planning and presenting this event. ERC members appreciated the opportunity to collaborate directly with USG Church Leaders.

In spring 2013, we held a discussion with representatives from the Ministries and Program Council (MPC) and Rev. Kent Matthies regarding the concept of a Transformation Team to work towards becoming an anti-oppression, anti-racist and multi-culturally aware congregation.

In March 2013, ERC presented the film "A Better Life" about the choices and stresses facing undocumented immigrants living in the U.S

In April 2013, ERC presented the film, "When the Bough Breaks". It focused on how stress, specifically that faced by pregnant African-American women, face frequent racial discrimination and marginalization. According to medical research, racial discrimination contributes to increased rates of premature birth for this group of American women.

November 1, 2013 –November3, 2013, USGUU will host the Joseph Priestly District Racial Justice Conference. ERC, members Anaiis Sallies and Marina Patrice Van Gossen are representing ERC in coordinating the plans with Paula Cole Jones, a member of the JPD District Council and of the congregation of All Souls Church.

◆ **High-Priority Goals for 2013-2014 Church Year**

Coordinating the November JPD Conference will require extensive engagement of ERC members from now until November in helping to develop a cadre of housing for out-of-town attendants, continuing the planning work, and in helping out during the actual conference.

Other ERC-sponsored programs TBA. The ERC is considering offering another series of book discussions, e.g. a four session discussion of Alexander's "New Jim Crow"; or Tom Burrell's

“Brainwashed: Challenging the Myth of Black Inferiority”. We have found that reading material in sections, each section immediately followed by discussion has been well received by attendees.

ERC plans to continue to collaborate with other USG committees and councils; the Pennsylvania-based Decarcerate Group, Chestnut Hill Friends Congregation; and to develop plans to also collaborate with local churches and a local interfaith group, if possible, around the topic of decarceration.

Submitted by Carla Campbell and Jeanne Robinson, Co-Chairs

GREEN SANCTUARY COMMITTEE

◆ Members

Alan Windle – chair, Gail Mershon, Anais Salles (occasional), Dennis Strain (occasional)

◆ Mission of Committee

Promote awareness of environmental issues

◆ Significant Accomplishments of Past Year

First I need to set some context. In the past few years GSC has never had more than about five or six active members, and we are now down to just two - Gail and I - although I've also listed Anais and Dennis who occasionally are active in some way. Gail and I have decided to focus GSC exclusively on our involvement with Citizens Climate Lobby (CCL). Our CCL meetings are monthly. We do not have GSC meetings separate from the CCL meetings.

Major CCL-related Accomplishments

- We attended the CCL June 2012 annual conference in Washington. The conference combines presentations, workshops, and intensive lobbying of members of Congress on the climate change issue.
- We participated in the February rally in Washington opposing the Keystone XL pipeline.
- We participated in this year's Philadelphia Peace Walk
- I have had several letters to the editor published in the Inquirer on the climate change issue. I organize letter writing among members of the CCL Philadelphia chapter
- Gail and I had a CCL table at Mt. Airy Day again this year.

Aside from CCL, there are a few other things I should mention.

- GSC hosted an anti-fracking film presentation at USG
- I submit occasional Green Quiz questions for use in the weekly USG Communicator.
- I am a volunteer tour guide at the Fairmount Water Works. In that capacity I stress green issues.
- I am a certified presenter for Al Gore's Climate Reality project. In that capacity I have given eight public talks on global warming since December, six of them at USG, one at Stapeley, and one at Gwynedd Friends Meeting.

◆ **High-Priority Goals for 2013-2014 Church Year**

- Attend 2013 CCL conference in June
- Re-establish GSC presence at fellowship hour, beginning this month with a first and third Sunday presence. The focus will be on CCL.
- Continue to host occasional public events related to green issues at USG.
- Work with Bill Blasdel on re-landscaping the Lincoln Drive side of USG. This would have two purposes. First, lower our water bill. Second, present a more ecologically aware image to the public.

Submitted by Alan Windle, Chair

LEADERSHIP TRAINING PROGRAM

◆ **Members**

Sam Gugino, Chair

◆ **Mission of the Committee**

To insure a healthy future for the church, USG needs to take a more organized, proactive approach to leadership training. By doing so, USG not just work more effectively but also expand the pool of leaders, which will help minimize burnout.

◆ **Significant Accomplishments of Past Year**

1. Developed a curriculum for monthly training sessions.
2. Held monthly leadership training sessions for seven future church leaders
3. Paid for prospective leaders to attend regional leadership conference in Devon in Sept 2012.
4. Set aside money for one or two people to attend UULTI weekend training this summer.

◆ **High-Priority Goals for 2013-2014 Church Year**

1. Recruit Leadership Development Team to oversee program
2. Examine 2012-13 sessions to see what worked and what didn't.
3. Map out a plan for 2013-14

Submitted by Sam Gugino, Chair

MEMBERSHIP COMMITTEE

◆ **Members**

Jan Eng, Karen Fow, Berne Graham, Elaine Hills, Jenn Leiby (Chair), Jessica Slivak, Gloria Guldager Smith, Susan Smith, Tammi Talda

◆ **Mission of Committee**

The Membership Committee's mission is to help Build the Beloved Community and create a welcoming atmosphere for visitors, by:

- establishing a path for them to become members of the church and to retain new members,
- encouraging all to participate in the life of the congregation so that they and the church may be mutually enriched and that the church will grow and prosper.

◆ **Significant Accomplishments of the Past Year**

- •Assumed responsibility for coordinating Fellowship Hour Hosting
- •Brought Ushers into Membership Committee from Worship Arts
- •Planned and facilitated Membership Book Signing Ceremonies to give new members an opportunity to participate in a formal commitment ceremony
- •Planned and facilitated two Visitor Breakfasts with the Minister
- •Hosted a Potluck Dinner for New Members

◆ **High-Priority Goals for 2013-2014 Church Year**

- Continue to develop new activities and procedures to help visitors make connections to the church community
- Continue to follow up with current members to ensure that they are connecting with the community
- Develop an official Exit Process
- Develop and Adjust Path to Membership as needed based on Sunday morning changes
- Recruit at least two additional committee members to (a) follow up with members and visitors, (b) assist with the Visitor Breakfasts with the Minister

Submitted by Jenn Leiby, Chair

PUBLIC EDUCATION INITIATIVE

◆ **Members**

Sam Gugino, chair, Dennis Brunn, Judy Rodes, Barbara Dowdall, Joan Javier-Duval

◆ **Mission of Committee**

Expand direct services to the Lingelbach School (such as more tutoring, mentoring, and teacher support in classrooms), then provide or set up a system to provide similar services to other schools in the immediate area, such as the C.W. Henry School, which is also near the church. Concurrently, to advocate for more public school funding from the city and the state.

◆ **Significant Accomplishments of the Past Year**

1. Sunday service dedicated to public schools
2. Open-house tour of Lingelbach and orientation seminar for prospective tutors.
3. Doubling the number of of volunteers at the Lingelbach school.
4. Meeting with representatives of the C.W. Henry School to host a fund raising event and to initiate a tutoring program.
5. Book study sessions on ""The Death and Life of the American School System""
6. Increased advocacy on behalf of Philadelphia public schools to boost funding and reexamine school closings.

◆ **High-Priority Goals for 2013-2014 Church Year**

1. Examine what worked and didn't work in 2012-13 and build on successes.
2. Get more parental involvement at Lingelach.
3. Nurture tutoring at C.W. Henry
4. Increase state and city funding for public schools."

Submitted by Sam Gugino, Chair

REBUILDING TOGETHER PHILADELPHIA

◆ **Members**

Richard Bernat, Eli Searce, Linda Bernstein

◆ **Mission of Committee**

To provide direct, home renovation services to low income Philadelphia homeowners.

◆ **Significant Accomplishments of the Past Year**

Three houses received significant work including high level carpentry work, cabinet installation, stair repair and painting. Twenty-five volunteers turned out over two Saturdays.

◆ **High-Priority Goals for 2013-2014 Church Year**

Increase volunteer turn out. Provide more service.

Submitted by Linda Bernstein, Chair

SERVICE AUCTION COMMITTEE

◆ **Members**

Sam Stormont, (chair), Shannon Strain, Lida Holota, Sally Streibig, Lynne Kalish, Bill Dowdall, Carolyn Cotton, Maura Gallagher, Judi Morrow, John Davis, Joanne Davis, Linda Smith, Ann Schoonmaker, Dennis Strain, Debbie Kish-Silver

◆ **Mission of Committee**

To raise funds for the operating budget of USG and provide opportunities for fellowship among the members and friends.

◆ **Significant Accomplishments of the Past Year**

This year the auction committee held its annual service auction. The theme was Fairy Tales. Reverie and merriment reigned and all were thoroughly entertained. This year's auction raised over \$27,000 dollars. We are grateful to everyone for their generosity and participation.

◆ **High-Priority Goals for 2013-2014 Church Year**

To improve the service auction's financial contribution to the church. Equally important, we will strive to continue providing many opportunities for the kind of fellowship that energizes and strengthens our church.

Submitted by Sam Stormont, Chair

SHARE THE PLATE TASK FORCE

◆ **Members**

Dennis Brunn, Jamie Preston, Gale Gibbons, Peggy Bruton, Carl Slivak

◆ **Mission of Committee**

To provide congregational financial support to non-profit organizations in our community and within our denomination who are promoting social justice through service and advocacy and thereby are advancing our UU values.

◆ **Significant Accomplishments of the Past Year**

During the past year, our Task Force has received, reviewed, and recommended to the USG congregation that offerings, generally once a month, go to the following organizations: Youth Services, Inc.; Lingelbach Elementary School; UU United Nations Office; My Place Germantown; UU Disaster Hurricane Relief; Northwest Philadelphia Interfaith Housing Network-NPIHN; Rebuilding Together Philadelphia; UU Midatlantic Camp; and the UU Outreach Program in NW Philadelphia. Overall, a total of over \$8500 was donated to these non-profit initiatives.

◆ **High-Priority Goals for 2013-2014 Church Year**

To renew our Task Force membership so that younger and more diverse groups within our congregation are presented;

To review our criteria for selecting recipients to assure that we are supporting the social justice priorities selected by the congregation.

Submitted by Dennis Brunn, Chair

SOUND COMMITTEE

◆ **Members**

Bob Williford and Scott Smith

◆ **Mission of Committee**

To continue to provide a transparent method for the mission and message of the church to be heard and seen in a way that will increase membership and public use of the space.

◆ Significant Accomplishments of the Past Year

1. Increased the number of people who are able to manage sound for Sunday service.
2. Cleaned, painted, and updated the equipment of the sound room storage space.
3. Created a back up plan in the event some of the sound gear malfunctions.
4. Met with purveyors to discuss the needs of the church in the area of sound lighting and video.
5. Received proposals for upgrades in sound, lighting, and video.

◆ High-Priority Goals for 2013-2014 Church Year

1. Update 17 year old sound system to better meet needs of church and increase rental potential.
2. Update 30 year old lighting fixtures so that the video of the message, pastor, and church are clear and without distraction.
3. Add video once lighting is complete because the current video technology requires specific lighting so that colors are true and potential distraction is limited.
4. All of this is designed to have the message of the church and the facility be more widely available and usable to the congregation and enhance it's usability to potential renters.
5. Digitize the audio of the service for easier storage and accessibility to members and others who are interested in what USG has to offer.

Submitted by Bob Williford, Co-Chair

STEWARDSHIP COMMITTEE

◆ Members

Leni Windle (co-chair), Bill Dowdall (co-chair), Maura Gallagher, Paul Teti, Mark Kaufki, and Zachary Bosco

◆ Significant Goals and Accomplishments of the Past Year

The hope of this pledge committee was to increase involvement and therefore increase a sense of "ownership" in our church. To this end, we hosted the First Annual All Church Dinner as our kick-off. Attendance was very high and the dinner earned much positive feedback.

We also attempted to "lighten" the tone of the pledge drive. Kathy Bonanno wrote and starred in a video that was shown at the All Church Dinner and was posted on the website afterward. We also showed a YouTube video called "Money and Happiness" at the dinner. The video talks about how giving money to worthy causes increases happiness.

Leni also preached in October hoping to inspire people to think earlier about their financial commitment. Kent preached on Pledge Sunday and Leni also gave a short "ask" encouraging people to increase their pledges.

This year we published the Pledge Campaign's goal of meeting the budget needs of the church. We have posted a thermometer which gives a visual of the running tally. A significant number of members have increased their pledges for which we are very grateful. However, other members have had to decrease their pledges because of life circumstances. To date the total is approximately \$260,000.

Looking ahead to next year, the date for the All Church Dinner is March 15, 2014. We hope to recruit one of two additional members to our terrific group.

Additionally, while we have worked hard to engage members in the church, there are still members who do not make a financial contribution, make a very small one, or contribute grudgingly. While we recognize there are always financial issues involved, we believe this also might reflect deeper feelings and beliefs that prevent us being in Beloved Community.

As we move forward, it is the hope of this group that we can begin to have increasingly honest discussions about a topic that often raises pain and blocks spiritual happiness.

Submitted by Leni Windle, Co-Chair

UUPLAN COMMITTEE

◆ Members

Jamie Preston, UUPLAN Congregational Liaison, Dennis Brunn, member and statewide Director of UUPLAN.

◆ Mission of Committee

- To raise awareness of the Unitarian Universalist PA Legislative Advocacy Network among USG members.
- To increase membership and engagement in the advocacy work of UUPLAN.
- Through UUPLAN activities, to increase the collaboration between USG social justice activists and other UUs throughout our state.

◆ Significant Accomplishments of the Past Year

- UUPLAN is now much better known at USG than in prior years. 27 USG members receive UUPLAN action alerts and information; and 12 USG members are dues-paying members.
- UUPLAN now has an official Congregational Liaison at USG: Jamie Preston.
- Jamie has also contributed to advocacy by becoming the UUPLAN Team Leader for the Justice for Restaurant Workers Campaign, a local and national effort to improve wages, working conditions, and fair treatment generally of this important sector of the US workforce.
- Jamie and Dennis successfully initiated discussions with the UUSC which have resulted in a strategic partnership in PA of the UUSC and UUPLAN and the Restaurant Opportunities Center.
- USG members have participated in rallies for economic justice and immigration justice in Harrisburg and in Philadelphia throughout the year.

◆ **High-Priority Goals for 2013-2014 Church Year**

- To identify and recruit at least 4 more members of the UUPLAN Committee at USG.
- To identify a USG Congregational Liaison to take over Jamie Preston's functions so that she can concentrate on the Restaurant Workers' Justice Campaign.
- To increase UUPLAN membership and engagement in UUPLAN by at least 50% from our current baseline.

Submitted by Dennis Brunn, Chair

UNITARIAN UNIVERSALISTS SERVICE COMMITTEE

◆ **Members**

Dennis Brunn and Linda Brunn, Co-Chairs

◆ **Mission of Committee**

To promote awareness of and support for the Unitarian Universalist Service Committee among USG members. By doing so, we help carry out UU values of social justice and human rights on a national and international level.

◆ **Significant Accomplishments of the Past Year**

We promoted awareness of UUSC through occasional sharing of information with the congregation.

We carried out the Guest at Your Table collection program in collaboration with our RE staff and parents.

We facilitated the collaboration between UUSC and our statewide advocacy network, UUPLAN (see that report).

◆ **High-Priority Goals for 2013-2014 Church Year**

- To increase the Committee's membership to at least 4 persons, with an eye toward stronger links with RE and Adult Spiritual Development.
- To evaluate the Guest at Your Table program to determine whether to continue or create an alternative method of raising awareness about UUSC.
- To increase USG members' membership and giving to UUSC.
- To increase USG members' engagement in the College of Social Justice (experiential learning), a joint project of the UUA and the UUSC.

Submitted by Dennis Brunn, Co-Chair

UNITED NATIONS ORGANIZATION

◆ **Members**

Marietta Tanner, Chair, Carla Campbell

◆ **Mission of Committee**

Communicate with other organizations in Philadelphia that work for strengthening the UN.

◆ Significant Accomplishments of the Past Year

Attended the 50th anniversary of UUUNO in NYC; collected for UNICEF, attended spring seminar in April, returning with contacts at other churches and in Canada in the LGBT community who might be speakers at meeting at USG with both adults and children; worked with RE teens in an attempt to raise funds for their trip to seminar, which was unsuccessful, but a cadre of interested young people has been formed.

Submitted by Marietta J. Tanner, Chair

WORSHIP ARTS

◆ Members

Rev. Kent Matthies, Alan Windle, Steve Conrad, Charles Gabriel, Brian O'Leary, Mark Daugherty, Susan Doering, Jody Whelden, Joan Javier-Duval

The Worship Associates are a subgroup (not a committee in the usual sense) under direction of Worship Arts. Current Worship Associates are: Alan Windle (lead organizer), Brian O'Leary, Linda Brunn, Linda Smith, and Sarah Apt

◆ Mission of Committee

Manage the weekly Sunday service at USG. This includes managing who is in the pulpit each week as well as most aspects of the way the service is actually conducted.

◆ Significant Accomplishments of Past Year

The major accomplishments of the committee are the service that occurs every Sunday, so I'm not sure what is appropriate to list. We deal with many issues during the course of the year, far too many to list here. I will limit this report to just the few items that are significant changes from prior years.

- We changed the order of events in the opening of the service. We believe this has improved the overall quality of the service.
- We held an afternoon Worship Arts retreat that allowed us to discuss some of the larger issues at greater length than we normally are able to at the monthly meeting. It was well attended and we had a spirited and productive discussion.
- Worship Arts has provided key input to the Second Service initiative.
- Sarah Apt was brought on as a new Worship Associate.

◆ High priority goals for 2013-2014

- Support transition to Second Service in September. A key point here is to recruit several new Worship Associates and Ushers.
- Continue discussion of service issues started at the Worship Arts retreat, and implement agreed to in that discussion."

Submitted by Alan Windle, Chair