

UNITARIAN SOCIETY OF GERMANTOWN

2013-2014 Annual Report

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MINISTER'S REPORT

I want to start by thanking the excellent trifecta of board members who are finishing their third year of service: Tom Ott as President, Andrea Parry as Vice President and Leni Windle as co-chair of the Pledge Campaign. All three made significant contributions to “Building Beloved Community with compassion, service and empowerment.”

This has been a wonderful USG year of experimentation and spiritual growth. In September we began offering two worship services and religious education programs every Sunday morning. There were many good reasons as to why we made this important effort. In reviewing what has happened this year, I think many of our goals were accomplished.

-USG Sunday morning worship and religious education experience remain central in efforts to live out our mission. Our Sunday morning celebration of life is essential in how we experience our life-affirming and life-saving faith. This effort helps us to live out a core value: We relish life in a diverse urban community where everyone is welcome as they are.

- A second USG service allows us to reach new people whom we did not know – people whose needs may not have been met through our previous worship structure. We are focusing *a bit less* on who we are now as a community and *a bit more* on who we may become.

A leadership team, including Linda Brunn, is fully evaluating this last year's experimentation with worship services. Their evaluation will include a review of the congregational survey results. As with every experiment, this one has hit bumps along the road. However, here is what we know:

- Every leader on Worship Arts and staff feels the experiment has been “net-gain” to USG
- Feedback has been overwhelmingly positive about the quality and diversity of worship services
- With Mark Daugherty's leadership the USG choir continues to deliver with excellence. At 9 a.m. Mark has done a very fine job developing alternative music with winds, drums, brass, and keyboards.
- The USG band (UUrban Mystics) under the leadership of Jay Klales has played at least monthly to very wonderful response. We are enjoying and learning how to worship enlivened by a band and with songs, hymns, and group participation.
- Dozens of people have commented that hearing increased musical diversity at 9 a.m. helps them feel more connected to the worship service and happier in church. This diversity has included music from Bruce Springsteen, Bob Marley, Stevie Wonder, as well as folk and solo instrumental/vocal pieces.
- We have received lots of feedback about the high quality of preaching throughout the year.

-During the September through June period of 2012-13, when we offered just one worship service, USG had more than 80% filled seating capacity on 38% of the Sundays. We wanted to increase inviting and comfortable seating capacity. Our efforts paid off when, by offering two worship services, attendance increased by 10% on the first 22 Sundays. Now we really have more room to grow.

-Every Sunday morning we have excellent childcare for babies and toddlers. At 9 a.m. with Treva Burger, we have had an intimate, educational and rewarding “one-room school house” for 4-11 years old. At 11:15 we have had a full array of excellent classes for all ages.

I can't fully express my gratitude for all the people who worked so hard to make the two worship and religious education programs happen! This list is not meant to be exhaustive, as that would be impossible, but it includes Treva Burger, Linda Brunn, Jenn Leiby, Gloria Guldager, Mark Daugherty, Alan Windle, Jay Klales, Bernice Webb, Susan Doering, Bob Williford, David Ward, Scott Smith, Jessica Slivak, Tammy Talda, Steve Conrad, Brian O'Leary, Debbie Ward, the ushers, worship associates, choir, RE teachers, welcoming team and more! This entire endeavor has been a leap of faith through which we have grown in spirit and confidence.

As they near their final decision about next year's Sunday morning programs, the board has stated that they look favorably upon extending two services for at least another year. **However, we know that we need more people to volunteer in support of the Religious Education and Welcoming teams. Please consider making a commitment to bridge the gap in these two key areas. I know we can do it!**

The Ministries and Programs Council, under the leadership of Delores Hill and Susan Smith, continues to empower the ministries and programs, which help us live out our core values. As a larger church, we need to mindfully and consistently create ways for people to connect in smaller group settings. Having two Sunday services increases that need, since congregants may feel more dispersed. Small groups – which happen in many programs across the lifespan - are where relationships, exploration and growth happen most.

This year we have also witnessed the growth of a new set of ministries and programs under the leadership of our Director of Faith Development, Daniel Gregoire. Daniel has worked well with the outstanding Religious Education Committee under the leadership of Susan Doering and Jessica Slivak, and Adult Spiritual Development with Rick Rodes. Daniel has also made important contributions serving in Caring Ministries with Sarah West, Linda Bernstein and myself.

We look forward to our one night/ one day "Start Up" for Daniel Gregoire as our Director of Faith Development on May 16-17. This event will clarify expectations and improve collaboration with Daniel Gregoire in this new position as Director of Faith Development, not just of Religious Education as the new position includes children's and youth religious education, adult spiritual development, caring and worship leadership.

Joan Javier Duval served us well as part-time consulting Minister in preaching, social justice and young adult work. We look forward to ordaining Joan on June 8th at 4 pm! We are fortunate that next year McKinley ("Kin") Sims, a Princeton Theological School student, will serve as **Student Minister**.

I continue to serve on the Board of Directors of the UU Pennsylvania Legislative Advocacy Network. With superb leadership from Dennis Brunn as Director, we are making an impact in fighting against discrimination, environmental degradation and in favor of fair pay and sick leave.

At our April meeting the USG Board of Directors voted to adopt a proposal put forth by the **Governance and Ministry Task Force**. I believe strongly the adopted changes will create more effective division of labor. The Board will be able to better focus on strategy, policy and oversight, while empowering Ministry to work on regular programs and operations. USG enjoys the participation of a high number of talented and dedicated people. The new structure, which we will begin on July 1st, will make work more enjoyable and rewarding. Thanks very much to the Task Force: Andrea Parry (Chair), Treva Burger, Scott Murray, Beth Lazer, Gloria Guldager, Linda O'Gwynn and myself.

We are entering our 150th anniversary. Hal Krieger and a group of friends are writing a history of the last 50 years, which includes the tail end of the Civil Rights movement, significant church integration and continued racial justice efforts. The last 50 years built on the tradition of the ecumenical pulpit with vibrant interfaith ministries across the region. Our faith moved past antagonisms between humanists and theists into an era of claiming our chosen faith. Today we are called ever more to clearly proclaim our core mission to grow in spirit and bring blessings to the world. I am honored to serve with you as we move towards a truly exciting future.

*In Faith,
Kent*

CONSULTING MINISTER'S REPORT

As the end of this church year will mark the conclusion of my time with USG, I would like to use this report to both reflect on this past church year and also to offer some reflections for the future. This was a unique year of ministerial service to USG as I shifted from a full-time position last year to a part-time (16 hrs/wk) position this year. I also took an 8-week maternity leave from the end of November through most of January and then resumed my role in the unique position of new mother and minister. Given the part-time nature of the role, my areas of responsibility were more limited and focused than during the previous year as full-time Intern Minister. This year, I focused on Membership Engagement, Young Adult Ministry, Social Justice, and Preaching/Worship. Both Membership Engagement and Young Adult Ministry were new areas of focus for me while Social Justice and Preaching/Worship were areas I had worked on in the previous church year.

Membership Engagement: I began the church year playing an advising role to the Welcoming Community as they developed new ways of orienting and welcoming new members to USG. Jenn Leiby has been an exceptional leader of the group and her report can be consulted for further details about their committee's work. This area of focus was taken out of my portfolio about half-way through the church year as other areas needed my attention. Going forward, I believe USG can continue to make the process of welcoming new members meaningful and stream-lined and can work to connect new and potential members with small groups in the church (SGM, ASD classes, social justice activities, etc) that will keep people engaged in the USG community for the long-term.

Young Adult Ministry: The Young Adult (20s/30s/40s) group has been in transition the past few years, as the previous core group of young adults has transitioned to starting families and aged out of what is typically thought of as "young adult." A new cohort and leadership have emerged with Sarah Napolitan playing a key role in keeping the group going. This year, a few events were organized, including an especially well-attended brunch at the Trolley Car Diner in March. Going forward, USG can continue to be an attractive place for young adults by welcoming people in their 20s, 30s, and 40s to USG and continuing to offer opportunities for spiritual development and service to the broader community. The congregation might also consider targeted recruitment efforts towards young adults in the Mt. Airy, Manayunk, and Roxborough neighborhoods.

Social Justice: The focus of my work in the area of social justice this church year was in supporting existing social action groups and projects and finding opportunities for tangible “victories.” Early in the year, I helped to shore up our leadership for the MLK Day of Service, which was finely led by Anne Gwynn and Mel Strieb. One of our congregation’s most notable social justice successes this year was hosting the JPD Racial Justice Conference and a complimentary Mass Incarceration Teach-in. The teach-in, in particular, was a wonderful example of a USG group collaborating with community partners to engage with the broader community on an important and pressing issue of concern. This effort was primarily led by the Ending Racism Committee and can be read about in their report. Later in the year, I took on the role of Interim Co-Chair of the UUPLAN LGBT Justice Team. I also worked closely with Dennis Brunn in co-chairing the Social Justice Coordinating Team, which had loosely formed at the end of the 2012-2013 church year. His report can be consulted for further details.

Going forward, I think USG can continue to support, in even more robust ways, two areas of social justice that it has shown a commitment to for many decades: anti-racism and public education. The congregation will need to decide whether it has the desire or capacity to put more resources (primarily the time of staff and lay leadership) into supporting new social justice initiatives and how it might do that. For example, there is great opportunity for the congregation to be more involved with immigrant justice, LGBT justice, and other important issue areas. Finally, as most initiatives only succeed with strong lay leadership and involvement, I would suggest a greater emphasis on 1) nurturing members to follow their passions and 2) supporting members in successfully leading social justice initiatives.

Preaching/Worship: This year, I preached and led worship once a month from September through June (except during my maternity leave). I typically focused on the theme of the month. One exception was the special service we did in April in collaboration with the Earth Honoring Traditions group. I greatly enjoyed this collaboration and think it serves as a good model for future services that are both lay and minister-led. New this year was also the addition of the 9 am service. I am glad that USG will be continue to have two Sunday services and allow for more people to engage with this community and our excellent worship. In the future, I hope that USG will continue to hone in on the unique identity and feel of each service and to articulate that to the congregation and the broader community.

And, as I conclude my time with all of you, I want to express what an honor it has been to serve you these past two church years. USG is a strong and vibrant community with an important spiritual mission. I look forward to hearing news of how you continue to build Beloved Community with compassion, service, and empowerment in the days, months, and years to come!

Submitted by Joan Javier-Duval, Consulting Minister

CHURCH ADMINISTRATOR'S REPORT

As I write this report, I am completing my second year as Church Administrator. It has been an incredibly busy year with the launching of two services and a slightly new staffing configuration. I believe that Lida and I did a good job in the office keeping pace with these many exciting changes and managed to make several improvements along the way.

I am pleased to report the following developments and select accomplishments in the office.

Communications:

1. Lida and I were very involved with the implementation of the 2nd service, especially in regard to communications. We developed a new format for the Order of Service and increased communications to church leaders and various Sunday morning volunteer groups to keep everyone informed of the schedule and events each Sunday morning.
2. In addition to our regular weekly emails, special announcement emails, printed CommUUnicator, and website updates, I began tweeting info from Sunday services and other events. This action has increased our presence via social media and is becoming increasingly important to our overall communications plan.
3. I began attending Philly Cluster meetings with other church leaders, as available. USG will mostly benefit from this connection to our sister churches in the region by communicating our events to a wider UU audience via a shared calendar of events. We will also explore the use of a shared speakers list and will engage in discussions of the possible sharing of administrative resources.

Financial:

1. Began sending monthly financial reports/account reports for key ministry areas (welcoming, RE, ASD, B&G, sound, music ministry) to the committee chairs and staff members responsible for those areas.
2. Implemented new procedures for providing payroll to bookkeeper

Personnel:

1. Implemented new retirement plan agreement from UUA and received training in new ACA.

Office Administration and Support:

1. Provided communications, technical, building, personnel, and financial support to our new DFD as well as to new committee chairs, group leaders and the congregation at large.
2. Negotiated new phone/internet deal with Comcast and had new service installed at the church in the summer of 2013. Due to this change, we have been able to hold our telephone/internet bills steady (which were slated to increase substantially) and obtained increased internet speed and reliability.
3. With the phasing out of Windows XP, worked with volunteer Joanne Davis to determine which computers could be upgraded and which ones would need to be replaced. This is important as XP is no longer supported and any computer running XP will no longer receive regular security updates. We are purchasing two new computers and will upgrade the software on the rest of the computers before the end of the fiscal year.

Leadership Communication and Support:

1. Began attending all Board Meetings to provide input as well as to create better communication and connection at leadership levels.
2. Worked on the Governance Task Force that researched various governance structures and that has recommended (and the board has passed) a new governance structure that will begin July 1st.
3. Assisted MPC with the development of new Leadership Training materials and participated in several trainings.
4. Attended MPIC meetings as staff liaison. Assisted MPIC with the development of a JPD Chalice Lighter's grant to support A/V improvements in the sanctuary. A grant of \$20,000 was awarded to USG for this purpose.
5. Attended Welcoming Community Committee (formerly known as the Membership Committee) meetings as staff liaison. Worked closely with the committee to develop a new member signing ceremony during the worship service and also provided support in creating a new model and schedule for Sunday morning volunteers. (includes Welcoming Table, Fellowship Hour hosting, Ushers/Greeters and Sound)
6. Assisted the Board Secretary in the organization and website posting of all current Policies and Procedures.

Sunday Morning Support (Welcoming Community):

1. Attend and support worship services and Sunday morning activities nearly every week. The number of church members and friends I connect with on a weekly basis is great and I am blessed to work and coordinate activities with so many wonderful, dedicated individuals. I make myself available as I can to assist church members with various programs and other needs they may have.
2. Implemented the use of VolunteerSpot for all Sunday morning volunteer positions. There is more work to do in this area, but we are creating new ways to better track and recruit volunteers for Sunday mornings and other important activities of the church.
3. Provide support to Welcoming Community team and help coordinate ushers, fellowship hour, sound team. Updates announcements for TV monitor nearly every week.

High-Priority Goals for the Next Church Year

We are a vibrant, growing church and I trust that the coming year will provide me with a plethora of opportunities to increase effectiveness and support the church goals for the year.

Areas I plan to concentrate on include:

1. Hire and train a new Assistant Administrator
2. Assist MPIC and Buildings and Grounds with the installation, management and operation of new A/V equipment in the sanctuary via the Chalice Lighter's grant. I will also work with the Worship Arts Committee and the Sound Team to develop new ways to use sound and projection in our worship services and other ministry programs and will develop procedures to use the new equipment.
3. Increase coordination and communication with B&G and the Finance Council to improve day-to-day operations.
4. Volunteer recruitment and staffing of Sunday morning activities; develop Volunteer Coordinator or lead Sunday volunteer roles.

5. Recruit more volunteers to the Communications Committee and as office support for staff members.
6. Continue to expand use of social media and find ways to use it to communicate about the ministries and programs at USG.
7. Continue to research various software and technology solutions to serve our data, communications, calendaring and financial needs. ACS is an expensive product and it would be great to find a database and financial program that would cost less and provide us with the functionality we desire in these programs.
8. Work with Carolyn Cotton on finding ways to increase rentals.
9. Explore ways to increase visibility. Internal building signage and outdoor signage., including driveway signage, along railroad track signage, electronic front sign
10. Revisit Church Administrator start up from previous years and follow-up on areas needing clarification
11. Study how ACA is impacting us and make changes as needed in our health plan coverage to comply with the new rules and requirements.
12. Work with Welcoming Community and Stewardship teams to develop a process to check in with members on an annual basis on how they are connecting at USG, what activities or programs they currently participate in, what programs and activities they would like to do, and ways to be of service to USG and the broader community.

In regards to Professional Development, I am thrilled to be attending General Assembly (GA) once again at the end of June. This year I will have the opportunity to go one day earlier for Professional Days and engage in additional training and networking specifically designed for Administrators. The Professional Days are organized by the AUUA (Association of Unitarian Universalist Administrators) of which I am a member. I am also a member of the UUAMP (UU Association of Membership Professionals). Both of these professional organizations give me support and access to best practices in all areas related to Church Administration and Membership.

In closing I must say that it is with deep sadness that I say goodbye to Lida Holota as my Assistant Administrator effective June 30, 2014. As many of you know, Lida is resigning so that she can fully engage in her retirement and fulfill other dreams and goals. She and I have worked seamlessly together for the last four years and I will miss her greatly! I know we all wish her the best in her retirement and look forward to our continued connection with her as a long-time member of USG.

Submitted by Gloria Guldager, Church Administrator

DIRECTOR OF FAITH DEVELOPMENT'S REPORT **USG DFD Annual Report (RE, ASD and Caring Team)**

To the Congregation:

As I reflect on these nine months as Director of Faith Development at USG, I am happy to report that the honeymoon has not ended.

I see that we are learning and growing together in a variety of exciting ways. I have brought stability and a sense of possibility to the Children's Religious Education (RE) program that are borne out in an increase in overall participation. I have critically engaged the Adult Spiritual Development (ASD) committee in exploring how our committee can best respond to the faith development needs of the congregation and promote spiritual practice. And I have been a growing pastoral presence in the congregation by visiting with a number of long-standing, homebound and hospitalized members as part of my work on the Caring Team.

RE:

RE is the largest part of my portfolio. I work with the RE Committee to develop and implement a number of programs for children and youth. The 2013-14 committee has Jess Slivak as chair, Susan Smith as secretary, and Jess Stanforth, Carol-Ann Davidson, Jenn Leiby, and Lee Carpenter as members. Treva Burger participates on the committee ex-officio in her role as lead teacher for the 9am RE program. The RE program is experiencing positive signs of growth. People are interested in our offerings for children and youth. Anecdotally, I have observed one new family coming to RE every Sunday since late February. Overall our parents with children registered are highly satisfied with our program. In our recent congregational survey, a majority of parents polled indicated that their children enjoy coming to USG and participating in the Sunday School. We had a little over 30 respondents for the RE portion of the survey, the supermajority (31 responses from 32 responders) rated the program a 4.4 on a scale of 1(Poor) - 5 (Excellent). Again, another supermajority, this time 81 percent of responders, said yes, the RE program helps their children understand the 7 UU Principles and other UU values.

On a typical Sunday we have six distinct children's programs happening at the same time, and up to 25 leaders, nearly all volunteers, serving as teachers, advisers and mentors to the children. One of the program highlights is the Coming of Age program, which has four youth participating and has taken a number of trips this year, visiting the University of Pennsylvania Anthropology Museum, the Franklin Institute, and City Hall. These youth have also met with Rev. Kent Matthies and they each have mentors, either Mark Bernstein or Bob Williford, all of this in preparation for their credo presentation in June. The Neighboring Faith group has visited a number of neighborhood houses of worship including the Samarpan Hindu temple, the Tibetan Buddhist temple of Center City and the Won Buddhist Church of Montgomery County. The elementary school children have worked on Social Justice projects with the Philadelphia Bike Works, Face-to-Face of Germantown and Cradles to Crayons, among a variety of other worthy causes. Nearly half of our church building has children in it on a typical Sunday: classes take place in Sullivan Chapel, and in the Daskam, Assembly and Committee Rooms.

While there is a great deal of demonstrated enthusiasm from the DFD, RE Committee, teachers and parents, our Sunday attendance experienced a slight decline beginning in the Spring.

Looking at the first 22 Sundays of this church year, we had an average 10-person increase in participation. The average attendance was 57 this year compared to 46 last year. Since March, attendance has begun to taper off a bit and this slight decline is attributed in part to weather. I believe we are still likely to end this year with higher participation than last year. Our average attendance as of May 1st, 2014 is 55 participants. Last year at this point it was 49. An area of concern for us is the participation in YRUU. We have had some challenges in direction, related to unexpected turnover in professional and lay leadership. I am hopeful that with the support of the new Student Minister and his working directly with the youth and their advisers, the situation will improve. Other areas of concern include increasing the number and variety of volunteers in RE. We want more involvement from the congregation as a whole, and we looking for young adults, elders and people of diverse life experiences to share their gifts with the children. Overall, I am very optimistic about the direction of the entire program.

Children are becoming a greater part of the worship experience at USG. This year we will have two youth-led services--- on May 11 and June 15. The children also served as ushers during our Easter Celebration. And in the future we are looking to add children and families to our roster of Sunday morning chalice lighters. Their involvement is something we can all be proud of.

ASD:

I work with the ASD committee to develop and promote programs that enhance spiritual practice and reflection in the adult congregation. The committee is composed of Rick Rodes, the chair, along with Dennis Strain, Linda Brunn, Sarah West, Gerry Whelan, Nancy Radcliff and Jerry Lindauer. I have worked with the committee to offer programs, primarily in the evenings and on weekends at the USG, in the Fall and Winter/Spring seasons. These programs include Build Your Own Theology, Wheel of the Year, Reconciliation Film series, A Course in Miracles, and the very successful Adult Our Whole Lives (OWL), which had over 20 participants. Mindfulness Meditation, which draws from Buddhist and Western sources, now takes place every Sunday between services and has a strong cadre of lay-leaders facilitating the sessions in Sullivan Chapel and Austin Lodge. Mindfulness will continue over the Summer as well, and we are working on building a critical mass of members who engage in this spiritual practice. In the Fall we will be exploring ways to bring a movement based practice to the congregation.

I have been working with the committee to refine the process by which we select and promote programs offered to the congregation. We have identified key areas on which we would like to focus: the Intersection of Science and Spirituality, Movement Based Practices, Western Religious Traditions: Judaism, Christianity and Islam, World Religions and Mindfulness Practices. And I hope in the future to add an Ethics and Morality focus. Each member of the committee will have a particular focus and be tasked with seeking out ---within the congregation or beyond--- leaders who can offer classes, book groups or lecture series in these identified areas. Announcements have gone out to the congregation via *The Commuunicator* soliciting prospective class proposals. ASD is looking forward to getting responses.

Caring Team:

A smaller portion of my portfolio at USG includes offering pastoral care. I work with Rev. Kent Matthies, Linda Bernstein and Sarah West on the Caring team. I have visited with a number of long-time members, those who are homebound and/or recovering from illness, and I have made

one hospital visit. Some of the most impactful visits have been to retirement communities: I have visited with USG members at the Quadrangle, Cathedral Village and Stapley Hall. Additionally, I have been to many all-church events including the All-Church Dinner, Pumpkin Carving Event, Winter Campfire, and the Service Auction. Regarding pastoral care, I have found that most people are surprised when I reach out to them for a visit; often they think that my role is delimited to work with children. I hope as people get to know me, and my role is clarified to the congregation, many more will feel more comfortable with my “pastoral” presence and be open to visits in their homes.

We can look forward to growing our RE and ASD programs over the next church year in terms of attendance and quality. We will do this by increasing our focus and by inspiring greater numbers in volunteer leadership and lay participation. Moreover, I am hoping to foster an environment where all are encouraged to share their gifts, and where we understand that worship at USG happens 7 days a week in a variety of settings. I want USG to be a place where “service is our prayer...” both beyond, in the city that needs us, and within these four walls, to the children and adults who need us. Changing the environment will involve greater cooperation and a paradigm shift from the idea that worship and community only happens on Sunday in the sanctuary or Fellowship Hour, to one where our congregation can see working in the Sunday School or participating in a book discussion on a Wednesday night or meeting at local cafe with me as a chance to experience a deeper sense of connection and spiritual growth. Most of all, I am looking forward to growing together, because it is good to be together!

*In Faith,
Daniel Gregoire.*

MUSIC DIRECTOR’S REPORT

This year my responsibilities as Music Director expanded to coordinate and provide music for an additional worship service – the 9 am, as I call it. The additional service has run from September through the second Sunday in May. It has been my intent to feature different styles of music from that which we normally have at the 11:15 service. To that end, I have worked with several in-house instrumentalists, among them Kris Alutius (trumpet), Deanna Kemler (flute), Barbara Dowdall (bassoon) and Tara Duey (piano). We have also had the opportunity to hear oboe, guitar, and farond played by friends of USG. I have occasionally had a vocalist provide special music. Our band, the UUrban Mystics, has typically covered one Sunday a month.

At the later 11:15 service, the choir presents high quality choral music of considerable breadth and diversity. The choir also presented three musical services during the year: in December we did portions of Handel’s Messiah with orchestral accompaniment (it was also the service in which we celebrated my thirty years as Music Director at USG); in February we presented Twine’s *Changed My Name* with two actor-narrators; and in May we blissed out with Lauridsen’s Three Nocturnes. In each musical service I attempted to appeal to a specific musical constituency within the USG community. But the music, I hope, was not inaccessible to most people and offered something meaningful to the average USG listener (assuming there is such a thing).

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. In April we celebrated Beverly Gross Spencer's incredible musical artistry that she has shared with the USG family for 26 years. It was a service with much love and joy and not a few tears.

Last summer I went to Louisville to attend General Assembly and once again I found it to be an inspiring event filled with passionate worship and opportunities for learning. I also went to Dallas to attend the UU Musician's Network annual conference, an experience I did not want to miss after going to this event the prior summer in Tulsa. Once again it was marvelous. 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. The congregation has also been the beneficiaries of this wonderful denominational resource.

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 a second 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 year I also had the chance to use the electronic keyboard that Shannon and Dennis Strain donated for use in the sanctuary. I used it as an electronic harpsichord for the Messiah service.

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. 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.

Submitted by Mark Daugherty, Music Director

PRESIDENT'S REPORT

◆ **Members** - Tom Ott (President), Andrea Parry (Vice President), Treva Burger (Secretary); Craig Miller, Ann Schoonmaker, Dennis Strain, Bob Williford, Leni Windle, Marina Patrice Van Gossen

◆ **Mission** - The Board of Trustees is charged with the temporal affairs and property of the Society. (bylaws, 1978).

◆ Significant Accomplishments of the Past Year

While the Board addressed many issues over the last year (see Minutes July,2013-April 2014), the following are of particular significance:

- Established Finance Council to handle the financial affairs of the church, including preparation of an annual budget for Board review and approval
- Enacted the Safe Congregation Policy
- Established a second Sunday morning service at USG for church year 2013-2014 (with an extension to be considered by the current Board before the end of its term)
- Approved the recommendation of the Ministries and Programs Council to expand the role of the Nominating Committee and extend the terms of office of its members, in order to further support the identification and development of church leadership. This is subject to the congregation's approval of an amendment to the bylaws, as proposed by the Board.
- Reviewed and evaluated the USG governance structure and approved a streamlined structure to be implemented in church year 2014-2015
- Approved the recommendation of the Finance Council that the Sullivan loans be repaid from the Edna Jones bequest, and that the remaining funds from the bequest be placed into a Capital budget for maintenance, repair and improvement of the church building and grounds.
- Elected Dennis Strain as the President of the Board of Trustees for the church year July 1, 2014 to June 30, 2015.

Submitted by Tom Ott, President

FINANCE COUNCIL REPORT

◆ **Members** - Charles Gabriel (chair), Tom Ott (Board Liaison), Michael Campbell (Assistant Treasurer for CIF), Rudy Sprinkle (Pledge Secretary), Richard Bernat, Gary Bromberg, Helena Tucker (Treasurer), Al Martin, Bill Dowdall (Stewardship), Carolyn Cotton (Rental Coordinator)

◆ **Mission** - Facilitate the financial affairs of the church under the direction of the Board of Trustees in a coherent and transparent manner.

◆ Overview and Significant Accomplishments of the Year

Some operational highlights and results of the year are:

We will experience a slight shortfall in the Service Auction revenues and a very slight shortfall in pledge fulfillment revenues.

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, repaired steam leaks and repaired/replaced steam traps to 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.

Last year, 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.

Significant accomplishments for the year are:

- Reviewed all and edited several financial policies to make sure that the language used matched current governance structure. Made procedural revisions to expenditures approval policy and for handling gifts made for special purposes.
- Reviewed grant applications for storm water detention and for sound system updates and made recommendations to the Board. Chalice Lighters' grant was approved by the JPD.
- Developed a policy and procedure for counting money from the Sunday offering and secured Board approval.
- Made recommendations for the use of Edna Jones' bequest and secured Board approval.
- Drafted an operations budget for the 2014/2015 fiscal year and submitted it to the Board. Finalization and approval of the operating budget is still in progress.

◆ High-Priority Goals for the Next Church Year

- Efficiently and transparently administer the financial functions and activities of the church
- Prepare the annual budget.
- Develop a legacy gift program.
- 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

Delores Hill (co-chair), Susan Smith (co-chair), Daniel Gregoire (staff liaison) Kent Matthies (staff liaison); Dennis Brunn, Linda Brunn, Andrea Parry, Eli Scearce, Dennis Strain

◆ 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

- Developed an evaluation process to assess current and proposed programs and activities, as well as to determine whether new ones should receive church sponsorship.
- Prepared a leadership development proposal recommending that the Nominating Committee be restructured and given responsibility for identifying, recruiting, and developing church leaders.
- Surveyed the congregation to obtain feedback regarding Second Worship Service.
- Conducted a hands-on information session for USG committee chairs and group leaders, focusing on the nuts and bolts of how to get things done at USG.
- Hosted an end-of-year appreciation reception for committee chairs and group leaders.

◆ High-Priority Goals for the Next Church Year

- Continue to evaluate Second Worship Service.
- Implement evaluation process to assess current and proposed programs.
- Implement and evaluate Nominating Committee leadership development initiative.
- Offer leadership development activities for committee chairs and group leaders.

Submitted by Delores Hill, Co-Chair

ADULT SPIRITUAL DEVELOPMENT

◆ Members

Rick Rodes (Chair); Dennis Strain, Gerry Whelan, Jerry Lindauer, Nancy Radcliffe, Sarah West, Linda Brunn, Daniel Gregoire

◆ Mission of Committee

The ASD Committee of USG is committed to offering a variety of programs that deepen and broaden the range of spiritual practices in our congregation. ASD seeks to promote offerings that engage the heart, stimulate the intellect, and create opportunities for USG members to share their talents and wisdom, as we strengthen the bonds of our Unitarian-Universalist community.

◆ Significant Accomplishments of the Past Year

- Solidified committee membership and function.
- Offered 8 new programs in Fall and Winter/Spring sessions as well as continuation of ongoing programs.
- Had over 100 participants in programs.

- Developed ASD Program-Vetting Questionnaire.
- Developed and enhanced program registration process.
- Developed and implemented ASD needs assessment process.

◆ **High-Priority Goals for the Next Church Year**

- Continue to assess ASD needs in USG community.
- Develop and promote a balanced mix of ASD programs.
- Offer 6 programs (2 new) in the Fall (50 participants) and 10 (3 new) programs in the Winter/Spring (100 participants).
- Work with other USG committees and administration staff to support mission of USG.

Submitted by Rick Rodes, Chair

BUILDINGS & GROUNDS COMMITTEE

◆ **Members**

Scott Murray and Bill Blasdel (Co-chairs – effective April 1); Howard Silver, Tom Schoonmaker, Andre Stormont, Carolyn Cotton, Carl Leiby, Scott Smith, Al Parker, Lynne Kalish, and Chuck Mueller

◆ **Mission of Committee**

Our scope includes maintenance of the Church, grounds, paved areas and Austin Youth Lodge. Within the available budget the priorities are, in order, (1) assure a safe facility, (2) preserve & protect the property, avoiding deferral of critical maintenance, (3) reduce operating costs, (4) enhance facility for membership and rentals – comfort, accessibility, and as budget permits, (5) cosmetic upgrades.

◆ **Significant Accomplishments of the Past Year**

We will finish the fiscal year within budget. Accomplishments include :

- Restoration of heat to the Austin Youth Lodge before the start of heating season with the most economical solution to the failed chimney.
- Replacement of the Lincoln Drive sidewalk (safety/liability issue)
- Repair of the potholes in the parking lot, and we plan by end of year to patch the potholes in the driveway.
- Completion of the air conditioning system in the Assembly Room.
- Diagnosis of steam leak that caused Sullivan Stairs to warp and crack. Repairs planned before end of June.
- Continuation of work on storm-water costs including maintaining current discounts, and pursuit of the potential for future grants to mitigate costs, including a study in cooperation with Drexel.
- Roof repairs to eliminate water leak in Ladies Room.
- Continuation of the replacement of steam traps to improve the overall efficiency of the steam heat.
- Management of the response to the tree falling on the Austin Youth Lodge, including assurance of safety following the incident, arranging for removal of the tree and debris,

obtaining quotations for repair, coordinating the insurance claim, and contracting for repairs.

- Working with arborist to identify continual needs for tree maintenance to reduce risks and assure health of our woodland.
- Upgrade of electrical service to 600 amp capacity from the prior 200 amp service which was inadequate for a facility of our size and needs.
- Scraping and painting exterior wood surfaces of the Austin Youth Lodge.
- Repair of failed railing on Assembly Room side.

◆ **High-Priority Goals for the Next Church Year**

Continue to work within the priorities set, and within budget limitations. Some major needs will be:

- Address critical maintenance needs including deteriorating masonry under the sanctuary, and failing exterior masonry on the courtyard side of the Sanctuary.
- Formulate long term plan for driveway, especially the potential for widening, and addition of lighting. Execute if possible.
- Repaint lines in parking lot.
- Consider alternatives for summer time ventilation in Sanctuary.
- Continuation of attention to storm-water costs, steam heat efficiency upgrades, tree maintenance, and water penetration / moisture issues in various parts of building.
- Upgrade of entrance security for office personnel (camera system at doors)
- Re-seed grass in the grove.
- Finish tree damage repairs to Austin Youth Lodge.
- Normal maintenance.

Submitted by Scott Murray, Chair

EARTH HONORING TRADITIONS

◆ **Members**

Dennis Strain (Chair); Gerry Whelan, Sarah Frazier, Donya Coldwell, Joanne and John Davis, Sharon Fisher, Berdine Whedon, Beth Fox, Maggie Beaumont, Virginia McAllister, Megan Henry, Marina Patrice Van Gossen

◆ **Mission of Committee**

Provide eight Earth-honoring celebrations

◆ **Significant Accomplishments of the Past Year**

Combined Spring Equinox celebration with Community Day, to expose more people to Earth honoring celebrations. Conducting Wheel of The Year course for Adult Spiritual Development. Worked with Joan Javier-Duval on Beltaine service for Sunday, April 27.

◆ **High-Priority Goals for the Next Church Year**

Rotate celebrations among committee members.

Submitted by Dennis Strain, Chair

ENDING RACISM COMMITTEE

◆ Members

Marietta Tanner (co-chair), Kay Weiser (co-chair); Nancy Anderson, June Krebs, Gail Mershon, Kent Matthies, Jeanne Robinson, Marion Watlington, Carla Campbell, Robert Anu, Susan Zingale Baird, Joan Javier-Duval.

◆ 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 relationships. ERC goals include working toward 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 be better educated in increasing our awareness of the racism that is embodied in our institutions and communities, and another is 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 have an obligation to become fully aware of how our lives are affected by individual racism, racist institutions and discrimination, their corrosive effects, and understand how society is diminished by these attitudes and practices. We believe our mission fits with the mission of the USGUU congregation's determination to become a "Beloved Community".

◆ Significant Accomplishments of Past Year

Attended Jubilee sessions at UU Church of the Restoration.

Held study groups and communicated with First Church and Restoration on reading Michelle Alexander's *The New Jim Crow*, and shared planning with Decarceration (a state-wide group that has developed a network for dealing with criminal justice) to work on the question of Mass Incarceration. We represented a Decarceration's take-off at Love Park and at the rally in Harrisburg.

On November 1 through 2, 2013, USGUU hosted the JPD Racial Justice Conference. Marina Patrice Van Gossen and Anais Salles represented the ERC in coordinating the plans for the conference with Paula Cole Jones, of JPD staff.

Developed the Teach-In, November 3, 2013 coordinated by Marietta Tanner and Nancy Anderson, with Carla Campbell and Jeanne Robinson. Brought together grass roots groups and institutions working on the question of mass incarceration. Over 200 people attended. A follow up meeting was held from which CAMI-Philly emerged. This is the Coalition Against Mass Incarceration, which meets regularly at USG. Once incorporated, CAMI-Philly plans to solicit funds from like-minded congregations, institutions and individuals to support well-functioning grassroots groups, especially those that function within our pilot project in Strawberry Mansion and highlight the ability of grassroots groups to effect significant change.

◆ High-Priority Goals for the Next Church Year

Continuing to work with CAMI-Philly in concert with First Church and Restoration.

We have met with the Religious Education Committee to prepare racial justice themed lessons to present to ER students in the fall. Curricula has been created by UUA which we will update and

review along with Daniel and the rest of the RE staff before the presentation.

As part of the Adult Spiritual Development program, the ERC is presenting Reconciliation Cinema during the spring of 2014. The ERC will show and discuss three films: *500 Years Later*, *Eyes on the Prize* (focusing on the Civil Rights Movement of the 1960's) and *Slavery By Another Name*.

We will participate in USGUU's 150 Anniversary in 2015. We decided to create a barometer showing racial justice and anti-racism accomplishments in our congregation and areas where we hope to progress. Some of this will reflect resolutions adopted by UUA but we will place special emphasis on goals reached at USG. Fran Emery and Marion Watlington are co-chairs for this committee.

Submitted by Marietta Tanner, co-chair until 1/2016; Kay Weiser, co-chair until 1/2017

GREEN SANCTUARY COMMITTEE

◆ Members

Alan Windle (chair); Gail Mershon

◆ Mission of Committee

Promote awareness of environmental issues

◆ Significant Accomplishments of Past Year

1. Continued active involvement with Citizens Climate Lobby, an organization dedicated to promoting climate change legislation in Washington.
2. Had four Letters to the Editor published in the *Philadelphia Inquirer* in support of climate change legislation.
3. Gave a climate change presentation at a school and a local retirement community.
4. Gave a talk titled "What's So Interesting about Water" at the 2013 USG Annual Retreat, the Fairmount Water Works Interpretive Center, and a local retirement community.
5. Gave talks to the 11:15 RE class to discuss green strategies and making things last.

Submitted by Alan Windle, Chair

MASTER PLAN IMPLEMENTATION COMMITTEE (MPIC)

◆ Members

Carolyn Cotton (co-chair), Linda O'Gwynn (co-chair); Mark Bernstein, Bill Blasdel, Charles Gabriel, Scott Murray, John Pron, Howard Silver, Gloria Guldager

The Master Plan was approved by the congregation in December 2009.

MPIC completed most of the first phase of the Master Plan which included the renovation of Sullivan Chapel, relocation of the RE office to the stage, renovation of the apartment at the Austin Youth Lodge, electrical upgrades and air conditioning of the Assembly Room.

MPIC Responsibility

Provide the Board of Trustees with the information needed to proceed with design, fundraising and construction on a schedule that supports, rather than hinders the USG mission of *Building Beloved Community through Compassion, Service + Empowerment*. Implicit in this mission is the goal of increasing membership and participation in church programs. This will allow us to bring our vision and values to life in Northwest Philadelphia.

USG Growth Projections

USG adult membership grew from 2008-2013 in spite of the Great Recession and turnover in leadership of the Religious Education program. However, the growth was less than the Strategic Planning Council had projected and what was anticipated in the Master Plan. This has caused the MPIC to take a step back and reconsider the actual needs of the church for building improvements and expansion over the next few years. The Budget and Finance Council has updated membership data from the last 10 years and projected 3 scenarios for growth until 2018, which will be useful in planning going forward. The preliminary timeline developed by MPIC shows a minimum of 2+ years between beginning to plan and completed construction. This suggests planning now for our needs over the next 5 years or until 2018.

Building Needs

Based on interviews with staff members and congregational input, the following needs have been identified:

- Elevator connecting all 3 levels of the church.
- Welcoming entrance from the parking lot w/improved circulation to the Sanctuary.
- Increased classroom/meeting space with commensurate additional restrooms and storage.

MPIC plans to re-engage the Congregation in the prioritization of needs, once architectural and financial development consultants have been brought on board.

October 2013. MPIC requested funding for a Financial Consultant (\$15,000) and funding for Architectural Consultant (\$15,000). The Board approved the request for the 2013-2014 Budget with the proviso that the Board would vote at the September 2014 meeting to fund the request.

Chalice Lighter Grant

Joan Javier-Duval assisted in the preparation of a Chalice Lighter Grant application which was submitted to the JPD on March 1, 2014 for monies to enhance the audio/visual equipment in the sanctuary. The grant for \$20,000 was approved. The projected completion date is September 2014. Scott Smith and Bob Williford provided the expertise for this project and will continue to be involved with its implementation.

Submitted by Carolyn Cotton, Co-Chair

MLK DAY OF SERVICE

◆ Members

Anne Gwynn and Mel Strieb (co-chairs, who do not plan to be on the committee next year); Anne Galbally, Carolyn Scott, Deborah Ward, Judi Morrow, Mary Kalyna, Nancy Dearden, Nancy Radcliffe, Peter Johnstone (Restoration)

◆ Mission of Committee

The mission of the committee was to organize the MLK Day of Service which occurred on January 21, 2014. The committee worked with church members and with community groups to host approximately 500 volunteers who worked on over 40 community service projects on-site at USG and at sites around Philadelphia.

◆ Significant Accomplishments of the Past Year

On January 21, 2014, approximately 500 volunteers worked on 41 projects in and around Philadelphia, 21 of which were off-site and 20 projects on-site at USG.

Volunteers could pre-register through the MLKPhillyUUs.org and the MLKDayOfService.org websites for off-site projects. The MLKPhillyUUs.org website is linked to the USG website and enabled volunteers to select their preference for projects in terms of first, second and third choices. This often proved useful in reassigning people to projects and may have helped to insure the participants' satisfaction with their assignments. Approximately 345 volunteer project positions were identified for which volunteers could pre-register. Approximately 300 people signed up through the MLKPhillyUUs.org site (of whom 35 identified themselves as affiliated with USG).

The MLKDayOfService.org website is a city-wide site for recruiting volunteers. The MLK Day project team identified projects and the number of volunteers needed from the MLKDayOfService organization. Two hundred volunteers were requested from the MLK Day of Service organization and approximately 135 were recruited from this source.

In addition, an indeterminate number of volunteers showed up on MLK Day to volunteer for projects. In general, these volunteers were assigned to on-site projects, as the off-site projects were filled by pre-registered volunteers. Most of the on-site projects were such that they could accommodate a large number of people and were designed to continue until either supplies ran out or the quotas for the project (e.g., number of food packets requested by participating social service organization) were met.

Twenty-six merchants contributed supplies that helped to defray virtually the entire expense of the event. Individual merchant's donations varied from less than \$50 to over \$700.

◆ High-Priority Goals for the Next Church Year

Do it again - bigger and better.

Submitted by Anne Gwynn and Mel Strieb, Co-Chairs

NICKY BROWN MEMORIAL EDUCATIONAL FUND

◆ Members

Shawn Miller (Chair); Ingrid Brown, Lida Holota

◆ Mission of Committee

The mission of this fund is to honor the memory of Nicky Brown, who was a thoughtful and sensitive young man, by providing a yearly stipend to individuals who are attending college or graduate school and who have parents who are pledging members or friends.

◆ Significant Accomplishments of the Past Year

This year we were able to provide seven (7) students with a \$200.00 stipend to help with some of their expenses associated with school.

◆ High-Priority Goals for the Next Church Year

- The goal this next year is to provide additional students with the opportunity to receive the stipend.
- The Committee would like to get the notice in earlier (May)
- The Committee will contact students in early summer to ensure all who qualify are notified.

Submitted by Shawn Miller, Chair

SERVICE AUCTION COMMITTEE

◆ Members

Sam Stormont and Linda Smith, (co-chairs); Carolyn Cotton, Joanne Davis, John Davis, Bill Dowdall, Lida Holota, Lynne Kalish, Debbie Kish-Silver, Judi Morrow, Sally Streibig

◆ Mission of Committee

To raise funds for USG's operating budget and provide opportunities for fellowship and community building among our members and friends.

◆ Significant Accomplishments of the Past Year

This year's annual service auction was held on April 12, 2014, and its theme of "Travel the World" provided lots of opportunities for fun and creativity in decoration, costumes and graphics.

As always, volunteer preparations for the auction and those needed to help the night of the event encompass a large part of our USG community. The service auction brings together the talents and efforts of more than 150 members and friends, from our RE children who provide crafts for sale to those in the community who advertise in our program booklet, donate food and much more.

But clearly, without our wonderful new and longtime donors, the event would never be a success! Each year we see new events and services offered through the main and poster auctions, as well as an interesting array of items presented for the silent auction. It is these donations that

make up the “heart and soul” of the service auction and provide a chance for so many to donate to the church while they enjoy wonderful dinners and events.

The committee is grateful to everyone for their generosity and participation in this year’s auction. We raised close to \$26,000 and extend our thanks to everyone who had a part, no matter how small, in making that possible.

◆ **High-Priority Goals for the Next Church Year**

Each year, we look at ways to improve the service auction's financial contribution to the church. One of the ways we do that is to build on our donations and opportunities for fellowship that energize and strengthen our church. Please contact us with your ideas or interest in helping us as we look forward to another successful year.

Submitted by Sam Stormont and Linda Smith, Co-Chairs

SHARE THE PLATE TASK FORCE

◆ **Members**

Dennis Brunn (Chairperson), Peggy Bruton (Secretary); Gale Gibbons, Jamie Preston, Susan Smith, Sandy Capps, Carl Slivak (resigned early in the year), Andrea Bernstein (resigned during the year)

◆ **Mission of Committee**

To act upon our Unitarian Universalist values by gathering funds from the congregation to support non-profit, non-partisan organizations focused on social justice issues, including but not limited to promoting fair and equal treatment for all; empowering marginalized communities; reducing poverty, racism and homophobia; improving public education; aiding the elderly; reducing violence and preserving the environment.

◆ **Significant Accomplishments of the Past Year**

The Share the Plate Task Force brought before the congregation the following non-profits from July 2013 to May 2014.

July - Unitarian Universalist Service Committee -UUSC

August - No collection

Sept. - Lingelbach Elementary School

Oct. - UU United Nations Office

Nov. - UUA - Phillipines Relief

Dec. - Northwest Philadelphia Interfaith Hospitality Network (NPIHN)

Jan. - MLK Day of Service

Feb. - Neighborhood Bike Program

Mar - Rebuilding Philadelphia Neighborhoods

Apr. - Unitarian Universalist PA Legislative Advocacy Network (UUPLAN)

May - The Center for Returning Citizens

The total contributed to these non profits, July through April, was approximately \$9000. A

detailed report of amounts for each organization will be available by the time of our Annual Meeting.

◆ **High-Priority Goals for the Next Church Year**

1. to identify and recruit at least 3 new members for STP by September 2015. In May, Dennis Brunn will step down after serving for 5 years. Two other members (Preston, Bruton) have also served 5 years).

2. to continue to identify non-profits doing work that supports our UU values and that offer opportunities for USG members to develop relationships as volunteers or allies.

Submitted by Dennis Brunn, Chair

SOCIAL JUSTICE COORDINATING TEAM

◆ **Members**

Dennis Brunn (Co-Chair), Joan Javier-Duval (Co-Chair), Carol Ann Davidson (Member and link to RE); Wyatt Schroeder, Mary Kalyna

◆ **Mission of Committee**

1. to initiate a process of reflection and planning ahead re USG social justice work
2. to assure the congregation is well informed about USG social justice work
3. to encourage advocacy and organizing, as well as direct service
4. to recommend to MPC re funding for new or unanticipated social justice projects.
5. to encourage collaboration between all our USC social justice initiatives.

◆ **Significant Accomplishments of the Past Year**

The creation of the Social Justice Coordinating Team (SJCT) followed a year or more of planning and discussion, including an attempt to prioritize existing and new initiatives. One assumption was that the Team would be best composed of interested USG members who currently were not also responsible for one or more social justice initiatives, so as not to impose an added burden on such leaders.

Thus the membership of the SJCT did not include the leaders of groups such as Ending Racism, Rebuilding Phila Neighborhoods, etc. Instead, each member of the SJCT was assigned to be a liaison with the various projects.

In practice, this system did not work, due largely to the fact that the SJLT members proved to be less available for this work than it seemed at first.

Toward the end of this church year, it became clear that the 5 goals of the SJLT were not being met by the Team, but were being met to a limited degree by the most active USG social justice initiatives. That is, groups such as Ending Racism, Public Education Initiative, and Rebuilding Philadelphia Neighborhoods, for example, were doing an excellent job of informing the congregation and planning ahead for their own work. The promotion of advocacy was well attended to by the Public Education Initiative, and there were no major new initiatives that required SJLT or MPC, to whom we report, to allocate funding. The promotion of collaboration

and co-planning among the initiatives, however, was not attended to.

Given the limits of the SJLT's capacities, we decided in March 2014 to reduce our goals and to reformulate them as one basic goal:

To initiate a gathering of USG social justice leaders one or two times per year in order to promote mutual awareness of projects, to identify challenges that may take the efforts of more than one group to resolve, and to decide on the number and dates of any periodic meetings of social justice leaders.

To that end, the SJLT is hosting a meeting of USG social justice leaders (with active members of all initiatives also welcome) on Sunday, May 11, 10 to 11 o'clock. The results of that meeting will be available by the time of the May 18th Annual Meeting.

◆ **High-Priority Goals for the Next Church Year**

1. pending the outcomes of the May 11, 2014 Gathering of Social Justice Leaders, there will be one or more future regular meetings of the social justice leaders during the 2015 church year.
2. pending the decision of the May 11th meeting, the SJCT will either continue with new and additional members, or it will dissolve and recommend an alternative way for the Ministries and Programs Council to be informed and supportive of the social justice work at USG.
3. pending the decision of the May 11th meeting, if the SJCT continues it will review and revise the 5 goals as outlined under "mission" and will carry out steps toward implementation.

Submitted by Dennis Brunn, Chair

STEWARDSHIP COMMITTEE

◆ **Members**

Bill Dowdall and Leni Windle (Co-chairs), Mark Kaufki, Maura Gallagher, Paul Teti

◆ **Mission of Committee**

Running the Pledge Drive and its accompanying events.

◆ **Significant Goals and Accomplishments of the Past Year**

Held the Second Annual (New) All-Church Dinner. Currently running the annual pledge drive.

◆ **High Priority Goals for the Next Year**

Bill, Leni, and Maura will be leaving the committee at the end of this pledge drive. Our goal for this year is to raise enough money through pledges to meet the operating budget.

Submitted by Leni Windle, Co-Chair

UNITARIAN UNIVERSALISTS SERVICE COMMITTEE

◆ Members

Dennis Brunn and Linda Brunn (Co-Chairs)

◆ Mission of Committee

To educate the congregation about the social justice work of the Unitarian Universalist Service Committee (UUSC); to encourage financial contributions; and to encourage engagement in UUSC experiential learning projects through the UUSC-UUA College for Social Justice

◆ Significant Accomplishments of the Past Year

UUSC was selected as the Share the Plate recipient in July 2013 and a total of \$631 was donated by USG members.

Occasional updates on UUSC activities were placed in the eCommUUnicator.

Unfortunately, our committee of two has not yet been able to recruit a few more members to assist in reaching our goals through more regular publicity and programming.

◆ High-Priority Goals for the Next Church Year

1. to identify and recruit at least two additional Committee members.
2. to encourage USG members' participation in the College of Social Justice
3. to increase the number of USG members who contribute financially to the UUSC

Submitted by Dennis Brunn, Co-Chair

UNITED NATIONS ORGANIZATION

◆ Members

Marietta J. Tanner (Chair); Carla Campbell, Stacy Segal, Stephen Segal

◆ Mission of Committee

To promote the work of the Unitarian Universalist United Nations organization, our voice at the United Nations, participation on commissions, maintenance of communication with UUs throughout the country and Canada. To help RE students become more knowledgeable about the UN; to attend, and encourage youths to attend the Intergenerational Spring Seminar; to hold a UN Sunday each October and network with other UN agencies throughout the City to support and participate in the program.

◆ Significant Accomplishments of the Past Year

With Dr. Campbell, promoted "Shot for Life" campaign which raised funds for injections for children in Africa in concert with the United Nations Association of Greater Philadelphia; raised funds for UNICEF, spoke with RE Teens, and helped raise funds for them to attend the Spring Seminar; attended the Spring Seminar, participated with Social Action in Sunday program which featured the United Nations and received "Share the Plate" for UUUNO.

◆ **High-Priority Goals for the Next Church Year**

To prepare for a speaker for United Nations Sunday in October; to work with Green Sanctuary to conduct three seminars after church with the speaker, his wife and professor from U of P; to encourage students from the Universities to attend the service and participate in the workshops; to include the Teen RE group in the planning and execution; to encourage and raise funds for teens to attend the Intergenerational Spring Seminar in New York in April; to attend the Spring Seminar; to continue raising funds for UNICEF and keep the UN alive at USG.

Submitted by Marietta J. Tanner, Chair

WELCOMING COMMUNITY (MEMBERSHIP COMMITTEE)

◆ **Members**

Jenn Leiby (Chair); Margaret Kinnevy, Tammi Talda, Elaine Hills, Gloria Guldager, Jan Eng

◆ **Mission of Committee**

To build (and nurture) the church's Beloved Community.

◆ **Significant Accomplishments of the Past Year**

- The Welcoming Community very ably welcomed visitors with an increased time commitment for the two services.
- We established a Membership Signing Ceremony as part of the 9AM service, which enabled the congregation to meet new members at Fellowship Hour that morning.
- We hosted a Visitor Open House and New Member Potluck, which connected people to us and each other.
- We held New Member Orientations to acclimate prospective members to the life of the church.

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

- Add to our Welcome Table staff personnel
- Build the committee membership
- Establish new Chair set-up (starting July 2014, we would like to have co-chairs on a rotating 2-year term)
- Find new chair (by July 2014) to start a “shadowing” year
- Expand volunteer coordination from Fellowship Hour to all welcoming/greeting Sunday morning efforts
- Continue to build the Beloved Community

Submitted by Jenn Leiby, Chair

WORSHIP ARTS

◆ Members

Alan Windle (Chair), Kent Matthies, Daniel Gregoire, Sarah Digioia-Gaston (New outside speaker coordinator), Charles Gabriel (Outgoing outside speaker coordinator), Mark Daugherty, Barbara Dowdall (Music committee rep), Brian O'Leary (Usher co-chair), Steve Conrad (Usher co-chair), Debbie Ward (Worship Associates lead), Jessica Slivak (New Religious Education rep)

◆ Mission of Committee

1. Manage the weekly schedule with regard to speakers and main events
2. Define the general outline of the service format
3. Define general policy regarding service

◆ Significant Accomplishments of Past Year

The most significant accomplishment for which the committee is directly responsible is the occurrence of the weekly service itself. Without the planning carried out by this committee, there would be no weekly service.

Some general changes that occurred throughout the year include:

1. Revision in the way announcements are handled by the Worship Associate
2. Revised the order of events in the service
3. Worked closely with 2nd Service committee to help make 2nd Service a reality
4. Clarified food and drink policy for sanctuary
5. Revised relationship with ushers and welcoming committee
6. Worked to clarify Audio Visual needs and to review a proposal

◆ High priority goals for the Next Church Year

Review the order of events in the service

Submitted by Alan Windle, Chair