

A large, stylized graphic on the left side of the cover, resembling a flame or a leaf. It has a color gradient from yellow at the top to orange and red at the bottom, with a blue and purple curved shape at the base. The background is a light, textured grey.

Unitarian Congregation of West Chester

Annual Reports
2016-2017

UCWC Annual Meeting, June 4th

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UCWC Vision, Mission and Goals

We are a member congregation of the Unitarian Universalist Association of Congregations. We ascribe to the Seven Principles and Sources of the UUA that can be found at <http://www.uua.org/beliefs/what-we-believe/principles>.

The following statements have been written and adopted by our own congregation and reflect what we aspire to be and how we act on those aspirations.

Our Vision Statement

"We gather aspiring to be a thriving, caring, and welcoming community that supports each person's spiritual journey, embraces diversity, challenges us to live responsibly and is a catalyst for a just and compassionate world." (adopted in May 2005)

Our Mission Statement

"As a diverse liberal faith congregation, we make a difference in our lives, our children's lives, and the wider community by creating an environment for spiritual growth and fulfillment, building meaningful connections, and for actively advancing peace and justice in the world." (adopted in June, 2009)

Goals We Have Set to Achieve Our Mission:

Pillar I: Creating an Environment for Spiritual Growth

Goal: We provide inspirational worship.

- Our services offer (1) a variety of music and musical genres, (2) insights into our own UU identity and faith, and (3) inspiration for our members to change their lives in positive ways.

Goal: We provide religious education for all ages.

- Our religious education curriculum provides lessons that focus on UU history, principles, and world religions so that our youth receive a well-rounded religious education and understand UU concepts.

- Our adults are offered and encouraged to take part in a variety of opportunities that include interfaith exploration and dialogue, celebration of a variety of holidays and holy days, and deeper exploration into Unitarian Universalism.

Goal: We support and provide opportunities for individual spiritual practice.

Goal: Our building and our grounds are safe, welcoming, comfortable, and accessible to all who seek their use in harmony with our mission.

Pillar II: Building Meaningful Connections

Goal: At the UCWC people feel welcome, dialogues flourish, and relationships develop through good times and bad.

- We provide a multitude of opportunities for social engagement, mutual support, musical sharing, and shared experiences about living a meaning-filled life. Our leadership demonstrates appreciation and gratitude to members of the congregation for their contributions of time and talent and encourages this behavior as a culture throughout the congregation.

Goal: To further the Universalist-Unitarian principles of striving for world community and accepting one another, we maintain intentional involvement with diverse populations and promote diversity within our congregation.

- We provide a welcoming atmosphere for diverse populations in our services, events and activities.
- We provide opportunities to interact with diverse populations within the larger community.

Pillar III: Advancing Peace and Justice in the World

Goal: We work to have an impact on economic, environmental, and social justice issues at the local, national and international levels.

- Our members contribute time, talent, and donations to charitable organizations serving the needs of the local or wider community.
- We network with each other and with other organizations to share information and experiences and to grow from the experiences of others. We participate in public actions to influence local and national legislative efforts, to improve economic and social equity, to reduce violence and injustice, and to protect or support the ecological environment

Our Facilities

Our building and our grounds are safe, welcoming, comfortable, and accessible to all who seek their use in harmony

UCWC Board Highlights

Janine Galen

The Board has three primary types of responsibilities – Fiduciary, Governance and Oversight. Fiduciary is the good faith and trust of the congregation. Governance is the setting policies to manage the way we conduct ourselves as a group and use our resources. Oversight is watchful and responsible care for the organization.

As fiduciaries, we weighed the scope, feasibility and affordability issues of the renovation project. We requested alternative designs over the summer to rein in costs where possible. We obtained member input on design changes and sought the approval \$1.1 million project at a Special Congregational Meeting, held in February. We began contingency planning to complete the project, based on the expected duration and the church programs during the period. We approved the Intent to Apply for 2 Chalice Lighters Grants to support the funding of the accessibility and improvements to ventilation in the RE space. We worked with Finance to ensure that the Stewardship, Capital campaign and mortgage information were all made available to the congregation through Town Halls. We reviewed the 2017-2018 Annual Budget Proposal prior to the Annual Meeting, and the mortgage commitment letters received from the banks. In addition, we approved the reallocation of Minister's Compensation Split according to his contract.

As part of governance, we reviewed Committee on Ministry Responsibilities and selected COM team. We crafted a Board Covenant Statement for how we will work together. We worked toward constituting a Leadership Development Committee, as required by the revised bylaws to create longer term strategies for growing leadership. We approved job description for the new Finance Executive role. We transitioned new Board member to fill vacancy when another Board member resigned before the year was over. We approved the request for a youth representative to the Board for new year.

Oversight responsibilities were very important while so many individual teams facilitated the progress towards the beginning of the renovation project. The MOMI team, the Stay team, the Exec team and the Capital team all had the day to day responsibilities for planning and getting work done, but the Board spent significant time overseeing the coordination of these activities. We met with the general contractors, Pancoast & Clifford, to understand the contract that would be signed, including the township requirements and logistics. We supported the COM team for the Minister's Installation and planned the New Minister Startup events with Rev David Pyle. We began review of Facility Rental Policy; and will be updating this policy after the renovation and examined ways to include Sanctuary Congregation concepts. We reviewed the job description for the Officer Administrator before soliciting and interviewing candidates with Exec Team for Office Administrator. For the General Assembly in June 2017, we appointed Joshua Sweet, Clarke Arnold and Megan Arnold (youth) as our delegates.

Our Planning responsibilities involved beginning the first draft of a Vision statement. We will work on this throughout the summer, along with the extension of our Long Range Plan, originally drafted in 2011, to cover our strategy through to 2018. We held three informational Town Hall Events in October, April and May to keep the congregation updated on building and capital plans, as well as other important issues. We welcomed and evaluated feedback from members about those plans and about the process we use for special votes. We planned the Annual Meeting for June 4, 2017 where a slate of new officers, and the annual budget will be approved, in addition to a vote on the contingency spending for possible unforeseen renovation expenses. One final note, several of our Board members served double duty on other committees, such as Stay and MOMI and Capital, and we greatly appreciate their amazing dedication. Also, to Reverend Dan, whose guidance on governance, on UUA sentiments on many social justice topics, and on managing the unique challenges we faced throughout the year.

Respectfully submitted by Janine Galen, with the help of Craig Talbot, Secretary.



Minister's Annual Report

Rev. Dan Schatz

It's hard to imagine a more eventful year than the one we have shared. Over the past ten months, we have celebrated together, wept together, witnessed for justice together, and worked together to build our congregation. Normally a minister's first year in a congregation is a time to build relationships and settle in. This year we did that, but we also took major steps together.

Some of those steps included:

- Work with the Board to develop a new draft vision statement for the congregation, which is still ongoing and will include wider congregational input in 2017-18.
- Changes to our regular worship format, including integration of music with the Cards of Sharing, and a monthly Time for All Ages to better include children in the worship life of the congregation

- Building and rekindling relationships with the wider community, including the interfaith, LGBTQ, and West Chester University communities
- Establishing plans and recruiting leaders for a new Small Group Ministry program, to be launched in Winter of 2017-18
- Creating and empowering a Move Out / Move In team to manage our time of displacement from the congregation's building
- Expanding our capital budget and extend our campaign to allow us the renovation our congregation needs
- Expanding our annual giving to meet the needs of the congregation
- Finalizing planning, moving the congregation and beginning renovation!

We have also responded to events both within the congregation and in the community, including:

- Saying goodbye to Ruth Stanley, our last founding member, in a heartfelt memorial led by Rev. Beth Lawn from White Horse Village
- Responding to the election results with opportunities to come together and express our feelings, hopes and concerns, and the development of the Defenders of Democracy group
- Focusing attention on communities that have been made vulnerable by changing government policies, especially the LGBTQ and immigrant communities, including a Transgender Day of Remembrance vigil, a major Christmas offering to benefit Chester County Migrant Ministry, the development of a Sanctuary Congregation Team, and many smaller but no less important activities
- Managing a staff transition in our office, with a hiring process that included over 40 resumes and five interviews, leading to the hiring and training of Jennifer Auman as our new Administrator
- Adjustments and changes of expectations with regard to our building plans

Through all of this, ordinary ministry continues. Among other activities I have:

- led worship services, including new services with special rituals to build community
- made pastoral visits with members in homes and hospitals
- consulted with the Pastoral Care Team to meet the needs of our members and friends
- Worked closely with the Board, Executive Team and Council
- Attended Sunday School classes and led Children's Worship, to build the ministerial relationship with the youngest members of our community
- Planned and led Adult Education classes
- Participated in and spoken at demonstrations for Black Lives Matter, the environment, immigrant justice and against hate crimes
- Published articles in The Huffington Post and elsewhere responding to national events
- met with members to discuss concerns and possibilities for the congregation
- supported our annual stewardship effort

- supervised staff during a year of change and uncertainties
- conducted weddings and memorials for members and non-members
- Attended meetings of the West Chester Religious Council and other interfaith groups
- Served Unitarian Universalism through work with the UU Minister's Association
- Led trainings and retreats for congregational groups and leaders

I can't imagine getting through a year like this one without the support of a wonderful, vibrant, resourceful and loving congregation, and you have proven to be so – as generous with your time as with your money and talent. Thank you to all of our lay leadership for helping with the ministerial transition and our subsequent work together, to everyone who has worked with a committee or taken a volunteer role of any kind, to the teachers and youth group leaders who make our children know they are welcome and teach them what it means to be a Unitarian Universalist, and to all those people who show up when they are needed to lend a hand. Thank you also to all who have supported the congregation in any way, including those who have given extra to the Capital campaign, those who very generously and anonymously made large gifts or loans to see us through this building project. Thank you to our staff, who are true professionals in their fields, and as dedicated a group as a Minister could ask. Finally, thank you to all who have helped to make me and my family welcome in this congregation, and who have sown the seeds of what I hope will be many years of wonderful ministry together.

Children Dedicated:

Emily Hope Stevens
 Delaney Brooke Kline
 Dianna Rose Kline
 Elliot Foster Hyson
 Sarah Maria Coldwell
 Ella Rose Coldwell
 Robert Eugene Coldwell
 Faith Mary Marjorie Coldwell

Weddings:

Elizabeth Simon Ruchti and Heather Coutts Marcelle
 Kathy Ann McGinnis and Winston Charles Poulton

Memorial Services:

Oscar Brand
 Sheila Roberts Oakey
 Terry Throne



Report of the Program Coordinator

Marie Steel

The Executive Team has had an interesting and extremely productive year with multiple activities, tasks, and formulation of various teams to handle the many projects and events throughout this year.

- The auction in October -Theme of Around the World headed by Nancy Artus, Monica Moran, Amelia Sandler and Carrie Sandler was a successful fund raiser of approximately \$9,000.
- Refugee Resettlement -various volunteers helped with employment, relocation, housing and interpreters. They also provided tutoring, transportation, orientation, Household & Material Goods. The family came to our Christmas Eve service, and Isaac did a reading in the service.
- Sunday, October 16th Child Dedication Service and Time for All Ages. There were eight children welcomed into our community.
- A New Men's Group was started.
- The Installation on November 13th and Reception at West Chester United Methodist church was a joyous celebration of our new minister Rev. Dan Schatz.
- We did a collection for the Haiti hurricane relief collecting \$1700.
- The university faculty went on strike on October 19th. We opened up our church to the teachers and staff to use the facilities during the strike as a non-partisan gesture of hospitality to our WCU neighbors.
- We welcomed 20 new members.
- Sunday Nov. 20th Bread Communion and we participated in the Thanksgiving Religious Council Service.
- Emergency Closing Procedures were updated and we will abide by the Emergency Closings in West Chester borough. Website, sign, and phone message and e-mails will be updated by the Office Administrator.
- Barb Long and Lauren Kelly coordinated the annual holiday parties at congregants' house with many new members stepping up and offering their homes. The family friendly game/night/crafts and holiday party was December 16th.

- Cookies, Cocoa and Choir was well attended with approximately 150 people raising approximately \$300. (West Chester Old Fashioned Christmas)
- Dan initiated Adult RE on Wednesday evenings.
- The New minister start-up was presented by Reverend David Pyle our Central Eastern Regional Group representative including leadership and the congregation on the weekend of December 9th and 10th.
- MOMI has been working very hard on an inventory, cleaning, packing and organizing of the building. They explored the various pricing and locations for swing space during construction and they developed a plan to work with the Concept School since they can provide all of the criteria that we are looking for in a space for a very low price. We also will have a reciprocal arrangement that will benefit us both.
- RE - Pam hosted coffee and conversation with RE parents once a month. She attended a seminar and got some interesting information and materials for starting on-line outreach to busy parents and families through the use of apps.
- Christmas Eve services – 4PM (family friendly) and 7PM (Choir)
- January 19th – MLK Day of Service – Stop Hunger Now Meal Assembly in the sanctuary. Approximately 40 people from UCWC participated at St. Pauls and throughout the community.
- January 21st Million Women March with many participants from UCWC. There was also a Philadelphia march.
- Town Hall Building Update January 22 for construction to start the early part of June and be back in the new building by October.



- The Building Renovation Committee had accepted the bid from Pancoast & Clifford (P&C) for pre-construction phase. They coordinated efforts between them and Frens & Frens (F&F) to finalize the drawing package, the timeline, the budget, and most importantly, the start date of June 1st.
- The Swing Dance event was a great success with 20 couples enjoying a fun evening of learning swing dancing. We raised approximately \$150.
- Valentines Dance February 11th. We raised approximately \$400
- Feast of Decadent Chocolate February 12th. Building update – Town Hall Building Update February 12th increase the capital campaign for one more additional year and authorize the team to spend \$1.1 million on the project. This was unanimous vote yes

- We created a list of preferred contractors. We created building repair and maintenance procedure and guidelines for dealing with building issues.
- The RE activities included hands on Social Justice project such as knitting baby hats, and One Million Stars Against Violence. The UU Buddy which was launched by RE is designed to get adults and children more connected and integrated. Sarah Hyson is the contact person. The buddies met for a BYO luncheon on February 26th after service.
- We tested a Robo call system for emergency closures of the building. It will allow for an opt out feature or an opt in for text only.
- Dan ordered lawn signs with the theme of being neighbors to everyone.



- Stewardship Campaign kick-off in March. The Stewardship Kickoff Dinner was a huge success with approximately 80 people in attendance. Headed by Mike Miller and food organized by Carrie and Amelia Sandler. The theme is "Building for a New Century" – The Journey Continues"
- Women's Retreat March 17th.
- Dan introduced and formed a team for becoming a "Sanctuary Congregation." He will explain and provide training to the congregation.
- Membership provided the council with a Prospective Member Interest Tally.
- Black Lives Matters had a very productive and busy year. (See Social Justice Report) The New Jim Crow Community Read. Black Lives matter team had a guest speaker on Sunday April 23rd. Topic: Yes, We Are All Human...But Race Matters with a discussion session following after the service.
- Due to the positive vote to move forward with construction project our church year will be shortened and schedules adjusted during the month of April and May.
- Leadership toured The Concept School –The Executive Team will be responsible for the day-to-day operations while we are out of the building.
- Flower Communion Service was our last service at 501 S. High Street, with a potluck lunch at the Concept School with over 100 participants.
- With the departure of our Administrator there were many areas that needed immediate attention in regards to operations and they were handled by various volunteers and the entire Exec. Team.

- Revised the job description and job advertisement for the Office Administrator. Screened applicants and interviewed multiple candidates and hired Jennifer Auman who is a qualified, capable and outstanding addition to our staff. She will work 20 hours a week from 11 – 4PM starting on April 18th.
- The Seder Tuesday April 12th with approximately 35 people (6 children) in attendance.
- The building has been totally moved and stripped of all items in preparation of the renovation.
- The first service at TCS had app. 85 people in attendance.
- Key holders at the Concept School: Dan Schatz; Jennifer Auman; Lauren Kelly; Marie Steel; Cindy and Wayne Bullaughey; Pam Baxter; Alan and Cheryl Pittenger; Gerry Geiss and Shelly Case; Janine Galen.
- Gerry Geiss will coordinate and collaborate with TCS to schedule work parties and volunteer events at the Concept School.
- Momi (Move In Move Out) raised approximately \$800 from the Rummage Sale.
- We have formed a long term Aesthetics/or "I wonder if it should come into the building" team.
- Sunday April 30th Choir Music Sunday.
- June 4th RE Sunday and Congregational Meeting.



Pastoral Care Team

Fatima Patel and Diane Cohle

The Pastoral Care Team provides ministry to the congregation when in need as an adjunct to the Minister. Our goal is to educate the congregation about what Pastoral Care does and invite anyone to call upon the PC Team for confidential support. We also provide hospital visits, phone calls, coordinating of meals or rides, information about area resources and general support. We maintain a list of members who have volunteered to provide meals and rides.

Co -Chairs: Fatima Patel and Diane Cohle

Members:

Rev. Dan, Barbara Dallara, Sandy Gera, Sheila Grant, Eleahn Kahn, Sharon Mayer-Conroy, Carrie Sandler, Mark Steele, Cathy Vogt, Diane Cohle, Fatima Patel

Accomplishment:Cards of sharing process was improved:

Every Sunday during the service, the contact person reads the cards of sharing to the attendees. The cards are then transcribed and sent to the Office Administrator to be published in the weekly Connections under the Caring Corner.

By posting the cards of sharing in the Connections, members who are busy taking care of religious education downstairs and those who were not able to attend the service on a particular Sunday are kept informed about the joys/concerns expressed during the service.

Rev. Dan has added a spiritual element to the card sharing ritual by engaging the congregation in a brief melody before and after the reading of the cards. This sets the stage for a meditative approach to absorb the joys and concerns of our congregants.

List of goals and their current status:

We achieved our goals of: providing/coordinating meals, rides, hospital/home visits; sending out cards of caring and concerns and connecting with members by phone or email; reading cards of sharing at Sunday service and forwarding to Office Administrator for posting in Connections; performing other activities and functions as needed to provide support and care to congregation members.

What challenges faced this year

We have had one incident where we had to work with a challenging member of the congregation. It all worked out well in the end.

Is there anyone you would like to thank this year?

We would like to thank individuals in the congregation who alerted us about people who could use our help. Unless we know who needs help, we can't reach out to them.



Lifespan Faith Development

Pamela Baxter

Accomplishments —

General RE:

- Welcomed nine visiting families with 16 children. Of these, three families (with 7 children) are regularly attending UCWC and the RE program.
- Created 13 Spirit Play story baskets. Assisted in the Spirit Play class as Storyteller.
- Led the annual RE Committee Retreat. We focused on the move back into the building following the renovation work: envisioning the look and feel of the new space, how we might use it differently; what will we need and what goes where; re-orientation for the children.
- Initiated UCWC's participation in the Adopt-a-Family program of the Domestic Violence Center of Chester County. Fifteen UCWC people helped make a very happy Christmas for "our" family.

Adult RE:

- Led monthly meetings with the Adult RE Committee.
- With Rev. Dan, we created a timeline for a Small Group Ministry Pilot Program, and recruited a team of facilitators. Program to start after we have moved back into our building.
- Continued to support the Sunday-morning Meditation sessions. We have grown a regular group of meditators and hope that more people will take advantage of this half-hour of centering time each week.

Worship:

- Created and led the RE Sunday intergenerational service.
- With Rev. Dan, co-led our Intergenerational Ingathering, Bread Communion, Christmas Eve service and Nativity pageant, and the Flower Communion.
- Introduced the "Wonder Box" to our Time For All Ages.
- Organized and led the ornaments-making portion of our Deck the Hall celebration.
- Supported Abby McGillivray in gathering the Interger Choir.

Nursery:

- Using care.com, hired two new babysitters -- wonderful West Chester students who love working with young children and are skilled in child care.

RE Space:

- Continued working with the Stay Committee on the renovation ideas for the lower level of our building. Also with the MOMI Committee on moving-out logistics.
- Prepared everything in the RE space for the move out of the building. In the process, reorganized all of the RE supplies, which should make the move-in simpler. Thanks to Heidi Frayer and Lauren Kelly for helping sort through the huge amount of items in all the classrooms, determining what to sell or donate, and helping with organizing/labeling.
- Worked with the children to help prepare them for the move.

Professional Development:

- Continued coursework on becoming a trainer of Spirit Play teachers: created original stories, adapted existing stories, explored greater understanding of children with special needs and how to include them in the Spirit Play setting, and continued reading about the Montessori method and its connection to Spirit Play.

Activities:

At UCWC: Attended Council meetings; led SoulCollage® workshops.

In Our District: Accepted the position of President of the cluster of religious education professionals in the northern part of our district (DSAREC), which automatically made me Co-President of JPC LREDA (our larger regional group). Convened and led the monthly DSAREC meetings. Worked on revisions to the JPC LREDA by-laws. Provided support for new DREs in our cluster. Provided support to DREs adopting the Spirit Play model.

And Beyond: Attended a Symposium in Avon, CT, on Family Faith Formation.

It definitely takes a village! Thank you to our—

RE Committee:

- Larry Lesser (Chair)
- Kim Ellerthorpe
- Sarah Hyson
- Lauren Kelly

Teachers:

- Pre-K/K/ 1st/2nd: Beth Daniels, Kimberly Ellerthorpe, Larry Lesser, Amy McCormick
- 3rd/4th/5th: Gerry Giess, Dawn Kriebel, Teri Lesser, Jen Roth
- 6th/7th: Ed Cohle, Keet Leibowitz, Monica Moran, Wes Schaal

Youth Advisors: Julianne O'Neil, Marie Steel

Parents—for being Floating Volunteers, for helping teachers in classrooms on Sunday mornings, and helping with special projects; especially Joshua Munz for leading the Safe Harbor cooking project to feed 20 people, and Monica Moran and Kristen Kohser for planning another great Halloween Party for the kids on the night of the Auction.

Membership Committee—for all the work they have done and continue to do to welcome and engage visitors, and encourage membership in our congregation.

Rev. Dan—for looking for more ways to bring our young people into our adult services, e.g., making a Time For All Ages a monthly event. And also for visiting in RE for Children's Worship.

Religious Education Committee

Larry Lesser

Committee Name: Religious Education (RE)

Committee Chair and/or Co-chairs: Larry Lesser

Members' Names:

Sarah Hyson
Kim Ellerthorpe
Lauren Kelly

Why is your committee important to the goals of our congregation?

The RE Committee provides relevance and significance of our faith to the children and families of our congregation, as well as addressing physical and environmental needs and week-to-week operations. We help connect families to the goals of our congregation as follows:

- 1) Inspirational Worship: Each Sunday, RE starts with Children's Worship. This is a place where children come together in much the same way as adults in the main sanctuary, learning and reciting tenets of our faith. Children are also provided the opportunity to share meaningful experiences from their week, as with cards of sharing in the adult service.
- 2) Religious Education: Pam Baxter, our DLFD, implements and adjusts an RE curriculum designed for each grade level, such as Spirit Play for grades K-2. Each Spirit Play story emphasizes one of the seven UU Principles or explores one of our six Sources, and asks questions of the children that encourage thoughtfulness and consideration of the ideas presented. Higher grade levels receive more in-depth exploration of our Principles and Sources, such as with this year's "Heeding the Call: Qualities of a Justice Maker," which helps young people explore the strong UU thread of social justice work, and "The Gospel According to the Simpsons," which gives young teens the opportunity to discover Unitarian Universalism in relation to Christianity. The RE Committee also helps coordinate volunteer teachers and schedules with the DLFD.

- 3) Safe and Welcoming Environment: We have been developing an RE Greeter position to greet new/visiting families on Sunday mornings, and a process by which visitors may be contacted to answer questions and address their needs and concerns. Our DLFD follows up with new families, and RE committee members are available to help new children feel more comfortable in the RE process. In addition, our snack process has changed to provide healthier food options.
- 4) Work with Charitable Organizations: Since most organizations are not open on Sundays and many have an age requirement that prohibits direct participation by children, we look for ways to make a contribution that we can accomplish on a Sunday morning during the service. Each year, on Mothers Day Sunday, the children in RE prepare the meal to be served that evening to the residents at Safe Harbor homeless shelter.
- 5) Welcoming and Inclusiveness: We continue to find ways to make the kids feel at home at UCWC and part of the life of the congregation, e.g., through the Halloween Party during the annual Auction, and "pajama party, popcorn, and movie" during the Capital Campaign Kickoff Dinner. We've noticed more families attending congregational events, and that is great to see.

Current Year

What were the three biggest accomplishments you feel your committee made toward our congregation's mission this year?

Our biggest accomplishments for the 2016/17 year:

- 1) Welcoming 9 families with 16 children. Of these, 3 families (7 children) are regularly attending UCWC and the RE program.
- 2) Providing critical input on the upcoming building renovations, and developing a plan and timeline for moving out of the building during the renovation work and conducting RE off-site.
- 3) Working with our minister to include children into congregational worship, such as "A Time for All Ages" and the Buddy Program (secret pen pals, matching a child with an older adult).

Did you feel you accomplished the goals you thought you would at the beginning of the year?

We accomplished these goals. The Buddy Program was well-received, and look forward to implementing it again next year. "A Time for All Ages" has been successful in further integrating our younger members into congregation life.

What were your three biggest challenges this year to achieving the goals you feel your committee set?

As noted above, volunteers are at a premium in a smaller congregation such as ours. This has been an occasional hindrance in securing new committee members, additional teachers, and greeters. In addition, we continue to explore ways of integrating children and UU lessons with the rest of the congregation.

Is there anyone else you would like to thank who was critical to your committee work this year, along with the members of your committee?

We offer many, many thanks to Pam Baxter, whose years of work in developing the RE program have made this possible. We would also like to thank Lauren Kelly, who acted as a liaison between the RE Committee and MOMI, and Sarah Hyson, who acted as liaison between the RE Committee and the Stay Committee.

UCWC Adult Religious Education Committee

The Adult Religious Education Committee was established as an entity separate from the RE Committee in the spring of 2016 with Cindy Heck, Harriet Singer, Sandra Schaal, Robin Garrett and Pam Baxter (DLFD) as members of the ARE Committee.

Organizing Activities of the ARE:

The ARE Committee created a mission statement: "The mission of the Adult Religious Education Committee is to bring together seekers of, and guides to, spiritual growth and faith development within the Unitarian Congregation of West Chester, in structured programs that challenge our understanding of living as Unitarian Universalists, and encourage personal spiritual exploration."

The ARE identified the following on-going programs at UCWC that already serve some of the needs of adult religious education. Of these, Meditation is the only program of which the ARE has actual oversight. The ARE is available to support the other programs if needed:

- The Diversity Book Discussion Group
- The Men's Group
- The Women's Retreat
- Soul Collage
- Sunday-morning Meditation

The ARE conducted a survey of the congregation to identify ARE interests and learned that there is an interest in on-going spiritual development (such as small group ministry), and interest in the following areas (in order of the greatest number of positive responses): sense of spirituality, life issues, ethical questions, world religions, UUism, and social justice.

ARE Program Activities:

In addition to the ongoing programs mentioned above:

Coordinating with the UUSC Committee, the ARE held a Watch Party and discussion of

the film, "Defying the Nazis: The Sharp's War" on October 8, 2016. There were about 20 people in attendance.

In the fall of 2016, Rev. Dan Schatz conducted his six-session "Explorations" program. The group discussed topics including our UU Principles, and Our Beliefs.

In January, Rev. Dan hosted an evening program on "UU History and Theologies."

ARE Plans for 2017-18:

Rev. Dan Schatz will conduct a "pilot" Small Group Ministry program and training for Small Group Ministry facilitators in the fall of 2017. Small Group Ministry will then be offered to interested members of the congregation in the winter of 2018.

The Black Lives Matter Committee is facilitating a 6-session workshop called Examining Whiteness. It will be held on alternating Sunday evenings in October, November and December.



Building Committee

Gerry Giess

Building Committee is not an organized committee but a group (10-15) of people who address small skill level jobs inside and outside the building and grounds.

Hal Dal & Gerry Giess receive mail from building@ucwc.org and address problems or pass them on to other members with needed skill or arrange for contractor to address problem.

In the past work parties have been organized to address multiple light maintenance, painting, cleaning, landscaping issues on a Saturday, but with the pending renovation no parties have been held recently.

We are available and anticipating the need for work parties as the renovation and or move in process approaches.

Membership Committee

Barbara Long

- Current committee people: Barbara Long – chair, Cindy Rosenthal, Connie , Mira Tryon, Callie Durner, Jeanie Matteson, Joshua Sweet, Alane Butler, Christine Burns, Cyndy Bullaughey – consultant member
- Welcomed new members – Alane Butler and Christine Burns. Joshua has returned after his time on the Board.
- Mira – Greeter Team coordinator
- We held five Getting to Know UU sessions with 16 attendees
- Fall 2016 & Spring 2017 Path to Membership = 18 attendees
- Several new members were either returning to us or from UU church in another town.
- New members below are from Spring 2016 to April 2017

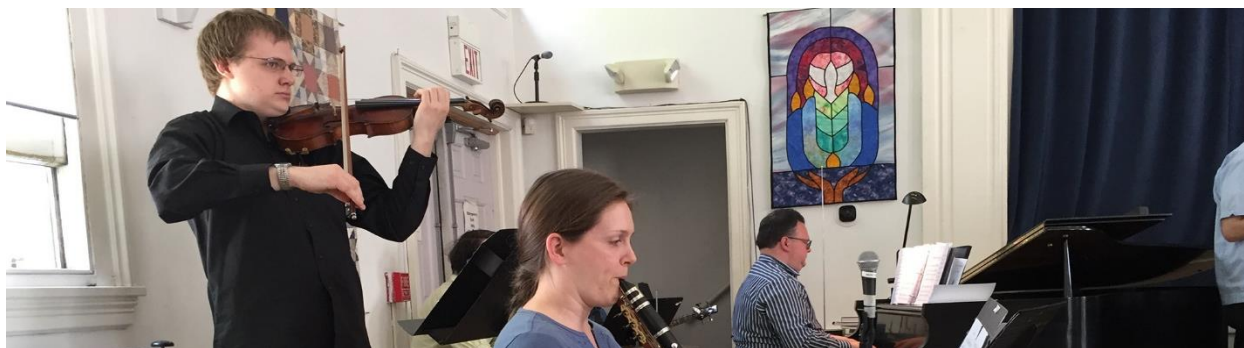
New members include:

Arron & Jacqueline Miller, Charlot Barker, Rob Coldwell, Christine Burns & Tim MacIntrye, Jeremy Dambach & Kathryn Severson, Lou & Phyllis Ballester, Darrin Galen, Barbara Handelin, Stephen & Laura Johnson, Kathryn Rachette, Eric & Emily Sweet, Julie Noolan, Anne LaCorte, Karen McKelvey, Elizabeth & Joshua Munz, Steffi Pugh, Rachel Lane, Keet Leibowitz.



Each new member received a personal welcome letter on behalf of membership.

- Sixteen UCWC Volunteer your Skills/Services forms completed
- Abbreviated surveys given to Council for this past years P to M talent survey
- Seven Principles book mark given at Getting to Know UU's
- Seven Principles parchment scroll given as gift- Signing Sunday
- Called entire membership for Picnic at Hoope's Park
- Will call entire directory for New Member Dinner Celebration
- New Member Dinner (postponed due to weather and then move) to be held for June 11th. Also calling it Welcome to our Summer Home.
- Resignation letter sent to John Guardini, Bob Scott & Sue Larson.



Music Committee

Miriam Davidson

Committee name: Music Committee

Description: With the leadership of the Music Director, the support of the co-chairs, the accompanist and the guidance of the Minister, the Music Committee implements the musical components of Sunday Services as well as oversees various musical happenings at the church, i.e., concerts, coffeehouses, dances, et al.

Chair(s): Miriam Davidson, Music Director, Mira Tryon, Hugh Sutherland, co-chairs

Members: Jason Shafer-Valerius/Accompanist, Marie Steel, Abby McGillivray, Debby Kern, Janet Gill

ACCOMPLISHMENTS/EVENTS

- With the arrival of our new minister, many changes have been implemented in the way music is used in the service. This is something that we have always wanted to do, but one has to work with the minister's worship concept. To that end, and with Dan's suggestions, music is incorporated into the service in a much more organic way. There are still stand alone pieces to highlight the musical talents of our accompanist, our congregational musicians and choir. Added to that is instrumental music and song, used to move from one section of the service to another or to underscore readings or devotional sections.
- Two special music services: Christmas Eve and Music Sunday. The Christmas Eve saw an increase in the choir of several new singers as well as the return of a few 'alums', all of whom continued to sing throughout the rest of the year. The Music Sunday service on April 30 was much earlier this year than usual to accommodate the moving schedule. It involved members of the choir, as well as musicians from the congregation and our minister.

- Created and organized a contact list of congregational and outside musicians to use throughout the year.
- Hosted several concerts open to church members and the community at large.
 1. December -- Cookies, Cocoa and Craft Open House Event with Rustin High School Chorus. 95 people in attendance
 2. February
Valentine's Day Dance with Who Needs Nigel

Raised \$450
- Choir Director and one Music Committee person continue to be registered with the UU

Musician's Network to ensure the supply of up to date resources and source materials.

GOALS AND OBJECTIVES

The Music Committee meets on an as-need basis, to review and debrief and to formulate ideas for upcoming services or special programming. With Dan's arrival the need to meet as a group throughout the year dramatically decreased - a result of needing this year to integrate Dan's service models and adapt. We continue to plan for integrating additional musicians into Sunday services so that when desired, more services a month can have additional support music and to develop congregational talent.

Our annual Music Sunday service on April 30 was much earlier this year than usual to accommodate the moving schedule. It involved members of the choir, as well as musicians from the congregation and our minister.

We continue to experiment with ways to help lead the congregation in song. This coming year it is our hope to hold a song leading workshop led by our minister and music director, to help develop song leading skills among congregants.

The monthly coffeehouse might resume in the new Sanctuary, depending on things like enthusiasm and a usable sound system. While it has been a successful program in the past, the planners felt that some time was needed to re-organize and re-group.

We are exploring partnering with area UUs to grow a network of concert venues for musicians traveling on the circuit. By piggybacking onto each other's concert dates we can create a 'go to' area in our part of the tristate, to help build an exciting concert series for several area communities and UU congregation

CHALLENGES

Our challenges continue to revolve around resources, both monetary and people. With the primary monetary obligations going to the renovations, we kept our expenses to a minimum and did our best to make due with the printed music we had as well as music in the public domain and scores that we got permission to re-print and perform.

The quality of musicianship within the choir grows from year to year and we are hoping to be able to grow the group by 20%.

In the coming year we hope to:

- Grow our music library
- Install a high quality sound system if funds are available, or raise the funds needed
- Augment our programming for special events and services by hiring outside musician when appropriate
- Increase special music events

OUR SUPPORT TEAM

Accompanist: Jason Schafer-Valerius is the backbone of our worship services. His flexibility and skill at delivering appropriate music for worship, both rehearsed and impromptu, is highly valued. He is available for summer services this year, with additional volunteer pianists to be coordinated by Mira Tryon. Elaine Friedlander continues to send excellent students to play on Sundays and special events.

Thanks to Abby McGillivray for continuing to be a passionate voice for creativity and musical diversity and for stepping up to lead the congregation in song, to Janet and Kenny Gill, Helen Meacham, Tom Buglio, Laura Reimer, David Werner, Pam Baxter, Dr. Richard Veleta, Wes Schaal, Ed Kohle, Elaine Friedlander, Rick London and Hugh Sutherland for sharing their talents and instrumental prowess in services throughout the year.

Social Justice Committee

Linda Sander

Thank you to our social justice leaders and team members who made our programs run smoothly and provided many opportunities for UCWC members to put our UU values into action. Leaders are listed with their activities (below). Thank you also to Steve Sander who maintains our social justice web pages and makes our fliers, to Stephen Foery, who was always helpful, and to Rev. Dan and Pam Baxter, DLFD, who are strong social justice leaders. Dan initiated the Sanctuary Congregation team. Pam leads RE social justice projects, and Dan and Pam led the UUSC Guest at Your Table event.

UCWC received the Material and Child Health 2016 Community Recognition Award—received by Rev. Dan and Ed Cohle on October 26 for frequent Share the Plate donations and volunteers. UCWC was also recognized by the Chester County Commissioners, U.S. Senator Bob Casey, and PA State Senator Andy Dinniman.

Subcommittee/Team/Group Activities

- **Animal Ministry Chapter** - John Gribbin
 - They have decided to sunset the group. Their one activity this year was participation in the Brandywine Valley SPCA Adoption Event, December 2-3 in Philadelphia.
- **Black Lives Matter** - Flo Miller, Chair
 - Flo led a Candlelight Vigil for Alton Sterling and Philando Castile, police shooting victims, and 15 others killed in the past couple years. 60 people attended, both from UCWC and the African American community. Pastor Croft from St. Paul's offered a prayer. July 7.
 - Mailed cards of support to area police departments after tragic deaths of officers locally and nationally. Cards were made available for signing after the July 24 Sunday service.
 - Supported St. Paul's at their Silent Protest in King of Prussia July 30 and at the conversation with area law enforcement officials.
 - Participated in rally to support the Wilmington UU Church whose banner was damaged and replaced three times. About a dozen UCWC members attended. August.
 - *Why Black Lives Matter—To Me*, Sunday service led by Janet Hutchison August 8.
 - Supported Annual NAACP Annual Freedom Fund Luncheon: 3 UCWC members attended, and Steve Sander made the program book. UCWC had an ad in the book. November 12.
 - Created a visual display in the foyer to remind UCWC members of the importance of Black Lives Matter.
 - Attended community events and several workshops, including the 3-day Jubilee Training,
 - Organized Black Lives Matter Sunday Service followed by an after-service discussion. Sunday, April 23. Dr. Juliana Mosely's topic, *Yes, We are All Human, but Race Matters* related to the UUA Teach-In.
- **Defenders of Democracy** (new) - Matt Zencey, Chair, Tom Buglio and Charlot Barker, Co-chairs
 - Held a series of post-election discussions.
 - Collected and delivered letters to Congressman Costello: Sunday, February 19. Since Rep. Costello postponed the scheduled meeting in our sanctuary the previous Sunday, Tom Buglio collected and delivered letters to his office. The letters expressed concerns about the president's conflicts of interest and connections to Russian interests.
 - Actively lobbying government representatives about their three focus issues: Health Care (ACA), Environment, and Constitutional Principles.
- **Diversity Book Group** – Debby Kern and Lorrie McKinley
 - Monthly discussion to explore a variety of "differences" through both literature and film, so that we may better understand ourselves and others thereby promoting social justice on a personal level.

- **Sanctuary Congregation Team** (new in May) - Kathryn Racette, Convener, Sandy Schaal, and Janet Hutchison, Co-Conveners.
 - Made initial visits to immigration courts in York and Philadelphia to observe removal hearings of individuals with and without legal representation.
 - Attended vigil to support the Madres Berks, women and children asylum seekers imprisoned in Berks Family Detention Center, May 21.
 - Called Congregation to Action to contact ICE to protest the intended removal of Hever Puac Domingo, May 22.
 - Continuing to make contacts with other churches/religious organizations toward development of a network of support for immigrants and refugees in our area.
- **Unitarian Universalist Pennsylvania Legislative Advocacy Network (UUPLAN)** - David Long
 - David Long represented our congregation at the UUPLAN annual meeting in Harrisburg.
 - Tom Buglio became a chair of the new UUPLAN Gun Violence Prevention Team: The team currently has 19 members from 8 UU's across PA.
- **Unitarian Universalist Service Committee (UUSC) Team** - Charlot Barker and Sandra Schaal
 - UUSC and UUPLAN Week of Action for Madres Berks. August 29- September 4.
 - Sent a Congregational email with a letter from the 22 hunger striking refugee moms being held with their children at the Berks Family Detention Center with a link to contact President Obama and contact info for Secretary of Homeland Security, and the regional ICE office.
 - Sent 44 baby cards signed at Sunday service to Dr. Saldana, ICE Director.
 - Hosted *Defying the Nazis: The Sharps' War* watch party. Saturday, October 8. Sponsored by the Adult RE Committee and the UUSC Team. At the film showing and discussion was Laura, a UU living at Crosslands who knew the Sharps. Martha Sharp was her youth group leader. She told us that one of the people that Martha rescued lives at Kendall. (The Sharps were heroes who founded UUSC.)
 - Initiated Special Collection for UUSC Haiti Hurricane Relief. October 9. \$1,598 raised.
 - Held a holiday card sale to benefit UUSC.
 - Educated the congregation about UUSC's work through monthly newsletter updates.

Local Partner Projects

- **MLK Day of Service** - UCWC leaders Ed Cohle and Shelly Case
 - This effort is organized by St. Paul's Baptist Church. We don't have a count, but this event always has around 75 UCWC members participating.
 - The Stop Hunger Now food assembly project was in our building. We contributed \$862.56 to the effort from the 2016 Social Action Trust Fund Grant and SJ Committee funds.

- **West Chester Area Refugee Resettlement Project** – Chairs: Lori Ratajczak, Education; Shelly Case, Transportation; and Sandy Gera, Employment
 - We provided significant volunteer and financial support. The family has been here 10 months. Although we expect to continue educational and other help for another year, the committee is preparing them for independence.

2016-17 Social Justice Committee Annual Report Financial Donations

May 1, 2016 through April 30, 2017*

Note: This report does not include contributions paid directly to UUSC, UUPLAN, and other organizations on this list.

Share the Plate

Month	Recipient	Amount	Totals
May	Family Center of Kennett Square, MCHC of CC	645	
June	West Chester Food Cupboard	410	
July	Safe Harbor of Chester County	90	
August	Habitat for Humanity	100	
September	Healthy Start, Maternal and Child Health of Chester County	630	
October	West Chester Food Cupboard	315	
November	Charles C Melton Arts and Education Center	360	
December	WC Area Refugee Resettlement Project	1,290	
January	Volunteer English Program of Chester County	395	
February	Baby Food Fund	304	
March	Family Center of Kennett Square, MCHC of CC	255	
April	Domestic Violence Center	505	
Total:			5,299

2016-17 West Chester Food Cupboard Donations (not Share the Plate)	575	575
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Special Collections

May	UUSC Ecuador Earthquake Relief	454	
October	UUSC Haiti Hurricane Relief Fund	1,598	
Christmas Eve	Chester County Migrant Ministry	1,437	
Total:			3,489

Martin Luther King Day of Service/ Stop Hunger Now**

January	Contribution to St. Paul's Baptist Church	862	
Total:			862

Total Donations	10,225
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* Includes May and June 2016 to cover the last 12 months completed at the time of this report.

**Funded from Social Justice Budget and UCWC Social Action Trust Fund 2016 grant.

***Fellowtarian* and Online Presence Report**

Steve Sander

This year I completely redesigned *The Fellowtarian* based on UUA Brand Identity fonts, colors and logo stripe. I also floated the idea to the leadership of changing the name, now that we are no longer a “Fellowship.”

This year we completely redesigned the website using the WordPress theme designed by the UUA. We continue to expand the use of the website, including improved:

- Online Pledging, both annual and capital campaign
- Online Donations, Paddle registration and Kid's Parade for the auction
- Online RE registration

This was possible because we moved to a new host (GoDaddy) and a new content management system (WordPress) that included a robust add-on calendar and several other powerful add-ons.

We continue to use our email lists for discussion, announcement by groups, and for *Fellowtarian* solicitation of articles and distribution.



Administrator's Note

Jennifer Auman

From this congregation's founding, the Unitarian Congregation of West Chester has directed its passion, dreams and innovation into faith and community. On that foundation, we are pursuing one big, overarching goal and 2017 stands out as a year of significant—and accelerating —progress.

I attribute this success to the people of UCWC who continuously improved their accomplishment, productivity and quality of work, doing so with the utmost integrity. Without incremental improvements generated by this congregation's members, friends, volunteers and employees last year, we would not have met what was—to be sure—a very challenging goal. I am proud of this team for displaying the courage, commitment, integrity and accountability that it takes to learn, share, grow and improve.