



Unitarian Universalists of Southern Delaware

A Welcoming and Progressive Spiritual Community

**Church Council
Committee Reports
Fiscal Year 2022
July 1, 2021 – June 30, 2022**

Dear members and friends of UUSD,

May 17, 2022

As UUSD's fiscal year 2022 nears its end, I am so impressed with the work that our committees have accomplished this year. Despite unprecedented times dealing with COVID, this was truly an exciting year for UUSD. From welcoming our new minister, Reverend Heather Rion Starr in August 2021, to the welcoming of 23 new members, to the growth of our Children's Faith Exploration Program, there is much to be proud of within our community.

Our numerous committees work diligently throughout the year to accomplish their work. They also collaborate through bi-monthly Church Council meetings. Church Council is chaired by the vice president and is open to all. If you have never attended a Church Council meeting, please join us and you will find it to be very informative. Once you read the committee reports, I am certain that you will also be appreciative of the many volunteer hours that are expended to sustain our mission.

I hope that the UUSD Committee Reports for fiscal year 21-22 (July 1, 2021 – June 30, 2022) will provide you with a better understanding of what we, as a committed group of people, accomplished this past year. I am proud to be a member of such a dynamic and energetic community.

Peace and Love,

Jane

Jane Miller

Chair, UUSD Church Council

V.P., UUSD Board of Trustees

Committee on Congregational Life:

This newly reformed Committee on Congregational Life first met in September of 2021. Our early work involved rewriting our charge and addressing an issue that required some conflict resolution work.

In this past year, we have developed a proposed change to the Bylaws which was submitted to the Board, and now has been further referred to the Governance Review Committee.

In response to inquiries from both individuals and committees, we have been gathering information about resources available through UUA and elsewhere for conflict resolution work. We have investigated and discussed what resources are available and, based on that information, have developed a budget which has been submitted as part of our FY 2023 committee budget. We are now in the early stages of planning a workshop on conflict resolution, which would be available for those in the congregation who seek such training. We are also exploring possible joint brainstorming sessions of multiple committees which have some role in overlapping procedures or activities.

Finally, we remain available to the BOT for any tasks we can assist with, related to evaluating the general health of congregational life at UUSD

Respectfully submitted,

Deanna Duby, Chair; Paul Barnette, Carol Huckabee, Marty McLaren, Rev. Heather Rion Starr

Communications Committee:

MEMBERS: Sue Brown, Kay Creech, Cheri Garnet, Anita Gossett, Margaret Keefe, Pat Schaeffer (Chair), Ron Schaeffer, Ronnie Smith, Alleane Taylor, and Pat Williams. Alice Casey is the Board Liaison; Rev. Heather Rion Starr is a non-voting/ex-officio member.

COMMITTEE PURPOSE: To coordinate and develop all communication vehicles that inform the congregation and the larger community about UUSD's vision, mission, and activities.

KEY ACTIVITIES AND ACCOMPLISHMENTS:

UUSD WEBSITE: The Website Team has primary responsibility for maintaining the website. They are Website Administrators Alleane Taylor (Lead) and Margaret Keefe. Other Website Team members are Cheri Garnet, Anita Gossett, and Ronnie Smith. Pat Schaeffer is the Website Content Administrator. Over the past year, content has been updated and pages added as needed, such as ones for the new 8th Principle, Children's Faith Exploration Projects, Elevator Speeches, Green Team, How Do I ... at UUSD? (FAQs), Installation of Rev. Heather Rion Starr, Online Auction, and Pledge Campaign. Margaret and Alleane presented a webinar, "UUSD Website: Tools for Leadership," to the Church Council in April. Hook PR, our website designer, added new plugins related to preventing spam in Newsletter sign-ups and improving security, speed, and performance.

Over the past year (May 2021–April 2022), analytics show the website received 9921 viewers, an average of 826 viewers per month. (This is an increase of 4,015 visitors over the same period a year ago.) Approximately, 83 percent of these viewers are new website visitors, and 17 percent are returning visitors. There were 53,488 pageviews. The 10 most viewed website pages after the Homepage are shown in the table below.

| Rank | Website Page | Number of Pageviews |
|------|---------------------------|---------------------|
| 2 | Sunday Service Livestream | 4,631 |
| 3 | Calendar | 2,165 |
| 4 | Member Documents | 1,032 |
| 5 | Worship | 920 |
| 6 | Upcoming Services | 913 |
| 7 | Past Services | 799 |
| 8 | Our Minister | 643 |
| 9 | About Us | 516 |
| 10 | Committees and Contacts | 512 |
| 11 | Photo Gallery | 509 |

PUBLICATIONS: Pat Schaeffer is the Lead Editor for the weekly Thursday eNews, the monthly Beacon at the Beach newsletter, and Constant Contact communications. Alleane Taylor prepares and sends out the weekly Sunday Service Reminder. All are sent to over 400 recipients including members, friends, visitors/website sign-ups, and staff. In FY 23, Constant Contact will be phased out and replaced with MailChimp, a comparable email platform, to enable integration with Breeze, UUSD’s new member database.

PHOTOS AND VIDEOS: The Photo Team has primary responsibility for photo coverage of UUSD events and activities. Sue Brown and Pat Schaeffer co-chair the team. Additional volunteer photographers include Randy Davidson, Mary Leslie, Darlene Sellers, Alleane Taylor, and Richard Wheeler. UUSD members also share nature and event photographs for media products.

Photography projects included capturing images of Sunday services, Children’s Faith Exploration activities, and the Installation service for the website and publications; photographing members, friends, and children for the UUSD Directory; taking photographs and preparing graphics for over 200 items for the Online Auction catalog; photographing UUSD activities and events for the website, Facebook, and press releases; and preparing 11 videos for the website.

Communications is also responsible for managing the privacy issues related to UUSD digital images and videos. Several authorization forms were revised to fit various situations where permissions are needed to protect the privacy of adults and children.

UUSD SOCIAL MEDIA (FACEBOOK PAGE): Pat Schaeffer and Alleane Taylor are Facebook Administrators for UUSD’s Facebook page. Content is directed to both a public and congregational audience to share church services, events, and activities. Content is regularly updated from a variety of sources, such as the UUA, Central East Region, Unitarian Universalist Service Committee, and affiliated UU groups, local groups, and UUSD’s own events and programs.

EVENT PUBLICITY AND FLYERS: Pat Schaeffer developed the publicity for several UUSD events and activities. Pat Williams disseminated the publicity and calendar updates through local media and online channels. Sue Brown and Alleane Taylor prepared flyers for Fundraising, Social-Environmental Justice, and Adult Faith Exploration events. We continue to explore additional media outlets that could attract visitors searching for Unitarian Universalist values and want to connect with our congregation in some way.

SPECIAL DESIGN PROJECTS: Sue Brown and Alleane Taylor collaborated with staff and committees to prepare business cards for Rev. Heather, large stickers to update the Membership brochure, brochures for the Pledge Campaign and Pastoral Care Committee, online invitations for the Installation service, the 12-page Installation program, and committee icons for use in the eNews and newsletter and on the website.

COPY EDITING: All communications, including publications, publicity and flyers, program ads, and brochures and programs are copy edited prior to distribution to ensure a professional quality. Copy editors are Sue Brown, Kay Creech, and Alleane Taylor.

COPYRIGHT: Communications is responsible for implementing UUSD's copyright policy to avoid potential copyright infringement in worship, print, and digital communications. We continue to educate and help our leaders navigate through copyright issues.

SPECIAL INITIATIVES:

Communication Responsibilities and Tasks: Anita Gossett is coordinating the development of a comprehensive listing of committee members' major responsibilities and tasks. The listing will also show designated backups who could perform these responsibilities, if needed. This comprehensive list will be archived in UUSD's Google Workspace when this becomes available. Google Workspace will also allow for collaborative editing of the task list as needed.

Communications Proposed 8th Principle Priorities: Communications has submitted the following short- and long term priorities to the 8th Principle Task Force, which will integrate them into a UUSD-wide plan.

- **Short Term:**
 1. Incorporate UUSD's Inclusion/Non-Discrimination statements in Communications' publications, website, social media, and publicity.
 2. Expand publicity outreach to additional diverse sources to support leadership in attracting diverse staff, members and friends, and participants in events and activities.
- **Long Term:**
 1. Strengthen UUSD's awareness of how to communicate using non-racist and non-oppressive language.
 2. Strengthen publicity to emphasize accessibility to UUSD's facility; strengthen and publicize accessible communications capability for non-fluent English readers.

Submitted by Pat Schaeffer, Communications Chair, May 12, 2022

Denominational Affairs Committee:

The Board of Trustees approved and established the Denominational Affairs Committee (DAC) in July 2010. Our primary purpose is to help and encourage the involvement and education of UUSD members in denominational affairs issues, activities, and projects.

There are currently two members on the committee: Mac Goekler (Chair) and Chris Edginton. We want to thank Pat and Ron Schaeffer for their years of faithful service as co-chairs of this committee.

This past year, during the pandemic, the committee's key accomplishments included promoting and maintaining UUSD's involvement in the 2021 UUA annual General Assembly, which was virtual. Four UUSD members participated in General Assembly serving as delegates. This year, the 2022 UUA General Assembly, will be multi-platform – a combination of in person and virtual. We will have a full slate of GA delegates – three virtual and one in-person. The virtual delegates for the first time do not have to pay anything (they can only attend business sessions) – we finally have a fully financially accessible General Assembly.

DAC also has two Board appointed representatives to the Delmarva Cluster group, Mac Goekler and Rev. Heather Rion Starr. For 2021 and 2022, our Mac Goekler organized a summer cluster family day at Killens Pond State Park (South of Dover DE). This is a kid friendly park as it is the only DE state park with its own water park.

Also, DAC is responsible for advertising and encouraging UUSD support for the regional Chalice Lighters program, which facilitates congregational growth within our Central Easter Region (CER). UUSD currently has about 50 percent of our membership, who participate this past year in the Chalice Lighters program.

DAC also regularly shares denominational events, programs, and articles on the UUSD Facebook page that originate from the UUA, Central East Region and other UUA related groups. We have been paying particular attention to the ongoing re-invention of the UUA – new structures, revised GA, and new UUA bylaws including Art. II (where our UUA Principles, etc. reside).

We welcome new members to the committee to help us continue our focus on assisting and encouraging UUSD members to become knowledgeable and involved in UU denominational affairs activities. Being a member of DAC is a great way to better understand the workings of the Cluster, CER, and the UUA.

Mac Goekler, Chair, Denominational Affairs Committee, May 8, 2022

Executive Team:

Technology – ET provided guidance and oversight to several technology challenges throughout the year. Among the areas managed included:

- **Breeze Implementation** – ET worked closely with the Office Administrator, to first identify a new, upgraded database system. Once the decision was finalized, ET worked closely to address any questions, issues, challenges related to the content input and the most efficient way to transfer the current data to the new system.
- **Secured WiFi** – We identified and worked with Property Management regarding having both a secure and unsecured WiFi access. Our unsecured site is available to any member or guest who

requests access, while continuing to protect the bulk of the UUSDs common documents. This portion of the server will only be accessible to staff and the Property Management Committee members.

- **Electronic Document Storage System** – ET researched possible alternative “cloud” or electronic storage systems. After significant research it was recommended that we engage access to Google Workspace storage system. Furthermore, due to the time required to set up this system, a contract was secured to have an outside vendor work with the congregation and office administrator.

Human Resource – with the arrival of a new minister, ET navigated several human resource/personnel issues in the past year. Included were:

- **Staff Holidays** – ET identified the 2022 staff holiday scheduled that included the 4th of July, Thanksgiving, and the Day after, as well as the week between Christmas and New Year’s Day.
- **Budget Recommendations** – as part of the budging process, ET recommended an increase to 20 hours/week for the Office Administrator to begin immediately. They also recommended the addition of securing funding to pay for Property Management support personnel. In addition, they are working with the HR Committee to draft a position description and other perimeters around securing a permanent Director of Religious Education.
- **ET Membership** – ET gained Ellen Lytton as a member upon the resignation of Darlene Sellers who moved into her new role as the FE Leader and identified a replacement for retiring committee member, Donna Dolce.

Fund Raising/Property challenges – ET continued to mediate emergent property challenges as COVID restrictions were lifted.

- **Hybrid Church:** ET continued to be an active part of the Hybrid Church Task Group as it navigated moving our community back into utilization of our building and the guidelines related to providing a COVID safe and healthy environment for everyone
- **Fund Raising Auction** – with the return to in-person activities surrounding the re-introduction of our Religious Exploration program, ET helped navigate space usage to balance out the Fund-Raising Auction and Sunday education program. They will continue to work on a long-term solution to our ever-increasing special needs.

General Administrative functions – The Executive Team routinely must deal with ongoing questions or challenges asked of us regarding administrative matters. Listed below are just some of the topics or issues we worked on to resolve.

- **Pronouns on Name Tags** – ET worked with our Office Administrator to not only communicate with the congregation regarding the benefit of including our pronouns in the Directory, on our name tags, but also determined how to implement the process. Numerous messages were sent out via weekly emails or the monthly newsletter, commented on from the pulpit or otherwise strived to continuously educate our community, followed by implementing the strategy to reissue name tags to the entire congregation.

- **Church Mutual Insurance** – ET provides regular oversight and communication with our insurance carrier. Frank McCarry from Church Mutual attended a meeting of ET to discuss and review our current insurance coverage and policies. The chairs of HR, Finance, Communications, Property and a Board representative were invited to attend this presentation and ask Frank any questions related to their area of work. As part of that presentation, he provided a 13-page summary of our coverage. For the most part, our plan provides 100% replacement costs after the deductible on all tangible goods.

Frank provided additional recommendations to reduce our exposure/risk and ET proceeded to identify ways to address some of these recommendations.

- **Safety Oversight** – in response to the presentation by our insurance provider, ET reestablished a “Safer Congregation Team” that would be responsible for ensuring that appropriate policies and procedures are in place, as well as monitor and enforce any identified guidelines.
- **External White Board Sign:** The team reviewed the previously written procedure regarding the messaging on the external white board. ET will continue to fill in the messaging when not being utilized by an identified group. Work was initiated to investigate the possible acquisition of an electronic/digital sign that can more easily be changed via computer. In addition to the actual cost of such a sign, its design, etc. clearance and permission is required by the county before we could proceed.
- **Storage** - Storage continues to be an ongoing challenge. ET worked with the six key committees utilizing or requiring storage; PMC, Fund Raising, Worship, Kitchen, ESL and Lifespan to organize, and inventory the contents of their storage areas, dispose of unnecessary items and condense as much as possible. An inventory of all items, with their identified locations and appropriate labeling was completed. Copies of the inventory list were filed with the Office Administrator and copies located in each of the designated storage areas. It is recommended that this information be updated annually.
- **Safe:** After much ado about whether to keep the safe or not, the Finance Committee continues to put it to good use.

Misc. projects – ET continued to support a number of efforts that interfaced with other committees or the Board among these topics included:

- **Policies and Procedures** - ET reviewed the process used to update organizational policies and procedures, especially those most directly affecting the work of ET. The current procedure was modified and sent to the board for adoption.
- **FAQs** – ET reviewed the current website FAQ system. The website contains an abundance of information and direction on a variety of topics or information that members may seek. They continue to work with the Communications Committee to upgrade the FAQ section of the website e.g. where can I find information about storage, how do I learn more about Unitarian Universalism, how do I get reimbursed for expenses, etc.
- **Indoor Aesthetics** – ET is providing oversight with Property to identify how to enhance our foyer/entry way to be more “welcoming” and better reflect our beliefs and values. As a result of these discussions an “indoor aesthetics team” has been formed to develop recommendations for how our entry way might better serve the community.

Rev. Heather – As our newly settled minister continued to navigate her role during this first year, ET juggled several topics to identify procedures to respond effectively to new issues and develop guidance as to the appropriate location or group where the answers may be found. Topics discussed were such things as who has the responsibility/authority to make certain decisions, what do we do with miscellaneous. office stuff, who do I call to fix the front doorbell to name a few topics that are all in a day's work for the Executive Team!

ET Members 2021 – 2022

Jean Charles

Donna Dolce

Ellen Lytton

Don Peterson

Darlene Sellers

Rev. Heather Rion Starr

Expansion Planning Committee:

After a slow start last year due to the pandemic, we welcomed our new minister Rev. Heather to share in our process of planning for the future. Last Fall we held 5 Focus Groups involving 42 members plus facilitators and got a lot of great input. As we were about to share this with you in a Sunday Town Hall the coronavirus surged again limiting in person gatherings. While we have resumed meeting for Sunday services we have yet to resume regular coffee hours in the Gathering Area. So our newer members and Rev. Heather have yet to experience the normal after-service social gatherings.

Meanwhile, in order to facilitate a broader and more comprehensive visioning process, we would like to bring in a very experienced consultant recommended by the UUA as we did in our original building campaign. The consultant will review prior Focus Group input, reach out to UUSD leaders, Board, committees and all members through a variety of tools including interviews, meetings, surveys, etc. The intent will be to help clarify the scope and reach of our mission and to identify the changes and additions to the building and resources of UUSD that will enable us to fulfill our mission.

We have selected a consultant and, together with the Board, reviewed her proposed contract. Approval is imminent. As this annual report is coming out, we expect a lot of visioning action will be underway.

Our Expansion Planning Committee consists of co-chairs Allan Cairncross, Ron Parks and Linda DeFeo; members Kris Acker, David Dagenais, Gary Schmidt, Jim Gervan, Ken Loewy, Ron Schaeffer and Rand Lytton.

Finance Committee:

The Finance Committee's primary focus is to work with the Finance Officer(s), the UUSD Board of Trustees (Board), and UUSD Committees to help assure a solid financial foundation that supports

congregational growth and continued financial stability. Dedicated to that work in the FY22 fiscal year were members: Alice Casey- Secretary, David Dagenais – co-Finance Officer, Pat Murdock, Dara Schumaier, Kent Sprunger, Richard Wheeler – co-Finance Officer, and Ron Schaeffer-Chair.

The Committee adopted a sub-committee structure in 2019 to manage projects and distribute the workload within the interest and expertise of the members. Under this structure, the full Committee remains responsible for committee proposals and final project results.

The Committee can report the following accomplishments during the 2021-22 fiscal year:

- The Budget Development Sub-Committee initiated phase 1 of the annual budget process in January 2022. They completed phase 2 in late April, incorporating the final pledge commitment and other cost refinements, and submitted a final budget proposal to the Board in early May for FY 23.
 - *Note: The FY23 budget will be up for congregational approval at the annual meeting on June 12, 2022.*
- The Pledge Campaign Sub-Committee began its planning in October and initiated the pledge campaign in February by engaging our UUSD leadership, who made a 100% early pledge participation commitment. The campaign officially ran through the month of March and not only met our financial pledge goal but exceeded it by 4% by April 25. We received 122 pledges, including eight from Friends and 114 from members, which was an 81% membership participation rate. The final pledge commitment has been incorporated into the proposed budget.
- We expect to complete an internal review of the UUSD accounting books for the 2020-21 fiscal year within the next month, which will bring us up to the current period.
- We submitted a new Gifts Acceptance Policy to the Board replacing the Appendix 6A- Contrubutions policy in place since 2007. This new policy will also incorporate the Property Management policy for handling tangible gifts given to UUSD for use or display within the facility. Property Management continues to be the responsible committee for managing this issue. The Board approved this new policy on July 21, 2021.
- We continued a monthly newsletter communication to the congregation on the status and overall well-being of UUSD's financial situation.
- The Committee completed the 8th Principle readiness analysis and established two short-term and two longer term projects to help address the congregation's ongoing commitment to fight racism and oppression in society.

Our committee has the following goals for the FY2023 church year and beyond:

- Conduct an internal annual accounting review for fiscal year 2021-22.
- Develop the 2023-24 operating budget and the related financial pledge commitment
- As the pandemic recedes, re-initiate the legacy program promotion and more public communications
- Align financial practices with UUSD Mission/Vision/ Principles (8th Principle Short Term Goal)
- Build a strong reserve for the future (8th Principle Short Term Goal)

- Update the original Wayland study to assure necessary future financing for asset improvement and replacement.
- Assist the Expansion Planning Committee with a capital campaign for a facility expansion and improvement of the property.
- Set up a plan for a socially responsible investment advisory committee, which is inclusive and diverse. Those with expertise in financial investing and others who are community and committee focused (8th Principle Longer Term Goal)
- Only after UUSD has significantly more fund reserves, investigate investing in ESG funds (8th Principle Longer Term Goal)

Respectfully submitted,

Ron Schaeffer, Finance Committee Chair

Fundraising Committee:

Members: Gwen Johnson, Chair; Beth Law, Co-Chair; Jane Miller, Treasurer; Gail Hecky, Sharon Herb, Pam Smith, Kaz Huston, Rick Welk, Isaac Carney, Randy Davidson, Sue O'Brien, Laura Borsdorf, Valerie Andrews, Martha McLaren, Linda Marsden, Carol Huckabee, BarB Barnette, Paul Barnette, Jan Daily, Jackie Baker, Kim King, Gail Hecky, Alleane Taylor, Sue Brown, Donna Davis, Carol Scileppi, Darlene Sellers, Irene Frantz, Mary Leslie, Alice Casey, Ellen Lytton, Cheri Garnet, Donna Preston, Nancy Comisso, Ellen Fritz, Irene Frantz, Karen Lunstead, Jena Hom, Dar Sellers, Ceil Payne, Pat Bartels, Erin Ramsey, Ms. Hermie (Ronnie Smith's mom)

Our committee works diligently to not only raise funds for the UUSD annual budget, but also to provide a spiritual connection. We invite new members and friends to UUSD to join us, and in the past fiscal year, FUNdraising has added a number of new people to the committee.

The committee began FY 22 with a FUNdraising goal of \$29,000. Per discussion with the Finance Committee at mid-year, it was estimated that we could actually exceed \$32,000. In January, 2022, our goal was raised to \$32,000. We are on track to meet or exceed this amount.

Sponsored Activities:

July 2021 to Present -UUSD T shirts – Cheri Garnet led the sub-committee for our new T shirts and had to find a new vender in the midst of Covid. Due to Covid, our newly designed T shirts were not delivered until February 2022. Cheri did a fantastic job ordering and selling about 110 new T shirts. Profit from t-shirt sales is approximately \$1,000. We still have T shirts available for new members.

August 28, 2021 -Outdoor Yard Sale -This event was a huge success. 55 volunteers from our UUSD community gathered, sorted, priced and stored items in the pod, closets in the foyer and shed. They help set up, sell items, manage traffic and parking, and finally, clean up after the sale. We worked in over 100 degree heat index the day before and day of the yard sale....but we had fun and built spiritual connections with everyone. This event raised over \$7,000 for the church, and helped members of our local Sussex County community.

October 24, 2021 UUSD Cares – All Congregation Picnic – UUSD Cares Subcommittee.

We had about 90 members and friends attend and everyone enjoyed the event. The Membership Committee contributed funds for hamburgers and hot dogs.

November 12 and 13, 2021 - Craft Faire – After many members were crafting all year, we held our annual Craft Faire/Crafty Café, in conjunction with the Rehoboth Beach Film Festival. Many FUNdraising members and UUSD members and friends helped in numerous ways to make this two day event a tremendous success. Over \$12,000 was raised for UUSD, and it was a joy to be with each other during the event. Next year, we hope to have enough inventory for a two-weekend event.

November 25, 2021 – Friendsgiving at Club House in Laura Borsdorf’s community- We had about 40 members and friends share a potluck Friendsgiving meal.

****Due to the outbreak of Omicron in late November 2021 we cancelled four FUNdraising events scheduled from December 2021 through mid-April, 2022***

April 22 and 23, 2022 – Provided Packaged Foods for Rehoboth Beach Film Society – Our committee made several hundred dollars on this event, even with poor movie attendance.

May 14 -21, 2022- UUSD’s Annual On-Line Auction - The auction is currently in-process as of May 17th, 2022. The auction subcommittee began meeting and planning in January 2022. After four months, we were ready to go with the assistance of Auctria software. The following were instrumental: Linda Marsden, Subcommittee Chair, photography team (Dar Sellers, Sue Brown, Alleane Taylor and Mary Leslie), our Technical Data Team (Chris and Mary Leslie, Linda Marsden, Sue Brown, Alleane Taylor, and Jane Miller). The Communications Committee collaborated with the Auction sub-committee on photos, software web design, and publicity. We couldn’t have pulled off this event without their invaluable assistance. Our beloved community has been very generous with donations of food, services, art, tangible items, events and gift cards to sell at our auction. We project income of about \$12,000.

The FUNraising Committee meets the second Tuesday of each month and sub-committees meet as needed to work their respective events. Our crafting sub-committee meets monthly; in addition to creating crafts, we also provide spiritual connections.

As the FY 22 auction ends on May 21st, 2022, we will now begin to plan for the Fall Crafts Faire!

Respectfully submitted,

Gwen Johnson, Chair FUNdraising Committee

Lifespan Faith Development Committee – (Adult Lifespan Faith Exploration, Children’s Faith Exploration and 8th Principle):

A FE members: Betty Kirk, chair; Mac Goekler, Charles Bittner, Kim King, Rev. Heather Rion-Starr

8th principal Task Force members: Susan Goekler, Chair; Mac Goekler; Kaz Huston, Betty Kirk, Darlene Sellers; Rev. Heather Rion-Starr

The AFE Committee (formerly the Adult Religious Education Committee) was in the process of reconstituting itself after the passing of Len Bowman in 2020, covid-19 restrictions, and the arrival of a new minister in August, 2021. AFE adopted a new 3-session UU curriculum offered by Soul Matters and offered both in-person and online classes in October and March. After attending the class, eleven signed the membership book.

In addition, the Board of Trustees (BOT) also asked the AFE to develop a one-year study plan on the proposed 8th principal. AFE formed a sub-committee and developed a plan which was accepted by the Board in April, 2021. In May and June, a logo, motto, and website were developed. Charges for both Lifespan Faith Exploration (which includes Children's Faith Exploration) and the 8th Principal Task Force were approved by the BOT in August.

Programs for AFE and the Task Force events were advertised and reported to the congregation via the website, newsletter, and updates. Where needed, press releases were also sent to the *Cape Gazette*.

Below is a brief non-class summary of 8th principal activities. In addition, Susan Goekler provided update information to the Board and Church Council on the Task Force progress.

- A. Online website activities where folks did not have to meet:
 - 1. Online *Implicit Bias* test on Race
 - 2. History Hunt – took folks throughout Sussex county to locate historic African American and Nanticoke sites
 - 3. Survey given to the congregation to solicit attitudes toward systemic racism (Jan. - 69 respondents)
 - 4. Black History quiz - May
- B. *Congregational opportunities:
 - 1. UUSD invited Bruce Pollack Johnson, one of the co-authors of the 8th Principle, to the pulpit – Feb. 20 (13 stayed after for Q&A)
 - 2. Four cottage meetings – three online and one in person – to promote discussion of 8th principal (25 participants)
 - 3. Developed an assessment tool for each organizational component at UUSD, distributed it, and collected information from the BOT, all committees, covenant groups, etc. on short and long-term anti-racism/anti-oppression work which formed the basis for an action plan.
- C. Reworking of wording – The Task Force found that many people liked the concept, but did not like the wording, so in April four volunteer UUSD members contributed a new wording of the 8th principal for consideration during the June vote (Don Peterson, Bobbi Dunham, Joanne Saltzberg, and Ceil Toth). I was approved by the BOT in May for inclusion on the June ballot.
- D. Asked Don Peterson (ET), Kris Acker (Fundraising), Bobbi Dunham (Covenant Council), and Donna Davis to help write action plan which will be due in June.
- F. May trip to Harriet Tubman Museum cancelled due to lack of interest; it will be an auction item.
- G. Two final meetings on May 22 (in person) and May 25 (online) will provide the last chance for people to voice concerns about or opportunities for UUSD becoming an active supporter of anti-racism and anti-oppression as contained in the 8th principle.

The activities in the charts below reflect the classes offered by AFE in both of these areas. Working with the Communications and Social and Environmental Justice Committees, AFE was very pro-active in reviving Adult Learning at UUSD.

| Class - AFE | Date | Facilitators | UUSD attendees | Non-UUSD attendees |
|---|-------------|------------------------------------|-----------------------|---------------------------|
| New UU in person | Oct. | Rev. Heather, Kim King, Betty Kirk | 4 | 4 |
| New UU online | Oct. | Same as above | 5 | 4 |
| Intro. To Mindfulness Meditation-online | Jan. | Sue Greer | 17 | 2 |
| Darwin Day-online | Feb. | Betty Kirk and Harry Dillner | 14 | 12 |
| UU Tuneup – in person | Mar. | Rev. Heather, Kim King, Betty Kirk | 9 | 2 |
| UU Tuneup - online | Mar. | Same as above | 3 | 8 |
| Medicine Wheel-in person | Mar. | Sue Greer | 13 | 3 |
| The Climate Crisis-in person? | April | Mac Goekler and Chris Bason | 12? | 6? |
| Chakras | June | Sue Greer | ??? | ??? |
| Total | | | 65 | 33 |

| 8th Principal classes | Date | Facilitator | UUSD attendees | Non-UUSD attendees |
|--|--------------|----------------------------------|-----------------------|---------------------------|
| <i>How to be an Anti-Racist book discussion</i> | Nov. | Charles Bittner | 11 | |
| <i>Me and White Supremacy book discussion</i> | Jan. – Mar.. | Rev. Heather, Kaz Huston | 7 | |
| <i>13th movie and discussion - online</i> | Nov. | Maggie McLaughlin and Betty Kirk | 8 | |
| <i>Who We Are movie and discussion</i> | April | Mac and Susan Goekler | 15 approx. | 15 approx. |

| | | | | |
|--|-----------|--------------|----|----|
| What is it about white people - online | April/May | Don Peterson | 12 | |
| Total | | | 53 | 15 |

Children's Faith Exploration

Discussion between Alice Casey and Dar Sellars - UUSD Children's Faith Exploration Development

On April 7, I meet casually with Dar Sellars to review and document her initiation steps and re-development of UUSD Children's program in 2022. I prepared by reviewing the UUSD Website which delightfully captures each sessions activities with multiple photos and text.

Rev. Paula had been in discussion with Dar and Valerie Andrews , during the spring of 2021, to prepare for a re-start of children's program when possible. Dar has an extensive background of children programming through Girl Scouts and YWCA. The initial idea included #1 " *get rid of curriculum*" and to re envision a Sunday Children's program. Sharon Herb is now, assisting Dar in the program execution. The program was restarted on July 25, 2021,

Actions for ReStart of Elementary Age Children:

- Review the previous enrollment information from prior registration records and recognition of new members with children.
- She contacted these families and keeps them informed of dates and programs through email and phone calls. She has sent hard copy, personal, "snail mail" Invitations to each child.to enroll.
- Set up initial schedule of programs, now meeting every other week and lead by volunteers. Fourteen sessions have occurred as of 4/17/22.
- Include children in process to draft a covenant agreement of good relations for respect and safety. See website graphic
- Coordinate with UUSD committees including Communication for Newsletter, Promotion, Solicitation of Volunteers , photo teams, Website Team, Membership for newcomers She reported that she always felt supported and encouraged and knew that UUSD congregation, " really had her back "
- Volunteers from congregation that have lead a program is Rev. Sue Greer, Deb Davies, Mac and Sue, Joanne Saltzberg, Rev, Cathy and Pam Everett.

Restart of Youth Group (Middle and High School)

Children have been invited and attended one meeting to develop their goals etc. On April 24, 2022 Donna Preston is volunteer presenter for Youth Group. Jean Charles has provided support to this program.

Future Plans

Michele Warch, a UUSD member, is developing on-line training module for volunteers

Long-term planning of themes, schedule and resources

Management of Outdoor Space activities

Advancing the “Vision” of playground with equipment

Membership Committee:

Betty Kirk, Beth Law, Mary Lenney (until 4/1/22), Linda Marsden (Chair), Jane Miller, and Ceil Toth. Rev. Heather is an ex-officio, non-voting member of the committee.

Consistent with the vision and mission of UUSD, the purpose of the Membership Committee is to attract new visitors to UUSD, provide a welcoming atmosphere for those attending Sunday worship, provide opportunities to support new members, and to work to retain current members. The Membership Committee meets on the second Friday of each month from 11 a.m. – 12:30 p.m.

Members, Friends, and Visitors:

As of May 12, 2022, UUSD had 193 members and 64 friends. From July 1, 2021 through May 8, 2022, 23 new people signed the Membership book. Six members moved, resigned, or requested to be converted to friend status. One member passed away during this period.

Twice a year, in the Fall and Spring, the Membership Committee reviews the status of members and friends to determine if they are consistent with the Rights and Responsibilities of Membership. Current members who do not meet at least one of the five responsibilities are contacted to see if they want to change their membership status. The Committee formally defines Friends as those who meet one or more of the responsibilities but choose not to sign the Membership book.

Services have been hybrid (in-person with live-streaming available) for part of this time period. The balance of in-person attendance versus virtual has been shifting toward in-person, with as many as 93 people in attendance. Virtual attendance is now averaging around 35 households. Visitors are returning in-person as well with 2- 6 visitors at each service.

Newcomers/New Member Events:

The Committee has been unable to hold newcomer luncheons during this period due to Corona Virus restrictions. We did have an informal happy-hour get-together for new members which was held outdoors. It was well received by those who were able to attend.

A new version of UU 101, now called “UU Tune-Up”, has been offered twice, both in-person and on zoom, and well attended by both potential new members and some current members

A New Member recognition ceremony was held in December of 2021, celebrating 16 new members, including those who had joined during Covid when services were all virtual so had not previously had a chance to participate. Another New Member recognition service is planned for May 22, 2022, which will celebrate another 10 new members.

Ongoing:

Greeters are back to performing Sunday morning duties, and Bobbi Dunham is now coordinating the ushers as well.

Members who have not been heard from for a while are contacted to see that all is well with them.

New members receive a card recognizing their first year anniversary at UUSD.

Randy Davidson and Sue Brown took pictures of members and friends for the new Breeze Directory. This new format is available as an app and updated on a real-time basis. Office Administrator, Nancy Cordes, has completed a project to update all member and friend information. New name tags for all members and friends will be distributed on Sunday, May 15, 2022.

Music Committee:

PURPOSE: Work with the Minister, Director of Music Ministries, Worship and other committees to support the development of quality music programs and support music ministry for church services and other events.

MEMBERS: Arlen Herb, Wayne Lunstead, Paul and Barb Barnette, Jean Charles (Worship Comm. Rep.), Julie Keefer (Dir. of Music Min.), Laura Borsdorf (BOT rep), Dianne Conine, Chair

CHOIR MEMBERS WHEN IN PERSON: 32 core members (35 when occasional participants/guest soloists join)

KEY ACTIVITIES: > Assisted Julie as needed with music selection. > Participated in choir meetings/rehearsals held every 1-2 weeks by Julie via Zoom and then in the sanctuary masked, socially distanced end of 2021, early 2022. > Participated in meetings regarding safe singing practices using vocal teams in house vs. full choir (choir performed March 20, 2022 masked in the sanctuary for the first time since March 2020). > Participated in the preparation of Rev. Heather's Installation Service held March 27, 2022. > Submitted a Music Comm. budget proposal of \$2,901 for FY 2022-2023 to the Finance Committee which would include payment for piano tuning, additional choir music purchases, Zoom account and copyright licensing fees.

KEY INITIATIVES FOR NEXT YEAR: > Participate in continuing a safe singing environment as appropriate based on COVID restrictions. > Continue to secure appropriate copyright performance licenses (One License, CCS) to cover live streaming Sun. services and secular music presentations other than for Sun. Service.

MAJOR CHANGES: > In person singing (masked) resumed in March, 2022. > 5 new choir members were welcomed.

CHALLENGES/NEEDS GOING FORWARD: > Continue to advocate for fair compensation for Dir. of Music Min. position to allow UUSD music program to grow in tandem with congregation growth. > Work to present a variety of music for Sun. Service and navigate safety/space issues on the chancel.

Respectfully submitted (5/12/2022) by Dianne Conine, Chair

Pastoral Care Committee:

Pastoral Care Committee Members: Rev. Heather Rion-Starr, Charles Bittner, Allan Cairncross, Gail Hecky, Carol Huckabee, Don Peterson, Sue O'Brien (recent past Chair), Michele Cavanaugh and Karin Westermann (as co-chairs)

The Pastoral Care Committee seeks to follow the mission of UUSD: To nurture spiritual growth, embrace diversity, work for justice and strive for a loving world. In coordination with our Minister, or in her absence, the committee's charge is to respond to congregant's requests or perceived needs for personal assistance or referral to outside resources in order to address physical, spiritual or psychological issues.

Recognizing the committee member's role as assistance to the Minister. The committee's Mission Statement has been revised: "In keeping with our first principle, the Pastoral Care Committee models and nurtures a congregational culture where no one needs to journey alone. The Lay Pastoral Care Associates covenant with the Minister, the congregation, and one another to provide support."

Contacts, referrals or concrete services are provided as appropriate while maintaining confidentiality with congregants regarding identities and issues. In fulfillment of our Charge the following actions have been taken during the 2021-2022 year: The Pastoral Care Committee had a change in leadership in March of 2022 when Sue O'Brien stepped away as the Chairwoman. Rand Lytton resigned from the committee in April of 2022 to assume his new role on the Governance Committee. It is anticipated that Mary Quigley will join the Pastoral Care Committee as of 6/2022.

Covid-19 Pandemic still affects the need for the Pastoral Care Team outreach to address the many and varied needs of our congregation. It has been evident that Pastoral Care outreach is especially important considering the high degree of fear, anxiety, social isolation and family separation that many UU's experience. Although person to person contacts is still not regularly done, Lay Pastoral Care Associates continue to reach out to their assigned members via phone, e-mail, text, "snail" mail, and various social media platforms. At all times the member's privacy, dignity and confidentiality accepting assistance was, and is, respected.

In partnership with Rev. Maiorano, and now Rev. Heather, certain UU members with the greatest economic need or specific hardship were identified and money from the Minister's Discretionary Fund is being provided in the form of cash, gas and grocery gift cards to these individuals. All outreach is being done confidentially through the Lay Pastoral Care Associates and Rev. Heather to assist those in need. We are endeavoring to increase the visibility of the Pastoral Care Team in the following ways:

- Regular Thursday e-news articles
 - Covenanting and charge of the committee members at a service in the near future.
 - Mention of Lay Pastoral Care Associates from the pulpit on Sundays in the near future
- Maintaining contact with the Covenant Group Leader (as Covenant Groups are a part of Pastoral Care) and attending Covenant Group Leadership meetings to remind leaders of the LPC's willingness to help their group members. Continuing to communicate with Covenant Groups if there is a particular need for one of their members and employ Helping Hands to assist the member as needed.

- The Team will maintain a list of currently interested “Helping Hands” individuals who will assist with meals, rides to appointments and other assistance as able and required. There are currently 19 members of the Helping Hands group.
- Maintaining communication with the Chairperson of the Membership Committee re: new members, changes in membership, etc.
- When the “UUSD Cares Campaign” was created by the Fundraising Committee, members of the Pastoral Care team saw it as an opportunity to join with other committees to provide outreach to UUSD and the greater Lewes Community. Pastoral Care Team members participated in each “UUSD Cares Parade”.
- With the assistance of Rev. Heather, the committee is discussing potential educational activities for the team.
- Presently the Pastoral Care Team is revising the Pastoral Care brochure which is anticipated for some time in June. It will be shared with new members and other interested persons. It is planned that Lay Pastoral Care Associates will attend New Member luncheons (or other gatherings) to introduce the work of the committee
- Discussions are on-going re: employing a comprehensive and useful model of Pastoral Care services for UUSD members.
- The PC Team will continue to collaborate with other groups and committees within UUSD to ensure that the Pastoral Care team at UUSD continues to support the inherent worth and dignity of each person within our Beloved Community.

Respectfully submitted: Sue O'Brien & Michele Cavanaugh, Chairperson, UUSD Pastoral Care Committee

Property Management Committee:

Property Management Committee (PMC) is charged to:

- Manage operation and maintenance of the UUSD facility,
- Focus and provide information on facility-related problems and concerns,
- Monitor needs and oversee work on maintenance and improvements.

In addition to the main committee, PMC has organized subcommittees for

- Landscape Management (detail below)
- Audio/Visual Systems and Operations (detail below)
- Kitchen, Maintenance, Energy)

PMC and subcommittees work closely with all other committees, Executive Team and the UUSD Administrator to accomplish its charged responsibilities.

Members are Gary Schmidt (chair), Allan Cairncross, Pat Murdock, Walt Smith, Cass Ripley, Ken Loewy, Doug Welch, Cheri Garnet, plus subcommittee chairs, BoT and ET liaisons. Committee meets twice monthly (1st & 3rd Thursdays)

Ongoing responsibilities include:

- Contract management (Fire systems, HVAC system, traffic control, pest, mow & snow, septic, insurance, phone & cable, cleaning, facility rental),
- Maintenance, repair, and improvements,
- Energy system (solar & HVAC) management,
- A/V system operation, maintenance, and enhancement.

Key activities for the last year included:

- Prepared for phased reopening of the facility with Hybrid Church Taskforce:
 - Name tags moved to gathering area”
 - Purchased, built, installed acoustic panels in foyer and gathering area.
 - Adjusted sanctuary seating for social distancing.
- Managed 6 week solar inverter outage.
- Instituted monthly “Work Saturday “: 2 hours of supervised volunteer work groups.
- Sept 15 meeting with Church Mutual agent Frank McCarry. Suggested video inventory of facility.
- Film Fest support: Mini-Film-Fest - April 22-23
- Scheduled and supervised annual maintenance for HVAC, fire alarm & extinguishers, septic.
- Annual well water test exceeded nitrate level. Purchased and installed bottled water dispensers for foyer and kitchen.
- Purchases: Replacement microwave, WiFi router upgrade, lockable mailbox.
- New Wi-Fi-capable lockset installed at “Office” entrance.
- 3 snow events required professional plowing, exceeding budget for this year
- Trip hazard at east entrance: striped step edges. Installed warning sign. Contractors interviews in process.
- Met with Seascape Property Management – possible management assistance.
- Negotiated mowing contract with 6 bidders– contract with DR’s Mowing
- Ongoing support to “Safer Congregation Team”.

Key (known) activities for the next year include: continued support of “hybrid church” operation, continued A/V system improvements, -after “re-open”: support any on-going COVID restrictions, completion of deferred maintenance/improvement items.

Key challenges for PMC are:

- Managing, inherent “unknownness” of facility operation & maintenance demands,
- Delegation of problem resolution and/or work execution beyond “core” PMC members
- Ongoing management of the currently very limited facilities (e.g., storage space)

UUSD Landscape Committee: A Sub-committee of Property Management:

Members:

- Valerie Andrews, Pat Bartels, Kay Creech, Linda DeFeo, Jim Gervan, Sue Greer, Margaret Keefe, Maggie McLaughlin, Boden Sandstrom, Lee Wheeler. (Erin Ramsey, part of the year)

Overview:

- The Landscape Committee, a sub-committee of the Property Management Committee, was reactivated in 2018 after a two-year hiatus. Kay Creech, Linda DeFeo, and Margaret Keefe share committee management duties. Our goal is to maintain and enhance the garden beds, keep the property looking attractive, and plan for future enhancements. The Committee's mission is to use environmentally responsible gardening methods, including adding native plants, avoiding harmful chemicals, and installing a rain barrel to recycle for watering. This commitment entitled UUSD to be recognized as a Certified Wildlife Habitat by the DE Native Plant Society/National Wildlife Federation.

Accomplishments:

- Recruited volunteers to take a weekly turn at watering our garden beds from early June – late September.
- Member Kay Creech planted 10 red bud saplings from her yard along the UUSD east tree border.
- Cleaned out the east bed by the CFE room, added a rain barrel, and planted several grasses and milkweed to create a pollinator bed.
- Completed the chalice sculpture project (after 4+ years), installed the sculpture, and held a dedication ceremony of December 12, 2021. Landscaping around the sculpture continued through the spring, including adding solar lights, native grasses, stones, and a paver edge.
- Met with Judy Pfister, a Sussex County Master Gardener, to get advice about the installation and maintenance of our wildflower pollinator meadow.
- Started the wildflower pollinator meadow on the dirt mound by applying 6 mil plastic sheeting to kill of grass and weeds underneath, using the eco-friendly solarization method.
- Received a \$500 mini-grant from the First State Resource Conservation & Development Council to buy supplies, seeds, and plants for the wildflower pollinator meadow.
- Purchased 2 chairs and a bench (made from recycled plastic) using additional Chalice Fund money donated by Jena Hom in Len's memory. Chairs and benches will be placed near the chalice sculpture and secured to avoid theft.
- Held an outing for Landscape members on 4/22 to have a guided tour of the DE Botanic Garden and then lunch at the Good Earth restaurant in Ocean View.
- Held 2 yard clean up days, fall and spring, to spruce up the property, both times in conjunction with Property Management's Saturday Workdays. This included cleaning up the property and planting pansies prior to the 3/27 Minister's Installation service.
- Supervised having the invasive vines removed from the west property line to clean up that area.

Future Plans:

- Remove the plastic sheeting from the wildflower pollinator meadow in September, spread wildflower seed, and put in plant plugs. Due to the slow maturation of native perennials, it will be 3 years before the meadow is fully blossoming.
- Put a bench on the north end of the meadow so people can sit and look out at the pond and woods.
- Plant shrubs and short trees on the north side of the meadow mound behind the bench to act as a privacy shield while people relax there.

- Hire someone to remove the old grape arbor area.
- Be informed about the Expansion Planning Committees plans so we know what garden beds might be removed during expansion and where new ones might be appropriate around the new structure.

UUSD AV USAGE STATISTICS -

Members of the AV Team include Jaclyn Keefer, Dianne Conine, Gary Schmidt, Donna Dolce, Clare Nichols, Ellen Parks and Susan Goekler.

Beginning July 4, 2021, Sunday services were live streamed via Studio 6 software using Vimeo as a video platform. A minimum of 2 AV Techs (1 audio, 1 video) were required to operate the live stream system. Viewing links were provided through the UUSD website. Music licenses were purchased to remain copyright compliant during live streaming. Equipment used included the Yamaha audio mixer, JVC camcorder, wide angle camera, Roland mixer and Dell XPS laptop. Extra chancel lighting for good camera image was provided by using 4 halogen work lights (2000 watts total) from July 2021-March 2022.

The BOT approved a professional lighting installation which was completed in March 2022. Eight Chauvet Ovation full color LED Fresnel's with zoom were ceiling mounted by Mid-South Audio. A control board was added to individualize control of each light.

In March 2022, Earthworks flexwand choir mics (purchased in November 2021) were added to the sound system for good live stream transmission. The choir performed (masked) in the sanctuary for the first time since March 2020.

In April 2021, equipment was purchased for hybrid meetings to connect with people not comfortable meeting in person due to COVID precautions. An Alfatron 120 degree camera, 2.4G wireless speaker phone and 43" TV were positioned on a rolling cart. Up to 20 people could be present in house and an unlimited number via Zoom using the meeting presenter's laptop computer or iPad connected to the system.

Overall sanctuary AV usage statistics include: 49 live streamed Sunday services, 2 special live streamed events, 10 RBFS films, 1 SEJ film, 3 special events requiring recording/editing by Jaclyn Keefer and 5 events requiring audio system only. The hybrid equipment use (portable throughout the building) included approx. 10 training sessions and approx. 15 independent uses.

Goals for the future will include finding and training more AV Techs, perfecting use of the sanctuary lighting system and honing live stream video and audio skills.

Rental/Usage Committee: A Sub-committee of Property Management

Jean Charles (Chair), Dianne Conine, Kay Creech, Cheri Garnet, Sharon Herb, Gwen Johnson, Pat Murdock, Anne Pikolas

The Rental/Usage Committee only reconvened in February 2022, due to the COVID situation. Since then, we have revised all the forms needed for rental or building use by members/friends. In the process, we've begun to accept request for memorial services that have been on hold and upcoming weddings.

We continue to revise information of what is possible at UUSD (considering our limited space) as far as receptions for memorial services and weddings request go. A fee chart is in the final stages.

UUSD welcomed the Rehoboth Beach Film Festival in April with Friday and Saturday showings.

Two memorial services have/will be held in May with a June wedding for a member couple.

At least one committee member attends all rental/usage request held at UUSD.

Social & Environmental Justice Committee :

Chairs: Susan and Mac Goekler. **People who Have Participated in Meetings during the Year:** Pat Bartels, Charles Bittner, Chris Bason, Michaela Coffaro, Jan Daily, Marta Dominguez, Chris Edginton, Ellen Fritz, Christine Gill, Ed Gill, Margaret Keefe, Betty Kirk, Donna Krasten, Elaine Loughlin, Maggie McLaughlin, Jill Midthune, Vicki Nichols, Claire O'Meara (Board rep), Anne Pikolas, RuthAnn Purchase, Teresa Ripley, Peter Schott, John Sykes, Rev. Heather Rion-Starr

The Social & Environmental Justice Committee supports UUSD's Vision, Mission and Resolution of Conscience and Statement of Position by proposing, coordinating and participating in a wide variety of activities in the name of social and environmental justice. The S&EJC conducted the following activities during the 2021-2022 church year. The activities are organized by the Resolution of Conscience's priority areas:

Multi- element efforts

- Continued the monthly **Share the Plate** to benefit local non-profit organizations and others. See Recipients under the relevant issue areas below. Between our last report in April 2021 and April of 2022, UUSD has donated \$10, 382 to local community groups from Share the Plate offerings.
- Continued to support the **UU Service Committee** through Guest at Your Table program. UUSD meets the criteria for the James Luther Adams Award. **Mac Goekler** continues as the UUSC-UUSD liaison.
- Continued to support **UU Delaware Advocacy Network (UUDAN)** with Maggie McLaughlin being on the UUDAN Steering Committee. We engaged UUSD members in UUDAN's get out the vote project that sent 1,000 postcards to voters in Alabama.
- Through the Social Justice email group list, provided updates on relevant bills pending in the DE legislature and encouraged participation in local school board elections.
- Submitted proposed revisions to the **UUSD Resolution of Conscience** for the congregation's consideration at the annual meeting.
- Share the Plate: UUA Disaster Relief Fund (October)
- Created a Grant program: Roy Parks Fund. Established criteria, solicited submissions and have received 11 applications.
- Did a self-assessment using the Readiness tool.
- Co-sponsored with Common Cause DE and hosted a rally on January 6, 2022 to renew commitments to democracy. Both Rev Heather Rion Starr and Rev Cathy Rion Starr were speakers.
- Promoted UUA's Side with Love and UU the Vote initiatives and trainings; Mac Goekler joined the Side with Love Action Center.

Racial Justice:

- Collaborated with Adult RE Committee on moving the congregation forward to consider adopting the 8th principle that addresses racial justice and other oppressions.

- **Testified at Lewes City Council meeting and sent letter to City of Lewes advocating keeping Menhaden Net Fishing Reel at its site, an issue important to the local African American community.**
- **Had representatives on the Cape Henlopen School District's Community Minority Liaison Committee.** Their priorities are: to hire more minority teachers, to narrow the achievement gap between white and African American students, and to address the disciplinary inequities between these two groups.
- **With Adult FE, co-hosted two films about racial justice - *Thirteenth* and *Who We Are: A Chronicle of Racism in America***
- **A representative of UUSD regularly attended Cape Henlopen school board meetings to show support for the Board, students, faculty, and staff during some turbulent meetings.**
- **Share the Plate: ACLU-DE to support their local work on criminal justice reform.**

Immigrant and Refugee Rights

- Due to restrictions on in-person gatherings due to COVID-19 and the availability of ESL classes in more Sussex County venues, we regretfully decided to discontinue offering ESL classes at UUSD.
- Sponsored collection and shipping of medical and health care supplies for people in Ukraine.
- Two Share the Plate offerings: Primeros Pasos Early Childhood Learning Center and Delaware State University's Dreamers
- Promoted a rally in support of Ukraine. Several UUSD members participated and were prominent in a front page picture in the Cape Gazette.

Environmental Justice

- Reconvened the UUSD Green Team.
- Share the Plate offerings: Delaware Nature Society (May 2021), Delaware Interfaith Power and Light (June 2021), Delaware Wildlands (May 2022).
- Windows of Hope secured sufficient materials to make 100 windows.
- Provided consultant support for UUSD members Teresa and Cass Ripley's project for an Intentional Community that will focus on sustainable, environmentally friendly living, including creating a community garden at UUSD.
- Collected sneakers to be sold with funds that go to a forestry project in Ghana that teaches adolescents and adults how to raise and plant fruit, nut, and hardwood trees.
- Showed the Film: *Kiss the Ground* as part of Peace Week DE and recruited discussants familiar with local agricultural issues.
- Held an Adopt a Beach cleanup.
- Co-sponsored with DE IPL a forum on Offshore Wind Energy. Promoted multiple online forums on various environmental and climate issues.
- With Adult FE, offered 2-part class on the Climate Crisis.

Women, Family, Gender Identity and Sexual Orientation Justice

- Promoted and participated in a Reproductive Rights vigil in Seaford, where a proposed city ordinance would have introduced barriers to obtaining care.
- With the UU Delmarva Cluster, had a presence at Pride Day in Dover on the grounds of Legislative Hall -- Mac Goekler and Chris Edginton
- Share the Plate: Planned Parenthood Sussex, which recently opened in Seaford

Economic Justice

- Share the Plate: West Rehoboth Community Center (June), Cape Henlopen Foundation (July), Milton Food Bank (October), Lighthouse for Broken Wings (January).
- Worked with Covenant Group Council to recruit groups to provide meals for shelter residents.
- With UUSD Cares, collected donations of school supplies for needy Cape Henlopen School District families
- Collected holiday gifts for needy Cape Henlopen families through a Giving Tree coordinated by Joanne Saltzberg and Deb Davies.

Peacemaking

- Participated in planning and conducting Peace Week activities in Sussex County. Mac Goekler donated a peace pole that was planted at Seaside Jewish Community Center. UUSD members helped staff a Peace Week DE booth at the Juneteenth celebration in Georgetown where children created mini-peace poles, peace rocks, peace flags, and paper peace doves. Worked with UUSD's Children's FE program to do those activities with UUSD's children. Susan and Mac will co-chair Peace Week DE – Sussex County for 2022.

Worship Committee:

Members: Carol Bruce, Dianne Conine, Deanna Duby, Susan Goekler, Jaclyn Keefer, Julie Keefer, Chris Leslie, Beryl Martin, Dara Schumaier, Marj Shannon, Rick Welk and Rev. Heather Rion Starr

The Worship Committee will be solely responsible for the appearance of the chancel, which includes beginning Dec. 1 as the preparation for the holiday season.

The Committee oversees the provision and quality of the components of the worship experience, including; planning, with the Minister, and other committees, individuals or groups as necessary, the content and themes of services throughout the year.

This committee strives for excellence every Sunday. Our worship associates, who are all trained, work with the minister to develop a cohesive and meaningful service. We provide information for the Order of Service (OOS).

When the minister is not in the pulpit, we strive to provide thoughtful and interesting lay sermons, or invite visiting ministers. We encourage services by committees, covenant groups, and sermons by visitors as well as by members of the congregation.

Music is an integral part of every service. The congregation has been energized by our Director of Music Ministries, Julie Keefer. There has been a wonderful collaboration between Rev. Heather, the Worship and Music Committees and Julie to make every Sunday a great spiritual experience. Unfortunately, the choir has been absent most of this church year due to COVID. Kudos to those choir members and Julie for the virtual music they provided during this period of time along with those every Sunday music performers.

Live streaming has been possible with new equipment including choir mics. This added bonus has been appreciated for those who can't make it to services every week or still need to isolate due to COVID concerns. Live streaming will never go away, since it has proven invaluable to keep everyone connected.

Submitted by:

Jean Charles, Chair