

**CHURCH COUNCIL  
COMMITTEE REPORTS  
CHURCH YEAR 2023  
JULY 1, 2022 – JUNE 30, 2023**

Dear members and friends of UUSD,

As we work toward the close of this church year, we can all be proud and excited about all the work that our committees have accomplished. This is our first full year post COVID restrictions, and the energy and activity of the congregation slowly returned to pre-COVID levels. Under the volunteer leadership of Dar Sellers, and with many fun and stimulating contributions by members of the congregation, our children's faith exploration program has been rebuilt. Under the leadership of the Finance team and the Pledge Campaign sub-team, we reached another challenging pledge goal for the coming year. This will help us support the hard work of all of the committees as well as staff who keep us so actively living our vision and mission.

While the committees work independently as well as collaboratively, it is helpful to have the Church Council to keep everyone informed. The council meets every two-three months throughout the year, chaired by the Vice President of the Board of Trustees. Committee chairs attend along with representatives from the BOT, Leadership Development and the Executive Team, and the minister. The meetings are open to members of the congregation, and you are welcome to join us at any meeting throughout the year. As you review the committee reports, I encourage you to think about how you would like to help out if you are not already on one committee or more. It takes many people to keep us such a vibrant and effective force in the greater community.

I hope that the UUSD Committee Reports for the church year that span June 1, 2022 – June 30, 2022 will provide you with a comprehensive overview of what this committed group of people have accomplished. I am proud to be a part of such a dynamic and dedicated community.

In joy and appreciation,

*Linda*

Linda Marsden

Chair, UUSD Church Council

V.P., UUSD Board of Trustees

## ADULT FAITH EXPLORATION COMMITTEE 2023 ANNUAL REPORT AS PART OF THE LIFESPAN FAITH EXPLORATION COMMITTEE

**LFE Purpose:** To set goals, objectives, and a philosophy needed to produce and maintain programs that nurture spiritual growth for congregation members of all ages as well as for programs designed to attract persons from the greater community. All aspects of committee work will take into account anti-racism and anti-oppression content that embraces diversity and fosters multicultural understanding.

**Committee members:** Charles Bittner, Mac Goekler, Rev. Heather, Kim King, Betty Kirk (chair), and Eli Searce

The committee meets the first Friday of each month at 9:30 am via Zoom.

The table below describes the classes that AFE held over the past year. In addition, AFE teamed with the Leadership Development and others to sponsor the YWCA workshop which will be held on April 22. AFE also teamed with the Worship Committee to bring Dorothea Dix re-enactor (Pat Jordan) from the American Historical Theatre to UUSD on March 26 as part of Women's History Month celebration.

Class name	Date	Facilitator(s)	#UUSDers attending	#non-UUSDers attending
UU Tuneup (in person)	Oct.	Rev. Heather Kim King Betty Kirk	14	
UU Tuneup (via Zoom)	Oct.	Same as above	9	
The Four Agreements	Nov.	Kim King	16	
Writing your Memoir-Jumpstart	Jan.	Rev. Heather	26	2
Darwin Day	Feb.	Betty Kirk Prof. Guerron Montero	27	7
UU Tuneup (in person)	Mar.	Rev. Heather Kim King Betty Kirk	15	
UU Tuneup (via Zoom)	Mar.	Same as above	19	
Intro. To Metta Meditation	April	Sue Greer	7	4
Coping with Loss and new Opportunities in Retirement	April	Mary Quigley	TBD	

Living in the eye of the storm amidst chaos	May	Kim King Linda Marsden	TBD	
The story of our UUSD property	June	George Porter	TBD	
Totals			126	13

In addition to classes, AFE sponsors regular meetings of the Humanism Study Group. These are partnered with other humanist groups, meeting once or twice each month. They are open to the public. The meetings start with check ins, a presentation and continue with open discussion. They are facilitated by Charles Bittner. The following table contains the list of meetings held in the past year, mostly via Zoom.

Title	Date	Facilitator(s)	Attendees	
			UUSD	Non UUSD
Evolution and the Nature of Science	September	Gary Schmidt	Approx. 10	Approx. 10
Hope in Humanism	October	Open Discussion	3	
Science and Pseudoscience	November	Gary Schmidt	Approx. 10	Approx. 10
The Meaning of Thanksgiving Day	November	Charles Bittner	3	
Music and Humanist Values	December	Ken Ewen	3	9
Merry Christmas or Happy Holidays	December	Charles Bittner	3	1
The Foundation of Moral Values	January	Charles Bittner	4	7
Humanist Values	February	Open Discussion	3	
Personal Growth Skills with Humanist Values	March	Charles Bittner	3	
Humor and Humanism	April	Ed Erde	4	
Self-Awareness	April	TBD		
Totals			46	37

## **CHILDRENS FAITH EXPLORATION JUNE 2022 – JUNE 2023**

Because of the generous support of our congregation the Children had a wonderful year of meaningful and enjoyable activities.

### **CFE Committee**

- Committee members are Darlene Sellers (Chair), Michele Warch, Sue Brown, Michela Coffaro.
- Rev Heather attends the monthly meetings.
- Ronnie Smith writes the Thursday update and Newsletter articles.

### **Sunday Mornings**

- **Children ages 4-11**
  - 24 Sunday programs were provided.
  - 26 children are registered.
  - 22 attend with an average attendance of 12 – 15.
  - 6 members provided programs.
  - 5 members assisted.
  - 2 special guests provided programs.
  - 1 youth gave a lesson.
- **Youth – 6-12 grade**
  - 3 Sunday programs were provided.
  - 2 youth participated.
  - 3 members provided programs.

### **Playground**

- Because of the children's plant and craft sale, plus special donations from members of our congregation we were able to purchase a playground set.
- 5 members are organizing and completing the assembly of the set.

### **Family Covenant**

- 5 family covenant potluck suppers were provided.
- 9 families participated – 13 adults and 18 children.
- 8 members provided programs for the children.

### **Multigenerational Services**

- 3 multigenerational services were provided.
- 13 children participated.

### **Special Events**

- Trunk and Treat at West Rehoboth – 4 children participated.
- Visit to Jeri Burks farm – 6 children participated.

## **COMMITTEE ON CONGREGATIONAL LIFE ANNUAL REPORT – 2022-23**

Committee Membership: Jon Bartels, Deanna Duby, Carol Huckabee, Marty McLaren, Rev. Heather Rion Starr

The Committee on Congregational Life (CCL) has had a productive year, with activity on several fronts. A brief summary of our activities this year:

- We retained Rev. C.B. Beal to preach two Sunday sermons at UUSD in October 2022, one via video, and one, the following week, in person. They also conducted a Sunday afternoon workshop on Pre-emptive Radical Inclusion, attended by approximately 65 UUSD members and friends. Feedback on the sermons and workshop were largely positive and enthusiastic.
- We met with the members of the Leadership Development Committee to discuss potential workshop offerings and possible collaboration. Several ideas were discussed, and we agreed to keep in touch regarding such potential collaboration. CCL continues to discuss and do some planning for possible upcoming workshop offerings.
- Responding to requests from the minister, and/or members of UUSD, we have met with some members involved in conflicts or potential conflicts. We believe such matters have either been resolved or somewhat tempered. All information about such meetings and conflicts is, of course, kept confidential.
- Pursuant to our charge, we work with the Board of Trustees to survey the “health” of the congregation periodically on behalf of the Board. We have discussed the need for such a survey during the upcoming church year and have done preliminary planning for such a survey. The survey will almost certainly be the major part of our work in the ’23 – ’24 church year.
- During this past church year, the membership of CCL has increased. Jon Bartels has joined the committee. Paul Barnette, who was a member, left the committee when he became UUSD Board president. He is, however, our Board Liaison, and continues to attend our meetings. We welcome Jon, and are grateful to still have Paul with us, albeit in a slightly different capacity.

We believe that the overall health of “congregational life” at UUSD is good. However, with the enormous growth we have experienced in the last year, and the continuing changes resulting from such growth, we sense the importance of not only monitoring congregational life (via the survey), but also of providing opportunities for communication and education on such things as interaction, inclusion, involvement, and potential conflict. In keeping with our charge, we will continue such work.

Respectfully submitted,

Deanna Duby, Chair

## **COMMUNICATIONS COMMITTEE 2022-2023 ANNUAL REPORT**

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

**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. The Website Administrators are Alleane Taylor and Margaret Keefe. Other team members are Anita Gossett, Ronnie Smith, and Cheri Garnet. Over the past year, content has been updated and pages added as needed. A major project was the migration of the website to a Virtual Private Server to improve storage, speed, and performance.

From February 1, 2022–March 31, 2023, analytics show the website received 11,855 viewers, an average of 966 viewers per month. Approximately 81 percent of these viewers are new website visitors, and 19 percent are returning visitors. There were 63,259 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	5,220
3	Calendar	2,595
4	Member Documents	1,127
5	Past Services	1,123
6	Upcoming Services	1,004
7	Children’s Faith Exploration Projects	765
8	Worship	761
9	Photo Gallery	760
10	About Us	702
11	Our Minister	631

**PUBLICATIONS:** Pat Schaeffer prepared and disseminated the Thursday eNews, Beacon at the Beach newsletter, and the Sunday Service reminder through MailChimp. A major transition in FY 23 was to phase out Constant Contact and replace it with MailChimp, a comparable email platform.

**PRESS RELEASES:** Alice Casey developed press releases for several UUSD events and activities, including the Auction, Craft Fair, Criminal (In)Justice forum; Darwin Day; Energy Efficiencies for Houses of Faith Launch Event; UUSD Humanist Study Group events; Metta meditation classes; Drum Circles; Peace Week; and Roy Parks Social Justice grants. She also disseminated the weekly publicity for Sunday worship services and calendar updates through local media and online channels. Alice created a handout for UUSD Leaders, "How to Get the Word Out" that outlined the requirements and due dates for UUSD publications and notices.

Alice is also responsible for the bulletin board in the Gathering Area. Pat Williams has assumed responsibility for clipping UUSD-related publicity notices from the Cape Gazette.

**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 Warren Bouton, Randy Davidson, Darlene Sellers, Allean 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 UUSD co-sponsored community events for the website and publications; photographing members, friends, and children for the UUSD Directory; taking photographs and preparing graphics for the Online Auction catalog; photographing UUSD activities and events for the website, Facebook, and press releases; and preparing videos, such as the video for Rev. Heather's installation. The Photo Team also manages the privacy issues related to UUSD digital images and videos, including obtaining authorizations for children and youth as appropriate.

## **OTHER**

- **BROCHURES:** Pat Schaeffer worked with the Pledge Campaign Team to develop this year's Pledge brochure.
- **COPY EDITING:** Sue Brown, Kay Creech, and Allean Taylor copy edited publications, press releases and flyers, program ads, and brochures prior to distribution to ensure a professional quality.
- **COPYRIGHT:** Communications continued to educate church leaders on their responsibilities to comply with UUSD's copyright policy.
- **FLYERS:** Sue Brown, Randy Davidson, and Allean Taylor prepared flyers for Fundraising, Social-Environmental Justice, Adult Faith Exploration, UUSD Cares, and the Committee on Congregational Life events.
- **MAILCHIMP EMAILS:** Pat Schaeffer sent MailChimp emails from the leadership and staff to targeted audiences.
- **PROGRAM ADS:** Pat Schaeffer submitted program ads for the Nanticoke Powwow, Dr. Martin Luther King Celebration, and the Camp Rehoboth Chorus.
- **SOCIAL MEDIA:** Pat Schaeffer and Allean Taylor posted church services, events, and activities on the Facebook page.
- **SPECIAL DESIGN PROJECTS:** Sue Brown and Allean Taylor collaborated with staff and committees to prepare UUSD envelopes and return address labels, UUSD Notecards, an ad for the Cape Gazette for the UUSD Office Administrator, brochures for the Pledge Campaign and Cloud Society, and committee icons for use in the eNews and newsletter and on the website.

- **GOOGLE WORKSPACE:** Communications transitioned its committee work records to shared drives through Google Workspace. Historical Beacon at the Beach newsletters were moved from the website to a shared Google WorkSpace drive.

Submitted by Pat Schaeffer, Communications Chair, April 23, 2023

### **CONTRACTS REVIEW TEAM**

This past year, the Team's efforts were focused chiefly on working with the Safer Congregation Committee as it explored options for improving the safety and security of UUSD's building and grounds. Team members were involved throughout the months-long process, and appreciated the opportunity to contribute questions, offer suggestions, and – as contract completion neared – help the Committee assure the verbally-promised warranty terms were reflected in the written contract.

The Team also entertained questions from other groups, e.g., the Expansion Planning Committee and the Board, clarifying points raised and offering informal assistance as needed/requested.

Alice Casey, Gwen Johnson, Marj Shannon, & Richard Wheeler

### **DENOMINATIONAL AFFAIRS COMMITTEE ANNUAL REPORT F/Y 2022-2023**

Denominational Affairs Committee (DAC) has as its main charge to link UUSD with both the regional and national UUA. This committee has two members, Nancy Commisso and Mac Goekler, chair.

Regionally, DAC does most of its work with the Delmarva Cluster – made up of (3) MD and (5) DE churches. Our linkage is facilitated by two cluster representatives, Rev. Heather Rion Starr, and Mac Goekler. UUSD has been hosting an annual Delmarva UU Family Day for years and last year and again this year the event was/is held at Killens Pond State Park – a few miles South of Dover DE. Last year we had 40 adults and 10 children. Another event is booth duty at the Delaware Pride Festival held in June on the Legislative Lawn at the DE State Capitol. The Cluster members also circulate their congregation's various online programs including Sunday Worship Services to each other. DAC also promotes the Eastern Region's Chalice Program – UUSD has received significant benefits from this program. The UU Delaware Action Network (UUDAN) is now getting funding from UUSD, and this comes out of DAC's budget though most of their UUDAN interactions are with the Social and Environmental Justice Committee.



Nationally, this year DAC has taken on an additional role in informing the congregation of a major UUA event – updating the UUA Bylaw Article II. This Article is where our UUA Principles, Sources, etc. reside. Last September, Susan and Mac Goekler were chosen to be part of a 12 member “Outreach” team with the assignment of hosting national UU Zoom workshops where trial language for this proposed update were presented -- giving Mac and Susan significant knowledge about the process going forward. Outreach here meant collecting feedback not selling this proposed language. DAC has presented an after-church workshop on this update plus many *Beacon*, etc. articles. Lastly, Mac presented details on the special process for this update to prospective UUSD UUA General Assembly Delegates – all UUs are encouraged to participate in creating this update. For the first time UUSD has five delegate slots (not counting Rev. Heather’s automatic slot) – we have more than five UUSDers interested in being delegates. DAC will send its GA Delegates nominations to the Board by April 18, 2023.

## **EXECUTIVE TEAM ANNUAL BOARD REPORT JULY 2022 – JUNE 2023 AS OF 4/16/23**

The Executive Team’s primary focus during the current church year was the coordination of UUSD's administrative and operational issues. Working independently and in collaboration with the Board, committees/teams and individuals, the ET coordinated day-to-day administrative systems, assessed administrative effectiveness, and maintained administrative continuity. Below are highlights from the Executive Team’s work during the past year.

### **Members of ET for Church Year FY 22/23**

Current Members: Rev. Heather Rion Starr, Jean Charles, Linda DeFeo (as of 4/18/23), Ellen Lytton, Don Peterson.

Former Member: Lee Wheeler (until 01/15/23)

### **Current Church Year Project Highlights**

#### **Information Systems/Technology**

- Google Workspace: The migration to GWS was completed in November 2022. Google accounts for BOT, committee and team members now number 111.
  - Training: Fourteen (14) workshops were held to introduce users to the new platform. The initial contract with C.O.R Technologies has been extended by 12 months in order to offer additional basic/advanced training sessions on a quarterly basis and to provide tech support going into FY 23/24.
  - Google Meet, a component of GWS access, has increased UUSD’s virtual meeting capacity without additional cost. ET actively promotes Google Meet with committees.
  - ET has drafted a guide focusing on how and when to use GWS and the uussd.org email accounts.
- After preliminary discussion by ET the church’s five-year-old office copier is in the process of being upgraded.

- Also underway is a preliminary investigation into the feasibility of replacing the current roadside message board with a digital roadside sign. This project will carry over to FY 23/24.

### **Human Resources**

- **Office Administrator:** ET worked with the HR Committee to evaluate, interview, and bring on board our new Office Administrator. Sandy Scheet-Robitaille joined the UUSD staff in September 2022. With ET's recommendation the position was upgraded to 22 hrs./week (as of Sept 2022).
- **Director of Faith Exploration for Children & Youth:** ET with Rev. Heather is working to identify an appropriate workspace for the new Director (expected to start work August 1, 2023).
- **ET Vacancies:** ET is in the process of identifying a candidate to fill Jean Charles' slot when her term ends on June 30, 2023.

### **General Administrative:**

- **Space/Logistics:** ET is charged with coordinating general issues related to how our interior and exterior spaces are used. During the year ET worked with multiple committees to ensure equitable access to UUSD facilities.
- **Fundraising/UUSD Cares:** ET accepted the logistics for major FUNdraising's events including the Fall Craft Fair, the Valentine's Day Dance, and the Spring auction. In addition, six UUSD Cares events were reviewed and accepted along with a set of guidelines for those events.
- **Aesthetics/CFE:** ET accepted the plan proposed by Kris Acker (Aesthetics Committee) and Dar Sellers (Faith Exploration) for an outdoor playground for the children and requested they check with Church Mutual in terms of the signage that would need to be posted.
- **Worship:**
  - To minimize disruption at Sunday services ET with input from the Worship Committee has dedicated the last two left-back rows of the sanctuary for late comers. Five seats have also been reserved for members of the Kitchen Team and the Ushers.
  - ET changed the format of the Order of Service to allow for printing the Covenant of Good Relations each week.
- **Safety Issues:**
  - ET investigated various types of incident reports that could be used when Members or Friends are hurt while on our property.
  - ET issued a cautionary message regarding traffic issues at our entrance on Rt. 9. The message provided alternative routes to avoid left-hand turns into the church. ET will continue to work with church leadership in investigating other ways to make arriving at UUSD a safer experience.
- **General Admin:**
  - ET reviewed the inclement weather policy, updated the contact list, and reminded various Members of their responsibilities.
  - ET is supporting the updating of the master contracts lists maintained by PMC.
  - ET reviewed and put into place procedures for the church office over the Christmas/New Year holiday.
  - **Calendaring:**
    - ET eliminated the need to use a special UUSD email address just to schedule a meeting on the calendar.
    - To facilitate setting up meetings an internal only calendar is in the process of being set up on Google Workspace for BOT, committee, and team members to note times they are unavailable. It is purely voluntary to add to this calendar.

- The roadside message board has been updated on a regular basis by ET with the exception of the months when the message is provided by FUNdraising.
- **Next Steps Weekend:** Members of ET took an active part in the November 2022 weekend meeting with Mark Ewert and the BOT.

## UUSD FY 23 ANNUAL REPORT - FINANCE COMMITTEE

### APRIL 23, 2023

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 FY23 fiscal year were members: Bobbe Baggio – Co-Chair, Tom Delany, Rebecca Fitton, Pat Murdock, Dara Schumaier, Kent Sprunger -Co-Finance Officer, Richard Wheeler – Co-Finance Officer, and Ron Schaeffer-Co-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 2022-23 fiscal year:

- The Budget Development Sub-Committee initiated Phase 1 of the annual budget process in January 2023. They completed Phase 2 in April, incorporating the final pledge commitment and other cost refinements, and will submit a final operating budget proposal of \$406,807 to the Board at their meeting on May 2nd.
  - *Note: The FY23 budget will be presented for congregational approval at the annual meeting on June 11, 2023.*
- The Pledge Campaign Sub-Committee began its planning in October 2022 and initiated the pledge campaign in February by engaging our UUSD leadership, who made a 100% early pledge participation commitment. This was the largest pledge goal ever at \$345,860 and was a 17% increase of the current year's pledge commitment. The campaign officially ran through the month of March and not only met our financial pledge goal but exceeded it by 2.3% by April 14. We received 141 pledges, including twenty-one from Friends and 120 from member households, which was a 79% membership participation rate. The final pledge commitment of \$353,924 has been incorporated into the proposed operating budget.
- We completed an internal review of the UUSD accounting books for the 2021-22 fiscal year, conducted by members Donna Dolce and Gwen Johnson, and submitted it to the Board for their approval. A response to the recommendations for improvements to the accounting and financial management procedures by the Co-Finance Officers has been incorporated in the report as an addendum. This accounting review brings us up to the current period.

- We submitted a revised Minister's Discretionary Fund policy (MDF) to the Board in April to clarify the administration of the MDF collection activities in December. Improvements will be implemented in December to avoid confusion with the “share-the-plate” process, normally run in the other eleven months of the year.
- We continued a monthly newsletter communication to the congregation on the status and overall well-being of UUSD’s financial situation.
- We advised and offered recommendations and feedback to the Finance Officers throughout the year as trusted partners with this year’s significant transition from PowerChurch to QuickBooks and Breeze for accounting and pledge/contribution management.

The committee has the following goals for the FY2024 church year and beyond:

- Conduct an internal annual accounting review for fiscal year 2022-23.
- Develop the 2024-25 operating budget and the related financial pledge commitment.
- As the pandemic recedes, re-initiate the Cloud Society program promotion and increased public communications to members.
- Continue to build a strong reserve for the future.
- Look into establishing a plan for a socially responsible investment advisory committee which is inclusive and diverse. We will aim to include those members with expertise and diverse perspectives and backgrounds in financial investing and others who are community and committee focused.
- Subject to the broader visioning of UUSD’s mission and strategy, prepare for an eventual capital campaign.
- Continue to support and offer our insight to the Finance Officers as the church more fully transitions to new capabilities, including online giving, with the new financial systems.

Respectfully submitted,

Bobbe Baggio and Ron Schaeffer, Finance Committee Co-Chairs

## **FUNDRAISING COMMITTEE**

Members: Gwen Johnson, Chair; Beth Law, Co-Chair; Jane Miller, Treasurer; Gail Hecky, Pam Smith, Kaz Huston, Rick Welk, Randy Davidson, Sue O’Brien, Laura Borsdorf, Valerie Andrews, Martha McLaren, Linda Marsden, Carol Huckabee, Jan Daily, Jackie Baker, Kim King, Alleane Taylor, Sue Brown, Donna

Davis, Carol Scileppi, Kris Acker, Darlene Sellers, Irene Frantz, Alice Casey, Ellen Lytton, Cheri Garnet, Nancy Commisso, Ellen Fritz, Irene Frantz, Karen Lunstead, Jena Hom, Dar Sellers, Pat Bartels

Our committee works diligently to not only raise funds for the UUSD annual budget, but also to also 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 23 with a FUNdraising goal of \$29,000. We are on track to meet this amount.

### **Sponsored Activities:**

**July 2021 to Present -UUSD T shirts** – Cheri Garnet led the sub-committee for our new T shirts for FY 22 and did a fantastic job ordering and selling about 110 new T shirts. Profit from t-shirt sales are approximately \$1,000. We still have T shirts available for new members and they are being offered as part of our FY 23 Auction (May 13 – 20, 2023).

**November 10 - 13, 2022** - 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.

**February 10, 2023** - Our committee sponsored a Valentines dance in honor of former UUSD member Roy Parks. Jan Daily donated the funds from Roy's estate to pay for the amazing band the FUNSTERS's to perform. We raised approximately \$2,000 for this event.

**May 14 -21, 2022- UUSD's Annual On-Line Auction** - The auction is currently in-process. The auction subcommittee began meeting and planning in January 2023. After four months, we were ready to go with the assistance of Auctria software. 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 FUNdraising Committee meets the first 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 23 auction ends on May 20<sup>th</sup>, 2023, we will now begin to plan for the Fall Crafts Faire!

Respectfully submitted,

Gwen Johnson and Beth Law, Co -Chairs FUNdraising Committee

**GOVERNANCE REVIEW TEAM  
ANNUAL REPORT F/Y 2022-2023  
APRIL 15, 2023**

The Governance Review Team was created a year ago. The team members are Donna Dolce, Rand Lytton, Pat Murdock, and Mac Goekler (Chair).

Our basis charge is: “The Governance Review Team will undertake a systematic, comprehensive review of UUSD’s governance documents, with an eye to bringing them into conformance with current practice, desired future practice—and one another. Bylaws will be updated and revised as necessary, with subsequent conforming changes made to policies, procedures, and committee charges. The goal will be to produce a complete, internally consistent set of documents that will serve as a resource and a guide to UUSD members.”

The team decided that UUSD’s bylaws would be our first review. We worked with all the parties who are mentioned in these bylaws getting their input and basic approval and now we are polishing up our proposal. Our next move is to send this proposal to the UUSD Board. The Board has suggested that as this proposal is a significant undertaking and therefore, we should present it to the Congregation for review and approval in the September – October 2023 timeframe as doing it during the UUSD annual meeting in June with all the other issues would be overwhelming for the Congregation. The Team has not decided what we will review on next.

### **HUMAN RESOURCES COMMITTEE**

Our committee members are: Pat Murdock, Chair, Alice Casey, Donna Dolce, Michela Coffaro, and Rev. Heather Rion Starr.

The work of the committee this fiscal year focused on:

- Updating the job description for the Office Administrator and assisting in the selection of our new Administrator
- Creating the new job description for Director of Faith Exploration for Children and Youth (DFE for C&Y) and participating on the team to interview and select the new Director
- Continuing the review and update of the Personnel Policies and Procedures Manual.

The Committee would welcome a few new members who are interested in serving in a Human Resources role.

### **UUSD LEADERSHIP DEVELOPMENT COMMITTEE 2022-2023 ANNUAL REPORT**

**MEMBERS:** Nancy Commisso, Pam Everett, Kaz Huston, Donna Davis, Ellen Loewy (Co-chairs)

**COMMITTEE PURPOSE:** Leadership Development (LDC) is a standing committee elected by and accountable to the congregation. LDC’s responsibilities are set out in the UUSD By-Laws.

**LDC RESPONSIBILITIES:**

- **IDENTIFY POTENTIAL COMMITTEE MEMBERS AND/OR OTHERS INTERESTED IN VOLUNTEER POSITIONS:** Provide the Board and/or committee chairs with the names of potential committee members and/or others interested in other volunteer positions.
- **ANNUAL ELECTION OF BOARD MEMBERS AND LDC MEMBERS:** Identify potential candidates to fill open positions on the Board and LDC; develop and manage the election process.
- **COORDINATE LEADERSHIP DEVELOPMENT ACTIVITIES:** Coordinate leadership development opportunities to help identify and prepare members for leadership positions within UUSD.
- **SUPPORTING POTENTIAL LEADERS:** Identify, encourage and nurture current and potential leaders.

#### **KEY LDC ACCOMPLISHMENTS INCLUDE:**

##### **1. Recruited Self-Nominees for Three BOT Openings and Two LDC Openings**

- **Continued the (Leadership in Action: Our Future is Up to You) recruiting campaign** to identify and recruit potential members interested in self-nominating themselves for five open positions on the Board and LDC. Six members submitted self-nominations for the open positions.
- **Information Session:** Organized and facilitated a hybrid information session for potential leaders. The purpose of the session was to discuss the self-nomination process, answer questions and encourage participants to serve in leadership positions. The Board of Trustees and others in leadership positions participated with testimonials about the personal satisfaction derived from service to the congregation.
- **Candidate Luncheon:** Held a luncheon for candidates to meet with current BOT and LDC members to build relationships and better understand these leadership roles.
- **Meet the Candidates Forum:** Hosted a Zoom forum for Candidates to share their background, skills, and interest in becoming a leader and for the congregation to have an opportunity to ask questions of the Candidates.

##### **2. Launched Unitarian Universalist University (UUU)**

This year we moved from offering 'Onboarding' modules for new leaders to a more proactive approach where we offered leadership training for anyone in the congregation who was interested in skills development for use in potential future leadership roles.

The goal was to start small and this year we offered 3 courses:

- Budget and Finance, presented by Finance Committee and Finance Officers
- Zoom 101, presented by Susan Goekler and Donna Davis
- Unconscious Bias and Micro Aggressions, presented by the YWCA and offered in collaboration with Social & Environmental Justice, Adult Religious Education, and UUSD Cares

##### **3. Launched and Coordinated Sunday Committee Tables**

To help new members get to know about the Committees within UUSD, and to help Committees with recruiting new members, we launched the Sunday Committee Tables. Each Sunday the committee that was responsible for clean-up after Social Time was offered space where they could showcase their committee/group and discuss opportunities for participation with members.

**4. Our 8<sup>th</sup> Principle Work included:**

- Updating our forms and documentation to specifically include our inclusion statement.
- Offering a UUU workshop on Unconscious Bias and Micro Aggressions.
- Offering a course called 'Racism in America: The History We Didn't Learn in School' (through the Episcopal Church of DE).
- Developing a relationship with the Episcopal Church of DE and participating in and offering events they are offering their congregations as part of their Racial Justice program, to UUSD.

**5. New Member Interviews:** LDC reached out to 31 new members to welcome them to UUSD and introduce them to the congregation through new member profiles. Interviews were conducted, and many of these member profiles with photos have been posted (or in the process of being posted) with members' permission in the monthly newsletter.

**Additional Initiatives:**

- The LDC initiated quarterly LDC/BOT meetings to ensure open communication and collaboration.
- The LDC initiated inviting various committees to participate in our meetings to better understand what other committees are working on.
- The LDC reviewed and updated the Self-Nomination process to ensure there is a mutually good fit for both UUSD and the Candidates themselves.
- The LDC collaborated with the Governance Review Team to update the By-Laws.
- The LDC, in collaboration with Membership, is planning to host a new member Potluck.
- The LDC reviewed and reconfirmed its committee covenant.
- The LDC reviewed the leadership development committee member description in preparation of the self- nomination process.
- The LDC developed a list of Volunteer Opportunities for distribution during the Jean Charles Service Sunday. This was subsequently published on the website.

**This was a busy year for Leadership Development. We continue to build and develop our own team, engage with new and long- term members, support transitional planning and develop learning opportunities to support the congregation. We look forward to continuing to expand on the work that we are doing and collaborating with our Church Council and Board leadership in the year ahead.**



**Submitted on behalf of the Leadership Development Committee by Donna Davis and Ellen Loewy, co-chairs, April 17, 2023.**

**MEMBERSHIP COMMITTEE ANNUAL REPORT  
JULY 2022 – JUNE 2023**

**Committee Members (as of April 2023):** BarB Barnette (chair), Jackie Baker, Sylvia Daniels, Randy Davidson, Rosemary DiSilva, Bobbi Dunham, Gwen Johnson, Betty Kirk, Linda Marsden, Tony Codella (ex-officio), Rev. Heather Rion-Starr (ex-officio)

The purpose of the Membership Committee is to provide a welcoming atmosphere to everyone attending Sunday worship, to help visitors feel welcomed, to help new members feel connected and supported, and to retain current members. The Membership Committee meets on the second Friday of each month from 11 a.m. to 12:30 p.m.

As of April 23, 2023, UUSD has 203 members and 68 friends; we've had 32 new people sign our Membership Book since May 2022; we have 222 in-person visitors listed in our database, as well as 273 on-line visitors.

**This Year's Membership Committee Accomplishments:**

- Hosted a Newcomers Happy Hour Sept. 9, 2022, attended by 14 newcomers (another is being planned for June 9<sup>th</sup>)
- Worked with the Governance Review Committee to propose changes to update and clarify the Membership section of UUSD's Bylaws
- Helped conduct UU Tune-Up classes twice, in October and in March, both in-person and online by Zoom. Each of the classes had three sessions, and all were well attended by both potential new members and some current members.
- Held a New Member Recognition ceremony as part of the Sunday service on Dec. 9, 2022 (another is planned for May 14<sup>th</sup>)
- Recommended changes to the visitor's form for on-line visitors; all recommended changes have been implemented.
- Identified a Greeter/Usher Coordinator to allow Bobbi Dunham to step down from that commitment at the end of 2022. We are grateful that Tony Codella accepted that responsibility.

- Began a regular routine of making an announcement from the pulpit on the 1<sup>st</sup> Sunday of each Month that the Membership Chair would be available after the service with the Membership Book for those ready to become members. This has been a successful way to invite people into membership.
- Created a digitized version of the official Membership Book (as of 4/20/23) to protect the history of our membership from being accidentally lost or damaged.

### **UUSD MUSIC COMMITTEE ANNUAL REPORT (2022-2023)**

**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:** Wayne Lunstead, Paul (BOT Rep) and Barb Barnette, Jean Charles (Worship Comm. Rep), Julie Keefer (Dir. of Music Min.), Jon Bartels, Dianne Conine, Chair

**CHOIR MEMBERS WHEN IN PERSON:** 30 core members (33 when occasional participants/guest soloists join)

**KEY ACTIVITIES:** > Assisted Julie (Dir. of Music Min.) as needed with Sunday Service music selection. > Participated in choir meetings/rehearsals held every 1-2 weeks by Julie in the sanctuary masked during fall of 2022 and masks optional 2023. > Participated in a discussion with Julie about music selections for Music Sunday to be held on June 11, 2023, > Full choir performed at least once a month and vocal teams of 6-8 singers performed the remaining Sundays. > Submitted a Music Comm. budget proposal of \$4,521 for FY 2023-2024 to the Finance Committee which would include payment for piano tuning, additional choir music purchases, an upgraded adjustable duet piano bench and music copyright licensing fees.

**KEY INITIATIVES FOR NEXT YEAR:** > Participate in maintaining 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. > Engage more congregants who would be willing to play a variety of instruments for Sunday Service performances.

**MAJOR CHANGES:** > 7 new choir members were welcomed. > Jon Bartels joined the Music Comm. replacing Laura Borsdorf. > Music Comm. is now a sub-committee of the Worship Comm. for budgetary purposes.

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 (4/22/2023) by Dianne Conine, Chair

### **PASTORAL CARE ANNUAL REPORT FOR 2023**

This year the Pastoral Care Committee has focused on redefining our role in relation to a new minister and on being more visible in the congregation. Sunday acknowledgement of the lay Pastoral Care Committee members and a Commissioning Service in February have contributed to visibility of the Lay Pastoral Care Associates.

Redefining the team's role has centered around "assisting" the minister in her role rather than "stepping in" in her absence. The committee's Charge has been updated to reflect this change and is posted on the UUSD web page. The team has also updated the brochure to reflect these changes. Brochures are available in the back of the church and are given to new members when they join.

This year we have accommodated significant growth in the number of new church members 41 new members since March of 2022. The committee has also grown. Although we lost 4 team members over the past year, we added 6 new members this winter and spring. We realize our attempts to distribute church members equitably among our Lay Pastoral Care Associates may have caused disquiet among congregants due to being moved from one person to another. It is our hope that this issue will stabilize in the next year, but this is a dynamic process with the fluctuation of team members and expansion of the congregation.

We are meeting monthly, now in person, and at times as a hybrid group. The post covid in-person meetings have contributed to team cohesion and more clarity about how we can help one another meet the needs of congregants. With the aid of our subcommittees, Helping Hands, and the Covenant Group Council, we are better able to identify and assist in the needs of church members. Covenant groups are a natural way to know about and reach out to individuals in need. Helping Hands provides meals and rides to medical appointments when they can; the group is currently composed of 17 volunteers and would certainly welcome more volunteers.

Money and grocery gift cards donated in December to the Minister's Discretionary Fund are used for UUSD members that experience economic need or a specific identified hardship. These funds have helped several individuals this past year.

In early December the church experienced a critical event at social hour rendering some members needing medical attention. The Pastoral Care Team jumped into action that day and evening reaching out to those involved and worked with leadership after the fact to support the processing of the incident.

Like every other church committee, we are moving to Google Workspace. This has presented a challenge in communication but also provided an enduring opportunity to post materials on our site for historical value and quick reference. Materials are being systematically moved from hard copies and other areas into the one central space for future value.

The Pastoral Care Committee has sponsored a speaker on Medicare Fraud after a Sunday service and is hosting Dr. Juth Pierson who will provide an online seminar on Caring for the Caregiver May 7th via zoom. We look forward to providing speakers in the future on pertinent issues related to the needs of individuals in the UUSD congregation.

## **PROPERTY MANAGEMENT 2022-2023 ANNUAL REPORT**

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

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 monthly, beginning April 2023 (1<sup>st</sup> Thursdays @ 1:30pm)

Ongoing responsibilities include:

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

Key activities for the last year included:

- Continued monthly “Work Saturday “: 2 hours of supervised volunteer work groups. Projects included RE sink faucet replacement, sanctuary handrail, playset build, and outside cleanup.
- Scheduled and supervised annual maintenance for HVAC, fire alarm & extinguishers, septic.
- Replaced AED (defibrillator) battery & pads.
- In response to persistent well water nitrate levels, installed Reverse Osmosis filtration system and removed foyer water fountains.
- Interior Aesthetics: Added lamps to foyer seating area, drapes in foyer and RE room.
- Purchases: Reverse Osmosis filtration system, Audio speaker system, coffee carts, foldable handcart. Accepted lectern & ladder donations.
- No snow events for winter 2022-23
- Trip hazard at east entrance: milled step edges, striped step edges. Installed warning sign.
- Maintained mowing contract with DR’s Mowing
- Support to “Safer Congregation Team.” Supervised installation of 10 external video surveillance cameras.
- Ongoing monitoring of energy usage and production to maintain “net zero” usage on an annual basis.

Key (known) activities for the next year include continued A/V system improvements, - 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  
2022-2023 ANNUAL REPORT**

**Members:**

- Valerie Andrews, Pat Bartels, Linda DeFeo (Co-Chair) Jim Gervan, Sue Greer, Margaret Keefe (Co-Chair), Maggie McLaughlin, Peter Martin, Karin Westermann, Lee Wheeler. (Kay Creech and Boden Sandstrom left the Committee during the year.)

#### **Overview:**

- The Landscape Committee, a sub-committee of the Property Management Committee, was reactivated in 2018 after a two-year hiatus. 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 use in watering. This commitment entitled UUSD to be recognized as a Certified Wildlife Habitat by the DE Native Plant Society/National Wildlife Federation.

#### **Accomplishments:**

- Chalice Sculpture Project
  - Added grasses, pavers, solar lights, and plaque with Len Bowman's name to Chalice Sculpture area.
  - Worked with Rogers Signs to repair finish on Chalice flame.
- New Wildflower Pollinator Meadow
  - Received a \$500 grant from First State Resource Conservation & Development Council
  - Laid out Meadow area & installed plastic to kill weeds over summer.
  - Removed plastic in fall and planted native plants, some purchased but most harvested from Maggie McLaughlin's development where they were being removed.
  - Planted 3 fringe trees at north end of meadow.
  - Spread compost over area.
  - Rented Bobcat to move compost to Meadow area, operated by Kent Sprunger & Paul Barnett
  - Planned Fall 2023 workshop on native plants, pollinators, etc., as part of grant requirement
- Hired someone to weed and mulch existing beds.
- Hired contractor to clear the former grape arbor area so it can be mowed as lawn.
- Recruited volunteers to take a weekly turn at watering our garden beds from early June – late September.
- Memorial Garden planning
  - Agreed to extend Garden from back of Chalice bench to first maple tree.
  - Developed design for Garden area (thanks to Sue Greer, Jim Gervan, and Maggie McLaughlin for the design), including where to place shrubs and bricks currently located by back patio.
  - Created list of appropriate native shrubs to provide interest and color in 3-4 seasons.

#### **Future Plans:**

- Long-term Plan for property

- We will begin a study of the entire UUSD property to assess what areas might be available for future landscape ideas or other projects.
  - To aid our planning work, Peter Martin's son will use a drone to map our area and identify trees, etc.
- Meditation and Memorial Garden
  - Area will be in the back east corner of the property.
  - Consider option to scatter cremains of UUSD Members and Friends
  - Will include a gazebo and/or other seating for quiet reflection, small meetings, etc.
  - Plaque inside the building which will hold names of those whose ashes have been spread in the Garden.
- We will continue to communicate with Property Management to be aware of additions or changes to the building which might impact the existing garden beds.

## **UUSD AV USAGE STATISTICS (JULY 2022 – JUNE 2023)**

Members of the AV Team include Jaclyn Keefer, Dianne Conine, Gary Schmidt, Clare Nichols, Ellen Parks, and Linda DeFeo (training)

Sunday services continued to be 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. Eight ceiling mounted Chauvet Ovation full color LED fresnels with zoom were used as lighting sources for good live stream camera image. A lighting control board is available to control groups or individual lights as needed.

The Alfatron 120-degree camera, 2.4G wireless speaker phone and 43" TV positioned on a rolling cart continued to be available for hybrid zoom use as needed. 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. A DVD player was added to the system to provide opportunity for small group use in house. This AV cart is intended to be operated by congregants who have reserved the equipment.

An American Audio APX 12 portable speaker with 2 microphones was purchased for congregant use with groups numbering up to 75 people. A reservation is required to use the portable audio speaker and is operated by congregants.

Overall sanctuary AV USAGE STATISTICS include: 50 live streamed Sunday services, 25 non-Sunday events, 17 repair/rehearsal/chancel set-up requirements, 3 hybrid cart/portable audio speaker set-up instruction sessions.

Goals for the future will include adding a paid AV Tech position for Sunday Services, finding and training more volunteer AV Techs, perfecting use of the sanctuary lighting system and maximizing Sunday Service live stream and multi-platform potential.

Respectfully submitted...Dianne Conine, April 21, 2023



## **RENTAL/USAGE COMMITTEE ANNUAL REPORT 2022-2023**

**CHAIR: JEAN CHARLES**

**DIANNE CONINE, KAY CREECH, CHERI GARNET, GWEN JOHNSON, PAT MURDOCK,  
ANNE PIKOLAS**

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. All forms for rental and usage of UUSD have been updated and shared with Rev. Heather.

UUSD welcomed the Rehoboth Beach Film Festival and have scheduled them for this coming November during our Craft Fair.

We continue holding memorial services and consider any wedding requests. Coastal Concerts also uses our sanctuary a few times a year with scholarship concerts and auditions for their scholarship program.

With our own congregation using the church for so many activities, there have been a number of larger outside requests that had to be turned down.

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

## **SAFER CONGREGATION COMMITTEE ANNUAL REPORT**

The Safer Congregation Team was established in April 2022 by Reverend Heather. Its purpose was and is to advise the Board on safety issues facing the congregation and research and offer solutions. The Team became a committee by unanimous Board vote in January 2023.

The SCC has accomplished many tasks in the year of its creation.

- Researched other safety and security measures for 3 similar congregations in the Lewes/Rehoboth area

- Started implementing new safety measures for greeters and ushers

- Researched purchase and installation of a monitoring system using cameras located on the exterior of our building

- Begun scheduling training for AED and CPR for the congregation

- Established regular, ongoing fire and evacuation drills

The Safer Congregation Committee (SCC) is conducting a thorough review and revision as needed of the current Emergency Procedures Manual. Other tasks will present themselves as needed, for example, working with the Executive Team to develop safety measures for turning into the church driveway. The SCC will also review hiring policies, and consult with different committees, such as AV, Faith Exploration, and Membership regarding safety and security. Members of the committee recognize that safety and security reviews touch almost every aspect of church life. We will call on experts within our congregation as well as others outside our community as needed. The Committee presents a monthly report to the Board and is responsive to requests for research and recommendations.

### **WORSHIP COMMITTEE ANNUAL REPORT 2022-2023**

**CO-CHAIRS: JEAN CHARLES, RICK WELK**

**MEMBERS: CAROL BRUCE, DIANNE CONINE, DEANNA DUBY, SUSAN GOEKLER, JACLYN KEEFER, JULIE KEEFER, BERYL MARTIN, DARA SCHUMAIER, MARJ SHANNON, SUE O'BRIEN, REV. HEATHER RION STARR**

The Worship Committee will be solely responsible for the appearance of the chancel, which includes preparation for the holiday season beginning Dec. 1. This also includes occasional arrangements of flowers/plants as donated by members of the congregation or purchased by the committee.

The Committee meets each month to discuss and plan on providing assistance to enhance the quality of the many components of the worship experience. This includes (but is not limited to) planning with the Minister, and other committees, individuals or groups, the content and themes of services throughout the year.

This committee strives for excellence every Sunday. Our trained worship associates work with the minister and/or guest speaker, to develop a cohesive and meaningful service. We provide information for the Order of Service (OOS) and supply a large print OOS, as well as large print hymnals, for those who need them.

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 all committees, covenant groups, and sermons by visitors as well as by members of our incredibly diverse congregation.

Music has always been an integral part of every service. The congregation continues to be energized by our Director of Music Ministries, Julie Keefer. There also continues to be a wonderful relationship between Rev. Heather, the Worship and Music Committees and Julie to make every Sunday an inspiring experience with the music creating the perfect atmosphere and spiritual extension for each service. As we slowly recover from the

COVID epidemic, we have seen a slow and cautious return of the choir, either as a group or smaller sub-groups. We have also been blessed to have musicians in the congregation who have shared their talents and continue to do so. We thank Julie and those choir members and musicians for their dedication, hard work, and contribution to enhancing every worship experience.

In addition, live streaming has proven to be a valuable asset to our services. We have received many wonderful responses from members as well as visitors and guests who otherwise would not have been able to attend in person. We will continue to review and improve on this aspect of our service so that *everyone* can be a part of our incredible spiritual journey.

### **SMALL GROUP MINISTRY ANNUAL REPORT 2023**

The UUSD Small Group Ministry program has had a very active year. The number of Covenant Groups and Affinity Groups has grown in keeping with the increasing number of members and friends of UUSD.

Three new Covenant Groups-Active Hope, the Family Group and Spirit Seekers and two new Affinity Groups-Visually Impaired and Memoir Writing groups have also been added.

There are now fourteen Covenant with a total of approximately 140 members and six Affinity groups. Affinity group attendance is fluid so there is no accurate count.

Leaders of each Covenant Council meet quarterly to exchange ideas and discuss issues that may arise within a group. The exchange of ideas is important for everyone but especially for newer group leaders; to assist them in the best ways to handle any difficulties that may come up and assistance in forming a strong group.

Covenant groups have also contributed to the Meet and Greet tables and kitchen clean-up on assigned Sundays. This has been a useful avenue for folks to learn about Covenant Groups, providing an opportunity for several new members to join groups.

Respectfully Submitted,

Bobbi Dunham

## **SOCIAL & ENVIRONMENTAL JUSTICE COMMITTEE 2022-2023**

**Chairs:** Susan and Mac Goekler. **People who Have Participated in Meetings during the Year:** Pat Bartels, Jan Daily, Marta Dominguez, Christine Gill, Ed Gill, Margaret Keefe, Betty Kirk, Elaine Loughlin, Maggie McLoughlin, Vicki Nichols, 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 2022-2023 church year. The activities are organized by the Resolution of Conscience's priority areas:

### Multi- element efforts

- Initiated a Monthly ASK of the congregation:
  - November VOTE
  - December GIVE to charity
  - January LEARN about African American history.
  - February BUY FAIR TRADE
  - March CONTACT A POLICY MAKER (Environmental legislation was highlighted; promoted Sierra Club's Lobby Day in Dover)
  - April CARE FOR THE EARTH
  - May VOTE in School Board election
- Partnered with ACLU of Delaware, Common Cause of Delaware, the League of Women Voters of Delaware, Delaware Interfaith Power and Light, UU the Vote, Votamos, and others to host a successful voter education forum on July 26.
- In collaboration with UUDAN, participated in ROV postcard campaigns to encourage people of color to participate in their state's primaries.
- 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 2022 and April of 2023, UUSD has donated \$8,758.64 to local community groups from Share the Plate offerings.
- Created an online form people can use to nominate share the plate recipients.
- Continued to support the UU Service Committee through Guest at Your Table program. UUSD met the criteria for the James Luther Adams Award. Mac Goekler continued as the UUSC-UUSD liaison.
- Continued to support UU Delaware Advocacy Network (UUDAN) with Maggie McLaughlin being on the UUDAN Steering Committee.
- Through the Social Justice email group list, provided updates on relevant bills pending in the DE legislature and encouraged participation in national plus local school board elections.
- Submitted proposed revisions to the UUSD Resolution of Conscience for the congregation's consideration at the annual meeting.
- Implemented the Grant program: Roy Parks Fund. Provided funding for 4 organizations in 2022. Recipients were West Side New Beginnings, Rehoboth Beach; La Esperanza, Georgetown; Primeros Pasos Early Learning Center, Georgetown; and PFLAG, Rehoboth

Beach. The grants ranged from \$500 to \$2,500.” In 2023, solicited nominations and reviewed applications.

- Promoted UUA’s Side with Love and UU the Vote initiatives and trainings; Mac Goekler joined the Side with Love Action Center.
- Served as umbrella group within UUSD for UUSD’s participation in Lewes Rehoboth Association of Congregations (LRAC, note name change; (Carol Huckabee and Donna Davis will serve as UUSD representative) and the Multifaith Coalition (Rev Heather and Don Peterson will serve as UUSD’s representatives), as well as an umbrella group for the UUSD Cares team. LRAC changed its rules and voted to admit UUSD to membership.
- Surveyed the congregation about members’ social and environmental justice priorities to ensure that we are representing the congregation. The areas generating the most interest were environmental justice, racial justice, and women’s rights.

### **Racial Justice:**

- **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 Church Council, co-hosted the film *Who We Are: A Chronicle of Racism in America* (Church council led the discussion; We CARES coordinated a dinner).**
- Organized and hosted a forum entitled “Addressing Racism through Criminal (In)Justice Reform.” Co-sponsors include SDARJ, ACLU’s Clean Slate and Smart Justice campaigns, Campaign to End Debtor’s Prison, the Way Home, Network DE, Urban League of Wilmington, UUDAN, and Delaware Center for Justice. Updated a list of faith communities in the area and send notice of the event to all we located inviting them to attend.
- **Share the Plate: Collected \$638 for the Nanticoke Indian Museum**
- **Encouraged members to participate in Juneteenth celebrations in Georgetown, where UUSD participated in the parade, and in Lewes, as well as the Eastern Shore Afram celebration, the Nanticoke Powwow, The Hispanic Festival in Georgetown, and the MLK Celebration events. Signed up to participate in 2023 Juneteenth parade in Georgetown.**

### **Immigrant and Refugee Rights**

- Mobilized in preparation for arrival of undocumented immigrants anticipated to be flown to Georgetown. It did not materialize, but we were on alert and ready.
- Share the Plate offerings: Collected \$726.50 for Abreindo Puertas, a shelter for Spanish-speaking women and their children fleeing domestic abuse.

### **Environmental Justice**

- Reconvened the UUSD Earth Cares Team.
- Became a founding member and sometime host of the Sussex Preservation Coalition. Their mission is to strengthen the work and increase the impact of all groups and individuals currently working in Sussex County on issues related to protecting the environment, conserving natural habitats, and promoting resiliency, sustainability, and climate adaptation. Their goals are to save forests and wetlands; to increase renewable, earth friendly products and practices;

to ensure clean waterways; and to mitigate the effects of severe weather events.

- With DeIPL, hosted a forum for faith and lay leaders on how they can improve energy efficiency in houses of worship – and reduce costs. DNREC and Empower Delaware had speakers.
- Planned and implemented an Earth Day worship service at UUSD focusing on the 7<sup>th</sup> principle. Invited relevant organizations to have information and a table after the service.
- Working through Windows of Hope, completed work on 2 houses in West Rehoboth and lined up 3 more.
- Created a new affinity group at UUSD to support those engaged in caring for our planet.
- Share the Plate offerings: Collected \$602.50 for Delaware Wildlands and an as of this report unknown amount for Sussex Preservation Coalition
- Provided consultant support for UUSD members Teresa and Cass Ripley's Teach a Person to Fish Society
- Held an Adopt a Beach cleanup at Herring Point. 14 UUSD adults and 2 children gathered 509 pieces of debris.

### **Women, Family, Gender Identity and Sexual Orientation Justice**

- With the UU Delmarva Cluster, had a presence at Pride Day in Dover on the grounds of Legislative Hall -- Mac Goekler
- Hosted Transgender Day of Remembrance, in collaboration with TransLiance and Sussex Pride.
- Initiated planning for showing the film from *Selma to Stonewall* in June of 2023 in collaboration with ACLU and Seaside Jewish Community.
- Recruited Rev Cathy Rion Starr to serve as UUSD's representative to the Cape Henlopen LGBTQ Outreach Committee.
- Recruited Boden Sandstrom and Deb Davies who participated in a Side with Love Reproductive Justice training on organizing for reproductive rights. They will keep the Committee apprised of work locally to help women and trans people access reproductive health care.
- Had a representative on a newly forming Stop the Hate group.
- With Children's Faith Exploration, met with West Side New Beginnings to discern ways UUSD's children could collaborate with their children.
- Share the Plate: Collected \$2,301.14 for Pathways to Success and \$832.00 for the Cape Henlopen School District Homeless Liaison, plus the collections for Abreindo Puertas (reported under Immigrant Justice).

### **Economic Justice**

- Through the Giving Tree, collected donations of Christmas gifts for 45 needy children in Cape Henlopen school district.
- Share the Plate: Collected \$814 for Meals on Wheels, \$473.50 for FRH Michaels's Place a group home for people experiencing mental health challenges, \$1,524 for Lighthouse for Broken Wings that provides shelter and meals for unhoused families with children, and \$847 for Springboard Collaborative that has created a pallet village for unhoused adults.

- Collected \$10,615 for UUSD's Minister's Discretionary Fund that provides help for UUSD members and others needing a temporary hand up.
- 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 and of clothing, personal care products, and food for Shepherd's Office.

### Peacemaking

- Participated in planning and conducting Peace Week activities in Sussex County. Mac Goekler donated a peace pole that was planted at West Rehoboth Community Center.
- UUSD members helped staff a Peace Week DE booth at the Eastern Shore Afram celebration in Seaford where children created mini-peace poles, peace rocks, peace flags, and paper peace doves.
- As part of peace week, organized and hosted a gun violence prevention forum with the Delaware Coalition Against Gun Violence.
- Arranged with Greer to offer a ZOOM meta meditation on Loving Kindness as part of Peace Week.
- As part of Peace Week, showed the film *Suppressed and Sabotaged*, about voter suppression efforts. That showing stimulated two members to host a voter education table at UUSD after services and create a fact sheet on where and how to vote in the general elections.
- Mac will chair Peace Week DE – Sussex County for 2023.

### Share the Plate Summary for 2022-2023

We supported the preservation of local wild lands, as well as the historical and cultural heritage of Native Americans. We contributed to relieving hunger and homelessness for families and children and helped to provide emergency shelter for women and children fleeing domestic violence as well as supporting mentoring for school students and those with mental health challenges.

2021/2022	May-22	Delaware Wild Lands	\$602.50
2021/2022	Jun-22	Meals on Wheels Rehoboth Lewes	\$814.00
2022/2023	Jul-22	People's Place - Abriendo Puertas	\$726.50
2022/2023	Aug-22	Cape Henlopen School District Homeless Liaison	\$832.00
2022/2023	Sep-22	Nanticoke Indian Museum	\$638.00

2022/2023	Oct-22	FHR - Michela's Place	\$473.50
2022/2023	Nov-22	Pathways to Success	\$2,301.14
2022/2023	Dec-22	Minister's Discretionary Fund	\$10,615.09
2022/2023	Jan-Feb 23	Lighthouse for Broken Wings	\$1,524.00
2022/2023	Mar-23	Springboard Collaborative Pallet Village	\$847.00
2022/2023	Apr-23	Sussex Preservation Coalition	
2022/2023	May-23	Family Promise	

### UUSD CARES YEAR END REPORT FOR FY 23

Members: Claire O'Meara, Karen Lunstead, KAZ Huston, Anne Pikolas, Marge Amodei, Carol Scileppi, Irene Frantz, Cheri Garnet, Donna Davis, Christine Gill, Bobbi Dunham, Deanna Duby, Kris Acker

UUSD Cares is a sub-committee of Fundraising. Our main objectives are to care for our outside community with food & clothing drives for our local homeless care providers and to care for each other inside with fun social events.

We also help co-ordinate our many committees to join together and co-sponsor various events together.

September 23: Fall Harvest Dinner

A Potluck dinner for anyone who wanted to come. Very nice welcome back to in person dining. 54 attended.

October 21: Spooky Supper

A Potluck Family Friendly event with costumes optional. Lots of Spooky Fun. 58 attended.

November 24: Friendsgiving

A Potluck Thanksgiving dinner. UUSD Cares provided turkey, gravy and drinks, attendees provided delicious side dishes and desserts, 63 attended.

December: Christmas Gift Tree

We supported Joanne Saltzberg with the Christmas gift tree where UUSD members took a child's name and donated wonderful gifts for 50 children and gift cards for another family.

January 13: UUSD Soup & a Movie

We coordinated with S&EJ who were showing the movie "Who We Are." It was a well-attended Very informative event.



March 18: St Patrick's Drive Thru Parade

We collected food, baby products, personal products, cleaning products and lots of clothing for Shepard's Office and the Community Resource Center.

April 22: Exploring Unconscious Bias and Micro Aggressions

We partnered with Leadership Development who invited a workshop leader from the YWCA to lead this interesting and eye-opening workshop.

May 14: Mother's Day Acknowledgement

We will be offering carnations to all the mothers & nurturers in our UUSD congregation.

We will also be sharing a sheet cake with the Membership committee who will be having a new member ceremony that day. It will be half Mother's Day and half New Members

June 18: UUSD Gratitude Picnic

We will be supplying the hamburgers, hot dogs, and veggie burgers. We will be asking many committees and members to help make this happen.