

UNITARIAN UNIVERSALIST

CHURCH WEST

ANNUAL REPORT

2018-2019

CHURCH STAFF:

MINISTER:

The Rev. Suzelle Lynch

INTERN MINISTER:

Kimberlee Tomczak Carlson

RELIGIOUS EDUCATION

COORDINATOR

Marsha Thrall

LEAD DIRECTOR OF MUSIC

Jennifer Nicolosi

DIRECTOR OF MUSIC

J. Ruben Piirainen

CHURCH ADMINISTRATOR

Vicki Banville

PUBLICATIONS COORDINATOR

Kelly Bognar

COMMUNITY BUILDER:

Brianna Laux Kocis

ADMINISTRATIVE ASSISTANT

Mamie Garner

BOOKKEEPER

Jeanne Fehr

CAMPUS SPECIALIST

Randy Patterson

SEXTONS

Miles Bognar

Randy Patterson

BOARD OF TRUSTEES:

OFFICERS:

David Feil, President

Scott Shulick, Vice President

Jeanne Jarecki, Secretary

Leslie Peterson, Treasurer

Term ending 2019:

Jane Browne

Kurt Gaetano

Kathy Herrewig

Karen Engelking

Term ending 2020:

David Feil

Melanie Weston

Term ending 2021:

Scott Shulick

Jeanne Jarecki

Heather Bartlett

Unitarian Universalist Church West

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Member-to-Member Announcements:

mem2mem@uucw.org

Unitarian Universalist Church West
Annual Meeting Draft minutes
Sunday, June 3, 2018 at 11:55 A.M

1. Call the meeting to order – Kurt Gaetano
2. Confirm Quorum – Amy Taivalkoski (41 required). 70 present, 3 absentee
3. Chalice Lighting
4. **Move** to Approve Agenda - Jim Weitzer Motioned, Kathy Bradshaw second
 - Discussion: Marty Gluckstein-concerned bylaw committee did not report to members and that there is not enough time to cover the items; he moves item 10 be stricken from agenda and separate meeting scheduled, Bob Sewell second.
 - Bylaws quoted by parliamentarian Lee Huempfner, “bylaw committee presents recommendations to board, board develops agenda”. Marty Gluckstein acknowledges that he was incorrect about a report to members being needed, but still maintains not enough time.
 - Vote 30 for striking item 10, 27 noes, 4 abstain
 - Move to approve agenda with **bylaw review struck from agenda** Caryl Sewell move, Scott Shulick second, 64 ayes, 1 no, 4 abstain, **Agenda approved with item 10 struck.**
5. Kathy Bradshaw **moved** to approve the Minutes from the June 4th, 2017 UUCW Annual Meeting, Marty Gluckstein second, 68 ayes, 0 noes, 2 abstain. **Approved**
6. Minister’s message: The Reverend Suzelle Lynch
 - Discussed Congregational Assessment Tool (CAT) taken by 194 members (3-year Ministerial review by Holy COW) - very positive results. We are a transformational congregation.
 - Rev Joyce Palmer and RE director Maria O' Connor leaving, and new hiring is in works. Plans are in flux. 2-3-year process.
 - Tight year financially coming up. Auction this year.
7. Treasurers Finance Report - Deb Ritchie-Kolberg
 - Agenda included Treasurer Report budget for year of \$561k off by \$950 deficit
8. Endowment Report: no report
9. Presentation of the 2018-2019 Budget: Deb Ritchie-Kolberg
 - Discussion : Marty Gluckstein: What if shortfall not covered by income? Is there a list of scratch items? Deb Ritchie-Kolberg: No current list since \$81k in surplus currently. Budget is constantly reviewed during year and adjustments will be made accordingly.
10. Vote on Bylaw updates. - struck from agenda.
11. Chair Almuth Soffee presented the Nominating Committee’s Report and announce the slate of candidates.
12. Vote on the slate of candidates nominated for each committee and for the board.

Board of Trustees Nominations:

- Scott Shulick
- Jeanne Jarecki
- Heather Bartlett

Endowment Fund Committee Nominations:

- Linda Weitzer
- Melissa Taylor

Nominating Committee Nominations:

- Mary-Lynn Robinson
- Vicki Brzeski
- Rick Beattie

Vote on nominees:

Motion to approve board nominees.

Jim Weitzer moved Sybil Rockwell second.

Discussion: Larry Hawley - thanked nominees for stepping up.

Vote approved by acclamation (1 abstain) Board nominees approved.

Motion to approve endowment committee members:

Jim Weitzer moved , Kathy Bradshaw second, approved by acclamation, 0 noes, 1 abstain Endowment nominees approved.

Motion to approve nominating nominees, Caryl moved, Rob Zimmerman second, approved by acclamation, 0 noes 1 abstain. Nominating committees nominees approved.

13. President's Report - Kurt Gaetano

Thanked fellow board members.

Discussed progress on Build 2020 including hiring of design/build firm

Discussed needs of remodel and updates.

Discussed UUCW social action causes.

Discussed financial health of church. Trend of lowering contribution income.

Discussed member number change and staff changes - in transitional period.

Marty Gluckstein raised concern over using a design/build firm with economic interests being the same and concern about who is looking out for the church's interests. Phil Kroner addressed concerns and informed congregation that a construction lawyer has been hired to represent the church and read over the contracts.

14. Long Term Service Award:

Amy Taivalkoski - Led lighting in sanctuary, community room and offices; managing solar panel project, Green Sanctuary committee efforts, other earth ministry activities, Board.

15. Board of Trustees Awards:

Helen Klimowicz - Meditation group, Wellspring, Monthly EM rotations, Earth day activities, river cleanups, coffee service, greeter, dancer.

Ron Trilling - Website development, web team, multimedia presentation for 50 years, and video for build 20202 campaign.

Ellen Newbauer - Food Pantry,

16. Closing Words - Kurt Gaetano

Kathy Bradshaw moved to Adjourn, Scott Shulick second, UA 12:59pm

Committee Chairs and Program Leaders of the Church 2018-2019

Archiving Committee	Ann Terwilliger
Build 2020	Phil Kroner
Campus Committee	Mike Brown
Grounds	Almuth Soffee
Coffee Team	Joyce Cable
Committee on Ministry	Rev. Suzelle Lynch (Staff)
CommUUnity Connections	Kathy Lake
Denominational Connections - SEWUUC	Kathy Schwei
Endowment Fund Committee	Marilyn Kupka, Barb Mikula, Melissa Taylor, Linda Weitzer
Finance Committee	Deb Ritchie-Kolberg
Intern Minister Advisory Team	Peter Beck
Lay Pastoral Care Team	Rev. Suzelle Lynch (Staff)
Leadership Council	Vicki Banville (Staff)
Library Committee	Carolyn Lawrence
Marketing Committee	Kelly Bognar (Staff)
Membership Committee	Brianna Laux Kocis (Staff)
Music Committee	Sarah Stokes
Nominating Committee	Susan Endes
Personnel Committee	Bruce Chesshire
Religious Education Council	Lauren Schudson
Social Action Council	Ann Heidkamp
Black Lives Matter	Ann Heidkamp
Common Ground UUCW	Ann Heidkamp
Earth Ministry	Almuth Soffee
Food Pantry Donations	Ellen Newbauer & Melanie Weston
Global Justice & Peace Task Force	Ann Heidkamp
Guest House	Eileen Gleeson
Nicaragua Brigade	Jim Fischer & Andy Boerner
Split the Plate	Suzanne Schalig
Stewardship Committee	Leslie Peterson
Technology Services	Vicki Banville (Staff)
Usher Team	Dave Schudson
UU Wellspring Program	Patricia D'Auria
Web Team	Rev. Suzelle Lynch(Staff)
Welcome Team	Nicole Grandstrand
Worship Ministry Team	Steve Frey
Chancel Table	Sarah Frey
Ready Readers Team	Rev. Suzelle Lynch (Staff)

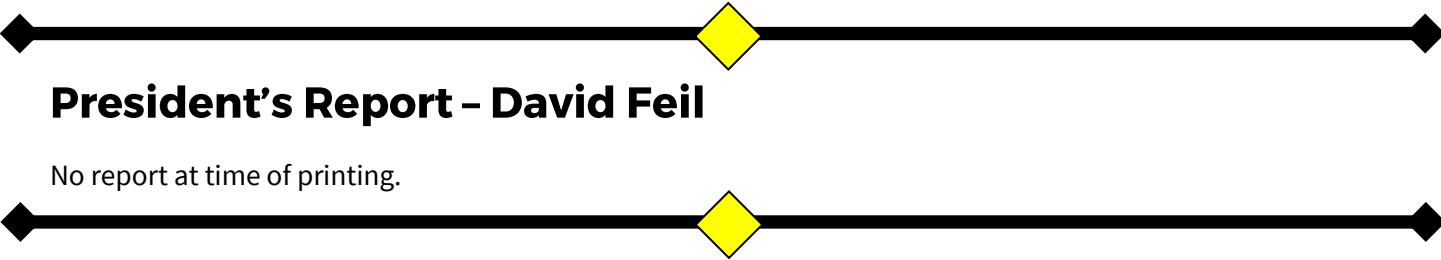
Affinity Group Facilitators for 2018-2019

Black Lives Matter Reflection Group	Ann Heidkamp
DUUversity Theater Group	Kristin Fewel
Great Books Discussion Group	Kit Hansen & Joyce Prewitt
Men's Breakfast Group	Jerry Kashmerick
Meditation	Helen Klimowicz
Song Circle	Sarah Stokes
Tap Roots Pub Spirituality Group	Jim Gerber
UUCW PieceMakers	Carolyn Lawrence
Wisdom & Whimsy	Charlene Carter
Women's Book Discussion Group	Kathy Schwei & Marilyn Swanson

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President's Report – David Feil

No report at time of printing.

Minister's Report – The Rev. Suzelle Lynch

I'm grateful that our UUCW Annual Report asks me to look back over our year together and reflect. I believe that the 2018-19 fiscal year and "church program year" have been very significant for us as a congregation -- for our shared ministry.

When I say "shared ministry," I mean that the work of UUCW is not only done by paid staff. Far from it! It's so wonderful to work with our dedicated lay leaders and volunteers. Our Board of Trustees, ably led by President Dave Feil this year, our Exec Team (President, Minister, Church Administrator and Treasurer, Leslie Peterson), and all the Chairs of committees and teams and Board Task Forces extend the "staffing" of our administration and programs, and they bring joy, incredible skills, energy and vision to the ministry of our church. I am grateful for every one of our leaders. And I can't help but give a shout-out of thanks, to the leaders of our many small groups (Soul Circles, Affinity Groups, Social Action project teams, and UU Wellspring group leaders, too) for their time and energy – and another shout out of gratitude to all those who volunteer for every team at church, from hospitality to religious education teaching to finances and library and campus clean-up days to the choir and the band and everything in-between! Our members and friends put in thousands of volunteer hours here every year.... THANK YOU! You make UUCW the wonderful place it is.

Our paid staff is, of course, remarkable: Vicki Banville, Kelly Bognar, Jen Nicolosi, Ruben Piirainen, Jeanne Fehr, Miles Bognar, Lynn Edl-Chastain and the teens who work in the nursery and preschool on Sundays. This staff team was joined by four new members this year: Brianna Laux Kocis, Marsha Thrall, Mamie Garner, and Randy Patterson. All of these great employees give their best to the work of our church, and I am deeply grateful for all they do. And it has been such a wonderful gift to have Kimberlee Tomczak Carlson, our very first Intern Minister, here for her second part-time year! What a blessing she has been to us all. It's been a joy to be her supervisor and watch her bloom.

Part of the great significance of this year is the transitions we are in the midst of. In April of 2018, at the beginning of the fiscal year, Maria O'Connor, our longtime Director of Religious Education let us know she wanted to retire, and Rev. Joyce Palmer, our half-time Assistant Minister, let us know she needed to move away to help care for her aging parents. These staff transitions were big losses for our community! We welcomed Marsha Thrall as our "interim" religious education professional last summer, and we are still discerning what the shape of our future Religious Education/Faith Formation programs will be for children, youth and adults. We also welcomed Brianna Laux Kocis as our part-time Community Builder, to help manage the portfolio of programs in our Membership and Engagement area that were formerly stewarded by Rev. Joyce. And Kimberlee, our capable Intern Minister aided me well in pastoral care and preaching as part of her learning process. But as we move towards the summer season, we face the challenging fact that when the next "program year" opens in September, I will transition to being a solo minister again after eight years of having a multi-minister team.

Another big transition is our upcoming Build 2020 renovations. We hope construction will begin in early June and be completed over the summer. UUCW has always had big dreams, and we hope to see significant changes to the comfort, utility, and longevity of our building and its systems after the renovations are complete. We raised 1.2

million dollars in our Build the Vision Capital Campaign, and with the help of our architect and builder, we will stretch that funding as far as we can! It will be exciting to see the results in the fall - and I know we will navigate the bumps construction always entails over the summer with as much good humor as possible. Just be aware that "in the office" we might be struggling a bit more than usual. We always appreciate your patience and kindness.

There's a third transition I'd like to name. We lost a group of precious and significant older members this year. Our community mourned the deaths of John Bahr, Ross Carter, Joan Deardorff, LaVerne Ferguson, Warren Phinney and Lilo Sewell -- so many losses of such beloved people! Grieving is a sacred process; one we need to honor with time and energy. The loss of these members has been very hard for many of us, including me.

In times of transition, it's natural to feel uneasy. "Something's not right at church," we think to ourselves. But change is ALWAYS hard. And things rarely go exactly as we plan. But they definitely go better when we stay engaged and offer kindness and support. UUCW is your congregation, and we need your presence and your involvement. There will continue to be changes - in staffing, in the building, in programs and policies -- but the "good heart" at our core – that's YOU, and it's unchangeable!

I want to lift up a few significant happenings from our past year...

In June 2018, the Board of Trustees released the CAT Report - the results of our triennial "review of the ministry," undertaken in spring 2018 for the first time with the assistance of a consulting firm. Copies of the report are available for check-out in the UUCW library, and it's an interesting read. From the summary: "(The) report names UUCW a high-energy, high-satisfaction church. It calls our organizational culture Progressive-Adaptable. The nickname for this organizational culture is Magi. The book, 'Owl Sight: Evidence-Based Discernment and the Promise of Organizational Intelligence for Ministry,' by J. Russell Crabtree (founder of HolyCow Consulting) explains. 'Magi churches are ultimately concerned with the rational integrity of their faith, the just application of faith to life, and the journey of understanding and discovery. Adherence to these values shapes the community, which, at its best, exhibits deep knowledge, open discourse, and intellectual curiosity. ...The church (is) a powerful ally for those in need of advocacy and a formidable foe to those with a different perspective on an issue.'" (p. 117)

In fall 2018, we launched a significant anti-racism series in collaboration with the other congregations that are part of Black Lives Matter to Wisconsin UUs (BLM2WUU) - three in-depth public Black History lectures with Reggie Jackson of America's Black Holocaust Museum and Nurturing Diversity Partners, with subsequent "deeper dive" sessions for teams from each UU congregation. We also held our biennial "goods and services" Auction in November, which raised significant funds for two fiscal years, and generated tremendous good energy and opportunities for congregation members to connect! In addition, because our Religious Education Coordinator, Marsha, was working part-time, our RE Council members and other key RE volunteers stepped into Sunday morning RE leadership roles with such good energy. What a blessing.

In the winter, we joined our neighbors at First Unitarian Society of Milwaukee for two consulting sessions with experts in the field of UU religious education, as part of our RE Transition learning process. In late winter, Kimberlee, our Intern Minister, launched Q Youth Club, a ministry to LGBTQ+ teenagers in the Milwaukee west suburban area and their parents. Careful planning for this "focused initiative" took place earlier in the year, including working with our community partner Lynn Dusold of Pathways Counseling in Brookfield. Q Youth Club has been a solid success, serving the needs of LGBTQ+ youth for a safe social space. Brianna Laux Kocis will be assuming the reins of Q Youth Club over the summer, and perhaps beyond.

In the spring, our YRUU high school group hosted a Youth Conference ("Con") at UUCW with the help of their advisers, parents, volunteers, ministers, church staff and resources from the community. This was a major effort; we had not hosted a Con for a number of years, and the adult leaders who held the historical how-to knowledge are no longer at UUCW! But working together, we pulled off a wonderful Con. Also, this spring, we hosted Drag Queen Story Hour (coordinated by Kimberlee). The anti-LGBTQ people who protested our event that day were met by a sea of kindly counter-protestors from UUCW and far beyond, and we made the news. In May, we conducted another major anti-racism effort - a workshop "Growing Trust and Leadership in the Service of Anti-Racism" for 45 UUs from UUCW and five other WI congregations, led by nationally-known UU consultants.

There are so many more examples I could list of significant "happenings" at UUCW this past year. Suffice it to say that we have had an exciting year! We can say with pride that our church is a force for good in our community and in the lives of our members. We are reaching beyond our walls in new ways, as well as tending the spiritual, pastoral and educational well-being of our adult members, children and teens. Together, we create and sustain a spiritual home where people connect, grow, serve and learn – a strong and stable base from which we live lives of hope and integrity, compassion and justice.

Intern Minister Report - Kimberlee Tomczak Carlson

For the past two years I have been blessed to be the first ministerial intern here at Unitarian Universalist Church West. This opportunity to learn and grow as a minister while serving you has been a phenomenal way to begin my ministerial career. For me this church has been a remarkable place to learn, experiment, take risks and build relationships with UUCW's wonderful staff and congregants. This is a strong resilient faith community and it has been a privilege and honor to know you and serve you.

Over the past two years, I have had the opportunity to participate and to create the different aspects of worship during Sunday service including: Call to Worship, Chalice Lighting, Worship for All Ages, Joys and Concerns, Offering Story, Sermon, and Benediction. I have used puppets, technology, stories, poems, interactive art and science stations, the Bible and more to accomplish this. It has been a joy and challenge to learn and be a part of creating UUCW's dynamic and diverse worship experience ranging from a more traditional worship model to ones shaped for intergeneration and multicultural needs. I have a deep appreciation for the attention paid to the wide variety of needs worshippers come to church with and how UUCW tends to them with flexibility and grace. I have also been responsible for crafting managing the content and structure for Sunday's worship services; working with the musicians, community, worship leaders and Rev. Suzelle Lynch to make everything come together cohesively.

I especially enjoyed delving into UUCW history with the Archiving Committee. These remarkable elders have been so very generous with me, sharing their stories and memories. Our conversations led to the creation of one of my favorite Sundays this year, a collaborative church history worship called, *A Place Where Hope Lives*.

My largest learning came from the three memorial services I conducted this year. It is a great responsibility and honor to hold worship space for someone's life and a family's loss. I am grateful that the families trusted me with their care and that they were pleased with how the memorial services were created and conducted.

I believe that because of the church's trusted reputation in the community it has been possible for me to do more community organizing that would typically be possible in two years. That trust has been extended to me and has been a priceless gift in building teams across faith identities to work together toward common goals. For example, I was able to work with interfaith leaders in Southwest Wisconsin to create a blessing booth during

Pridefest in Milwaukee. The blessing booth involved clergy and volunteers from a myriad of faiths offering blessings to the LGNTQI community. Blessed at Pridefest allowed me to connect with LGBTQI activist throughout the Milwaukee area and opened more collaboration with Drag Queen Story Hour, Forge, the Milwaukee LGBT Community Center. This networking created an opportunity for UUCW to host Drag Queen Story Hour. When the police let Rev. Suzelle know that we would have homophobic protesters at DQSH and she conveyed that information to the congregation, you did not hesitate. The people of UUCW immediately rose to the occasion, peacefully counter protesting and helped ensure we had a safe protest and family event. Watching the event unfold that day filled me pride and pure delight, we truly are stronger together.

Those same relationships also helped Q Youth Club develop relatively quickly. Q Youth Group is a social group for LGBTQI+ youth ages 13-18 in the Western Milwaukee suburb that I helped create for my seminary senior project. Q youth group provides facilitated support and social opportunities for youth and their families. The goal of Q Youth group is to create a safe space LGBTQI teens to socialize, find resources and support in a safe and respectful environment. The LGBTQI community communicated to the parents of youth, shared what they knew about UUCW being a safe and nurturing place for their LGBTQI adolescents to go. This allowed Q Youth Club to serve that need and even grow, becoming successful rather quickly.

I am so very grateful for the commitment of time and sage advice from my internship committee who met with me every month to review my progress, offer feedback and write evaluations of my ministerial work. Peter Beck, Janet Sandretti, Marica Williams, Marilyn Kupka, and Eric Hoaglund it has been a joy to get to know you I am indebted to them for their time, candor and commitment to my future as a minister and our faith tradition.

Lastly, I am especially indebted to the staff and the amazing Rev. Suzelle for always believing in me and taking the extra time to help the newbie figure things out and supporting my ministerial formation in a million little ways.

Religious Education Coordinator Report - Marsha Thrall

See the Religious Education Committee Report.

Lead Music Director Report - Jennifer Nicolosi

This year's music events included a church year kick-off concert event featuring the Tri-Tonics, a reggae band which includes UUCW member Jeff Stehr. Though the event had some complications, the music committee felt that it was an overall success and a fun way to start the church year.

- The Windy Hill Handbell Choir and Windy Hill Brass Quintet also performed a concert in November which was a wonderful event. Freewill donations were received and given to the Menomonee Falls Food Pantry.
- The church has also hosted 2 handpan meditation events, both of which were well-attended.
- Jennifer and Suzelle were hoping to provide a performance space for Dayvin Hallmon and part of the Black Triage String Ensemble that he is starting in Milwaukee, but time ran short and there were not enough musicians able to commit to the performance date, so we unfortunately had to scrap that concert. We hope to revisit the idea again in the near future when the group has had time to establish their repertoire and membership.

For more information on the year's music events, please see the Music Committee annual report.

The **Adult Choir**, led by Music Director Ruben Piirainen, has been a strong musical presence this year. With over 30 participants throughout the year, the group has been able to confidently perform several complicated and challenging musical works. The choir has performed for 12 Sunday mornings (2 services each), including the Holiday Music Service in December. The group has also provided music for memorial services this year.

UUCW Worship Band **Kaleidoscope** has continued to broaden their musical horizons, performing mostly new selections and hymns for all of the 8 Sundays at which they have performed so far this year (3 more performances are scheduled for the summer months). Band members (and Jennifer and Suzelle) have been using "Slack" to communicate this year, which has made repertoire decisions and rehearsal planning much more efficient for everyone involved.

The **Children's Choir** performed twice this year, including the Multigen Choir at the Holiday Music Service, and will hopefully perform in June as well. Both performances featured strong and enthusiastic singers, with 20 children participating this year. It is wonderful to have so many talented young ones in the church that enjoy sharing the love of music with the congregation!

Other **special music** performers included Julie Thompson, Spencer Harris, Dan Dance, the First Unitarian Society choral scholars, Jim & Katie Gorton, Criag Siemsen & Patty Stevenson, Saira Frank, and the Solstice Singers.

Many of my work hours are spent planning the music calendar: musicians, hymns, appropriate music selections (or sending sermon topics to guest musicians for them to select their pieces), etc. I also spend time practicing music for the choir or other services, and often make rehearsal tracks (especially for the Solstice Singers and Children's Choir). The music database is always an ongoing project; updating performance dates and the music that is purchased by the church, and adding descriptive keywords to make the database easily searchable so that we utilize that large number of choral works that are already owned.

Publications Coordinator Report - Kelly Bognar

This year there has been a continued effort to reduce dependency on print publications and increase emphasis on improved digital communications:

Facebook and Other Social Media

Our Facebook posts continue to increase but we are not quite at our goal of one per day. Sarah Frey has initiated some candid photo postings to Instagram and I have just started to post some event promotions. As a result, our following for #uuchurchwest has increased by nearly 15%, albeit it is a small following.

The Weekly E-News

Constant Contact, our email marketing software, provides the format for our weekly communication to Church Members and Friends. Last year's new formatted design of less text/more photos continues to satisfy our viewers. "Read more" button links connect to website articles and event listings.

This year the non-responsive email accounts from our weekly e-news contact list were eliminated leaving just under 800 addresses. As expected, our email open rate has risen to a consistent 40-45%. Half of the viewers open the e-news on their phones, while the other half opens on a desktop computer. The engagement or “click rate” (those who click on any link button) has remained at a steady 25% to 35%. The monthly West Wind columns by Rev. Suzelle, the Board President, and other staff posted in the e-news continue to be the highest opened articles. These receive outstanding click rates of 40 – 60%, which confirms that recipients are eager to read complete West Wind articles online. All these metrics are above average for non-profit organizations.

The West Wind Newsletter

In an effort to reduce production time assembling the printed West Wind Newsletter, graphics were eliminated in the fall of 2018. Time spent on visuals for the e-news was deemed more important and appreciated by our viewers. Nearly every article published in the West Wind Nearly is posted at least once within the month in the e-news.

Like last year I encouraged church members to take part in eco-friendly and more efficient communications. This year I succeeded in reducing the number of West Wind paper subscribers - enough to eliminate the USPS bulk mailing minimum. We currently have 113 subscribers to the printed West Wind. From this point forward, each member who stops receiving a paper issue saves the church money – and resources. The goal is to provide the paper West Wind only to members who are unable to receive it any other way. Along with this successful campaign, many members also chose to receive other office communications (financial statements, etc.) via email, again reducing office mailing costs and resources.

Changes to Our New Website

In the summer/fall of 2018, I managed the restructuring of the website to an event-based framework with church office calendar integration. This changed the initial design of the new website which sought to serve the outside visitor with static church information. While the new format requires much more updating, it now serves church members who are looking for event information and announcements. In 2019 I am planning for additional website changes to offer more information and easier to find it on the website.

Religious Education Support

While my position as RE assistant no longer exists, I continued to offer stocking and issuing of classroom supplies throughout the year. I also coordinated my 12th year of summer RE offering “UU Play!” This new program offers children the opportunity to develop skills of cooperation, empathy, and conflict resolution through team-building games and group activities. The program will be offered again in the summer of 2019.

Serving Church Members

Looking ahead, I will continue to make publication tasks more efficient and to document communication procedures. This will allow church members and friends to support my efforts in another improved communications year at UUCW.

Church Administrator Report - Vicki Banville

Another busy and productive year completed! I have continued to support many different committees, teams, and groups in the church. Every project, committee, team, group, event, communication, etc., requires support from the church staff. A lot of my time is spent helping someone out with a question or an idea. Staff, committees, teams, groups, and members contact me with questions that don't seem to fall under any one staff member. I am thankful every day that I can work alongside an amazing staff and amazing members.

There are many projects that I work on in joint effort with others. The two large ones that were accomplished this year included:

- Transferring the Membership database over to REALM which has a platform that can be used by members to make contributions, update information, and view a directory. Even more uses will be rolled out in 2019-2020.
- Utilized a new Auction software program that allowed for better coordination of the

auction. There were challenges with the software, but the pros outweighed the cons. Teams that I have worked with this year include:

- Build 2020 Task Force
- Campus Committee
- Stewardship Committee
- Exec Team
- Technology Services

Other areas I worked in this year include:

- Personnel - including benefits, payroll, budget, and new hires.
- Sound System - including troubleshooting, scheduling staff coverage, and training.
- Financial Information - analyzing a variety of data to help with the pledge drive, capital campaign, and budgeting.

Staff that worked with me this year include:

- Mamie Garner, Administrative Assistant started position in August
- Ebbie Weber-Duggins, Temporary Administrative Assistant in July and August
- Liz Emmerling-Ginnow, Administrative Assistant ended position in July
- Randy Patterson, Campus Specialist started position in December
- Miles Bognar, Sexton
- Miles Bognar, Campus Specialist ended position in November
- Jeanne Fehr, Bookkeeper

I look forward to completing some on-going projects in 2019-2020.

Community Builder Report - Brianna Laux Kocis

This has been my first year at UUCW and I have greatly enjoyed meeting and getting to work with everyone. I appreciate being able to work with a community of people who have values similar to my own. Throughout the year I have focused on the Global Ends of creating a Caring Community and Embracing Responsible Stewardship through various projects.

The beginning of my year I focused on getting to know the members of the congregation, especially the Membership Committee, and the systems in place. Many of the initiatives I have been a part of this year have been in partnership with the Membership Committee including, Larry Hawley, Kathy Herrewig, Caryl Sewell, Amy Taivalkoski (who we will miss!), and new to our group, Kathy Allison, Lynda Westbrook, and Marie Sinur-Schmidt. They have been a useful sounding board for ideas and together we have made many positive changes to membership.

Affinity Groups continue to provide various activities of interest that engage members of this congregation. This year, Gen UU began which is a new group focused on bringing together those who are ages 18-35 and a part of UUCW. It has been amazing to see this group of people come together and form their own community within the congregation. I have also had the pleasure of working with CommUUnity Connections who continue to provide needed services to members in need. We are always open to creating more groups; contact a member of the Membership Committee or myself for more information and an application.

Lastly, I have focused on communicating with visitors to the church; making them feel welcome, finding people and groups to connect them with, and guiding them through the membership process. I appreciate all the

support I have been given from the staff and members throughout my time here. I look forward to seeing what the next year brings!

Committee Chair Annual Reports

Archive Committee

Chair: Ann Terwilliger

Committee Members: Carolou Nelsen, Carol Klaus, Kristin Fewel

Our committee's mission is to keep a history of the church from its inception to the current time.

This year we lost two long time members of our committee: LaVerne Ferguson and Lilo Sewell. We miss their wealth of memories, their wise council, their engaging humor, and their friendship.

One important accomplishment of our committee was completing a written history of the church, *Unitarian Universalist Church West History - 1959 to 2018*, and publishing it for our congregation. We worked with intern minister Kimberlee Tomczak Carlson on a November service – “A Place Where Hope Lives” which highlighted the history of the church with stories from our nearly sixty-year history. We continued to research significant information to add as appendices to our church history including important events, activities, and the people who made it happen. We made decisions about the warehousing of artifacts and documents either at the Milwaukee County Historical Society or at Unitarian Universalist Church West.

We invite the congregation to watch for the announcement of the publication of the history appendices to be announced and then explore them at your leisure to find out more about life at UUCW over the years. If you haven't picked up a personal copy of the history for your family from the foyer table, please do at your next church visit.



Build 2020 Task Force

Chair: Phil Kroner

Members: Kathy Bradshaw, Mike Brown, Pat Kashmerick, Leslie Peterson, Almuth Soffee, Dennis Wanless, Rob Zimmerman, Rev. Suzelle Lynch, and Vicki Banville

The Build 2020 Task Force was charged with selecting the architectural and construction firms that would complete the Build 2020 remodeling project at UUCW, and for overseeing the process leading to the final design for improvements to UUCW. At meetings beginning in October 2017 the task force first determined that the most efficient and cost-effective way to complete the Build 2020 project was to hire a design-build firm so that one group managed both the design and construction process. After interviewing three design-build teams, at the April 26, 2018 board meeting the board of trustees unanimously approved Berghammer Construction-Plunkett Raysich Architects (PRA) as the design-build firm for the UUCW Build 2020 project.

The design process managed by PRA involved six steps; building evaluation, space program development, schematic design, design development, and preparation of construction plans. Over the summer of 2018 PRA conducted an evaluation of our building and property and produced a comprehensive facility assessment that will guide this and future church building and maintenance projects. Interviews were also conducted to determine the space needs of our congregation. In the fall of 2018 all of this information, as well as information in

the Holistic Study prepared by Workshop Architects and priorities developed for the Build 2020 Capital Campaign, was used to prepare a preliminary design. The projected construction cost to complete this design was prepared by Berghammer Construction Corp. During early 2019 refinements in the design were made to bring the scope of the project in line with the budget. The Build 2020 project will include upgrading the HVAC system, repairing the roof, installing an elevator, remodeling the bathrooms on the Main Level, adding a new all-gender-inclusive bathroom, and remodeling the foyer. The Build 2020 project is currently out for bid, and once the final budget is determined the design will be completed and presented to the congregation, and this will likely occur in late May or early June, 2019. Construction is slated to begin in late June, 2019.

Campus Committee

Chair: Mike Brown

Members: Bill Herriges, David Gross, Tom Kruse and Vicki Banville (Church Administrator)

As part of the UUCW governance model, the Campus Committee was established by the Board of Directors to ensure the repair, maintenance and enhancements of all UUCW properties. This includes all land, buildings, equipment, furnishings, and all related functions or processes for repair, safety, improvements and volunteers.

The UUCW Campus Committee meets monthly throughout the calendar year. This Committee also holds two annual workdays, and other informal maintenance, and grounds projects on site.

The Campus Committee felt the challenge this year of having less volunteers. The number of committee members has decreased and the database of members that can help with various repairs needs desperately to be updated. 2019-2020 will focus on volunteers and how to better complete items that are on the task list.

CommUUnity Connections

Chair: Kathy Lake

Members: Helen Klimowicz, Dawn Heller, Kathy Strapp, Nora Vrakas, Cathy Skocir-Stehr, Gladie Strom, Julie Toman and Rev. Joyce Palmer.

We use a shared leadership model, with all members participating as monthly coordinators.

Our goal is to help members help one another, by providing a way to offer practical short- term assistance to members in need. We work to ensure that all members and their families do not “fall through the cracks,” especially those less well connected or active in the community. This aligns with the Caring Community Global Ends. CommUUnity Connections also aligns with the Shared Ministry Global Ends through our shared leadership and service to our community.

Help given during the past year includes the following:

- Rides to doctor appointments or other appointments
 - Rides to church
 - Meals provided for families with illness, recuperating from surgery, death in the family

This year CommUUnity Connections began using the website Meal train, a crowdsourcing platform that allows easy sign-up and organizing of meals. This tool has been useful for increasing the number of members beyond the CommUUnity Connections committee who are making meals for those needing assistance.

CommUUnity Connections committee meets two to three times a year. We discuss who may be in need of help, people served, ways to get the word out about the help the committee offers, methods of increasing our engagement with those willing to give and those in need, and how to improve the committee.



Denominational Connections

South East Wisconsin Unitarian Universalist Congregations (SEWUUC)

Church Representative: Kathy Schwei

If you've ever wondered about that person selling those great chocolate covered nuts, roasted and salted nuts, dried fruits, and chocolate bars in the Community Room every October, or about all those brown paper bags that show up in December, you are wondering about SEWUUC. We are the judicatory organization of the Unitarian Universalist societies in Southeast Wisconsin, which allows us representation in the Interfaith Conference of Greater Milwaukee, which strives "to uphold the dignity of every person and the solidarity of the human community." We financially support the Interfaith Conference and its work on understanding, tolerance, and social justice issues with a portion of the profits from the annual Fruuts and Nuuts Sale. Another effort supported by this sale is the radio spots you have probably heard on public radio promoting Unitarian Universalism through the SEWUUC website.

All UU congregations in the region can have representation in SEWUUC, and we have a board of four members. If you would like more information about SEWUUC, please contact Kathy Schwei.



Endowment Fund Committee

No report at time of printing.



Finance Committee

Chair: Deb Ritchie-Kolberg

Committee Members: Leslie Peterson, Mark Steinberg, Ron Trilling, and Erich Zuern

The main responsibility of the Finance Committee is the development and monitoring of the annual operating budget. In addition, the Finance Committee administered the annual *Conflict of Interest* exercise for church staff and lay leaders that made purchasing decisions on behalf of the church.

In addition, the main work of the Finance Committee for this church year has been participation in the Financial Call to Action Task Force (with Personnel Committee Bruce Chesshire and Board of Trustees members Scott Shulick and Heather Bartlett). The Board of Trustees charged this task force to:

- Examine the changes/trends in UUCW's income streams: pledge income, endowment income, rental income, occasional unpledged contribution income, and fund-raising income.
- Gather relevant information to confirm/determine what the issues are that are affecting UUCW's financial status.

- Prioritize the issues.

The task force will conclude its work with a report back to the Board, due May 2019.

Leadership Council

Leader: Vicki Banyville

The Leadership Council is a communication and coordination group composed of all the chairs of UUCW committees, Board, groups, and teams. It usually meets three times a year led by the Ministers, Church Administrator and Board President to help leaders receive and share valuable information needed to do the work of the church. The Leadership Council also is a “brain trust” of sorts to help problem solve and develop new ideas and programs of use to UUCW.

In 2018-19, Leadership Council met twice, with roughly 20 members in attendance each time.

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Library Committee

Committee Chair: Carolyn Lawrence

Committee members: Ruth Heimler, Karen Huth, Norma Keller, Barbara Mikula, and Marilyn Swanson

Mission: To provide a well selected collection of books, periodicals, and multi-media resources which support the mission and various activities of UUCW and make them readily available to the UUCW congregation.

Global Ends: The activities of the Library Committee support all the Global Ends in that the library provides information necessary in the pursuit of the Global Ends.

2018-2019

The committee engaged in the following activities and accomplishments:

1. Continued to expand African American History collection using books donated by Karen Engelking and others and books from the existing library collection.
2. Made library resources more visible and available to the congregation by setting up monthly book tables in the Community Room after Sunday services featuring materials relevant to the monthly Soul Matters themes.
3. Maintained ongoing Book Nook book exchange.
4. Encouraged members of the UUCW congregation and community to provide input on the selection of materials for the library.
5. Purchased new materials to update library collection, including relevant materials on social justice issues, etc.
6. Began weeding library collection to make it more relevant and accessible. Removed outdated materials, extra copies, etc.

2019-20 Goals

Goals include continuing current activities.

www.ijerph.gov.tw

Membership Committee

Chair: None

Committee Members: Larry Hawley, Caryl Sewell, Kathy Herrewig, Lynda Westbrook, Kathy Allison, Marie Sinur-Schmidt, and Brianna Laux Kocis (Staff Liaison)

The Membership committee exists to create an atmosphere which encourages people to become church members and continue their membership through participation in all aspects of church life.

To foster this mission the committee:

- Welcomes visitors and guests
- Facilitates the process of individuals becoming UUCW members
- Assists new members in becoming integrated in the church community
- Facilitates retention of UUCW members

We began the fiscal year (June of 2018) with 410 members and ended with 387 members with 20 new members being added this year. Brianna Laux Kocis also became the new Staff Liaison for the committee this year after Rev. Joyce's departure last summer.

The strong leadership we have in the Hospitality Team is key to ensuring each Sunday has quality volunteers. This leadership includes; Dave Schudson scheduling ushers, Nicole Grandstrand scheduling the Welcome Team, and Joyce Cable scheduling the Coffee Team.

The Membership Committee continues to work towards the Global Ends goal of creating a Caring Community. In order to achieve this, we plan: **Orientation classes, New Member Sundays, Bring a Friend Sundays, Activity Fairs, Newcomer and Friends Potlucks, social events, special events, and oversee the work of our affinity groups.** This year due to scheduling conflicts, Membership has decided to plan the yearly All Church Picnic for the end of the summer, the date is to be determined.

New initiatives this year to continue our work of ensuring a Caring Community include the creation of the "Talk to Me Table" in the Community Room during the coffee hour on Sundays. This table was created to provide a space for visitors and those looking for conversation. The Membership Committee also decided to allow people to become members when they feel ready; people are no longer required to take the Orientation class first. Also, all visitors who fill out yellow forms now receive name tags after their first visit to UUCW. A Friendlyizer team was created which is a group of people that Membership has asked to make a concerted effort in welcoming visitors. Membership Committee also decided to begin sending anniversary cards and posting anniversaries in the West Wind in an effort to celebrate continued membership in UUCW. Gen UU, a new affinity group for young adults ages 18-35, began in March and the Newcomers and Friends Potluck had their first gathering (with more to be planned in the future) at the beginning of May.

Our goal is to help all members and visitors find a welcoming community that fits their needs at UUCW. We will continue to invite all members to actively welcome visitors and grow more connected to other members, groups, and committees. We strongly believe an actively engaged church member will become happier and a long-term member of UUCW. We hope people consider joining Membership committee to welcome everyone into the UUCW circle.



Music Committee

Chairperson: Sarah Stokes

Committee members: Jen Nicolosi, Kurt Gaetano, Pat Walsh, Polly Ellingson, Caryl Sewell (and Susan Endes, event volunteer)

The Music Committee meets monthly from September to May. The committee assists the Directors of Music in supporting music events and opportunities and helps with logistical needs of the music program.

The Music Committee was excited to kick off the 2018-19 church year with the outdoor Tritonics concert and picnic on August 25th. Earlier in the summer of 2018, the committee also hosted a concert by singer-songwriter Jim Scott. The next event was the Hand Bell Choir and Brass concert in October 2018. Song Circles were offered monthly beginning in September 2018. The committee also helped to host the Handpan Meditation Concert in April 2019. To end the church year, we are pleased to organize a concert by nationally known folk singer Bill Staines.

We considered other events that may take place in the future: Dan Dance Trio concert, Old Befana holiday musical, and Dayvin Hallmon (Black Strings Triage Ensemble).

The committee continued to implement ideas for building social connections within the music program, such as outings, potluck snack socials, and the end-of-year luncheon.

The committee looks forward to 2019-20 and enhancing the music ministry of the church: continuing to develop more music opportunities for adults and children/youth, along with hosting other music events including concerts.

Nominating Committee

The Nominating Committee promotes members to serve as leaders in the church community. Its mission is to identify and recruit for positions on the Board of Trustees, the Endowment Committee and the Nominating Committee. Church members must be at least 18 years old to qualify.

The 2018-2019 Nominating Committee consists of Susan Endes (chair), Larry Hawley, Anne Deahl, Vicki Brzeski (incoming chair), Rick Beattie and Mary-Lynn Robinson.

The current slate of candidates, to be elected by vote at the annual meeting June 2, 2019 are: Board of Trustees: Greg Kohnert, 3 years; Stephanie Wahlen, 3 years; Laurie Boddie, 3 years; Pam Beattie, 1 year (to fill position vacated by Karen Engleking, who replaced Vicki Brostrom (retired).

Endowment Committee: Mark Steinberg, 3 years; Lee Heumpfner, 3 years; Eric Hoaglund, 1 year.

Nominating Committee: Jane Browne, 2 years; Kathy Herrewig, 2 years; Beth Zaretzke, 2 years.

This year the Nominating Committee also hosted a table at the Activity Fair.

Personnel Committee

Personnel Committee

Chair: Bruce Chesshire

Members: Bruce Chesshire, Rev. Suzelle Lynch (Liaison to UUCW Exec Team)

Mission Statement: The Personnel Committee ensures that basic practices and procedures related to employed staff are established consistent with UUCW bylaws, applicable state laws, and the values of our UU faith.

ACCOMPLISHMENTS/ACTIVITIES:

In 2018-19 the Personnel Monitored functioning of staff, including discussion and suggestions. Discussion was continued about the Vision 2020 Plan goal of UUCW personnel planning. The Committee also aided in the development of the proposed personnel budget for 2019-20 fiscal year.

The Personnel Committee was continued their work during the summer of 2018 to hire an Administrative Assistant, Religious Education Coordinator, and a Community Builder. All three positions were filled by the end of September 2018. This year has been about changes.



Religious Education Committee

Chair: Lauren Schudson

Members: Amy White, Sharon Harris, Laura Wagner, and Marsha Thrall, RE Coordinator

The Religious Education Council for the 2018 – 2019 church year is a committee currently comprised of church members Amy White, Sharon Harris, and Laura Wagner (who are also RE teachers), chair Lauren Schudson, and Religious Education (RE) Coordinator Marsha Thrall. In the earlier half of the church year, the members were Meggen Kaufman, Amy White and Lauren Schudson, and co-chairs Kathy Bradshaw and Kristen Tym, as well as RE Director Maria O'Connor.

The Religious Education Council determines the goals for the religious education program for children and youth at Unitarian Universalist Church West. The Council advises and assists the Religious Education Coordinator in making policy decisions, choosing curricula, and evaluating the program.

The RE classes held on Sundays included:

Celebrating Me! – Pre-K/nursery

Hide and Seek with God – K5 thru 2nd

Hogwarts UU – 3rd thru 5th

Call to Justice (1st service) – 6th thru 8th

Neighboring Faiths (2nd service) – 6th thru 8th

YRUU (2nd service) – 9th grade and up

We had a total of 36 teachers and 98 students involved in RE this year.

Activities and achievements for the 2018 - 2019 church year included:

1. Recognizing some of the spaces where our RE curriculum was stagnant and working to bring the curriculum up to date in a meaningful way.
2. Evaluating ways that Hogwarts and other curriculum can be adapted to promote inclusion of students who may face emotional, learning, and physical challenges.
3. Adapting the Neighboring Faiths curriculum to neutralize the language within the “Fundamentalism” unit to remove biased language, and present the practices of our Seventh Day Adventist, Jehovah’s Witness, and LDS neighbors in a way that is respectful of the faith of our neighbors.

4. Adapting the Neighboring Faiths curriculum to eliminate stereotypes often applied to the Black Church Experience. Caricatures of black culture found within the curriculum were replaced with lessons that taught the history of the black church in the United States, the meaning of music within the black church experience, and finally a lesson devoted to the birth and development of the civil rights movement as it occurred within the black church experience in the U.S. This adaptation of curriculum culminated with a joint trip between the Neighboring Faiths RE group and the Call to Justice RE Group to Milwaukee's oldest, historically black church, St. Matthew CME church in Milwaukee. Approximately 25 members of UUCW (parents and middle school students) attended St. Matthew on Sunday January 27, 2019. After the service, RE students were able to enthusiastically articulate what was learned within the adapted curriculum through the lens of the worship experience at St. Matthew.
5. Working with YRUU, Jim Weitzer and intern minister Kimberlee Tomczak-Carlson in planning of WisCONsin to present a successful CON.
6. Hosting a movie night and showing of "Won't You Be My Neighbor." Quality conversation took place that explored how embracing an ethic of love can work to enrich the RE experience for the children of UUCW.
7. Collaborating with SAC and YRUU collaborated to show the film "The Hate U Give" and community talkback. The event was well attended, with approximately 50 in attendance. Jack Shulick and Julia Fleury did an excellent job of both encouraging conversation through tough questions, and mature mediation.
8. Meeting with adult members of UUCW, including Tap Roots and Wisdom and Whimsy to glean ideas for adult Religious Education at UUCW. From these meetings, the idea to test a Neighboring Faiths for Adults curriculum was developed. Other ideas for adult curriculum that have received overwhelming interest include curriculum that examines the origins of biblical writings, and a "Search for Meaning" course.
9. Developing an adult RE curriculum using Stephen Prothero's God is Not One: The Eight Rival Religions of the World and Why Their Differences Matter to coincide with our Neighboring Faiths curriculum. A test course has been established, and currently 17 members of UUCW as well as one visitor participates in these sessions.
10. Middle school groups creating the "Freedom March Project" that was showcased during the weekend leading up to the Martin Luther King, Jr. holiday.
11. Planning and hosting a group RE session on 4/14/2019 with David Stokes and his animal friends. It was promoted in the enews and was a huge success.
12. Middle school students enthusiastically participating in the Sherman Phoenix social justice trip. As part of their "Shop Local" initiative, the Call to Justice group also visited Clock Shadow Creamery. Students made themselves available to answer questions about shopping local and shopping black during coffee hour following first service on 12/16/2018.
13. Planning ways to bring the RE community together over the summer so that families can become better acquainted, such as potluck lunches after church and movie nights.

In preparation for the move to one service per Sunday, the curriculum and attendance is expected to be as follows for each age group:

CLASS/GROUP	ATTENDANCE EST.	CURRICULUM
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Nursery (NB to 3K)	13 children	TBD
Kindergarten (4K-5K)	13 children	Chalice Children
1 st and 2 nd Grade	17 children	Welcome Home
3 rd and 4 th Grade	16 children	World Religions
5 th and 6 th Grade	15-20 children	Neighboring Faiths
7 th and 8 th Grade	19 children	Coming of Age

We thank everyone in the congregation for their support of our rich religious education program and are particularly grateful to our volunteer teachers and advisors for their dedication and gifts of love to our young people.



Social Action Council

Chair: Ann Heidkamp

The Social Action Council (SAC) oversees and coordinates UUCW's social action mission. At the end of April 2019, the Council members are: Ann Heidkamp, Jim Gerber, Karen Zimmerman, Barbara Pfarr, Joyce Cable, Tom Moore, Sue Schalig, Stephanie Richardson, and Rev. Suzelle Lynch from the staff.

Most of the work of the council is done through sub-committees – see separate reports below. Active SAC Council task forces and their contact people are:

- Common Ground UUCW (Ann Heidkamp and Joyce Cable)
- MICAH (Stephanie Richardson)
- Earth Ministry (Almuth Soffee)
- Food Pantries (Ellen Newbauer)
- Guest House Meal Serving (Eileen Gleeson)
- Nicaragua Brigade (Andy Boerner)
- Split the Plate (Sue Schalig)
- Global Justice and Peace (Jim Gerber)

Other task forces are created as needed to address emerging issues of concern.

Black Lives Matter (BLM) Programs and Actions:

Besides providing oversight to these task forces, the Social Action Council has provided the leadership for implementation of UUCW's Jan. 2016 decision to support the Black Lives Matter movement and take public stands to demonstrate that support. Implementation includes efforts for education, witness, advocacy, and organizing – mostly done with partner groups. 2018-19 activities included:

- **Black Lives Matter Reflection/Action Group** –This is a monthly drop in learning/discussion group for UUCW members and friends to learn about racial justice/white supremacy issues and to promote attendance at community action events. Monthly meetings have 8 – 15 attendees with many participants coming regularly. Because of the group support, members have also attended community events they might not have otherwise and felt more comfortable speaking up or responding to situations of racial inequity they encounter.

Activities this year have included participation in MICAH events, a visit to Sherman Phoenix, a black-owned business center in Sherman Park, and discussion of anti-Semitism. Participants in this group were also active participants in the fall, 2018 Do Black Lives Matter? lecture series and Deeper Dive reflection program sponsored by the Black Lives Matter to WI UUs collaboration of which UUCW is a part.

- **Continuation of BLM sign outside the church** – the sign was stolen over the summer. It was replaced.
- **Black Lives Matter to WI UU's Collaboration:** During 2018-19, UUCW continued to collaborate with the other local UU churches in support of Black Lives Matter and Dismantling White Supremacy initiatives in the community and the UUA. This collaboration allows the UU voice to be added to various issue campaigns around the Milwaukee area such as Close MSDF (Milw. Secure Detention Facility) and an ACLU led effort to reduce discrimination in the unemployment insurance program. A major educational activity of BLM2WUU this year was:
 - **Do Black Lives Matter?** In fall, 2018, this was a 3 session public lecture series and a related Deeper Dive facilitated discussion/reflection program for teams of UUs from each of the five local UU churches in the collaboration. The program was funded by grants from the WI Humanities Council, the UU Fund for Social Responsibility, and the UUCW Endowment Fund. Nurturing Diversity Partners, headed by local black historian Reggie Jackson and his partner Fran Kaplan, provided the program content with a team of trained facilitators of color. In order to make the Saturday morning public lectures available to a broader audience and to encourage UU members to come into Milwaukee's black community, we partnered with Parklawn Assembly of God in Sherman Park for space for the lectures. The Deeper Dive reflection program was held nearby in meeting space at St. Joseph's hospital on the same Saturday afternoons. Over 30 UUCW members attended some or all of the lectures and UUCW had a team of 12 members at the Deeper Dives.
- **Growing Trust and Leadership in the Service of Anti-Racism:** This workshop was held on Sat. afternoon May 4, 2019 facilitated by Rev. Ashley Horan and Julica Hermann de la Fuentes, UU leaders with a long history of anti-racism work in UU congregations. Designed as a follow-up to the Deeper Dives to further our UUCW work on addressing the white supremacy culture of our own congregation, 30 leaders from UUCW attended. We invited teams from each of the other local UU congregations for a total attendance of 53. This workshop and the Sunday 5/5 worship service where Rev. Horan preached were funded by a grant from the UUCW Endowment Committee.
- **Participation in MICAH and Common Ground Activities and Campaigns:** both organizations have active task forces around jobs. MICAH has taskforces also on transportation, prison reform, and education. Common Ground has task forces on water, gun safety, and Sherman Park revival. UUCW members participate in a variety of these activities.
- **Donating UUCW funds to non-501c3 organizations through Split the Plate.** In 2018 the SAC recommended to the Split the Plate committee that our Split the Plate policies be changed to allow for selection of grassroots community groups that are doing good work but do not have 501c3 status. After considerable discussion with the Split the Plate committee and the Treasurer, the Split the Plate committee voted to make this change to their policies.

The Social Action Endowment Fund

The purpose of the Social Action Endowment Fund is to help the church fulfill its long-range social justice goals apart from the general operating funds of the congregation.

Its function is to:

- Provide financial opportunity to extend our reach and strengthen our relationships outside our UUCW walls
- Promote Unitarian Universalist values of peace, justice and compassion within our congregation and in the wider community.
- Support and complement the goals and mission of the Social Action Council and that of UUCW.

The amount available for disbursement in 2018-19 was \$4145.

The SAC voted to provide it for:

Food Pantries - \$100 X 12 months	\$1,200	\$2,945
UUA Promise and Practice Campaign 1st Installment	\$ 615	\$2,330
MICAH Dues	\$600	\$1,730
New BLM Signs	\$135	\$1,595
SOPHIA Prayer Breakfast Ad	\$175	\$1,420
MICAH Prayer Breakfast Ad	\$160	\$1,260
Common Ground Dues	\$1,260	\$ -



Earth Ministry

Chair: Almuth Soffee

Members: Amy Taivalkoski, Jerry Strom, Helen Klimowicz, Caryl Sewell, Bob Sewell, Josiah Misplon.

The purpose of the Earth Ministry Committee is to see that the church continues to move forward in its mission to be a beacon of sustainable living practices for its members and the community. This is accomplished through education and actions. Activities that occurred over this fiscal year included:

Earth Day Activities

- **Annual Earth Day Cleanup: Saturday April 28th**

Earth Ministry participated in the Milwaukee River Keeper's Annual Clean-up. We were assigned a section of Lincoln Creek on the North Side of Milwaukee, a site in desperate need of care. Participants picked up over 40 garbage bags of trash, and numerous other items.

- **Earth Day Service: Sunday, April 29th**

EM invited the Lynn Broaddus as speaker for the Sunday the service. Lynn Broaddus spoke of water and environmental justice. David Stokes presented his Nature Presentation to the children during RE.

Collaboration with Other Organizations

- **UUCW Joined Waukesha County Creation Care network.** On February 17th attended the first meeting for an afternoon of fellowship and inspiration with interfaith communities working on environmental issues. UUCW will be hosting the next meeting on June 23rd.
- **Citizens Climate Lobby (CCL) Presentation.** On May 5th attended a presentation at Lake Country UU Church which outlined the Carbon Dividend Plan (H.R.763) for mitigating Climate Change. This fall, Earth Ministry Team will present this plan and information about Cap and Trade Plans to the congregation.
- **Began a collaborative relationship with Invisible Realities Ministry (IRM).** On May 22nd, had our first exploratory meeting to assess the ways in which we can assist their development of a Creation Care Program.

Plans are underway to assist with their summer bible study in June and plant an Earthbox with a tomato plant.

Living our values UUCW

- **Composting** We placed a compost bin close to the kitchen door to compost coffee grounds, kitchen scraps and chancel table flowers.
- **Reduce – Reuse - Recycle** Earth Ministry has sponsored ROTATIONS since 2015. Our first exchange was Holiday Decorations that ran for two Sundays. The Earth Ministry Committee's primary purpose was to raise our congregation's consciousness concerning how much we collect materially in our homes. Earth Ministry encourages us to unburden our lives by streamlining our processions.

RECYCLE REUSE REDUCE

Here are a few of the Rotation themes: Small kitchen appliances, Jewelry, Scarfs and Purses, Garden Tools, Sweaters and Sweatshirts, Cookbooks, Linens and Bedding, Entertainment (CD's, Movies, tapes, DVD's), Picture Frames and small art objects, Sports Gear, Hats and Caps, Games and Puzzles. Rotations bring a great deal of joy in the Community Room after Sunday Services. Adults and children discover (all free) something that they've been looking for or needed. Anything not picked up we give to Goodwill or a charity organization.

- **Metal Recycling** To keep metal out of landfills, for two Sunday's UUCW members brought metal to the Community Room to be delivered to National Salvage. Church members continue to drop off metal in the lower level of church, to be delivered to the scrap yard. Others have begun to drop off their own scrap metal at the yard, with proceeds going to UUCW
- **Good Stewards of our land – Meditation Garden** Earth Ministry worked with members of the congregation to weed and maintain the meditation garden

Family Activities

- **Planet Earth2** Hosted 5 episodes of Planet Earth 2 Movie along with a potluck. These events brought new members to Earth Ministry. Both hikes were
- **Organized Fall and Spring Family Hikes** Eddee Daniel led hikes on behalf of Earth Ministry. We hiked along the Milwaukee River in fall, and the Menomonee River in spring. Both hikes were well attended.

Earth Ministry activities serve the Global Ends of Building a Better world, Shared Ministry, and Stewardship.

Food Pantries

Co-Chairpersons: Ellen Newbauer & Melanie Weston

The Food Pantry continues year-round with a different pantry receiving non-perishable food and a check for \$100 each month. This year there was a huge collection for the Milwaukee Homeless Veterans Initiative. The homeless vets also will receive our summer (June, July, August) food and a check for \$300.

Split the Plate

Chair: Suzanne Schalig

Members: Kathy Herrewig, Pat Rierson, Phil Kroner, Lisa Larson

Split the Plate is one of UUCW's programs of outreach and generosity. Each month we give half of all undesignated offering monies to a non-profit organization to help us live our Unitarian Universalist values and serve our community. During 2018-19 the Split the Plate recipients were Big Brothers Big Sisters, Milwaukee Riverkeeper, Women Veterans Initiative (WOVIN), Black Lives of UU (BLUU), Convergence Resource Center, Meta House, Laundry Love Milwaukee, Latino Arts String Program, Sister Project – Benedict Center, and Black Holocaust Museum



Stewardship Committee

Chair: Leslie Peterson

Members: Ann Bertz, Lynn Kapitan, Jeanne Baker, and staff liaisons: Vicki Banville and Rev. Suzelle Lynch

No report at time of printing.



UU WellSpring Program

Chair: Patricia D'Auria

Here at UUCW, we are completing our seventh year with the UU Wellspring Program. In all, fifty-three members and friends have participated!

UU Wellspring is a ten-month spiritual deepening program created by Rev. Jen Crow, who serves the First Universalist UU Church in Minneapolis, MN. UU Wellspring offers guidance for a spiritual journey dedicated to claiming, re-imagining and practicing the ever-evolving living tradition of our faith. From the UU Wellspring website (www.uuwellspring.org), the program is described as follows:

UU Wellspring is a heart-opening small group experience grounded in deep listening.

Each UU Wellspring program incorporates five elements designed to balance knowledge of UU history/theology with personal spiritual growth and engagement with the world.

- Participation in a small group community
- A commitment to daily spiritual practice
- Individual work with a spiritual director/guide
- Readings and resources for knowledge and reflection
- Commitment to live out our values in the world

The UU Wellspring program serves our UU Seven Principles and the Global Ends established by the UUCW Board of Directors. The small group process is a powerful way to grow caring community (First Principle and GE-1). Honoring our Fourth Principle and GE-2, study and reflection on our UU history and theology serves to enhance the experience of worship for participants. The invitation to recognize what we are called to do in the world encourages participants to be clear and intentional regarding the world at large (GE-3 & Sixth Principle). A primary focus of UU Wellspring serves Principle Three and offers to participants the opportunity to grow spiritually from many different sources of wisdom (GE-4). The deepening of understanding of one another and of our respective beliefs strengthens recognition that all that we do together is ministry (GE-5 & Principle Seven). The continuity of commitment to one another and to our faith inspires participants to be responsible in their stewardship of UUCW (GE-6).

This year, eleven participants and four facilitators are completing their journeys with the Sources and Deep Questions UU Wellspring Programs. On March 16th, sixteen UU Wellspring participants attended our fourth annual half-day renewal and planning retreat.

In fall, 2019, there will be three UU Wellspring groups: WS I Sources, WS II Faithful Action and WS II Sacred Arts.



Worship Ministry Team

Chair: Steve Frey

Members: Eddee Daniel, Karen Engelking, Almuth Soffee, Deb Ruesch, Dale Yelich Associate Members: Sarah Frey (Chancel Table), Rev. Suzelle Lynch, Staff Liaison

The Worship Ministry Team (WMT) works with the Rev. Suzelle Lynch to coordinate Sunday worship services when our ministers are out of the pulpit. WMT members and Rev. Lynch recruit pulpit guests to provide compelling and interesting sermons/services for our congregation, and WMT members work with UUCW's Music Directors to determine what music will be part of the services they coordinate. A WMT member helps lead each service when our ministers are not preaching, and they train one another in how to lead services with the help of resource materials and guides developed by Rev. Suzelle.

The bulk of the WMT's work happens in the summer months; they provide excellent worship experiences for 80% of the services from mid-June through Labor Day each year.

WMT members work with Rev. Suzelle to make decisions about modifying elements of the service and trying new elements. WMT members train one another in how to lead services with the help of resource materials and guides developed by Rev. Suzelle.

Highlights of the past church year include WMT-coordinated services featuring:

June 24, 2018 – “Delving Deeper into Controversy” with Denise Cawley

July 1, 2018 – “Democracy and Civility” with Sarah Oelberg

July 8, 2018 – “Planting Seeds for a Just and Sustainable Future” with Rodney Sanchez

July 22, 2018 – “Geography of Hope” with Eddee Daniel

August 5, 2018 – “O Ye of Little Faith?” with the Rev. Dr. Tony Larsen

August 12, 2018 – “How Do We Act Justly in Crazy Times?” with Barb Frey

August 26, 2018 – “The Well and The Cathedral” with the Rev. Drew Kennedy

September 2, 2018 – “Service as a Prayer” with Linda Berez

October 21, 2018 – “Our Call” with the Rev. Ron Ballew

November 25, 2018 – “Where Do We Go from Here” with Lisa Jones

January 27, 2019 – “In Service to the Beloved Community” with Monique Liston

March 24, 2019 – “Following the Ancestral Path” with Venice Williams

April 14, 2019 – “Where Water, Climate, and Justice Meet” with Lynn Broaddus

May 26, 2019 – “Where Have All the Flowers Gone” with Steve Frey



Affinity Groups Annual Reports 2018-2019

These groups and activities are open to new people on a drop-in basis, and new groups for fun, fellowship, study or activity can form at any time. If you are interested in forming a group not currently offered, contact Brianna Laux Kocis.



DUUversity Theater Group

Facilitator: Kristin Fewel

The mission of the Duuversity Theatre Group is for UUCW members and friends who support diversity in the Milwaukee community to attend local theater productions that feature different cultural themes and follow the performance with dinner and a conversation about the performance and its meaning for us as members of the greater Milwaukee community.

This year the DUUversity Theatre Group picked six plays for the season. The themes which stimulated our dinner discussion were disability, integration, gentrification, feminism, PTSD, and a historical slave incident from the Civil War. The area theaters included The Waukesha Civic Theatre, Marquette's Helfaer Theater, Renaissance Theater Group, Next Act Theater, and the Milwaukee Chamber Theater. The group size varied from as large as sixteen and as small as three. Because the group is fluid, attendees chose to attend as many as all six and as few as one of the plays. In the summer, interested play enthusiasts are invited to meet and pick the selections for next year's options.



Great Books Discussion Group

Co-facilitators: Kit Hansen and Joyce Prewitt

The Great Books Affinity Group meets regularly the 2nd Monday of the month at 10 a.m. including during the summer. No meetings were cancelled during the year. Great Books continues to read and discuss books that group members choose during the course of the year. The group participated in the church's activity fair and this has resulted both in an increase in people wishing to be on the group's contact e-mail list and on the number of new people attending the group. The group's e-mail contact list currently has 30 people on it. Group attendance continues to average between 6 and 10 people with a core of 8 who attend fairly regularly. Newcomers are always welcome.



Men's Breakfast Group

Facilitator: Jerry Kashmerick

This group meets the second Tuesday of every month for a good breakfast, good company, and spontaneous conversations on current events, philosophy, movies, vacations, etc. Bring an interesting book title or actual book to loan, or a good movie or

play you have seen to share, or some interesting activity done with a grandchild.... or wife. Attendance ranges from 8-12.

Newcomers welcome. We currently meet at 7:45 am at Baker's Square on 15300 Bluemound Road, Elm grove.



Weekly Meditation

Facilitator: Helen Klimowitz

The main objective for our meditation group has been to have a place where church members and friends could sit and meditate 20 or 45 minutes. When you sit with others it strengthens your practice.

Another objective is that there be a quiet room in our church where young and old could go if they had the need to slow down, be still, reset, center, and they could meditate. During the 2018-2019 Church Year, we had two opportunities to come together as a group to meditate. Tuesday evenings at 5:30 p.m. and Wednesday mornings at 10:00 a.m. The Wednesday morning group will continue through the summer months. The hope is the Wednesday morning group will grow this summer. Although we do not teach meditation, we do pass out a basic guide about meditation when people are seeking guidance and information. We invite people to come and sit in a chair or on the floor and experience meditation. We encourage people to find the meditation modality that best suits them. People within the church community have shown interest in mediation, and we hope to continue offering opportunities to come together to meditate.



Women's Book Discussion Group

Co-chairs: Kathy Schwei and Marilyn Swanson

The Women's Book Discussion Group meets at the church on the second Wednesday of each month. In December, group members recommend and vote on 11 books to be read the next calendar year. Books on a wide variety of subjects, both fiction and nonfiction, are chosen. Sometimes a month is set aside for poetry. Between 10-12 members and friends attend each month. Both men and women are welcome.



Fiscal Year 2019-2020 Budget

Not available at time of printing.



Treasurer's Report - Leslie Peterson

FY 2018-2019 Financial Summary

Not available at time of printing.

Balance Sheet

Unitarian Universalist Church West - Brookfield WI
Balance Sheet as of April 30, 2019

Tuesday, May 21, 2019

Page 1 of 2

Account #	Account Name	YTD Balance	Previous Year Balance	Amount Diff YTD
Assets				
1.030.000	Paypal Account	0	0	0
1.040.000	Johnson Bank MMF	503,004	0	503,004
1.050.000	BMO Harris Checking Account	251,047	364,878	(113,830)
1.060.000	BMO Harris Money Market Account	350,004	579,128	(229,124)
1.070.000	BMO Harris Brokerage Account	0	0	0
1.080.000	BMO Harris Minister's Fund	0	0	0
	Total Assets	\$1,104,056	\$944,006	\$160,049
Liabilities				
2.000.000	Accounts Payable/Vendors	500	0	500
2.100.000	Reserve for Auction	12,000	0	12,000
2.300.000	Reserve for Audit	2,544	1,272	1,272
2.550.000	Advanced Payment of Pledges	8,196	13,475	(5,278)
2.680.000	Credit Card Accounts Payable	117	117	0
2.800.000	DF-Minister's Sabbatical Fund	22,202	37,202	(15,000)
2.900.100	DF-Minister's Discretionary Fund	0	0	0
2.900.200	Simiele Children's Music Fund	0	0	0
	Total Liabilities	\$45,561	\$52,067	(\$6,506)
Fund Balance				
3.000.000	Operating Fund	101,165	81,597	19,568
3.020.000	Maintenance Reserve Fund	76,666	76,666	0
3.050.000	DF-Music Program Fund	1,181	1,181	0
3.060.000	Minister Discretionary: Avail	1,443	1,443	0
3.090.000	DF-Adult Enrichment Fund Fund	110	110	0
3.110.000	DF-YRUU - Anonoymous Fund	5,020	1,853	3,167
3.120.000	DF-Performing Arts Series Balance	2,475	2,475	0
3.130.000	DF-Membership Activity Fund	635	635	0
3.140.000	DF-Minister's Make a Difference Fund Balance	5,545	4,939	606
3.160.000	DF-Special Events Fund	1,045	250	795
3.170.000	General Endowment Fund	(150)	(2,000)	1,850
3.180.000	DF-West of Fifty	518	518	0
3.190.000	Social Action Endowment Fund	9,484	8,218	1,266
3.200.000	DF-Nicaragua Brigade	14,263	4,477	9,785
3.210.000	DF-Earth Ministry	386	445	(59)
3.220.000	Special Donations	59,080	59,080	0
3.230.000	Capital Campaign Fund Balance	777,622	650,046	127,576
3.999.999	Suspense Fund	2,000	0	2,000
	Total Fund Balance	\$1,058,495	\$891,939	\$166,555
	Total Liabilities and Fund Balance	\$1,104,056	\$944,006	\$160,049

If the accounts in the subtotals have changed or if ledger (marked with "") and subsidiary account attributes have changed, Previous YTD totals may not represent a valid comparison.

Unitarian Universalist Church West - Brookfield WI
Treasurer's Report as of April 2019 for Operating Fund

Tuesday, May 21, 2019 9:03 AM

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Account #	Account Name	Period Activity	Monthly Budget	YTD Balance	Budget YTD	Annual Budget	Over/Under YTD+(-)
Income							
4.020.000	Contribution Income 2018/2019	24,863	33,393	436,207	430,000	430,000	6,207
4.040.000	Contribution Income 2017/2018	0	0	10,403	3,500	3,500	6,903
4.080.000	Split the Plate - Gross	2,864	1,913	25,048	23,000	23,000	2,048
4.100.000	Rental Income	2,100	2,035	24,042	23,000	23,000	1,042
4.120.000	Fund Raising	0	5,000	12,044	23,000	23,000	(10,956)
4.140.000	Coffee Service	(66)	12	(179)	100	100	(279)
4.150.000	Interest Income	630	13	6,529	200	200	6,329
4.160.000	Miscellaneous Income	122	87	(3,221)	1,000	1,000	(4,221)
4.500.100	Income from Endowment Fund	2,666	2,663	32,070	32,000	32,000	70
	Total Income		\$33,180	\$45,116	\$542,943	\$535,800	\$7,143
Expenses							
<i>Property Expense</i>							
5.010.000	Payments on Mortgage	2,551	2,629	30,612	31,570	31,570	(958)
5.020.100	Electric Utility	542	587	6,507	7,000	7,000	(492)
5.020.200	Gas Utility	939	462	5,715	5,500	5,500	215
5.020.300	Telephone	374	337	4,129	4,000	4,000	129
5.020.400	Water/Sewer	223	87	894	1,000	1,000	(105)
5.030.000	Property Insurance	0	538	5,366	6,500	6,500	(1,134)
5.040.000	Campus-Operations	1,646	1,750	30,562	21,000	21,000	9,562
5.040.100	Campus-Repairs	6,557	500	8,873	6,000	6,000	2,873
5.040.200	Campus Improvement	(5,540)	0	0	0	0	0
5.040.300	Technology Services	133	87	2,140	1,000	1,000	1,140
5.050.000	Maintenance Reserve	0	0	0	0	0	0
5.070.000	Cleaning Supplies	61	74	1,121	910	910	211
	Total Property		\$7,490	\$7,051	\$95,922	\$84,480	\$11,442
<i>Personnel Expense</i>							
	Total Personnel		\$33,070	\$31,158	\$360,628	\$388,420	\$388,420
							(-\$27,791)
<i>Program Expense</i>							
5.200.000	Religious Education Expenses	20	250	1,691	3,000	3,000	(1,308)
5.300.000	Split the Plate to Charities	3,217	1,000	15,325	12,000	12,000	3,325
5.370.000	Office	1,631	697	10,007	8,375	8,375	1,632
5.380.000	Postage	594	182	2,129	2,250	2,250	(121)
5.390.000	West Wind	0		0			
5.400.000	Communications/Marketing	563	125	1,527	1,500	1,500	27
5.410.000	Stewardship	372	125	1,092	1,500	1,500	(407)
5.420.000	Music Committee	11	87	1,243	1,000	1,000	243
5.421.000	Special Music	500	182	3,550	2,250	2,250	1,300
5.422.000	Children's Music Experience	0		0			
5.440.000	Worship Ministry	40	344	3,992	4,150	4,150	(157)
5.450.000	Personnel Committee	0	0	381	0	0	381
5.460.000	Membership	18	38	126	500	500	(373)
5.500.000	Board of Trustees	0	19	0	250	250	(250)
5.510.000	Common Ground Expense	0	19	0	250	250	(250)
5.520.000	UUA Program Dues	3,000	500	6,000	6,000	6,000	0
5.520.100	Mid America (CMD) Dues	2,619	875	10,478	10,478	10,478	0
5.520.200	SEWUUC	0	69	604	850	850	(245)
5.560.000	Miscellaneous Expense	372	37	463	400	400	63
5.560.100	Bank/Broker Charges	115	100	1,505	1,200	1,200	305
5.560.200	Payroll Services	383	356	4,752	4,272	4,272	480
5.580.000	Library Committee	9	7	81	150	150	(68)

Unitarian Universalist Church West - Brookfield WI
Treasurer's Report as of April 2019 for Operating Fund

Tuesday, May 21, 2019 9:03 AM

Page 2 of 2

Account #	Account Name	Period Activity	Monthly Budget	YTD Balance	Budget YTD	Annual Budget	Over/Under YTD+(-)
5.590.000	Committee on Ministry	0		0			
5.610.000	Unity Circles	0		0			
5.630.000	Well Spring	23	25	425	300	300	125
5.660.100	Lay Pastoral Care	0	37	0	400	400	(400)
5.660.200	Leadership Council	17	12	172	100	100	72
5.660.300	Audit Reserve	0	109	1,272	1,275	1,275	(3)
5.660.400	Archives	0	12	0	100	100	(100)
5.660.600	Theme Based Ministry	0	19	0	250	250	(250)
5.660.800	Recognition	0	12	0	100	100	(100)
Total Program Expense		\$13,509	\$5,238	\$66,823	\$62,900	\$62,900	\$3,923
Total Expense		\$54,071	\$43,447	\$523,375	\$535,800	\$535,800	(\$12,424)
Difference		(\$20,891)	\$1,669	\$19,568	\$0	\$0	