



# Annual Report

## 2019-2020

Unitarian Universalist Church West

May 28, 2020



## **NEW MEMBERS**

Emily Achor  
Chloe Barranco  
Susan Barranco  
Lynn Beaudoin  
Mary Catanese  
Holly Dalsing  
Nicole Dalsing  
Pascale Engelmajer  
Barbara Glasgow  
Hannah Lebron  
Jess Lebron  
Jim Maletta  
Steven Margis  
Kiara McFarland Caldwell  
Sherri Melotik  
KarinKay Murdock  
Laura Powell  
Trent Taylor  
Maria Varela



## **IN MEMORIUM**

Margaret Frey  
Marty Gluckstein  
Mary Lou Kurtz  
Nancy Tabor

# UNITARIAN UNIVERSALIST CHURCH WEST

# ANNUAL REPORT

# 2019-2020

## CHURCH STAFF:

### MINISTER:

The Rev. Suzelle Lynch

### DIRECTOR OF LIFESPAN RELIGIOUS EDUCATION

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

Nick Rock

### SEXTONS

Miles Bognar

Nick Rock

## BOARD OF TRUSTEES:

### OFFICERS:

Scott Shulick, President

Laurie Boddie, Vice President

Jeanne Jarecki, Secretary

Leslie Peterson, Treasurer

### Term ending 2020:

Pam Beattie

David Feil

Melanie Weston

### Term ending 2021:

Scott Shulick

Jeanne Jarecki

Heather Bartlett

### Term ending 2022:

Laurie Boddie

Greg Kohnert

Stephanie Wahlen

## Unitarian Universalist Church West

13001 West North Avenue

Brookfield, Wisconsin 53005

Phone: (262) 782-3535

Fax: (262) 784-9479

Church E-mail: [uucw@uucw.org](mailto:uucw@uucw.org)

West Wind E-mail: [westwind@uucw.org](mailto:westwind@uucw.org)

Web Page: <http://www.uucw.org>

Member-to-Member Announcements:

[mem2mem@uucw.org](mailto:mem2mem@uucw.org)

**Unitarian Universalist Church West  
Annual Meeting  
Meeting Minutes for Sunday, June 2, 2019 – 11:50AM**

1. Call the meeting to order – Dave Feil
2. Confirm Quorum – Jeanne Jarecki (39 required), 70 present, 3 absentees
3. Chalice Lightning
4. Approve Agenda
  - Jeanne Jarecki **moved** to remove item Eric Hoaglund from the nominees for the Endowment Fund Committee, Scott Shulick second
  - **Move** to approve Agenda as amended Kathy Bradshaw motioned Jim Weitzer second 69 yes, 0 no, 1 abstain **Agenda Approved as amended.**
5. Jim Weitzer **moved** to approve the Minutes from the June 3<sup>rd</sup>, 2018 UUCW Annual Meeting, Kathy Bradshaw second, 69 yes, 0 no, 1 abstain **Approved.**
6. Minister's Message: The Reverend Suzelle Lynch
  - Suzelle reflected on the high engagement of the congregation and thanked the staff for all they do.
  - Discussed the year of beginnings and endings such as new staff and Kimberly leaving.
  - Referenced another year of “change” with Build 2020 renovations, RE in transition, and the move to 1 service, encouraging the congregation to stay in touch and reach out to each other, the staff and herself, as she would be available by text or phone during the summer.
7. Treasurer's Report: Leslie Peterson
  - Agenda included Treasure's Report as of April 30, 2019 for Operating Fund Annual Budget \$535,800 YTD Balance \$533,375, \$9568 surplus.
8. Endowment Committee Report:
  - Marilyn Kupka thanked the committee and reported that 1 grant was issued.
9. Presentation of the 2019-2020 Budget: Deb Ritchie-Kolberg
10. Vote on the slate of candidates nominated for each committee and board

Nominees for Board of Trustees:

  - Laurie Boddie
  - Greg Kohnert
  - Stephanie Wahlen
  - Pam Beattie

Nominees for Endowment Fund Committee:

  - Mark Steinberg
  - Lee Huempfner

Nominees for Nominating Committee:

  - Jane Browne
  - Kathy Herrewig
  - Beth Zaretzke

**Vote on nominees:**

**Motion to approve Board nominees, Vicki Brzeski moved, Kathy Bradshaw second 69 yes, 0 no, 1 abstain, 3 absentees Board nominees Approved**

**Motion to approve Endowment Committee nominees, Jim Weitzer moved, Jim Gerber second 69 yes, 0 no, 1 abstain, 3 absentees Endowment Committee nominees Approved**

**Motion to approve Nominating Committee nominees, Karen Engelking moved, Beth Zaretzke second 69 yes, 0 no, 1 abstain, 3 absentees Nominating Committee nominees Approved**

## 11. 2017-18 Bylaws Committee Recommendations

- Discussion: Dave Feil explained the Bylaws changes would be presented as proposed one section at a time with discussion on each section.
- **Motion by Kathy Bradshaw to approve By-Laws Committee Proposed Changes and seconded by Sybil Rockwell.**

Proposed Housekeeping:

- Lines 13, 51, 55, 56, 63, 71, 115, 166, 151, 471, 524, 568, 584 - no discussion, no amendments

Proposed Substantive Changes:

- Lines 171-181 - no discussion, no amendments
- Lines 183-187 - no discussion, no amendments
- Lines 329-333 - no discussion, no amendments
- Lines 414 – 421

1. Discussion and Kathy Bradshaw **moved** to change the word insure to ensure, seconded by Eileen Gleeson, and a friendly amendment was made by Lynn Kapitan to make the change the sentence: The Board shall ensure that a review and evaluation of the overall ministry occurs at least years, and may use external resources to conduct that review, seconded by Eileen Gleeson. Discussion continued regarding the Committee on Ministry and rationale of the changes. Scott Shulick **moved** to table the changes to Lines 414-421 until the Task Force Committee on Ministry reports its findings to the Board of Trustees in February of 2020, Helen Ambuel seconded. Eileen Gleeson called the motion to question. 68 yes, 1 no, 1 abstain. **Motion Approved.**

- Lines 476-478 no discussion, no amendments
- Lines 529-531 no discussion, no amendments
- Lines 596-599 no discussion, no amendments
- Lines 601-615

1. Discussion and Scott Shulick **moved** to table indefinitely the changes to Lines 601-616 until the Task Force Committee on Ministry reports its findings to the Board of Trustees in February of 2020, Eddee Daniel seconded. Lynn Kapitan made a friendly amendment to remove the word indefinitely and Eddee Daniel seconded. Jim Weitzer called to question the motion and Beth Heidkamp seconded. 69 yes, 0 no, 2 abstain. **Motion Approved.**

- Dave Feil called to question the **Motion by Kathy Bradshaw to approve By-Laws Committee Proposed Changes as and seconded by Sybil Rockwell 68 yes, 0 no 2 abstain. By-laws were Approved as amended.**

## 12. President's Report: Dave Feil

- Dave reported on the task forces asked to address issues.

## 13. UUCW Awards and Recognitions

- **Long Term Service Award – Almuth Soffee** is an optimistic, community-minded UUCW member recognized for her above-and-beyond leadership and participation in the life of our congregation. She is dedicated to environmental causes and exhibits her commitment through volunteering many hours on the Earth Ministry Committee. Almuth has been on various committees, including the Build 2020 Task Force, Nominating Committee, and the Committee on Ministry. She is active in Wellspring as a member of small groups, and in advocating for Wellspring activities. Almuth has also been a dependable choir member for years.
- **Board of Trustee Awards:**
  1. **Nicole Grandstand** – Nicole has served for many years on the Lay Pastoral Care Team, on Greeter recruitment, and with the Earth Spirit Dancers. Her role as the organizer and choreographer of the Earth Spirit Dancers has contributed to the superior quality

of UUCW's Earth-based worship services. Nicole has served as the greeter/welcome team coordinator using Sign-up Genius as her contact and schedule organizer.

2. **Larry Hawley** - Larry has been involved with the Vision 2020 team, the Capital Campaign, has served on the Board of Trustees and Nominating Committee. Larry is extremely active on the Membership Committee, greeting visitors on most Sundays.
3. **Phil Kroner** - Phil has been the Chair of the Build 2020 Task Force which was charged with finding a Build Design Team to take on the project for UUCW, and then determining how we best decide on how to allocate the funds in order to align with our values and vision. Phil also did tremendous work for Split the Plate.

#### **14. Closing words: Dave Feil encouraged everyone to go and have fun.**

**15. Adjourn: Kathy Bradshaw moved to adjourn, Jeanne Jarecki second, UA 1:10pm.**

Respectfully Submitted,  
Jeanne Jarecki

**Unitarian Universalist Church West  
Special Congregational Meeting  
Meeting Minutes for Sunday, Sept. 15<sup>th</sup> 2019 - 11:45AM**

1. Call the meeting to order – Scott Shulick, President
2. Confirm 20% Quorum – Jeanne Jarecki, Secretary (78 required), 110 present.
3. Chalice Lightning – Rev. Suzelle Lynch
4. Appoint Parliamentarian - Lee Huempfner
  - Eric Zuern moved; Scott Kopische seconded, to approve the agenda.
  - Juile Brown moved; Kathy Bradshaw seconded, to amend the agenda to include number 7 “Discussion of the Motion, **Motion to Amend Agenda Approved**.
  - Kathy Bradshaw moved; Karen Zimmerman seconded to approve the agenda as amended, **Motion to Approve the Agenda as Amended Approved**.
5. Presentation by East Property Task Force of the UUCW Board of Trustees – Leslie Peterson
  - Clarifying questions.
6. Laurie Boddie moved; Dave Rierson seconded to approve the Motion: "UUCW supports the immediate, active solicitation of a buyer for the east property with the understanding that the final details of the sale will come before the Membership for approval. "
7. Discussion of the Motion
  - Calvin Gander moved; Kathy Bradshaw seconded, to end the discussion and called for an immediate vote. **Motion Approved by 2/3 majority**.
  - Motion called to vote: "UUCW supports the immediate, active solicitation of a buyer for the east property with the understanding that the final details of the sale will come before the Membership for approval." 82 for, 3 against, 1 abstain – Absentee Ballots 14 for, 3 against, 1 abstain **Motion Approved**
8. Eric Zuern moved to adjourn, Eileen Gleeson second, UA 1:30pm.

Respectfully Submitted,  
Jeanne Jarecki

**DRAFT MINUTES SPECIAL CONGREGATIONAL MEETING  
OF UNITARIAN UNIVERSALIST CHURCH WEST  
Sunday February 2, 2020**

1. Call to order: Scott Shulick, President – 11:59 A.M.
2. Ascertain 10% quorum — Jeanne Jarecki, Secretary Yes, (39 required), 71 present
3. Chalice lighting — Laurie Boddie, Vice President
4. Appoint Parliamentarian - Lee Huempfner accepted
5. Approve Agenda - Motion to Approve the Agenda- Kathy Bradshaw Second- Carol Sewell Vote: UA - Approved
6. Approve June 2, 2019 Annual Meeting Minutes
  - Motion to Dispense with the reading aloud the minutes- Steven White Second- Kathy Bradshaw Vote: UA
  - No Corrections
  - Motion to Approve the minutes as written – Motion – Mark Steinberg Second- Jerry Strom Vote: UA - Approved
7. Approve September 15, 2019 Special Congregational Meeting Minutes
  - Motion to Dispense with the reading aloud the minutes- Steven White Second- Kathy Bradshaw UA
  - No Corrections
  - Motion to Approve the minutes as written - Mark Steinberg Second- Kathy Bradshaw UA - Approved
8. Leslie Peterson Motion Second Kathy Bradshaw “That the Endowment Fund Committee execute documents to loan UUCW up to \$125,000 of Endowment Fund principal for a period of no longer than three (3) years to bridge the cash flow gap between the final payment of construction costs for Build 2020 and the receipt of outstanding pledged capital campaign funds. At or before the end of the three-year loan period, all funds loaned by Endowment Fund to the church will be repaid in full, including interest payments equal to all investment gains that would have accrued to the loaned funds during the loan period. The interest payment amount will be determined by the Endowment Fund’s professional advisors.”

**Discussion**

Motion - Dennis Wanless Second - Kathy Bradshaw "I move end discussion and call the previous question" Vote:: For: Hand count 2/3 passed, No: 3 Abstain: 1 - Passed

Vote on #8 Motion: For: 62 + 9 absentee ballots Opposed: 0 Abstained: 3 - Passed

9. Adjourn – Motion to Adjourn – Kathy Bradshaw Second – Mike Wahlen UA – Approved 12:26P.M.

Respectfully Submitted,  
Jeanne Jarecki Board Secretary

## **Committee Chairs and Program Leaders of the Church 2019-2020**

Build 2020	Phil Kroner
Campus Committee	Vicki Banville
Grounds	Almuth Soffee
Coffee Team	Joyce Cable
Committee on Ministry Task Force	Laurie Boddie
CommUUnity Connections	Kathy Lake
Denominational Connections - SEWUUC	Kathy Schwei
Endowment Fund Committee	Barb Mikula,
Finance Committee	Deb Ritchie-Kolberg
Hearing Assist Booth	Rightie Pappenheim
Lay Pastoral Care Team	Dennis Wanless
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	Vicki Brzeski
Personnel Committee	Bruce Chesshire
Religious Education Council	Dave Cicero (Staff)
Social Action Council	Ann Heidkamp
Black Lives Matter	Ann Heidkamp
Brigadistas	Jim Fischer & Andy Boerner
Earth Ministry	Almuth Soffee
Food Pantry Donations	Ellen Newbauer & Melanie Weston
Global Justice & Peace Task Force	Ann Heidkamp
Guest House	Eileen Gleeson
MICAH	Stephanie Richardson
Split the Plate	Suzanne Schalig
Stewardship Committee	Leslie Peterson
Technology Services	Vicki Banville (Staff)
Usher Team	Brianna Laux Kocis (Staff)
UU Wellspring Program	Patricia D'Auria
YRUU	Jim Weitzer
Web Team	Rev. Suzelle Lynch(Staff)
Welcome Team	Nicole Grandstrand
Worship Ministry Team	Steve Frey
Chancel Table	Sarah Frey
EarthSpirit Team	Kathy Bradshaw
Ready Readers Team	Rev. Suzelle Lynch (Staff)

## **Affinity Group Facilitators for 2019-2020**

Black Lives Matter Reflection Group	Ann Heidkamp
Dinners in the Home	Stephanie Wahlen
DUUiversity Theater Group	Kristin Fewel
Gen UU	Chelsey Nisbet
Great Books Discussion Group	Kit Hansen & Joyce Prewitt
Healing after Loss Group	Charlene Carter & Susan Foley
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	Kathy Allison & Susan Foley
Women's Book Discussion Group	Kathy Schwei & Marilyn Swanson

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## President's Report - Scott Shulick

It has truly been an honor to serve as UUCW's Board President this past year.

I was blessed this year to serve on the board with Dave Feil, Melanie Weston, Heather Bartlett, Pam Beattie, Stephanie Wahlen, Greg Kohnert, Vice-President Laurie Boddie, and Secretary Jeanne Jarecki. They are an amazing group of talented individuals whose collective, thoughtful guidance has helped to make this a successful and remarkable year for UUCW. I also want to express deep gratitude to ad hoc board members Treasurer Leslie Peterson and Rev. Suzelle Lynch who, along with Vicki Banville, Church Administrator, provide a consistent foundation of counsel and continuity that ensures the board's success in delivering on its mission.

The 2019-2020 church year was marked by an abundance of significant projects and initiatives. Change has been a constant. We bid farewell to intern minister Kimberly Carlson and Religious Education Coordinator Marsha Thrall, and said hello to Lifespan Religious Education/Faith Formation Director Dave Cicero. We moved to one Sunday service from two, kicked off a task force that looked at the Committee on Ministry and its role at UUCW, and voted as a board to support adoption of the UUA's 8<sup>th</sup> Principal and our own Dismantling White Supremacy social action initiative.

### **Building and Property**

The 2019 – 2020 church year included several significant building and property projects. After years of hard work by the Board of Trustees, Capital Campaign and Build 2020 teams, we were finally able to break ground in the summer on our building renovations. While we still have some resetting and decorating to do, major construction concluded in early March. We installed an elevator, improved our roof, HVAC system, lobby and entryway, UL classrooms, and upgraded the main floor bathrooms – including adding a third, non-gender bathroom.

In September of 2019, the congregation supported the active solicitation of a buyer for the East property. As a result, UUCW has retained the services of a commercial real estate broker and attorney and UUCW member Jennifer Vallier – whose law practice specializes in non-profit real estate transactions – to assist in the process.

As a part of the North Avenue reconstruction project, Waukesha County exercised its right to eminent domain, taking 0.358 acres from our East property and 0.168 acres from our West property. The county compensated UUCW a total of \$136,700 for the two parcels in February.

Additionally, UUCW submitted a grant to the federal and state Departments of Homeland Security. DHS has a grant program for faith-based organizations to improve facility safety and security. Many thanks to all those who coordinated that effort.

### **COVID-19**

The coronavirus pandemic will continue to have a profound impact on UUCW this year and, most likely, for years to come.

COVID-19 came on quickly and we responded in turn. Within just a few days we went from planning in-person service at UUCW to broadcasting service online via Facebook Live. We have continued the rapid escalation of our virtual and remote-access practices. We have expanded online services and ministry while the building remains closed and the staff works from home. Facing expected revenue loss, we immediately applied for and were awarded a Payroll Protection Program (PPP) loan from the federal government which will help cover short-term

expenses. In April, the board passed a flat budget for the 2020-2021 fiscal year, with an expectation of revisiting it quarterly given what is likely to be a period of reduced income. Challenges aside, many committees and groups are using Zoom to continue meeting. I am incredibly proud and impressed by the continued engagement of staff, committees, groups and the entire congregation during this challenging time.

As we transition into another church year, I am excited to serve out the remainder of my term on the board. In addition to managing the short-term objectives that the next 12 months will bring, the board will be working to put together UUCW's next long-range plan.

Thank you for all your support.



## **Minister's Report - The Rev. Suzelle Lynch**

Wow! What a year this has been. When we gathered in June 2019 for our Annual Meeting, we were looking forward to an exciting and challenging year due to our Build 2020 renovations process. We were wondering what it would be like to have our congregation united in one Sunday morning worship service and religious education session after having had two services and RE sessions for 15 years.

Those were some big changes, we thought. Hah! Little did we know the changes that were heading our way.

The Year in Review – some highlights, but first, a note: Our UUCW fiscal year begins on May 1 each year – and our “program year” generally runs from the Sunday after Labor Day through Father’s Day – with the RE program shifting into “summer mode” at Memorial Day.

We started the fiscal year well, having ended the 2019-18 year with a budget surplus.

Over the summer, we said farewell to Marsha Thrall, our Religious Education Coordinator, and hired Dave Cicero, our Director of Lifespan Religious Education.

We hoped the Build 2020 construction process would begin in the summer – but it was delayed. Overall, there were many delays in the process – delays, discoveries, missteps and progress – thank heavens for Church Administrator Vicki Banville! She oversaw the process and was our main liaison with Berghammer Construction, and did a great job of helping us all understand what was happening.

For all of us – staff, congregation, Elmbrook Preschool, and all others who use the UUCW facilities – “construction season” was hugely challenging. I am proud of how well our members adapted to the changing state of the building, and the overall good cheer and patience people demonstrated during the process. And we did it! We now have a beautifully renovated building – but alas! Due to the coronavirus, we aren’t using the building right now... But we will. We know we will return to our “church house” when it is safe to do so. When we do, we will celebrate Build 2020’s success! In the meantime, we continue to create a “church home” online.

Fall 2019 brought the fun and excitement of our “Dinner for Two Anywhere in the World” raffle sponsored by our Stewardship Committee. We hadn’t ever done anything like it before – and it was successful in raising funds and

generating excitement. It was a delight to end the raffle with Dear Ruthie, our special Drag Queen guest, who drew the winning ticket.

We began the Beloved Conversations program on race and ethnicity – collaborating with our neighbors First Unitarian Society and United UU Congregation. This was an important step in our work towards dismantling white supremacy culture in our congregation’s policies and processes. The Board of Trustees passed two resolutions proposed by the Social Action Council on this topic as well, resolutions that will come to the congregation for vote (perhaps in Fall, 2020) after information and education is offered.

Running a single service and RE session on Sundays did prove to be revitalizing for us! Congregation members of all ages commented on the joyful energy of a full sanctuary, even as hymnal and parking shortages were an annoyance on some days. We were just getting our one-service-hooray-construction-is-over routine settled in when the COVID-19 pandemic ramped up and we moved into virtual church mode.

But before the pandemic has us close the doors – we created one of our best-ever pledge drive launch events – the LEAP Launch. The upstairs party featured compelling stories from our members of “leaps” they made in life, and the party for kids downstairs was full of fun, thanks to Dave Cicero’s genius. When we come together in community, our congregation really shows its lively, generous, meaning-making heart. After seventeen years with you, I know this is how we are as a church – but it fills me with gratitude and delight, every time!

Our year also brought death and loss. Nancy Tabor, a longtime member and committed leader, passed away in late November, 2019. Nancy was UUCW’s president during my first two years here, and her warmth, intellectual moxie and kindness were legendary. We lost Marty Gluckstein, another longtime member at the end of January, 2020. Marty was a master of parliamentary procedure, and served in many ways over his years at UUCW, including on the Finance Committee. He pretended to be a curmudgeon while offering his support, caring and expertise at every turn.

And then, the coronavirus hit. We closed the building and moved to offering “virtual worship services” via Facebook live on March 15. Kelly Bognar, our Publications Coordinator, has been the behind-the-scenes star of the show, running the technology that makes Sunday online worship possible. She’s amazing – and I am very grateful for her support. Indeed, all of our staff: Vicki Banville, Dave Cicero, Kelly, Brianna Laux-Kocis, Jennifer Nicolosi, Ruben Piirainen, and Jeanne Fehr (our bookkeeper) have done a fantastic job of adapting to working from home, leading and hosting virtual meetings and activities, and supporting our lay leaders in doing so, too.

And what a great job our Board and committee, team and group leaders are doing! Scott Shulick, Laurie Boddie, and Leslie Peterson – working as our Executive Team with Vicki Banville and me have been particularly helpful. And it’s been heartening to hear from our lay leaders about the many the ways folks are meeting to connect, do the work of the church and one another caring and support. It’s that joyful, generous, creative heart of our congregation showing itself again!

The coronavirus crisis, however, is now becoming a long-term situation. The UUA’s guidance about planning as though we will not be back in our building and meeting for worship face-to-face until May, 2021, has been a shock

to us all. We are asking ourselves, “How will we maintain our precious connections and community when we need to be apart for so long?”

You’ll note that the question above is “how WILL we do it?” and not “CAN we do it?” The past eleven weeks have shown us that we can, indeed, nurture and sustain our spiritual community virtually over time. We can do this without meeting in person because we care so much about keeping our congregation members safe.

No doubt, there will be shifts over time in how we gather. We’re contemplating the possibility of innovative, socially-distanced, outdoor, in-person events. We’re learning from other congregations about what’s safely possible, and applying creative minds to all of our programs and rituals. We know there will be pressure on us (like that of President Trump recently) to “re-open.” But our ethics of equity and caring will not permit us to put you in danger. The coronavirus that causes COVID-19 can be deadly. A hundred thousand deaths in the United States alone (as of 5/27/2020) testify to the power of this pandemic.

Thank you, my friends, for your patience, support and caring. You are the reason UU Church West is here – you are the reason UUCW is a wonderful community. Please stay in touch with me, and I will do the same.

With love,

The Rev. Suzelle Lynch



## **Director of Lifespan Religious Education Report - David Cicero**

Overview: It has been a pleasure and an honor to serve UUCW in my first year as Director of Lifespan Religious Education (DLRE). My main goals coming in this year were to meet and get to know this congregation, learn what it values and desires regarding spiritual and religious growth, and discover how I can best apply my skills to helping provide that.

The Religious Education (RE) program at UUCW has a strong, established tradition; and it is in a period of transition. An association-wide conversation continues about the most sustainable models for RE programming, and we find ourselves affected by some of the realities calling for that discussion. On a more concrete level, this year UUCW moved back to a single Sunday morning Worship Service. This required a consolidation of the Sunday morning RE programming for children and youth. The preparation for this had already been done when I arrived.

Kelly Bognar, Publications Coordinator and RE Program Assistant, was instrumental in orienting me to the practical workings of the children’s RE program. The RE Committee this year consisted of Sharon Harris, Amy White, Dave Hamel, Kim Iplikci and Bree Chamberlain. They met with me bimonthly, advised me on past practice and future planning, represented the program at the UUCW Activity Fair, and supervised on Sunday mornings when I was not scheduled to do so myself.

While concentrating, especially at the start of the church year, on the RE program for children and youth, I am also responsible for Adult RE. I began planning specific programs for adults for the Spring and beyond, and about

midway through the year came to understand the coordinating role I could take as staff liaison to the covenanted adult spiritual development groups at UUCW.

The COVID-19 pandemic, and resulting suspension of in-person meetings starting in March, caused a disruption in how all programming at UUCW could take place. Eventually, there was a transition to a modified RE program, details of which can be found below.

Worship For All Ages continued as an important part of the Sunday morning worship experience this year. Working in coordination with Rev. Suzelle Lynch and members of the Worship Ministry Team, The DLRE provided three- to ten-minute elements at roughly half of the worship services until early March, and most of our online/virtual services once in-person worship was suspended. One of these (in November) was a Child Dedication ceremony, in which four children and their families took part. (Another was scheduled for March but was cancelled.)

Four multi-generational worship services were planned for the year, but only two (“House of Belonging” and “Awesome Love...”, for which Rev. Suzelle and I wrote special skits that YRUU helped perform) were held. Plans for the Spring Songfest and Beltane multi-gen services were disrupted by the pandemic.

RE for Children this year included the following on Sunday mornings [avg. Sunday attendance\*]:

- Nursery care (infants) + Chalice Children (toddlers ages 2-3) [7]
- Welcome Home (4K-Gr. 1) [10]
- Stories of World Religions (Gr. 2-4) [11]

These programs ran from September 8 until Sunday morning worship was suspended on March 15. A total of 74 children\* were registered for these classes. A dedicated corps of twelve adult volunteers, one paid adult caregiver and six paid teen caregivers made them possible.

Three Group RE classes were held on December 1 (“Rosa Parks” and “Giving Tree”), December 29 (“New Year/Janus”), and February 2 (“Get in the Game”). The DLRE, two of the paid teen caregivers and three additional adult volunteers made these possible.

After Sunday morning worship was suspended, a Tuesday “Show & Tell (&Sing!)” and a Thursday “UU Story Time” was begun. These were co-hosted online by the DLRE and Sadie Sveum, one of our volunteer RE teachers, until June 11.

RE for Youth this year included the following on Sunday mornings [avg. Sunday attendance\*]:

- Neighboring Faiths (Gr. 5-6, 8) [8] Visits were made to the following houses of worship: St. John Vianney, Brookfield; Reformation Lutheran Church, Milwaukee; Islamic Society of Milwaukee West, Brookfield; Congregation Emanu-el, Waukesha; Gurdwara Brookfield; Hindu Temple of Wisconsin, Pewaukee. Once classes were suspended, plans for visits to our final sites were discarded.
- Coming of Age (Gr. 7-8) [5] DLRE held a family orientation and ceremony in September. Students prepared themselves throughout the year for taking part in an initiation into spiritual adulthood, which

was to have taken place at a worship service in May. Because this did not happen, plans are being made to resume and complete this process in Fall of 2020.

- YRUU (Gr. 9-12) [8] Our high school students met regularly to discuss topics of interest and were instrumental in presenting multi-generational worship events. They “took their show on the road” and repeated one of those programs, “House of Belonging”, for an audience of UUCW members and School Sisters of Notre Dame in Elm Grove in February. About a dozen YRUU members attended a Fall YouthCON in Evanston, IL in November. Plans were in place to attend a Spring YouthCon, and to complete a Heritage pilgrimage to Boston in June, but those plans needed to be cancelled.

The regular programs above ran from September 8 until Sunday morning worship was suspended on March 15. A total of 48 youth\* were registered for these classes. A dedicated corps of sixteen adult volunteer teachers/advisors, several volunteer Neighboring Faiths parent chaperones and four volunteer Coming of Age “Council of Elders” members made them possible.

After Sunday morning worship was suspended, early Sunday afternoon online meetings for YRUU, and then late morning online “Middle School Meetups”, were hosted by the DLRE and a few adult volunteer facilitators from the regular church year teaching corps.

- Our Whole Lives (OWL, Gr. 7-9) One “lock-in” and several Sunday evening sessions were held between January and March. Three specially trained UUCW adult facilitators made this, and the OWL parent orientation in January, possible. Classes were suspended with the pandemic. Based on strong recommendations from national OWL facilitator leadership, classes were not resumed in an online format. Plans are to resume and complete this series of workshops with this group of students in Summer or Fall of 2020.

*Note: Student registration and average attendance numbers are based on information compiled before the disruption of staff access to the church building, etc.*

#### Adult RE

- “Whose History Is It, Anyway?”, an online seminar on UU history seen through a lens of inclusivity, was presented to a small group of interested members of the congregation in January and February.
- Helen Klimowicz recruited Joseph Knasinski to teach an 8-week Introduction to Meditation class in February and March.
- Plans to offer a series of classes called Spirituality in Art have been started, but were interrupted by the COVID-19 pandemic.
- A group met with the DLRE in January to develop a survey of the congregation to assess interest in a number of RE topics and formats. The COVID-19 disruption delayed the completion of that survey, which will still be conducted to best serve the congregation in this area.

## Professional Development

Offered:

- UUCW RE Teacher Orientation, August
- Hosted luncheon/discussion for SE WI DREs, November

Taken:

- “Revitalizing Worship”, August
- Climate March, September
- “OWL Facilitator Training, Secondary (Gr. 7-12) Level”, September
- UU MidAmerica Region’s Large Church Conference, November
- LREDA Winter Symposium, February
- Soul Matters: Small Group Ministry (online), March
- Zoom Meeting tutorials (self-taught), March-May
- MidAmerica Regional Assembly (online), April
- Embrace Race’s “Choosing Good Picture Books Featuring BIPOC” (online), April
- LREDA Conversation on Justice/Equity (online), May

Conclusion: Adversity requires creativity, and modes of program delivery I never imagined embracing have now become commonplace. Societal issues continue to encourage us to rethink how we accomplish our mission and purposes. I look forward to meeting the challenges of the future with the congregation’s continued support.



## **Lead Music Director Report - Jennifer Nicolosi**

### **Music Licenses**

Now that we are live streaming our services, it is important for the church to abide by copyright laws. To do this, I have purchased licenses for recording hymns as well as many other popular and non-public domain songs. Many UU composers have granted permission for congregations to use their work in online worship, and OneLicense and the CCS license cover the other songs that we have and will use for our services. For songs that are not covered by those permissions, I contact the artist or composer who holds the rights for the song and request permission for use.

### **Adult Choir**

The adult choir, led by Music Director Ruben Piirainen, continues to be a fixture of music ministry in our worship services. The choir performed for 10 Sunday services, including the Holiday Music Service. There were an additional 4 performances planned from the end of March through the end of May, but since in-person services

have been suspended, unfortunately so has the choir. Ruben has purchased the professional version of the "Acapella" app, which will allow for 9 musicians to record together; one person records their part and then sends it to the next, who adds their part, etc. We hope to be able to record small group choir songs in this way to share during live-stream services. Though there are not currently in-person choir rehearsals, Ruben has been leading a weekly meeting on Zoom to continue the community spirit and keep everyone in touch.

## Children's Choir

The children's choir performed on October 13; there were 7 singers, and they were a dedicated group who sang beautifully! The second performance, scheduled for May 10, was cancelled.

## Kaleidoscope

The worship band has continued to expand their repertoire and provide truly fantastic music for worship services. The group performed at 6 in-person services and recorded music for 2 live-stream services. They are continuing to work together and create additional recordings for use over the summer, and their skills and dedication have been invaluable during this time of uncertainty.

## Holiday Music Service

This year's Holiday Music Service was an overwhelming success. The adult choir provided a large portion of the music, as usual. The multigenerational choir rose to the challenge of split-part music and the group was the largest it has been in several years. The service also featured Adlai Kim as a soloist.

## Spring Songfest

Our first Spring Songfest was planned for March 22 but was unfortunately cancelled. There would have been performances by the adult choir, a multigenerational choir, and several soloists. It would have been a wonderful service filled with so many musical gifts from our congregation members! I hope that we will be able to perform the service at some point in the future.

## Other Musicians

As always, we've also had a number of fine musicians provide special music for our services this year. Those talented individuals are Beth Rousseau, Sarah Frey & Kristie Vosburg, Dan Dance, Spencer Harris, Craig Siemsen & Patty Stevenson, Julie Thompson, Arthur Johnson, Jim & Andrew Fischer, Linda & Alyssa Meurer, Daniel Wiebe, and the Solstice Singers.

## Looking Ahead

As we move into (possibly) another full year of online-only services, much of my role will continue to be communication and organization of music for Sunday services. I will also make sure hymn recordings are available for services, as well as prelude music and special music when necessary.

# Publications Coordinator Report - Kelly Bognar

## **Religious Education Program Support**

While my official position no longer includes RE Program Assistant, last spring I set up RE registration through the Realm Database as our RE Coordinator was leaving her position. I continued to gather registrations and provide training and support to our new Director of Lifespan Religious Education Dave Cicero. Last summer I worked and supervised the UU Play! Curriculum. It was my 14th year working with children and the teen nursery staff. Member

Sharon Harris was my adult co-teacher for the summer. Through the 2019-20 school year I continued to gather and issue weekly classroom supplies for Sunday RE lessons.

## **Photography**

Visual images are such an important part of our publications and website. In the fall of 2019, I was privileged to have photographers and church members Mary Catanese and Sarah Frey volunteer their time and talent to take pictures at services and events. This provided me with many images to post to Facebook which are always well received by church members. Besides documenting all the great things that are happening at UUCW, these images are available to me to promote future events and activities. It does take some additional time to keep all the photos cataloged on our church server so that they are quickly found when needed.

## **Build 2020 Project**

For the Build 2020 project, I have taken at least 2,000 pictures of all phases of the church construction. From the first unload of equipment to the final blessing of the elevator, these photos (and some videos) were posted to Facebook several times a week. They played an important role in keeping members informed about the progress of the project – especially when members did not have access to the construction area. I also met regularly with the on-site construction manager to learn each week's "Five Completed Tasks" and the "Five Upcoming Tasks". These were published in the weekly e-news and announcements.

## **The West Wind Newsletter and Sunday Announcements Insert**

Until recently, it was my responsibility to gather articles, edit and produce the monthly newsletter and the weekly Sunday announcements. In March when we switched to online services and canceled all in-person events, these documents became obsolete. A monthly newsletter could not keep pace with how fast church life was changing. With both publications put on indefinite hiatus, there is concern about excluding members who do not have internet access and depend on USPS delivery of information. In April we published The Breeze, a four-page publication that contained the month's services, a message from Rev. Suzelle, and a few brief timeless articles. It was sent to 10 members who do not have email. It is unsure if this publication will continue.

## **Changes to Our Website**

A few changes were made to the website this past year. The office calendar program was changed to Google Suite in an effort to streamline the entering of events and meeting room assignments. However, the integration of Google Suites to WordPress has not been seamless and technical glitches still need to be overcome.

In an effort to help members connect to our online services, a Facebook button, as well as our Facebook feed, was added to our website's main page in April 2020. While this practice is not a current website trend, we wanted to give more visibility to our additional Facebook presence. It is unsure if the feed will remain in place. Since we now provide online services, our website's archived services have changed from audio to video format.

## **Facebook**

From the summer of 2019 through February 2020, our Facebook engagement hovered around 120 plus per week. (Engagement includes any individual click on our Facebook page). Traditionally, that engagement number would double around the Christmas holidays as additional posts were made for our special services. However, starting

with our first Facebook Livestreamed service in March, our weekly engagement averages from 1000 to 1600 clicks per week. This is clearly a result of Sunday service views and shares.

Our Facebook page followers are slowly rising. We currently have 1,127-page followers and 1,132 total page likes. Just for perspective, First Unitarian Society of Milwaukee has 2,146 followers and 2,111-page likes.

### **The Weekly E-News**

With the monthly West Wind put on hold, the Thursday e-news has become the major source of communication to church members and friends. The minimal text/maximum picture format continues to be well received. People are able to subscribe/unsubscribe on their own, but the number remains fairly steady, around 820 email addresses. While the open rate is only 35-45%, this is well above our industry standard. Since April, two additional e-news publications are created by Rev. Suzelle on Tuesdays (Spirit Lifter) and on Fridays (A Pastoral Message from Rev. Suzelle). These special e-news messages have a lighter, more personal blog-style format and on occasion exceed the Thursday e-news open rate.

### **Online Services**

One of the biggest changes to my position at UUCW is the addition of tech support for Facebook Streaming worship services. In March, I started recording the worship service in the sanctuary and broadcasting it to Facebook Live. I had done numerous filming and editing of special video projects over the years, so it seemed natural to do the tech support for the current Zoom services broadcast to Facebook. The learning curve was short but we manage to create a consistent quality service that everyone seems to enjoy. There is always room for improvement. I also continue to do pre- and post-production of the videos shared in the service. This includes editing and sound enhancement of videos as well as the final posting of services videos to YouTube. Most services are watched live by 110+ viewers. With Facebook shares, service views have peaked at 900 on occasion.

I hope to be involved as our services change once again when we go back to the sanctuary on Sundays.

## **Church Administrator Report – Vicki Banville**

Wow! What a year it has been! The year started off busy for me and never let up. The Build 2020 project had the majority of my attention this year. There are many details that go into a large project like we did at UUCW. I learned a lot that I will use on the next project I am involved in, but I am hoping that will be a long way off. Now that the Build 2020 project is complete, we can enjoy the space and celebrate. I mean, we could have, if the next big challenge, COVID-19, didn't take place. Although it may be a while before we can celebrate the beauty and upgraded functions of the church, rest assured that it will still be beautiful when we return to in-person services.

Another large project that I was involved in this year was for the “Dinner for Two, Anywhere in the World Raffle.” We sold 1172 tickets and realized a gross amount of \$23,440. Net proceeds are estimated to be \$14,500 after expenses are paid.

I have continued to support many different committees, teams, and groups in the church.

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
- Nick Rock, Campus Specialist
- Jeanne Fehr, Bookkeeper

I look forward to navigating with you all, through the new normal in 2020-2021.



## **Community Builder Report - Brianna Laux Kocis**

My second year as the Community Builder at UUCW has seen changes as we have transitioned online during the Covid-19 pandemic. Moving the welcoming community of UUCW to a virtual community comes with new challenges. It has been amazing to see the resilience and grace this community has had during this transition. Throughout the year I have focused on the Global Ends of a Caring Community and Embracing Responsible Stewardship through various projects.

This year I have continued to work with the Membership Committee including Larry Hawley, Kathy Allison, Lynda Westbrook, and Marie Sinur-Schmidt who have all been a useful sounding board for ideas and have brought their own unique talents to the committee. Together we have continued to make positive changes to membership and enhancing engagement for all members.

Affinity Groups continue to provide various activities of interest that engage members of this congregation. I am pleased to say that most of our affinity groups have been able to move to meet online in one form or another. 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 affinity groups to fulfill needs of church members.

After our intern minister Kimberlee Tomczak-Carlson completed her internship last June, I had the pleasure of taking over Q Youth Club, an LGBTQ+ group serving youth ages 13-18 years old in the western suburbs of Milwaukee. It has been a pleasure to get to know these youth and see them grow as people throughout the year. I hope to be able to continue to have meaningful interactions with them online while we are unable to meet in person.

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. Having church virtually allows us to have the opportunity to connect with past members and people interested in UUCW near and far. This is a unique opportunity to be able to connect with people who may have been unable or tentative about visiting UUCW for in-person services in the past.

I have appreciated being able to further my relationships with members and visitors and I hope that everyone feels comfortable reaching out to me to learn about new ways to get involved at UUCW.



# Committee Chair Annual Reports

## Build 2020 Task Force

Chair: Phil Kroner

Members: Kathy Bradshaw, Mike Brown, Pat Kashmerick, Leslie Peterson, Almuth Soffee, Dennis Wanless, Rob Zimmerman

Ex officio members: Rev. Suzelle Lynch, 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, and construction began in June 2019.

The Build 2020 project is now complete. The final project included upgrading the HVAC and electrical system, repairing the roof, installing of several new exterior doors, installing an elevator, remodeling the bathrooms on the Main Level, adding a new all-gender-inclusive bathroom, remodeling the foyer and the hallway leading up to the meeting rooms, adding a new ceiling to the kitchen, updating the meeting rooms with painting, new carpet, ceiling tiles and lights, and updating the offices with painting and the reuse of the carpet from the foyer. Due to budgetary limitations a number of projects were deferred, and these include window replacement throughout the building, remodeling to reconfigure meeting rooms and office space, the addition of folding glass doors to the community room openings, replacement of the east and west parking lots, and site work to address drainage issues.



## CommUUnity Connections

Chair: Kathy Lake

Members: Lisa Dueppen, Sarah Harris, Dawn Heller, KarinKay Murdock, Nora Vrakas, Gladie Strom, Julie Toman and Marie Wierman

Community Connections is a group of UUCW members who facilitate short-term help when church members are in need of a few meals or rides to church or appointments. Each month, one group member serves as the coordinator, fielding calls and following up when we learn of someone who may need help because that person

had surgery, has a new baby, had a death in the family or for any other reason. If you are willing to be called on for an occasional need, please email Kathy Lake (lakekg@wi.rr.com).

Sometimes, we learn of needs that extend past a few days. For those who need meal help for longer periods of time, we either set up a Meal Train or help the person in need set it up. During the 19-20 year we have expanded the use of Meal Train.

From the Meal Train web site:

### **What is a Meal Train?**

Organized meal giving around significant life events.

### **Why mealtrain.com?**

To eliminate confusion and increase support.

A shared interactive online Meal Train calendar and meal instructions answer questions in advance like, What do they like? When are they available? What have they already had? Are there any allergies? and When should I drop off a meal?

You may see Meal Train notices if you read Member to Member. People may also post the link on their personal Facebook page or on a Caring Bridge journal. We have found that this is a good way to help people whose needs are greater than an occasional meal. If you see a notice about a Meal Train, we hope that you will consider signing up to bring meals.



## **Endowment Fund Committee**

Chair: Barbara Mikula

Members: Linda Weitzer, Melissa Taylor, Lee Huempfner, Mark Steinberg, Leslie Peterson (Treasurer, ex officio member)

The Endowment Fund Committee is responsible for:

- Overseeing and protecting the UUCW Endowment Fund
- Reviewing and awarding grants for the needs of the church
- Promoting the Endowment Fund to members of the church so that the fund will grow and thrive

In addition to accomplishing several administrative tasks, the committee reviewed grant requests for the next fiscal year. Grant requests are currently awaiting committee approval and awards, as of this writing.

Thank you to everyone who gave to the UUCW Endowment Fund this year!

UUCW Endowment Fund  
Financial Statements  
Balance Sheet as of December 31, 2018 and December 31, 2019

	<u>12/31/2018</u>	<u>12/31/2019</u>
<b><u>Assets</u></b>		
Cash -BMO Harris MMF	38,757	66,026
Cash - KLCM	135,060	122,888
Bonds - KLCM	207,313	163,611
Equities - KLCM	360,940	478,018
Exchange Traded Funds - KLCM	99,968	128,744
	<u>842,037</u>	<u>959,286</u>
<b><u>Liabilities</u></b>		
<u>Funds due to/(from) operating fund</u>		
UUCW EF	(2,667)	3,341
<u>Grants payable</u>		
UUCW EF - 2017/2018	2,000	-
UUCW EF - 2019/2019	16,929	4,000
UUCW EF - 2018/2020		10,667
SAEF - 2018/2019	3,956	
SAEF - 2019/2020		3,901
Minister's Discretionary Fund 2018/2019	895	
Minister's Discretionary Fund 2019/2020		875
<b><u>Fund Contributions - UUCW EF</u></b>		
Bequests	565,916	590,916
Memorials	39,139	41,364
Gifts	8,110	8,110
Total Contributions - UUCW EF	<u>613,165</u>	<u>640,389</u>
Memorials	4,614	4,614
Gifts	57,790	57,940
Total Contributions - SAEF	<u>62,404</u>	<u>62,554</u>
Minister's Discretionary Fund	14,000	14,000
<b><u>Net Earnings</u></b>		
<u>Cumulative Income</u>		
Investment Income	457,745	483,206
Realized Gains & Losses	236,061	220,306
<u>Cumulative Disbursements</u>		
Operating Expenses	(43,483)	(47,869)
Grants - UUCW EF	(460,506)	(492,506)
Grants - SAEF	(51,936)	(55,837)
Minister's Discretionary Fund	(1,798)	(2,673)
Cumulative Net Earnings	<u>136,083</u>	<u>104,627</u>
Unrealized Gains/(Losses)	(4,728)	114,933
<b>Total Liabilities and Fund Balances</b>	<b><u>842,037</u></b>	<b><u>959,286</u></b>



## **Finance Committee**

Chair: Deb Ritchie-Kolberg

Committee Members: Marilyn Kupka, Leslie Peterson, Mark Steinberg, 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 administers the annual Conflict of Interest exercise for church staff and lay leaders that made purchasing decisions on behalf of the Church.

On July 25, 2019, the Board of Trustees accepted the final report of the Financial Call to Action Task Force. This report contains twelve recommendations related to the financial well-being of UUCW and work on those recommendations continues. Committee members were pleased with the 2019-20 Dinner Anywhere in the World fundraiser and the amount it raised for the operating budget and thank all those involved in that successful event. The 2020-21 operating budget process has been impacted by the COVID-19 Stay-at-Home guidelines and committee members will closely monitor the effect through the current budget year.



## **Leadership Council**

Leader: Vicki Banville

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 2019-20, Leadership Council met twice. A meeting was held on August 21, 2019 to prepare leaders for the church year. On May 14, 2020, a virtual meeting was held to check-in with leaders during the pandemic. Discussion was held about how to operate in a virtual environment for the time being.



## **Library Committee**

Chair: Carolyn Lawrence

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

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.

2019-2020

The Library Committee's main accomplishment was moving the Library from its lower level location to its new home in UL-3. During the fall, the committee extensively weeded the library collection and packed the library materials in boxes prior to moving. The move was made in November, and the committee then set up and

organized all the books and other materials in their new location. Although there was still work to be done and some adjustments still to be made, the library was opened for use at the end of January.

In addition, the committee continued its ongoing activities such as maintaining the Book Nook book exchange, making library materials more accessible to the congregation by having monthly book tables in the Community Room, and updating the collection with relevant new and donated materials.

#### 2020-21 Goals

Goals include keeping the group in contact during the Coronavirus pandemic and resuming meeting and working in the library when it becomes possible to do so.



## **Membership Committee**

Chair: None

Committee members: Larry Hawley, 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 2019) with 387 members and ended with 371 members with 20 new members being added this year.

The strong leadership we have in the Hospitality Team is key to ensuring each Sunday has quality volunteers. This leadership includes Nicole Grandstrand scheduling the Welcome Team, and Joyce Cable scheduling the Coffee Team. Brianna Laux Kocis took over coordinating the ushers after Dave Schudson stepped down this year.

The Membership Committee continues to work towards the Global Ends goal of creating a Caring Community. In order to achieve this, we plan and coordinate: Orientation classes, New Member Sundays, Bring a Friend Sundays, Activity Fairs, The All Church Picnic, The Talk to Me Table, the Friendlyizer team, social events, special events, and oversee the work of our affinity groups.

In August 2019, the All Church Picnic was a success despite being moved indoors due to the weather. Over 100 members, friends, visitors, and staff attended, eating together in the Community Room while enjoying Kaleidoscope the church band in the Sanctuary.

This year the Membership Committee made a concerted effort to reach out to those members who appear not to have been engaged with the church in the last 6 months. We plan to make this an ongoing process of systematically noting when members become less engaged.

This year, dens were created out of each New UU Orientation class along with a member of the Membership Committee. These groups were created to form a bond between each orientation class and to provide those new to UUCW with a more senior member to turn to.

Membership Committee members also began one-to-one relational meetings with all members of their den who desired to take part. One-to-one meetings are held to allow both people to get to know each other on a deeper level, to support change, and growth.

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**

Chair: Sarah Stokes

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

The committee meets as needed (in person or online) and assists the Directors of Music in supporting music events and opportunities, while also helping with logistical needs of the music program.

The Music Committee was excited to sponsor two special music events during the first half of the church year. In November 2019, we were pleased to have the Handbell Choir/Brass concert. In January 2020, we hosted the “Old Befana” musical performance and family potluck. Both events were very well received and additional UUCW volunteers were very appreciated. Song Circles facilitated by Sarah and David Stokes were also held during most months. Due to COVID-19, the rest of the music events were cancelled for the 2019-20 church year. Those events included the March 22 music service, the May 17 choir luncheon, and the May 28 Bill Staines concert. We did have three Song Circles online (via Facebook and Zoom) during March, April, May.

The committee also discussed the idea of providing childcare for choir rehearsals and Sunday mornings. This was arranged and appreciated by choir members with young children.

The committee looks forward to 2020-21 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, when possible.



## **Nominating Committee**

Chair: Vicki Brzeski

Members: Jane Browne (incoming chair), Rick Beattie, Mary-Lynn Robinson, Beth Zaretzke and Kathy Herrewig

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 current slate of candidates, to be elected by vote at the annual meeting June, 2020 are:

Board of Trustees: Lisa Larsen, 3 years; Pam Beattie, 3 years; Colleen Gresk, 3 years;

Endowment Committee: David Herrewig, 3 years;

Nominating Committee: Marcia Williams, 2 years; David Feil, 2 years; Eric Hoaglund, 2 years;

# Social Action Council

Chair: Ann Heidkamp

The Social Action Council (SAC) oversees and coordinates UUCW's social action mission, including operation of its Social Action Endowment Fund. At the end of April 2020, the Council members are: Ann Heidkamp, Jim Gerber, Karen Zimmerman, Barbara Pfarr, Joyce Cable, Tom Moore, Sue Schalig, Stephanie Richardson, Pascale Engelmajer, and Rev. Suzelle Lynch from the staff. Chairs of sub-committees often attend and share in the decision-making.

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

- MICAH (Stephanie Richardson, Joyce Cable)
- SOPHIA (Eric Hoagland, Mike Wahlen)
- Earth Ministry (Almuth Soffee)
- Food Pantries (Ellen Newbauer)
- Guest House Meal Serving (Eileen Gleeson)
- Nicaragua Brigade (Andy Boerner)
- Split the Plate (Kathy Herrwig)
- Global Justice and Peace (Jim Gerber)
- Black Lives Matter Reflection/Action Group (BLM RAG) (Ann Heidkamp)

In addition to oversight of these sub-committees, the SAC handles issues related to implementation of overall UUCW social action policies, programs, and finances. In 2016, the Social Action Council was charged with implementation of UUCW's resolution of support for the Black Lives Matter movement. Over time these efforts, based on UUA actions and recommendations from our local partners, have expanded into working on Dismantling White Supremacy Culture at UUCW.

## New Actions in 2019-20

Resignation of UUCW as a member of Common Ground community organization and joining of SOPHIA community organization in Waukesha County to align with our membership of MICAH in Milwaukee County. Common Ground resignation was approved by the Board at the June meeting and joining of SOPHIA at the October Board meeting. While Common Ground continues to do good work, we had difficulty in recent years in engaging members in their activities, especially since they didn't serve Waukesha County, and UUCW could not sustain their requested dues amount. We had already joined the MICAH community organization and found them a better fit for UUCW. By resigning from Common Ground, we had the financial ability to join SOPHIA, the Waukesha County sister organization of MICAH. Both are affiliates of the statewide WISDOM faith-based umbrella organization which also aligns us with UU churches around the state who are members of their local WISDOM affiliates.

Introduction of resolutions to the Board to support dismantling white supremacy culture at UUCW and the proposed UU 8th Principle. In the last year, the SAC has spearheaded efforts to engage the congregation in education and reflection on how white supremacy culture operates at UUCW and changes needed to grow towards the Beloved Community we envision. To this end, the SAC developed a statement: "Commitment to Dismantling White Supremacy Culture at UUCW" which was endorsed by the Board at their October meeting with support for approval at a congregational meeting. The Board additionally approved that the SAC should provide

education leading up to the vote while working with the Board and committees on changes that reflect this commitment. One change the SAC recommended was UUCW support for creation an 8th principle committing the UUA and its congregations to being anti-racist, anti-oppressive organizations. The SAC brought this resolution to the Jan.2020 Board meeting which voted to support it and recommend approval at a congregational meeting. Due to the Covid-19 restrictions in place in spring 2020, congregational action on these resolutions has moved from the 2020 Annual Meeting to a fall congregational meeting.

#### UUtheVote, and SOPHIA Voting Campaign for 2020 Elections

2020 is a presidential election year and the UUA encouraged all UUs to get involved through UUtheVote. Because Wisconsin is one of the most important battleground states in the country, the UUA has funded a full-time organizer to help UU congregations get involved in voting work. WISDOM and SOPHIA were already ramping up for voting efforts in Brookfield, so SAC members Ann Heidkamp and Barbara Pfarr and Rev. Lynch met with the organizer in February to talk about how UUtheVote could help locally and to connect the organizer with other WISDOM efforts around the state involving UUs. As part of this effort, UUtheVote connected UU volunteers from Illinois with the local southeastern WI efforts before the April 2020 statewide elections. We look forward to continued help from UUtheVote for the fall elections.

In January 2020, UUCW agreed to host several events for the SOPHIA Voting Campaign leading up to the April 7th election. An informational meeting was held on 2/12/20, attended by about 50 people from various SOPHIA member congregations (23 from UUCW) to explain the issues and upcoming canvassing actions to influence Brookfield voters. The Covid-19 restrictions prevented in person canvassing but 17 SOPHIA members (6 from UUCW) participated in telephone canvassing on the last two weekends of March. The canvassers made over 1700 phone calls and overall results showed a positive impact on voter turnout and results. The SOPHIA Voting Campaign will ramp up again in August for the fall elections.

- On-going Activities in 2019-20
- Black Lives Matter Support Activities
- Continuation of BLM sign outside the church

Black Lives Matter Reflection/Action Group (BLM RAG) –This monthly drop-in group continued periodically for learning/discussion about racial justice/white supremacy issues and to promote attendance at community action events. Activities this year have included participation in MICAH events, watching the 2018 GA Ware Lecture by Brittany Packnet, and a Zoom discussion of the structural causes of the racial disparities evident in the Covid-19 pandemic. In lieu of specific BLM RAG meetings many of the activities listed below substituted for them with good attendance by BLM RAG participants.

By-Stander Intervention Training – two sessions presented by SURJ in October 2020 on how observers can safely disrupt racist situations they observe using a variety of techniques. Presented in partnership with Indivisible Tosa. 45 total participants, most from UUCW.

Discussion of White Fragility, Why It's So Hard for White People to Talk about Racism by Robin DiAnglo – Hosted by UUCW on November 9th in conjunction with the SOPHIA Racial Equity Team project. 23 total attendees from various SOPHIA congregations, including 14 from UUCW.

Beloved Conversations –a UU facilitated small group ministry program for exploring the role of race/ethnicity in individual and congregational lives. UUCW began 2 small groups (14 people total) in January 2020 with an opening retreat to be followed by bi-weekly meetings for 8 sessions. Unfortunately, the Covid-19 restrictions forced cancellation of the sessions in mid-March. The national Beloved Conversations team recommended not trying to do the sessions virtually.

**Black Lives Matter to WI UU's Collaboration:** UUCW continued to collaborate with the other local UU churches in support of Black Lives Matter and Dismantling White Supremacy initiatives in the community, the UUA, and our own congregations. With the leadership of our community partners, BLM2WUU offered a workshop in December, 2019 "Its Time for UUs to Talk about Reparations" in which these partners provided information, examples, and opinions about how our local UU congregations can use their resources in support of grassroots organizations. About 15 members of UUCW attended.

**Participation in MICAH and SOPHIA Community Organizations:** these sister organizations have task forces around jobs, transportation, prison reform, education, immigration, and racial equity. UUCW has representatives on their Boards and members participate in a variety of their activities. UUCW members are particularly active in their prison reform efforts. Six UUCW members attended the Jan. 2020 Smart Justice Lobby Day in Madison to talk to legislators about reducing the state's prison population.

### **The Social Action Endowment Fund Report**

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 operation and decisions about disbursements are handled by the Social Action Council.

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 \$3902. The SAC voted to disburse the funds as follows:

The SAC voted to provide it for:

2019-20 Food Pantries \$100 X 12 months	\$ 1,200	\$ 2,702
Promise and Practice 2nd Installment	\$ 500	\$ 2,202
Parklawn Assembly of God Donation for Youth		
Retreat	\$ 150	\$ 2,052
Beloved Conversations Fee	\$ 1,000	\$ 1,052
SOPHIA Dues (\$500, \$200 pd from UUCW Operating budget, \$300 from SAC)	\$ 300	\$ 752
SOPHIA AD	\$ 100	\$ 652
MICAH Dues (\$600, not paid in 2019-20 fiscal year – awaiting invoice)		
Balance on 5/1/20 (\$600 to be used for MICAH Dues)	\$ 652	

# Brigadistas

Co-coordinators: Andy Boerner and Jim Fischer

Members: Adam Boerner, Dillon Boerner, Mike Whalen, Sarah Frey, Harry Frey, Ann Heidkamp, Lee Carmichael, Beth Zaretzke, Zoe Zaretzke

The UUCW Brigadists are a cross-cultural service-learning program. We build community with the materially poor in Nicaragua and the Dominican Republic through the joint work of constructing houses and other community-based projects for and with families in need. Many of their homes and communities have been destroyed in the wake of hurricanes, earthquakes, war, and unfavorable foreign and domestic policies. We live and work in communities in Nicaragua and the Dominican Republic to learn, grow, and build global-awareness of social-justice issues and to act to resolve them. We work with a partner organization, Bridges to Community, based in Ossining, New York. Bridges is instrumental in planning and coordinating the trips.

In the summer of 2019, 11 UUCW members, 3 members of the First Unitarian Society of Milwaukee and 2 family members from Boston traveled to the Dominican Republic. This was the first time that a UUCW Brigadista group traveled to the D.R. Before that all of the groups had traveled to Nicaragua. However, due to the unstable political climate in Nicaragua, it was decided that it would be safer to go to the Dominican Republic. While in the D.R., the Brigadistas were busy. They built an entire house in 5 days, and also painted two other houses.

The UUCW has teamed up with Bridges to Community since 2004. From then until now, 191 Brigadista volunteers affiliated with UUCW have experienced the hospitality of the Nicaraguan and Dominican people. In addition to the Brigadistas who travel to the countries, the trip would not be possible without the help and support from other UUCW members.

For the first time, the Brigadistas partnered with the 2018 UUCW Church Auction and were able to raise \$3,100 to offset some of the trip's expenses for UUCW members. In addition, the materials that were used for the house in the D.R. was paid for by a very generous anonymous donation. Alumni Brigadistas pitched in by promoting the program, raising funds, collecting non-monetary donations and arranging air-travel, Church staff helped immensely by, among other things, printing promotional flyers and helping hugely with the pledge drive/fundraiser. They tracked, counted and reported pledges and donations - a big help and great support.

The total number of Brigadistas since 2004 is now at 191, and UUCW member Brigadistas at 151. We feel good about the level of congregational engagement. We remain grateful for and proud of our church for embracing this work and look forward to sending more Brigadistas to help in the future.

## **Earth Ministry**

Chair: Almuth Soffee

Members: Jerry Strom, Helen Klimowicz, Caryl Sewell, Bob Sewell, Kathy Allison, Mary Ross, Robert Zimmerman and Karen Zimmerman.

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:

### Climate Change

- Supported the worldwide Student Climate Strike by participating in the strike and rally organized by Milwaukee area students.
- Hosted the After Service Educational Event, to view the documentary “Paris to Pittsburgh”
- Hosted the After Service Educational Event, members of CCL (Citizen’s Climate Lobby) presented the “Energy Innovation and Carbon Dividend Act” a practical solution for reducing greenhouse gas emissions.

### Earth Day

- Earth Day Service: Sunday, April 19th
- EM member, Rob Zimmerman participated in the Earth Day Service, conducted over Facebook due to the Covid19 pandemic.
- Invited congregation to view the feature film “The Human Element”, online, D then join others for a Zoom discussion after viewing the film

### Living our values UUCW

- Reduce – Reuse – Recycle- Continued monthly Rotations where members brought in used items and took others home. Categories for this year included: Christmas decorations, T-shirts, music and movies, hats, household items. Items remaining after the second service were taken to Goodwill.
- Metal Recycling -Continued the metals recycling by having members 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- Earth Ministry worked with members of the congregation to remove buckthorn from the property and maintain the church grounds.

### Collaboration with Other Organizations

- Participated in Milwaukee County Zoo’s “Gorilla’s on the line...Answer the Call” recycling event. Handheld electronic device, which contain coltan, a mineral often destructively mined in Africa. Devices delivered to the zoo for recycling.

### Educational Activities

- Potluck and movie to view “ Fire and Ice” a documentary that focuses on many never-before-seen solutions designed to slow down the escalating environmental crisis
- Presented a survey to church members on how they can reduce their carbon footprint, and asked them to commit to actions. Results of carbon reduction achieved by UUCW members were not tallied because of Covid 19.
- Began weekly “EM Tips” for e-news, which outline small things each of us can do care for our planet.

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



## **Food Pantries**

Co-Chairpersons: Ellen Newbauer & Melanie Weston

The Food Pantry chooses a different pantry each month, yearlong, to receive non-perishable food from the congregation and a check for \$100 from the Social Action Council. These are given to pantries in the entire

Milwaukee area and suburbs. No pantry is too small, and UUCW members are encouraged to suggest a pantry to receive these donations. Usually protein and carbohydrate foods are most needed.

Sometimes members are needed to deliver the donations, which are placed in a wooden food bin in the foyer. Other times a driver from the pantry picks up the food and check.

This is a meaningful way to volunteer to help the less fortunate people in our larger community.



## **Split the Plate**

Chair: Kathy Herrewig

Members: Kathy Allison, Heather Bartlett, Pascale Engelmajer, Lisa Larson, Jim Maletta, Pat Rierson, Judi Traband, Stephanie Wahlen

Split the Plate (STP) 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.

STP supports the Embracing Responsible Stewardship Global End, as we share our time, talents and money generously for causes beyond our congregation. STP also supports the Building a Better World Global End, as we work actively to create a sustainable, just, peaceful and compassionate world in partnership with other organizations. Our actions also promote Unitarian Universalism in our wider community.

Each week a brief description of the current STP recipient is shared from the pulpit, which informs church members about ongoing needs in our community and the many organizations that are striving to help meet those needs. This supports the Uplifting Worship Global End, as we connect with a larger meaning and purpose in our worship services, and are inspired to reach for our best selves.

In the 2019 -2020 year, the STP Team –

- welcomed six new members,
- received an increased number of suggestions for potential recipients from the congregation, and
- shared a "Split the Plate Year in Review" summary list of recipients and other information, which appeared in the UUCW E-News.

Split the Plate recipients for 2019-2020 were Dream Bikes, All In Milwaukee, We Got This Milwaukee, Kathy's House, MICAH, Tricklebee Café, Prevent Suicide Greater Milwaukee, Grand Avenue Club, International Institute of Wisconsin, and Tall Pines Conservancy.

The last one—Tall Pines Conservancy—was for the month of March, and so was cut short when the church moved away from in-person meetings during that month due to COVID 19 restrictions. There were no April or May recipients for the same reason.

Our challenge moving forward will be to use our creativity and flexibility to continue Split the Plate no matter what form our Sunday worship services take.



## UU WellSpring Program

Chair: Patricia D'Auria

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, eight participants and two facilitators completed the brand new Sacred Arts UU Wellspring program. Until March, 2020, the group met in-person; when COVID-19 restrictions were imposed, they continued their scheduled meetings via Zoom. On March 7th, fourteen “Wellspringers” attended our fifth annual half-day renewal and planning retreat.

It is the intention of the UU Wellspring Coordinating Team to offer one or more groups beginning in fall, 2020. Given the continuing uncertainties associated with COVID-19, groups will likely meet via Zoom.



## Worship Ministry Team

Chair: Steve Frey

Members: Eddee Daniel, Eileen Gleeson, Deb Ruesch, Kathy White, and 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 16, 2019 – “Walking Alongside Our Youth in Milwaukee” with the Rev. Ron Ballew

June 23, 2019 – “The Human Animal” with the Rev. Michael A. Schuler

June 30, 2019 - “Beauty of the Solo Dance” with Omega S. Burckhardt

July 21, 2019 – “Carring the Babies up the Mountain” with Dennis Wanless

July 28, 2019 – “Stranger in a Strange Land” with the Rev. Dr. Tony Larsen

August 11, 2019 – “Pathetic Spiritual Practice” Denise Cawley

August 25, 2019 – “Spirit of Life: Being Present to Our Wild and Precious Lives” with the Rev. Drew Kennedy

September 1, 2019 – “Working in Union for Justice” with Janet Veum, Calena Roberts, and Earl Murphy

September 29, 2019 - “Border Crossing: Sustainable Social Activism and the Risk of Relationship”  
with Lynn Kapitan

November 3, 2019 – “The Healing Power of Yoga and Meditation for Substance Abuse and Trauma Recovery”  
with the Rev. Dr. Monica Cummings

December 1, 2019 – “Caring for our Children” with the Rev. Joyce Palmer

January 5, 2020 – “Integrity: A good New Year’s Resolution” with the Rev. Sarah Oelberg

January 26, 2020 – "The Divided Self: Finding Peace in a Fractious Mind" with Philip Chard

February 9, 2020 – "Love, Love, Love" with Kathy White and Friends

February 16, 2020 – “Speaking Out: Why I Stand” with Peighton Carter

### **Worship Chancel Table 2019-2020 Decorators**

Coordinator: Sarah Frey

Participants: Julie Brown, Lisa Dueppen, Susan Endes, Karen Engelking, Jen Gilmour, Kate Hamm, Sarah Harris, Jeanne Jarecki, Lynn Kapitan, Gerald Kashmerick, Suzelle Lynch, Beth Ratigan, Pat Rierson, Almuth Soffee

The decorators are responsible for arranging items on the chancel table for Sunday services, in an aesthetically pleasing way

### **EarthSpirit Team**

Coordinator: Kathy Bradshaw

Team Members: Amy Dedow, Beth Rousseau, David Stokes, Joyce Gosnell, Kathleen McManus, Marilyn Kupka, Maryann Carlson, Melissa Musante, Melissa Taylor, Michelle Tate, Nicole Grandstrand, Philip Chard, Sam Silver, Sarah Stokes, Rev Suzelle Lynch

Mission: The EarthSpirit group celebrates the wisdom of our ancestors of our deep connection to our Mother Earth.

Global Ends: Shared Ministry

2019 – 2020 Activities: Our group meets five times this year with Rev Suzelle Lynch to plan and lead Worship celebrating many Celtic Pagan Holidays to advance the wheel of the year. Holidays this year included Imbolc (February), Beltane (May), Mabon (September), Samhain (October) and Winter Solstice (December).

Volunteers are always welcome to coordinate the service and include tasks such as decorating the altar, space setup, welcoming celebrates, snack coordination, leading service (reading, dancing and singing) and clean up. Join us!



## **Affinity Groups Annual Reports 2019-2020**

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.



### **Dinners in the Home**

Facilitator: Stephanie Wahlen

Purpose: Provide opportunity for social interaction among UUCW congregants with monthly dinner party rotations in each other's homes.

This year's roster consisted of approximately 60 participants. Four monthly dinner rotations were scheduled (November 2019, January, February, and March), with 6-8 people assigned to 7-8 homes each month. The 2nd Saturday of each month was suggested for the dinners; however, hosts were able to change the date if needed. March's dinners were impacted by the beginning of the coronavirus outbreak, so several of the dinners were probably cancelled.



### **DUUversity Theater Group**

Facilitator: Kristin Fewel

The DUUversity Theatre group sought to grow spiritually from many kinds of wisdom and to build a better world by making ourselves aware of important issues that affect our world and our community. This was an open group of members and friends who enjoyed attending local theatre productions followed by discussions about different cultural, class, and ethical themes.

During the summer, a group of interested theatre goers met to scour the schedules of local theatre productions for the upcoming year. We selected six upcoming plays that would stimulate discussion that were pertinent to UU values. This year we chose six productions performed by four different local theatre companies each with a different theme. The first four were The Revolutionists (feminism and activism), Niceties (race, history, and power), A Small Fire (changing relationships), and No Wake (loneliness and loss). Our season was cut short due to the COVID-19 pandemic and the cancellation of the final two plays on our list.

Gen UU

Facilitator: Chelsey Nisbet

Description: GenUU is an inclusive group of young adults (18-35) coming together for socializing and camaraderie. They value connection and good fun! Young families and their kids are always welcome.

Accomplishments: Having come together in March 2019, over the last year we've slowly grown the number of our events and the number of attendees present at our events. From neighborhood festivals to backyard parties to pivoting to virtual gatherings, we continue to focus on bringing together young adults that are a part of UUCW as we form our own community within the congregation.

## 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. Great Books continues to read and discuss books that members choose during the course of the year. The group regularly participates in the church's activity fairs which has not only resulted in an increase in people who have requested to be on the group's contact e-mail list but also on the number of new people attending the group. The group's e-mail contact list currently has 31 people on it. Group attendance continues to average between 6 and 10 people with a core of 8 who attend regularly. Several people have requested their names be removed from the e-mail list while new people have attended the group and others have stopped coming or come sporadically. All are always welcome.

Due to the Coronavirus, Great Books meetings at the church were cancelled until further notice beginning in April, 2020. The group had two options for connecting: a Zoom meeting on the 2nd Monday of the month at 10 a.m. and, or by e-mail. Sue Morgan is facilitating the Zoom meetings and Joyce Prewitt the e-mail contacts. We look forward to the time when we can resume physical meetings at the church but realize this may be awhile.

## **Men's Breakfast Group**

### Mens Breakfast Group meetings:

Facilitator: Jerry Kashmerick

This group meets the second Tuesday of every month at a local restaurant for camaraderie, a good breakfast, friendly company, and spontaneous conversations on current events, philosophy, movies, vacations, current hobbies, and interesting book topics and actual books to loan and give away. Lately, due to COVID 19, we are having a Zoom meeting every 2nd and 4th Tuesday, at 8 am. Attendance ranges from 8-12.

## **Weekly Meditation**

Facilitator: Helen Klimowicz

We meditate at church Wednesday 10 to 11. We have from 6 to 10 people who come regularly. They meditate 45 minutes. We offer new comers the option of a 20 minute meditation time.

During the summer, weather permitting, the group will sit together outside 6 feet apart with masks. We will decide in the Fall how and where we will meet. Joseph Knasinski gave a series of 8 classes on Meditation. It was very informative. I hope Joseph will be available this Fall to offer Meditation Instruction via Zoom.



## **Tap Roots Pub Spirituality Group**

Facilitator: Jim Gerber

Tap Roots is a drop-in affinity group for anyone, member and non-member alike, who likes dialog, not debate, over deeper philosophical, ethical, and theological issues. The group, organized by Jim Gerber, is held most months on the 4<sup>th</sup> Monday at a local bar/restaurant so participants can share their ideas on a pre-announced theme for about an hour and a half over food and drink.

The theme is usually based on UUCW's worship theme for the month or a current issue. Jim prepares questions to guide the discussion, introduces the topic and questions, and facilitates participation as needed. The gathering is publicized through UUCW communications as well as on an online Meet Up site to attract non UUCW members/friends.

The usual group size 8 – 12 participants, mainly UUCW member/friends, but often includes several people attracted by the Meet Up announcement. The group attracts a diverse audience of ages, genders, and sexual identities. There are some regular attendees but participants vary by month depending on the topic and availability.

From May 2019 through April 2020 the topics were:

- May 2019 – conflict with Memorial Day, no meeting
- June 2019 – Beauty, Ugliness and Spirituality
- July 2019 – “Everything is holy.” Really?
- August 2019 - The Compatibilities and Contradictions of Black Lives Matter and Back the Badge
- September 2019 – Living with and without Expectations
- October 2019 – no meeting
- November 2019 – Attention, Distraction, and Spirituality
- December 2019 – The Art and Science of Growing Awe
- February 2020 – Reversals, Resilience, and Spirituality
- March and April 2020 – not held due to Covid-19 restrictions.



## **Women's Book Discussion Group**

Co-Facilitators: Kathy Schwei and Marilyn Swanson

The Women's Book Discussion Group meets at the church at 7:00 pm 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. Between 10-12 members and friends attend each month and many more are on our email list. Both men and women are welcome at any time.



## **Fiscal Year 2020-2021 Budget**

Report coming soon!



## **Treasurer's Report - Leslie Peterson**

### **FY 2019-2020 Financial Summary**

Report coming soon!



## **Balance Sheet**

Report coming soon!

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“UUCW affirms same-gender marriage and the rights of gay, lesbian, bisexual and transgender people.”

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“UUCW is a Peace Congregation.”

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“Unitarian Universalist Church West is a Green Sanctuary church affirming values and principles for a sustainable future.”

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“UUCW supports the Black Lives Matter movement and endorses UUCW taking a public stand to show that support.”

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