



**FISCAL YEAR 2014 REPORTS
FOR THE 63rd ANNUAL MEETING
THE UNITARIAN CHURCH IN WESTPORT
JUNE 8, 2014**

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The Unitarian Church in Westport is a diverse and welcoming religious community, free of creed and dogma, and open to people of all backgrounds and beliefs.

WE INSPIRE and support individual spiritual growth.

WE CONNECT through worship, music, learning, and caring ministries.

WE ACT in the service of peace and justice.

63rd ANNUAL MEETING

Sunday, June 8, 2014

AGENDA

- **Call to Order (Burnham, Chair)**
- **Centering (Finkelstein)**
- **Election of Moderator**
- **Quorum Report (Davidoff, Clerk)**
- **The Very Fine Lifetime Volunteer Service Award**
- **Interim Senior Minister's Report (Finkelstein)**
- **Board of Trustees Report (Burnham)**
- **Financial Reports(Vogel)**
- **Adoption of 2015 Budget**
- **ELECTIONS:**
 - **Board of Trustees**
 - **Audit Committee**
 - **Endowment Committee**
 - **Nominating & Leadership Development Committee**
 - **Search Committee**
- **New Business**
- **Adjournment**

**MINUTES OF THE 62ND ANNUAL MEETING
OF THE UNITARIAN CHURCH IN WESTPORT (TUCW)
JUNE 9TH, 2013**

The meeting was called to order by Board Chair, Chuck Colletti, at 12:13 PM.

Colletti announced his appointment of John Hooper and Marie Claire Bue to serve as tellers. William McEvoy was recognized as parliamentarian.

Senior Minister, Frank Hall offered a centering meditation in the Buddhist tradition.

Registration and credentialing co-coordinator, Gail Pesyna, reported that 141 voting members were present, constituting a quorum.

On a motion made by the Catherine Onyemelukwe and seconded by Lyn Hamilton, the minutes of the 2012 Annual Meeting were approved.

Colletti presented the ninth annual Very Fine Lifetime Volunteer Service Award to Elaine McMillan.

Senior Minister, Frank Hall, excerpted the written report he had prepared for the printed handout. Hall wished the congregation well and predicted a bright future.

Colletti thanked each of the Trustees by name for service and commitment.

After Mary Money's review of the long and thorough process that led to the drafting of a Vision Statement for TUCW, and on a motion offered by Ted Yang, seconded by Elaine McMillan and amended for grammar by Rick Fierberg and deemed "friendly" by Yang, the congregation voted acceptance.

The meeting then turned to the Financial Reports and Adoption of the 2014 budget. Ken Vogel in his role as Treasurer clarified various items in the 11 month P&L statement and proposed operating budget and answered many queries pertaining to the sale of the Sheila Lane property, salary package for the interim minister, repayment of loan made by the Endowment Committee and other concerns. Vogel thanked Art Ulrich for his work. After robust discussion, the 2014 budget was approved as submitted in a motion offered by Catherine Onyemelukwe and seconded by Art Ulrich.

Elena Rockman-Blake, Nominating and Leadership Development Committee (NLDC) Chair, explained the process used by the committee to prepare the slate of nominees and introduced the

names of candidates for elected committees. Rockman-Blake then answered questions raised by various members. Catherine Onyemelukwe moved that the entire slate of nominees be voted upon and John Mason seconded. The motion passed.

Barb Kezur offered a tribute to Rev. Hall's 29 year ministry and moved and read aloud the resolution on granting him Minister Emeritus status. The motion was seconded by Howard Aibel. Supporting statements were offered by Jim and Janet Luongo, Rev. Debra Haffner, Ken Lanouette and other members of the congregation. After spirited discussion regarding the scope of the resolution as proposed by KC Senie who expressed concern that Rev. Hall be granted privilege to conduct requested services by long-standing members of the congregation within the expectations of the Covenant between him and the interim and subsequent settled ministers, the motion was passed.

Under "new business", John Mason urged members to pay particular attention to the report of the Year Round Stewardship Committee which was inadvertently left out of the printed Annual Report.

There being no further business, the meeting was adjourned at 1:35 PM.

Respectfully submitted,
Denise T. Davidoff, Clerk

Annual Report of the Interim Senior Minister

The job of an Accredited Interim Minister is to guide a congregation in transition through a series of developmental tasks that, when completed, will allow the congregation to welcome a new settled minister with open minds and hearts. In addition, of course, the usual roles of the minister – planning and leading worship and rites of passage, providing pastoral care, leadership development, adult growth and learning, etc – are fulfilled.

As you come to the end of your first year of intentional transition, I am pleased to report that with the active collaboration of the Transition Team, the Board, and many, many others, the following has been achieved in working on those developmental tasks.

Assisting the congregation in claiming and honoring its past and engaging and acknowledging its griefs and conflicts. Hundreds of people participated in a series of “Grief and Transition” workshops, the History Wall, and Oral History Conversations. These programs were designed to allow people to recognize where they were, individually, in terms of letting go of old ways and embracing new ways. They also allowed for civil and respectful conversation between people with differing experiences and perspectives. The learnings and challenges of these events were integrated into *Soundings* columns and sermons.

Recognizing its unique identity and its strengths, needs, and challenges. Beginning with the “Meet the Interim” small groups last summer, there has been an ongoing conversation at all levels about essence of The Unitarian Church in Westport. As the Settled Minister Search Committee begins their work this summer and into the early fall, much more focus will be brought to bear on the questions: “Who are we?” and “Who do we wish to be in the near future.” Please be on the look-out for an invitation to attend a ‘cottage meeting’ to talk with Search Committee members and each other about the core of your congregational life. Next fall the Transition Team and I will continue the work just barely begun on creating an intentional Congregational Covenant of Right Relations.

Understanding the appropriate leadership roles of minister(s), church staff, and lay leaders and navigating the shifts in leadership that may accompany times of transition. Early on the Board made two decisions: to make the Senior Minister Head of Staff and to reconstitute the Human Relations Committee. This has made it possible for significant clarification of roles to happen quickly. Distinctions have been made about what is Board business, what is staff business, and what is the business of lay leadership outside the Board. We have experimented with different work schedules and have shifted responsibilities around in ways that make for more efficient work flow. We have upgraded office technology. With the help of the HR Committee we have updated the Employee Handbook and have created written job descriptions for program staff.

The Board is working on implementing a new governance model; they are taking the principles of policy based governance and adapting them to the particular culture and context of this congregation. When completed, this model will allow for much more efficient governance decisions.

I look forward to working with Committee Chairs next year to create Committee Charters. A charter helps a group to focus on their true mandate and avoid getting distracted by less important tasks and issues. It is also a great recruiting tool; if people understand the purpose of a committee, they are more likely to want to be part of it.

Making appropriate use of District, UUA, and other outside resources. We have enjoyed visits from newly elected UUA Moderator Jim Key and UUSC Director Bill Schulz. We look forward to guest speakers Lee Barker (of Meadville Lombard Theological School, one of our UU seminaries), Bruce Knotts of the UU-United Nations Office, and Keith Kron, Transitions Director, who will lead a congregational workshop called Beyond Categorical Thinking. This workshop invites you to think outside the proverbial box about your new minister. We have had people attend District training on Youth leadership and pastoral care. We sent a full delegation to our Metro NY District meeting and anticipate a full slate of delegates for the UU Association General Assembly later this month. And of course the Search Committee will make great use of UUA resources in their search process.

Renewing its vision, strengthening its stewardship, preparing for new growth and new professional leadership, ready to embrace the future with anticipation and zest. Much work has been done to lay the groundwork for this task, particularly in the area of stewardship. There is much yet to do. This will be the focus of the work in the second year of the interim. In that spirit I want to call particular attention to two new programs started this year: Worship Associates and Pastoral Care Associates. Both are programs of shared ministry. They are based on a model of collaborative leadership between professional ministry, program staff, and lay leaders. Both the Worship Associates and Pastoral Care Associates went through an application and screen before being accepted for training. Both groups engage in ongoing training and continuing education. Both are working collaboratively with me on the core ministries of the congregation. I am grateful for the people in both groups who were willing to take the risk to try something new. You are already seeing the fruits of their work.

I am grateful to many people for the work they have done with me in this year of dramatic change. I want to particularly thank the members of the Board and Transition Team, and your wonderful staff.

Rev. Roberta Finkelstein, Interim Senior Minister

It has been another great year of growth and enrichment on the musical scene. The adult choirs are much in evidence: *Women's Choir*, the *Men's Choir*, *The Special Projects Choir*, the *Once & Again Folksingers*, and the *Chamber Choir*. This year has seen more participation in our services on the part of the youth choirs. The *Youth Choir* sang for the Family Thanksgiving service in November; presented a great Christmas Pageant; and sang several selections for the annual RE service and in addition, sang a new musical, *The Three Questions*. This is much more than singing one piece of music on occasional basis. Their increased participation has given them a sense of more involvement in the greater community. The *Teen Choir* sang for the Thanksgiving service, the Coming of Age service in January, the Youth service in March and for the May 18th service. Again, their increased participation in community events has given them a sense that they can contribute to the greater community which has led to greater satisfaction and forming roots here. The *Bell Choir*, under the able leadership of Debbie Handler, continues to offer beautiful selections at an occasional basis. The amount of diversity which they offer adds depth, meaning and complexity to our services and to the life of our community.

Some of our musical highlights have been the Christmas concert (Poulenc *Gloria*); the Spring service/concert (Britten *Rejoice in the Lamb*), the up-coming *Pete Seeger* service/concert (June 15th). Guest artists have been Marcella Calabi (soprano); Allison Waggener (soprano); David Connell (organist); Millette Alexander (pianist); Bill Bickford (guitar); Ruth Ahlers (sax); Eric Gribin (percussion); and Silvain Costellano (bass) who participated in the thrilling jazz service. Other musical events included the annual Christmas Carol sing-along; the voice classes led by Marcella Calabi; and the sight-singing classes.

On a more personal note, it has been a busy year. I have received a composition commission from the American Guild of Organists which has been completed and is scheduled to be premiered at their National Convention in Boston in late June. It has been a great honor and I am thrilled for the opportunity. Additionally, I was one of the presenters at the UU Metro New York District meeting on May 3rd in Morristown (NJ). Last July I also did a presentation for the UU Musician's Network annual Conference in Dallas.

We have been blessed with talent, dedication and energy. Our spiritual lives have been enriched for it. I am grateful.

Edward Thompson

Annual Report for the Director of Religious Education's Professional Goals

By Mary Collins 2013-14

My sincere gratitude and appreciation to Rev. Roberta Finkelstein for leading the way!

My overall goal for this year was to grow into the role of Director of Religious Education in a program-size congregation. This meant working on being the director/administrator of the program, thinking strategically, and casting a compelling vision for religious education.

In order to achieve these goals:

Learning about program-size congregation

- Weekly phone meetings with a mentor in another program sized church (a colleague in LREDA -Liberal Religious Education Association – my professional Association)
- Attended District colleague meetings monthly with workshops on: Multigenerational Worship, Pastoral Care with Rev. Rebecca Sala, Social Media & Technology with Tim Atkins, Church of the Larger Fellowship – Tech guy, Volunteer Management & Managing Difficult Relationships with Tracy Breneman (Professor of Conflict Management)
- Effective Staff Supervision workshop with Susan Beaumont
- Read several books about church and program size and supervision.
- Attending LREDA Fall Conference – Learned about Full Week Faith concept – that we should move to meet people and provide resources where they are during the week as well as on Sunday morning – as a whole community.

Re-conceived the RE Council and rebooted RE Registrations to happen in Spring vs. Sept.

- presented a Religious Education Structure to bring forth the philosophy and vision of Religious Education
- The Council as of May 1st consists of two co-chairs: Scott Bryce & Jerusha Vogel, and the following Circles of focus: Elementary (Pre-K to 5th) –Dan Marcus, Youth (6-12th) –Felicia Keeton, Teacher Support & Appreciation: Mary Ellen Keenan, Connections: Nancy Seligson
- Rev. Roberta and I have as a goal adding an ADULT circle into this council structure to have a staff presence reviewing and encouraging Adult continuing education.
- All members of the congregation may work on one of these circles to create a lifespan of learning opportunities (the possibilities are limited by our imagination)!
- High School Youth Leadership input on the RE Council present this Spring.

Supervised Religious Education Support Staff

- **Hired RE Assistant, Hayden Parker**, for 10 hours a week in December 2013. Her presence one day during the week to prep for Sunday, do administrative tasks, and her consistent presence on Sunday – greeting and substituting as needed have really helped our program and volunteers (and DRE's self care goal)!
- **Sarah Andrew, Nursery-Pre-K Teacher** – the goal in hiring Sarah last year was to provide a consistent presence and basic structure with young children (best practice to have that at this age). Another goal was to make explicit UU Principles, and connections to values in them. Utilizing a template including a chalice lighting (felt flames!) and the stories & background information from the UUA Pre-School Curriculum We Are Many, We Are One. Sarah creatively adapts the craft or activity to be well suited to Pre-K or a mixed aged group which can attend at times. Supervisory Meetings with her mid-year and scheduled for June.
- **Mary Curtsmith, YPD-** 16 hours a week. Mary worked hard to stay within her hours and get programming and communication done (She organized the Youth Service Opportunities Trip in Feb. 2014 by starting early)! Regular contact via phone, Skype, in person helped us communicate. See her annual report for details of a program rich with Spiritual, Social, & Service opportunities!

In Addition DRE:

- Co-led programming for colleagues -LREDA Retreat in the Fall,
- Presented magic and storytelling shows for Beardsley school's K, 1st, 2nd graders in the Spring.

Director of Membership Report

There is good news in membership! Last year, through the generosity of Ken and Jerusha Vogel, the Board of Trustees created a part-time (15 hours per week) Director of Membership position for 3 years. We are coming to the end of year two.

This year we have 40 new members, more new members than in any year of the past 10 years. After a decade of steady and declining membership we've turned that around. Both last year and this year membership has increased 3%.

I continue to meet one- to-one with people interested in our congregation because I believe that you do membership one- to-one, face to face, and that it's all about relationships, connection, and belonging. As a result, the Newcomer Orientations have been reduced from three sessions to one. The people who attend have had an individual meeting and a thorough conversation about this congregation and are often already connecting through music, RE, social justice, Neighborhood Circles, Small Group Ministry, and our other ministries even before becoming members.

There's a new Membership Committee that began meeting in February. Half of the committee is comprised of people who have come to this congregation in the past two years including the chairperson, Bob Welsh. It's an active, enthusiastic, and robust committee combining the experience of long-term members and the perspective of people of who have recently gone through the membership process.

There are quite a few young adults becoming members and we now have a Young Adult Group that's meeting and planning monthly events as part of our membership outreach and connection.

In addition to connecting new and prospective members with our various committees I work closely with our Neighborhood Circles, Stewardship Committee, and Pastoral Care Associates addressing the needs of our current members.

Next year look for the "Bring A Friend" Sunday service in October, increased membership visibility in the foyer, adult education offerings around topics such as our UU history and the meaning of covenant, and more new members!

David Vita, Director of Membership

Director of Social Justice

The part-time (25 hours a week) Director of Social Justice position began nine years ago. As I thought about that I took a look at my report for 2005-6 and compared it with this year's.

A number of committees have come and gone over the intervening years as particular issues have waxed and waned but this is what we worked on in 2013-14 that we weren't in October, 2005:

Advocates for Prevention of Gun Violence, Mercy Learning Center, KIVA/Microfinance, and Voices Café committees, Share the Plate, weekly collections for the CT Food Bank, REEL Justice Film series, Rainbow Task Force (was inactive until 2011), organized on-going advocacy in Hartford, Faith in Action e-newsletter, and coalition work with the Interfaith Council, CONECT, CT Against Gun Violence, Westport Domestic Violence Task Force, and Food Justice Coalition.

The role of the Director of Social Justice continues to be that of a multiplier effect:

- increasing awareness of and commitment to the social justice activities of the congregation;
- providing leadership, guidance, coordination, and support to our social justice efforts;
- mobilizing the congregation to engage in legislative advocacy;
- actively participating in community organizations giving voice to congregational values.

It's been another good year. Our Social Action Committees have grown in number and scope as you can see by reading their committee reports. And with your support The Unitarian Church in Westport continues to be a beacon for social justice changing lives within our congregation and in the world around us. Thank you.

David Vita, Director of Social Justice

REPORT OF THE CHAIR OF THE BOARD OF THE UNITARIAN CHURCH IN WESTPORT FOR THE 2013 – 2014 YEAR

As a Unitarian sage once said, “It was the best of times, it was the worst of times.” This past church year has been one of slow, tumultuous and emotional cultural transition.

From the sad and joyful farewell to Rev. Frank Hall, our beloved minister of 29 years, to the anxious but excited anticipation of welcoming our interim Minister Rev. Roberta Finkelstein -- to the budget short-fall, to selection of our Search Committee, it has been an emotional roller coaster.

Your Board has struggled with the formal move to policy-based governance. Significant but slow progress toward that end has been made. The Board’s first policy was to create the position of Head of Staff and appoint Rev. Roberta to that position.

The Board has also:

- created and posted our Board covenant of right relations; reconstituted and empowered our Human Relations committee;
- reaffirmed participation of the staff in the revised Unitarian Universalist Association’s (UUA) retirement plan;
- written policies regarding fund raising;
- authorized, with congregational approval, the purchase of a lift that will make our building more accessible for all congregants (the lift should be operational by Homecoming in the Fall);
- found funding for clerical support for our Director of Religious Education;
- started to read, study and implement Dan Hotchkiss’s book “Ministry and Governance”;
- consulted with UUA Director of Large Congregations, Stefan Jonasson, regarding church staffing (we are still awaiting his report).

Along with the Transition Team, the board met with Rev. Keith Kron, Transitions Director for the UUA, and with Rev. Craig Hirshberg, Metro District Ministerial Settlement Director, to learn more about the search process; nominated a search committee; held two town meetings to brainstorm ways to close the short fall in the annual appeal; implemented some of those fund raising proposals to arrive at a sustainable budget. All the while, we continued to give of our time, talent and treasure – the last by increasing our pledges an average of roughly 6%. On top of that, we collectively committed another \$2500.00 to help close the gap in the 2014-15 Annual Fund Drive.

The congregational culture is thick after 29 years of singular successful ministry. By definition, moving through that thickness in transition is difficult. The cultural

change necessary to be able to move into the future successfully has begun, but there is much work still to be done.

Over the year the board has been deeply concerned with the sense of mistrust, caused, in part, by our difficulty communicating clearly and openly with the congregation, and, in part, by our collective history. Every member of the Board took part in the grief and healing process. All Board members have taken part in one or more of the Transition Team's conversations. Over the year the Board has worked hard to dispel the perception of mistrust and replace it with one of trustworthiness.

We have attempted to be more transparent and clear in our communication and will continue to be so. All meetings are open and you are encouraged to attend. There is a place on the agenda at each meeting when you can speak to the board about any concern you might have, as long as your issue is not an item already on the agenda. The agenda and minutes are posted on the bulletin board in the Fellowship Room and on the web site. Democracy, citizenship, and congregational polity are participatory and not a spectator sport. We also plan to continue to have quarterly Town Meetings. At these meetings we will ask for your input on a question or concern that the board is considering. We will be there to listen, and no decisions will be made at these meetings.

A personal note to the present Board and to all with whom I have had the honor and privilege to serve: a deep heart-felt thank you for your commitment, comradeship and compassion. Please understand that all of our board members 'pay' to serve and it is a sacred honor to be given this opportunity. Finally, to you my fellow congregants, thank you for allowing me to serve this, our beloved community, during this difficult and exciting time of transition.

In Faith, Fellowship and Respect,
Randy Burnham

Chair of the Board of Trustees The Unitarian Church in Westport.

Business Administration & Operations

Having served as interim director of operations since November, 2013, I am pleased to offer this year's annual report on the congregation's administrative operations.

Administrative personnel provide both "front" and "back office" services for the congregation. They are the first points of contact for congregant and public inquiries, questions, and information requests. They form the operational "hub" of many critical activities that support and help sustain the congregation's efforts to fulfill its mission and vision. At the core of these activities are the correct implementation and completion of financial transactions and business processes, and the maintenance of the congregation's financial and business records.

Jan Braunle, administrative associate, works part-time to produce the weekly order of service, monthly Soundings, and other printed materials. For the past few months, Jan has also been exclusively responsible for the scheduling of both congregational and outside (rental) events, and managing reservations and requests for use of spaces within the church's facilities. Jan's outstanding skills in this area have helped generate a significant increase in revenue from facility rentals.

Our full-time sexton, Mike Roman, and part-time sexton assistant, Lilly Lopez, work to keep our facilities clean and in good order. The role of a sexton is far more than merely custodial. A sexton also needs to be part concierge and part customer service representative. Each meeting or event has a different room set-up requirement, and in our busy church, many events are scheduled within the same time frame, requiring maximum multi-tasking. Even under often stressful circumstances, both Mike and Lilly serve congregants and guests attentively and responsively.

Sue O'Meara, our accountant, serves the congregation as an independent contractor (rather than employee). Still, Sue is a key member of our administrative "team." She has made significant improvements in the promptness and accuracy of financial transactions and bookkeeping, as well as the timeliness and completeness of monthly reports to the Finance Committee. Many congregants have had opportunities to meet and interact with Sue, and find her to be always positive, courteous, and helpful.

My time as interim director of operations will come to a close in mid-August, when I will be relocating to the Boston area to begin studies at Andover Newton Theological School, in preparation for Unitarian Universalist ministry.

Working with Rev. Roberta and members the Human Resources Committee, the position description for a new director of operations is being updated, and recruiting of candidates for the position will begin the week of June 9. Our goal is to have someone in place by the first week of August. We are hoping the new hire and I will have a couple weeks of overlap so she/he is well-oriented and ready to "hit the ground running" upon my departure.

I close with a personal note: it has been a privilege to serve this congregation. My time at The Unitarian Church in Westport has given me opportunities to grow, to apply existing skills and learn new ones, and to meet and work with some of the finest people I have ever encountered. For this, I thank you.

In faithful service,
Greg Jones, Interim Director of Operations

BUILDINGS & GROUNDS

As in the past several years, we continued the approach of the chair concentrating on broad issues, major projects, and acting as a liaison with the congregation and Board of Trustees. John Carroll, Business Manager had supervised the day-to-day activities of the Sexton, Mike Roman, and part-time Sunday Sexton Lilly Lopez before leaving. His replacement Greg Jones, Interim Director of Operations, has not missed a step. The Chair, Business Manager/Interim Director of Operations and Sexton meet periodically to review objectives, work in progress and completed tasks. Mike and Lilly have done an excellent job keeping our buildings, inside and outside, in excellent condition.

Managing the building and grounds of TUCW is never without surprises. Just to mention a few that required unexpected expenses...the septic system failed and needed repairs and cleaning, tree work and removal was required for safety reasons and the underground power lines for the outdoor approach lights failed. Presently the committee is involved with the installation of a lift on the west side of the building and seeking help to solve what appears to be sky light leaks.

Again this year was an “oversubscribed” year of rentals at the church. In addition to the frequent use of the sanctuary for recitals, weddings, memorial services and public events, the Y’s Men of Westport met here weekly from September through May. The Y’s Women returned for a third year of using the church as its bi-weekly venue. Both organizations will return this September and provide a steady income stream for the church operating budget. Our premier renter, The Westport-Weston Cooperative Nursery School continues to experience challenging enrollments. Discussions will soon begin to renew our lease with them for this upcoming school year while both organizations continue to evaluate the situation, financials, and future viability.

Many thanks to the people who volunteered for our Annual Spring Cleanup, in particular the SMG. It makes a difference! Mike does a great job overseeing the assignments, and arranging for a pleasant sunny day. I would love to see this annual project oversubscribed with volunteers so we can make a very substantial difference in the grounds. It also saves us having to bring in our landscaping contractor.

Lastly, allow me to welcome recent new members to the B&G Committee, Betsy Wacker, Eric Gribin and Ralph Tartaglione...their professionalism is needed and work is appreciated.

Respectfully Submitted,

Charles “Chuck” Colletti, Chair of B&G Committee

Membership Committee Report

The Membership Committee seeks to sustain and grow TUCW's membership by actively welcoming first-time visitors, creating "on-ramps to membership" for longtime visitors and former members, and increasing awareness of TUCW, its mission, and its values within the larger community.

At our first meeting in February, 2014 we started by discussing the experience of a first-time visitor to TUCW, aided by the perspective of several committee members who first visited in 2013. How can we create a more welcoming atmosphere so that first-time visitors feel valued, connect with the congregation, and return? The committee decided to begin utilizing yellow visitor mugs and re-institute a Welcome Table. We also endorsed a proposal to provide complimentary soup to first-time visitors, and will continue to look for new ways to improve the experience of new visitors at TUCW.

As we work to create a more welcoming atmosphere inside the Church, we also need to work outside the Church to increase the broader community's awareness of our congregation and of Unitarian Universalism in general. To that end, in the upcoming year we will be working towards increased outreach, which could include new literature, press releases, use of social media, events in the community, internet advertising, and more. Lastly, we want to make sure that the many non-members who attend non-worship events at TUCW are exposed to a clear message which stimulates interest in our congregation and Unitarian Universalism.

We are hopeful that the entire congregation will participate in our "Bring a Friend Day" outreach event planned for our October 5 Sunday services. Congregants will be encouraged to bring a friend to the services, which will be followed by brunch. Rev. Roberta's sermon that day will serve as an introduction to Unitarian Universalism, this community, and our values. A sustained effort in advance of the event will be required to maximize the number of congregants who bring friends.

Growing as a congregation requires that we add new members while retaining existing members. Therefore the other side of the membership coin is keeping in touch with our existing members. In the coming year we hope to attract additional membership volunteers so that we can treat member retention with the same importance as new member acquisition.

Membership Committee Chairperson, Bob Welsh

2014 Annual Report of the Memorial Garden Committee

The Memorial Garden receives no funds from the annual Church budget, but this report is submitted for information to the congregation at its annual meeting.

The Memorial Garden is an integral part of the church community and the voluntary members of the Memorial Garden Committee feel a strong fiduciary responsibility to those memorialized in the garden and to those who have reserved spaces for themselves. More than 325 sites are utilized or are reserved by members of the congregation.

The committee's primary responsibility is to maintain and preserve a dignified and serene atmosphere appropriate to the purposes of the garden.

A major renovation was made in 2008-2009 with new stone walls, pathways, an entrance patio and many new plantings. In 2009 and 2010 tree work and further plantings were made. Starting in the summer of 2013, another major renovation was begun. Work included:

- A new 25 foot stone wall at the north side of the garden was completed
- A new area was created and opened up for future use including a new stone path, a new permanent hand railing and landscaping and tree trimming
- The project was completed this spring.

The memorial Garden is self-financing through fees to those reserving a site in the Garden. In addition, the committee has received generous gifts for major capital improvements. No funds were requested from the Endowment.

At the end of the fiscal year 2013-2014, the memorial garden finances were as follows:

Prior Year Balance of funds available (June 2013)		\$33,887.99
Funds received		
Site reservations	\$4,400.00	
Gifts	\$ 400.00	\$38,677.99
Expenses incurred		
Construction	\$29,140.00	
Bates Mon.	\$ 701.75	\$29,841.75
Balance May 30, 2014		\$ 8,846.24

Respectfully submitted

Neil Coleman, chair, Hazen Goddard, Larry Kastriner, David Thompson, Marion Wertheim

Music Committee Report

It is the mission of the Music Committee to support the work of the Minister of Music and the music programs of the church and to promote community through music.

During the 2013-14 Church year, the music committee sponsored two Sunday soup sales in order to raise money for vocal scholarships for choir members. Ed Thompson is committed to the continued growth of the choir members and these vocal scholarships provide the opportunity for those who might not otherwise be able, to participate in the vocal classes Marcella Calabi offers at the church.

In October, the committee hosted a cabaret in which many members of the congregation shared their talents. It was an enjoyable evening of music, poetry and friendship.

Another cabaret was co-sponsored in March by the music committee and the stewardship committee in celebration of our 65th anniversary.

Also in March, we held our first annual Choir Sing-a-Long and Potluck Dinner. Members of the Women's Choir, Men's Choir, Once & Again Folksingers, Special Projects Choir, Chamber Choir and Bell Choir all came together for the joy of singing together in a social setting.

On May 4th we presented Peter Castaldi, baritone and Ed Thompson, piano in a spectacular concert entitled, Songs that Won Our Hearts. It was an amazing afternoon of beautiful songs that spanned hundreds of years and included various genres. We were very excited and honored to be able to present this concert. Music enriches our lives and we look forward to continued opportunities to share music with the congregation and the community at large.

Debbie Handler, Music Committee Chair

Jenny Klein

Nancy Lack

Ginny Levin

Diane Moller

Chris Place

Peg Ulrich

STATUS OF TUCW NEIGHBORHOOD CIRCLES EFFORT

May 30, 2014

Prepared by Jim Francek

Our initial effort at creating Neighborhood Circles in September 2009 was to increase personal connections and extend care to congregants of TUCW within twenty-four defined geographical circles. We live in a paradoxical "disconnected" world. On the one hand we are connected with many electronic forms of instant communication and at the same time travel at the speed of light struggling to maintain personal connections. The first goal of our neighborhood circles is to facilitate the attainment of this "connection". Out of this experience of gathering a sense of caring for one another emerges naturally.

As with everything some parts of our experience work and others have found not to. For various reasons we have had to merge some geographical circles to maintain participation at a reasonable level and some circles have moved into an inactive column. About half of the original circles are still actively meeting in a range of frequency from quarterly, bi-monthly and monthly basis. Those that have continued to meet report an increased sense of belonging with many congregants they would never have known previously. These gatherings take place in their homes, sometimes our meetinghouse, local parks, libraries, and restaurants. Often they gather around social occasions like VOICES CAFÉ or other community events.

A critical factor of the life our Neighborhood Circles is the role of the Neighborhood Circle Facilitator. Many of those still in active roles have been in these positions since our initiation. Their dedication, enthusiasm and focus keep this effort alive and well. Many have moved from these roles because of life changes and other demands on their lives.

We are now in a position of reformulating the leadership and structure of our Neighborhood Circles. We invite those congregants who enjoy facilitating gatherings to contact us about leadership roles in this effort. Connection is an essential element of being a congregation. As a result of connecting, we have found that these groupings of folks have been instrumental in extending critical care to families as they go through loss, unexpected health crisis or simply offering a ride to services on Sunday. But most of all... they are fun filled adventures in getting to know one another as we journey this earthly walk as UUs.

2014 Annual Meeting Report for the Nominating and Leadership Development Committee

The NLDC developed a slate of candidates to fill vacancies on the Auditing, Endowment, NLDC Committees, and the Board of Trustees. The NLDC was unable to find an interested and qualified candidate for one position on the Auditing Committee. This will be addressed as soon as possible via Board of Trustees appointment.

In addition to nominations activities, we promoted and supported three leadership related Ministers Forums. These events were attended by anywhere from 12 to 30 people and spawned good discussions on various aspects of leadership, including how leadership can be part of a spiritual practice, and how to run a meeting consistent with our UU Values. Since it hasn't been very long since the congregation added the Leadership Development mandate to the Nominating Committee, a good share of our monthly meetings was spent discussing what leadership is, and planning how to foster leadership within our congregation that is inclusive, is well-supported, and is suited to the interests and skills of the people leading. We outlined several areas that would help the work of the NLDC in the future, including

- Storing information about what congregational activities people have participated in and their skills and interests,

- Communicating with leaders and aspiring leaders about volunteer opportunities and leadership related topics

- Promoting and hosting events that build leadership skills

We hope to have laid a framework that can be built upon by future NLDC groups.

Carrie McEvoy (Chair), Luke Garvey, Dave Caplan, Joanne Coviello and Anita Pfluger

Odyssey Adult Education Annual Report

The Odyssey Adult Education program was able to offer a series of Minister's Forums with Reverend Finkelstein this year. Some of the sessions were well-attended, others not so much. A scheduled offering from Rev. Haffner was cancelled due to lack of interest. This follows the pattern we've seen over the past few years of faltering attendance at our offerings. This is not a new phenomenon, over half our classes were cancelled or curtailed in previous years, even Frank Hall cut his popular Build Your Own Theology class from six sessions to four because of poor attendance. This is disheartening to our teachers and wearing on our committee members. Our committee has consisted of only the same three members (Michael Field, Melanie Wyler and myself) over most of the last three years, and we haven't been able to attract new help.

I have resigned as chair of this committee as of this month, and the other members of the committee are pursuing other interests in the church. Roberta and Mary Collins are considering a plan for Adult Education for next year, but the Odyssey Committee is no longer functioning.

Respectfully submitted,

William McEvoy



Report to TUCW-BOT - Pastoral Care Effort

May 16, 2014

Background: Within the history of TUCW pastoral care has been extended to our congregation in a variety of ways. Our former senior minister was very pastorally oriented and managed a great deal of those situations as they surfaced. He was joined by a number of congregants over the years with a care committee of 6-8 individuals and more recently with the Neighborhood Circles effort. In late May of 2013, Randy Burnham having been told that the interim minister would be more focused more on the administrative and organizational changes of the congregation and less on their pastoral needs asked me to look into ways to bolster our pastoral care efforts. Meetings with Rev. Nancy Anderson, Director of Spiritual Care at Bridgeport Hospital and Lynn Kobsa (congregant & VP at Bridgeport Hospital) set in motion a number of meetings that resulted in our current Pastoral Care effort that now has 19 congregants who have gone through twenty hours of education preparing them to attend to our congregants in a caring, sensitive and professional manner. This education led to a commissioning ceremony in early February 2014 that officially installed these individuals as identified extensions of the ministry of pastoral care as held by our interim minister. The mission and covenant of our TUCW pastoral care effort are:

Mission: In the spirit of our first UU principle, "to affirm the inherent worth and dignity of every person", we strive to convey in manners dependable, inclusive and discreet a ministry of hope and caring so that no member of our congregation need be alone.

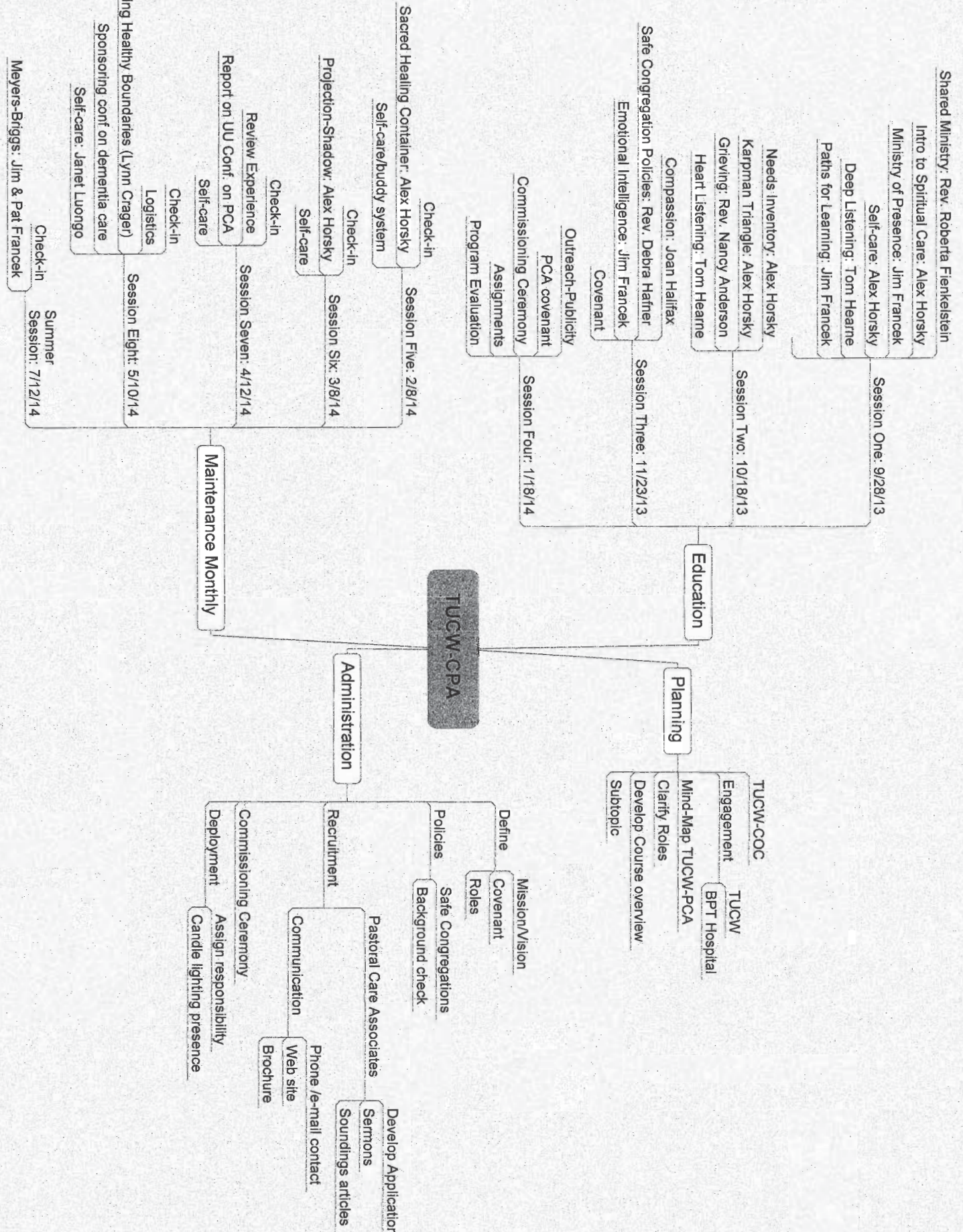
Covenant: We covenant to the congregation of The Unitarian Church in Westport to work with our ministers, religious education director, the social justice director, our community network, and the facilitators of our neighborhood circles in a continuing process to cherish and care for all members of our church community.

Through a team effort of Tom Hearne, Suzan Converse, Alex Horsky, Rev. Roberta Finkelstein and myself we have created easy pathways (phone, email, brochure & candle-lighting presence) for individuals and family's to seek assistance. Since the launching of this effort in February we have been engaged with over two dozen individuals or family's as they were faced with the loss of a loved one, serious health issues, isolation, family issues, dementia or other personal issues. We meet on a monthly basis to continue our education, learn from our experience and support each other in this work. Much to our joy, our interim minister has been actively involved in bringing her experience and expertise to this work and assisting by her ministerial midwifery of a healthy congregation.

Please look at the considerable effort captured on the attached document.

Respectfully submitted:

Jim Francek, Coach for Pastoral Care



PARTNER CHURCH COMMITTEE

This committee facilitates Westport's partnership with the Unitarian Church in Alsóboldogfalva, in the Transylvanian region of Romania where Unitarianism has roots dating back to 1568.

During February of this church year, the Partner Church Committee worked with Reverend Roberta Finkelstein to present two services:

- Reverend Roberta spoke of the history of Unitarianism in Transylvania and the need to build bridges between our communities.
- Cheryl Paul talked of the importance of making a pilgrimage to our partner church.
- Jane Sherman gave a personal account of traveling to Alsóboldogfalva and what the partnership has meant to her.
- Rev. Ed Thompson provided Hungarian music sung by the men's and women's choirs.

The partner church movement began 20 years ago in Transylvania, when the brutal persecution of religious minorities under the Ceausescu regime was just ending. Rev. Frank Hall signed up Westport and we've continued to cultivate this relationship based on shared values and interests.

As always, we thank you for your support, and we welcome your ideas and participation.

Cheryl Paul (chair), Jane Sherman, Lindy Hennessy, Erik Paul, and friends

RELIGIOUS EDUCATION (RE) MINISTRY

Annual Report for *2013-2014* by Mary B. Collins, D.R.E.

My deep appreciation for the following people who participated in Religious Education (RE)

Leadership this year:

Chair: Jerusha Vogel and brain trust advisor: Laura Steinbrecher

Youth Circle: Anne Khanna - & Felicia Keeton for organizing the Boston Heritage Trip

Curriculum: Carol Seiple & Sheila Ward (wrote Immigration Curriculum)

and Monica Garrison (collaborated and organized the Mitten Project)

Multigenerational Events- Screech & Hoot (live owls!) and Gingerbread Houses & Caroling Event organization: Mary Elizabeth Peterson

Chinese New Year Event: Hayden Parker, RE Assistant

And to our Entire Staff as well as my RE Support staff:

Mary Curtsmith, Youth Program Director , Sarah Andrew, Nursery & Pre-K Teacher, Hayden Parker, RE Assistant - hired December 2013 have all made our program run better because of their presence!

An RE Council Re-boot occurred this spring. Our leadership going into 2014-15:

Co-Chairs: Scott Bryce & Jerusha Vogel

Elementary Circle (Pre-K-5th) Dan Marcus

Youth Circle (6-12th gr) Felicia Keeton

Teacher Support & Appreciation: Mary Ellen Keenan

Connections Circle: Nancy Seligson

By September I hope, with Rev. Roberta's support, to add to the RE Council an *Adult Education Circle* since learning is life-long.

The Numbers:

The transition after a long time minister can bring changes in attendance and that impacts Religious Education and I see that this year. My hiring two other part time staff.

- 273 unique individuals visited our R.E. programming (Ages ranged from Nursery - 12th grade) during the period from September 2013 through May 2014.
- 92 children & youth <- weekly average of Sunday morning attendance. (10 less than last year)
- 120 Families and 208 children and youth are REGULARLY ATTENDING, but just 64 families and 119 children and youth OFFICIALLY REGISTERED (filled in our online Registration form -with our Last registration rec'd Nov. 15th 2013)

NOTE: To get to 100 % registered in 2014-2015 (required permission to participate) and to properly assess how many classes, volunteers we expect and the right rooms & resource allocations - RE Registration started in the Spring for next year!

- 104 people volunteered in Religious Education Ministry (from Nursery - 12th grade) THANK YOU to all who participated in R.E. Ministry! It really does take a village.
- NOTE: Sarah Andrew in the Nursery-Pre-K position was here for the full year, and Hayden Parker RE Assistant since December 2013 lessened the number of volunteers needed from last year (when we had 144 people who volunteered in RE).

Details by Group:

In an effort to integrate all ages together on a Sunday morning:

- Once a month, K-6th graders began in the Sanctuary for a story with the entire congregation, including Child Dedications,
- K-12th graders participated for the entire or at least half of eight services in the Sanctuary for: Homecoming, Thanksgiving, Christmas Eve Pageant, Coming of Age & Youth Services, Easter, The Three Questions Musical, Flower Service - and on June 1st "RE Sunday"

Nursery -Pre-K - Sarah Andrew provided consistent teaching for this age group with the help of second adults per our Safe congregation Policy. The topics covered and story books used were from We Are Many, We Are One: A UU Preschool Curriculum by Colleen McDonald. Sarah added so much in creativity!

K-6th gr Social Actions projects:

Fall: The Mitten Project - We recycled 100 % wool sweaters from the congregation, felted and cut and sewed them into mittens for children at Beardsley School

Spring: Immigration - to encourage the 1st Principle: Each Person is Important and to promote empathy, kindness, awareness of the challenges immigrants have faced over our history and that we all come from immigrants

Mercy Learning Center - collected food and made fringed fleece blankets for them

Easter - *Cat & Dog food Hunt for Westport Humane Society* (109 cans & 5 lbs dry cat food, 27 cans & 17.5 lbs dry dog food collected and delivered)!

Beardsley School Summer Care Packages will close out the year

Children's Chapel Donations: \$ 862.39 - will be "Share the Plate" with half going toward the stewardship of this congregation and the other half was voted upon on May 18th 2014 (options were: KIVA, Beardsley, Mercy Learning). The vote results on May 18th 2014 - to KIVA! A follow up vote for which KIVA participant(s) will be held in early June.

K-4 "World of New Friends" - We adapted lessons from this curriculum to introduce World Religions to this age group: basic information about the religion and a holiday or custom associated with it.

5th& 6th grade -Bibleodeon by Richard & Tirrell Kimball curriculum covered Jewish & Christian Bible figure as well as Social Action and

7th graders -Neighboring Faiths curriculum- the group met at (or had a visitor from) twelve faith communities.

8th grade *Our Whole Lives* (OWL) - September to March - This year, we had TWO OWL groups . Next year we anticipate needing *one* 8th Grade OWL Groups for the upcoming group.

A HUGE Thank you to: Linda Hudson & Paul Bluestein, Kristen Leddy & Robert Smith and David Emberly and Lynda Bluestein who led the Parent's group. Thanks to Trina Wong who helped communications between families.

8th grade *Coming of Age* (CoA) - Spring 2014

- The group had a UU history session with Denny Davidoff
- April 24-26 Boston Heritage Trip with myself, Randy Burnham, Linda Hudson, Jerusha Vogel, Rob Laug and Felicia Keeton ! THANK Felicia for organizing this trip.

9th grade Coming of Age (CoA Fall 2014) -

- **Bob & Julie Fatherley** helped organize outdoor service work - at both the Meditation Garden and Eno Marsh, in Westport
- **Amy Nonnenmacher** who helped in communications for this group.

Maria Mendoza Smith and **Cal Wacker** that helped prepare for the CoA service in January and spent many hours talking about 2014 Coming of Age even better.

And many people helped them talk about a variety of topics from [the Gospel According to the Simpsons](#)

Youth Group - I applaud **Mary Curtsmith** for a job well done as Youth Program Director! For details - see Mary Curtsmith's report.

2013-2014 Annual Report by Youth Program Director (YPD), Mary Curtsmith

Youth Group for 9-12th graders met this year 11:00 AM to 12:30 pm. The usual session format included: Check-in, Announcements, Worship – including candle-lighting. The program topics adapted as the year progressed to best meet the needs and interests of the youth attending with in a balanced youth program.

- Unique participants on our attendance sheets : 41 (roughly 6-11 guests)
- Average class size: 21
- Range of teen attendance on individual sessions: 14-32,
- 6 Advisors: Jim Cooper, Elizabeth Field, Carl Serbell, Laura Steinbrecher, Arnela Ten Meer, Rainy Broomfield
- Youth Group Facebook Page consists of 53 youth, 5 advisors, 1 YPD, DRE.

The Facebook page was a useful tool for communications and connections between members.

Email was also sent to advisors, parents, and youth with updates and announcements on our programming which are listed below:

Service to Community

- The Youth Room renovated and updated Summer 2013.
- Youth Room “7 Principles Mural” by Douglas McDonald Summer 2013.
- Planted flowers in front of Meeting House in September 2013.
- “Service and Social Lock-in” was held in November of 2013 with 27 youth in attendance. (Made soup, organize Halloween children chapel.)
- Soup fundraisers were held in Fall/Winter 2013. & Wreath Sales in Dec. 2013.
- Youth Service Trip (YSOP) to New York City in Feb. 2013 (24 youth attending).
- Camp Jewell Retreat weekend took place in May had participation of 28.

Youth Led programming

- “On Kenya” (Nicole Khanna, Tess Sandler, Morgan Leddy) in October 2013.
- “Welcoming Coming of Age grads” in January of 2014.
- “LGBTQ Understanding and Clarification” (Douglas McDoanld) in Jan. 2014.
- Youth-Led Service in the Sanctuary “Bridging the Generation Gap” March 2014.
- “Composting and Gardening” Youth Led (Fiona McElroy) Earth Day Service in April 2014.

Social

- “Youth Group Kick-Off” in September of 2013 with 52 youth/adults in attendance.
- “Social and Service Lock-in” was held in November 2014.
- A community “Yankee Swap” was held in December 2013.
- Youth Group and Parent Potluck was held in March 2014.
- Youth Group BBQ (youth groupers, family, alumni) May 18 2014.

Spiritual

- “Time Capsule” personal goals meeting held September 2013.
- “Existentialism and Meaning” Fireside chat was held in November of 2013.
- “That’s So Gay and It’s Okay” Workshop hosted by Rainbow Task Force held in March 2014.
- A Native American Pipe Circle with Jim Francek in April 2013.
- Bridging Ceremony for graduating seniors May 18 2014

Other Youth Group Sunday Program Topics Included:

Global and Personal Economics • Decision Making and Choices • Kant, Aristotle, Mill: Consequentialism vs. Deontology • Kierkegaard, Nietzsche, and Camus: Existentialism • Bring a Friend to Youth Group • Yankee Swap (Holiday Party) • LGBTQ Education by Debra Haffner • Homecoming and Getting to know each other • Camp Jewell Worship Planning • "That's So Gay" Workshop by Jami Patterson and Arnela Ten Meer • Artwork for KIVA Mother's Day cards with Julie Kennedy • Cosmology and Meaning

Thank you so much for an amazing year!

Safe Congregations Committee Report
Submitted on behalf of the committee by Rev. Debra Haffner

The Safe Congregations Committee updated the safe congregations policies during the year to bring it into best practice and address the new pastoral care team members. Debra Haffner offered training to the Pastoral Care Associates on safety issues. One member of the congregation continues on a signed limited access agreement, which was updated with the new interim minister in 2014.

The revised Safe Congregation Policy appears on the pages immediately following this page.

The Unitarian Church in Westport Safe Congregation Practices and Policies

Revised Spring 2014

TUCW will have a standing safe congregations committee, which will include one of the TUCW ministers, the Director of Religious Education (DRE), a member of the Board of Trustees, and at least two members of the congregation appointed by the chair of the committee. The congregation will be advised annually of the members of the committee. The names of the committee will appear in the newsletter, Soundings and on the website.

Any person in the congregation who has a concern or knowledge of sexual abuse or sexual harassment involving a congregant or staff member of TUCW is urged to contact a member of the safe congregations committee.

All staff will have CT background checks on file. All new staff hiring will be subject to CT background checks and completion of the screening form. Background checks will be the responsibility of the Business Manager. New hires will be contingent upon clean reports about sexual offenses.

All adult RE teachers will complete the screening form and sign the ethics policy before they begin teaching. All adults who provide services to children in pre-K and nursery classes will have background checks. Other background checks will be done as needed.

Minors who work in RE must attend an education session on child abuse prevention and sign the ethics form. Each year, the DRE will compile a list of youth who are approved to babysit at TUCW functions. All approved babysitters will also attend a session on child abuse prevention, sign the ethics form and complete a screening form. Only babysitters on the approved list will be paid by TUCW. Babysitters will also be encouraged to take a community babysitting course (*i.e. Red Cross*).

Only approved babysitters can babysit.

Training in sexual abuse prevention will be held each year for RE volunteers.

Volunteers for the RE program must attend TUCW for at least one year prior to their RE service, unless prior experience and recommendations allow the DRE in Consultation with the chair of the safe congregations committee to determine otherwise.

A workshop for adults on child sexual abuse prevention will be held every two years.

Information for children on child sexual abuse prevention will be included in K-2 and 5-6 OWL classes. Information will be included in the 8th grade OWL program and at least every other year in high school.

At all church activities with youth under age 18 (classroom, worship, children and teen choir, youth group, youth outing etc.) there will be two unrelated adults present. There will be two teachers in all RE classrooms at all times; this may necessitate a parent volunteer staying if one of the adult teachers is not present.

The DRE will rotate through all classes during Sunday mornings.

Pastoral Care Associates will receive annual training on abuse prevention. All pastoral care associates will have Connecticut background checks (criminal and financial) at the start of their service and on a biannual basis. Any person with a history of criminal offenses, including but not limited to sexual offenses, will not be able to serve as a pastoral care associate. Persons who are found to have significant financial issues will be asked to discuss their situation with the senior minister and will be assessed individually about potential limitations on service.

All drivers to RE activities and pastoral care associates must provide copies of driver's licenses and insurance. Two unrelated adults must be in any car transporting unrelated minors. If this is not possible, there will be at least two unrelated children in a single driver's car, and rest stops will be coordinated with other drivers.

It is expected that members of the congregation, staff, renters or any other adults using the building or potential members/participants with a history or active accusation of sexual misconduct/abuse/sexual offense, will make that history or accusation known to one of the congregation ministers, who will follow the procedures below:

Any person *accused* of a sexual offense of any kind will be placed on a limited access agreement* without prejudice. The safe congregations committee will be convened within 10 days of such a person being made known to the minister, the DRE, or any member of the Safe Congregations Committee to develop the agreement (which may be subsequently revised upon more information). The limited access agreement will remain in effect until all charges are dropped or confirmed (in which case see below.) Persons will not continue to attend or participate in any programs or services of TUCW until a limited access agreement is drawn up.

Any person *convicted* of a sexual offense or with a history of known sexual offenses will be placed on a limited access agreement without prejudice.

The safe congregations committee will be convened within 10 days of such a person being made known to the minister, the DRE, or any member of the safe congregations committee in order to develop the limited access agreement. This will be done upon consultation with the person's parole officer and/or treatment provider so it may be determined that they can safely participate in the adult life of the congregation.

Any person accused, convicted, or with a history of known sex offenses who will not sign the limited access agreement will be denied access to any programs or services at TUCW.

For further procedures on responding to a person accused, convicted, or with a history of known sex offenses; TUCW will follow the procedures outlined in Balancing Acts.

*The template for a limited access agreement can be found at <http://www.uua.org/leaders/leaderslibrary/balancingacts/index.shtml>

These procedures will be posted on the TUCW web site and will be conveyed at the annual meeting. All procedures will be presented in the annual report to the congregation, including notice of the number of persons currently attending TUCW who have signed a limited access agreement. All procedures will be reviewed annually by the safe congregations committee and shared with all RE volunteers.

Senior Group Annual Report

The Senior Group began the year by inviting all adults to a luncheon meeting, an event that nearly doubled our membership, although not all members have good attendance records.

Other highlights of 2013-2014 included:

- A discussion and report to the search committee of what we regard as desirable qualities and interests it should look for in a new settled minister;
- A report by Denny Davidoff and Marion Wertheim on what they observed being taught in Unitarian Universalist seminaries these days;
- A sneak preview of plans to install a hydraulic lift to ease access to our building, a plan we overwhelmingly endorsed;
- A reminiscence by Barbara Kelley of spending the first five years of her marriage in Brazil, which inspired other members to recall their trips to Brazil;
- A summer picnic on the banks of the Mill River; and
- Our own exchange of views in the current debate over where we'd like to have the new settled minister rank on the spiritual/humanist spectrum.

The low point of the year was having our December holiday party snowed out. ***Twice!***

Robert Comstock

SHAWL MINISTRY

Members of the Shawl Ministry knit or crochet shawls that are given to individuals as a tangible expression of shared joy or concern. Meetings are held every other Friday afternoon in the Meeting House from September through June. A chalice lighting is followed by silent knitting with music. During this time latecomers enter into our circle quietly and join in our centering. A reading then transitions us into contemplative conversation as we continue with our knitting. The closing of each session includes a group blessing of all shawls being worked on.

This year 12 shawls have been presented to members of our congregation and community, including one that was sent to Rozalia Vida, the new minister of our Partner Church in Alsoboldogfalva, Transylvania. A total of 278 shawls have been given away since January 2006. We also knitted 46 scarves for two kindergarten classes at Beardsley School in Bridgeport, as requested by their teachers. Customized hats were given with each scarf to keep outside recess a warm activity during the past long and cold winter. Additional outreach included knitting 8 blankets for newborn babies of students at Mercy Learning Center in Bridgeport.

We continue to make micro loans through Kiva.org and currently have active loans to 30 women starting up their own enterprises. A total of 240 individual loans have been made since January 2007.

Jan Braunle

Small Group Ministry Program Report for 2013-2014

Records indicated that there were 130 participants in the Small Group Ministry program in 15 groups. Each group met one time per month for two hours at the church or offsite under the guidance of a facilitator.

The facilitators met at the church one time per month for two hours under the guidance of the interim minister, Roberta Finkelstein.

An "inspiration Committee," consisting of SGM members developed monthly programs. A "Renewal Committee" also consisting of SGM members was responsible for membership, and the Steering Committee that oversees the entire program met twice with Roberta and plans to meet once more before the end of the church year.

The SGM conducted model sessions after an 11 o'clock service in September to help introduce members to the program. SGM members participated in the spring clean up in April.

We did not have any expenditures this church year. We are planning to invite Unitarian-Universalist minister M'ellen Kennedy to present to the Facilitators next September. Her fee (I think) for a half day will be \$250.

Sincerely,
Steven Rosenberg
Member, Steering Committee.

SOCIAL JUSTICE 2013-2014

Advocacy: Advocacy continued to be an important part of our social justice program. We have congregants in 25 (out of 151) State Representative's districts and 7 (out of 36) State Senate districts.

Advocates for Prevention of Gun Violence: The committee changed its name from "Gun Control Committee" and adopted the following Mission Statement: We are a Fairfield County grassroots committee organized to educate, advocate, and apply corporate pressure to end gun violence.

We began the year with a presentation by Lisa Labella, Director of Community Advocacy & Outreach of CAGV who provided us with an update on what the new CT law does, what still needs to be done, and how we can impact the national agenda.

We also met with Matt McDermott of CONECT to discuss potential collaborative efforts regarding coordinating the buying power of local police forces to influence gun manufacturers.

A reading and book discussion of GUN GUYS by Dan Baum was led by Amy Pines, member of the Board of CT Against Gun Violence followed by a skype conversation with Dan Baum (from France).

Committee member Ann Lundberg has been speaking with Connecticut State Treasurer Denise Nappier about the use of divestiture of state pension funds from gun manufacturers as a way to encourage them to comply with The Sandy Hook Principles.

We have begun exploring how to work with Project Longevity, a violence reduction program in Bridgeport.

On the legislative front, we encouraged members of the congregation to contact their state representatives on several occasions during the year to resist an organized push-back to overturn last year's landmark gun safety legislation.

We are in regular contact with the Brady Campaign to Prevent Gun Violence, with the Newtown Action Alliance, and with Westchester United, whose 25 February event we attended together with members from many other Westchester and Connecticut places of worship.

Marjolijn de Jager

Beardsley School Committee: In addition to our primary goal of providing tutors, mentors and readers for the children in K-6 at Beardsley, our committee added the library as a priority project where we painted and re-organized the space, processed and catalogued a backlog of new books, checked books in and out, created book bins for

teachers, conducted a book fair and recruited seven new regular volunteers.

After a campaign to recruit new tutors, we signed on twelve new volunteers in addition to our regular classroom tutors and readers. We enjoyed full participation in both the Bridgeport City-Wide Read Aloud Day and the UU Read Aloud-Teacher Appreciation Day at which students, teachers, and readers alike had a great time.

Two Beardsley students were placed in the Horizons Program at Greens Farms Academy.

Throughout the year, congregants were introduced to Beardsley teachers and volunteers through our ongoing "Teacher Feature" in Soundings; and at our annual potluck supper, teachers and volunteers enjoyed some time together to share stories and relax.

Our Angel Tree continues to provide basic school supplies to teachers who would otherwise buy them out of their own pockets. With new fund raising efforts, we have also been able to procure copious additional school supplies via local stores and have some exciting grant possibilities for next year.

Just before Christmas, we helped a Beardsley family who lost their home to fire by supplying them with household goods and badly needed funds to help restore their lives to normalcy. The Shawl Ministry provided scarves and mittens to the Kindergarten and Felicity Medinger organized another Secret Santa for families most in need at Christmastime.

With the help of RE and the congregation, a selected group of children in need will receive bags of goods collected for their use over the summer; and once again, generous donations from our congregants and the church this spring have made field trips possible by paying for bus expenses.

The Beardsley Committee is grateful to all who have contributed to Beardsley School this year and would like to take this opportunity to say thank you for supporting our adopted school once again.

Mary Beth Mollica

Coalitions: We continued to work with the Westport/Weston Interfaith Council, the Bridgeport Child Advocacy Coalition (BCAC), TEAM Westport (standing for Together Effectively Achieving Multiculturalism), CONECT (congregation based community organization), Triangle Community Center, and CT Against Gun Violence. This year we began working with the Westport Domestic Violence Task Force and the Food Justice Coalition.

Faith in Action: The Social Justice e-mail is the most important communication tool that we have for providing the congregation with information on our events, advocacy, action alerts, committee meetings, and other announcements.

Mercy Learning Center Committee: A new Committee was formed to support Mercy Learning Center (MLC) to raise the visibility of MLC within the church community and to provide avenues for the congregation to support this worthy organization.

Mercy Learning Center is a women's literacy center that endeavors to break the cycle of under-education and poverty in a compassionate and holistic environment. Mercy provides education for more than 850 women and 160 of their infant to pre-K children, along with numerous support services.

During the year numerous members of the congregation became volunteer tutors devoting four hours per week to provide individualized education to Mercy's women. Others have volunteered in additional ways including providing psychological therapy to Mercy students and serving on MLC's Board. We delivered approximately 5000 diapers for MLC's diaper bank and approximately \$2,000 for food cards that are provided to Mercy's women who need help putting fresh food on their families' tables. Also, Religious Education sponsored an activity to make blankets for Mercy's nursery and to collect food for the pantry. Finally, the Shawl Ministry has been working on baby blankets for Mercy's new mothers.

Mercy Learning Center is very gratefully for the broad and meaningful support of this congregation. Many thanks to all who have contributed in so many ways.

Sharon Poole Bittenbender

Microfinance/KIVA: This is the fifth year of the microfinance/KIVA committee at The Unitarian Church in Westport. To date, we have loaned a total of more than \$31,000 to close to 800 people in 59 countries.

Our goal remains to lend primarily to women and to extend our reach into as many geographic areas as possible. We elect to make loans primarily to women because they tend to use the proceeds of their businesses to pay the school fees for their children and to feed their families.

This year we added India, Lebanon, South Sudan, and Iraq to the growing list of countries where we make loans.

As in previous years, we held card sales on Mother's Day and Christmas to raise funds to support the struggling entrepreneurs around the world. These annual card sales remain the source of most of our fundraising and we allocate the majority of our profits toward making more KIVA loans and a small fraction toward supporting KIVA the organization.

Once again we engaged the youth in the RE program to help design our cards, which creates beautiful cards and also teaches the youth about KIVA and what microfinance does for the developing world. The 5th/6th grade group have their own KIVA fund and they, as well as the Youth Group, have the opportunity to go on our KIVA site and make loans of their own with the proceeds of the card sales.

Julie Kennedy

Racial Justice Committee: The Racial Justice Committee strove to involve the congregation in programs in the community such as a talk by Yohuru Williams, Ph.D., chair and professor of history and director of Black studies at Fairfield University, who is a nationally recognized expert on civil rights, the seven-week program of *Eyes on the Prize* at the Westport Library in the fall, and other programs sponsored by TEAM Westport. TEAM Westport is the official town committee established to achieve, celebrate, and extend a more welcoming, multicultural community, with a focus on race, ethnicity, sexual orientation, and religion. TEAM is an acronym standing for "Together Effectively Achieving Multiculturalism."

We celebrated Dr. Martin Luther King Day twice. First, Rev. Roberta Finkelstein invited Dr. Janice Marie Johnson from the Unitarian Universalist Association office in Boston to give the January 12th sermon. She talked about Bayard Rustin, "a brilliant, fiery, complex human being whose mind was burned by the prejudices of his day." Dr. Johnson told the congregation that Rustin, who lived as an openly gay black man, met King in the 1950s and taught him Gandhi's philosophy of non-violent resistance. Yet Rustin was eventually rejected by the civil rights leadership because "his presence as an openly gay black man was a discredit to the [their] work."

Our second celebration was a week later with a service presented by Rev. Roberta and Director of Social Justice David Vita with participation by members of the Racial Justice Committee. The

service focused on Dr. King's experiences in Birmingham, Alabama to explore the assumption that for UU's 'truth' is always unfolding and evolving.

Catherine Onyemelukwe

Rainbow Task Force (RTF): For the second year the RTF and Triangle Community Center organized a candlelight commemoration in the Chapel on November 20th for the national Transgender Day of Remembrance.

This year in December RTF celebrated the Holidays with a Yankee swap/potluck get together.

On March 2, RTF and TCC presented the now annual "That's so Gay" workshop, for the UU-Youth Group. Also in March we celebrated our 20th anniversary as a Welcoming Congregation complete with cake and balloons at both services.

RTF also created a 20th anniversary interview project. We chose members and people who were there before and after the welcoming process of our congregation. Those interviews were made into a documentary called "Celebrating 20 Years of being a Welcoming Congregation", made by Rozanne Gates. REEL Justice Film series showed the film on June 7th.

This May, RTF along with TCC, church members, and the community at large, will march in the Westport Memorial Day Parade. RTF also raised funds with a Sunday Soup Sale for an upcoming Film/panel in Sept/Oct.

Arnela Ten Meer

Share the Plate: In this, our 6th year of Share the Plate we have donated a total of \$7,490.87 to the following organizations: Brazilian Immigration Center, Mercy Learning Center, Homes for the Brave, Newtown Foundation, Greater Bridgeport Adolescent Pregnancy Program, Operation Fuel, Bridgeport Rescue Mission, Family ReEntry, and Project Longevity

Voices Café Committee: Our third season is ending and another success. There were 9 performances scheduled for this season but one was cancelled due to bad weather. Our final performance (until the fall) is a six piece Brazilian samba band and is co-sponsored with radio station WPKN, Bridgeport. Voices Café raises funds for our social justice activities and the church operating budget.

WestBridge Coalition: Volunteers of WestBridge repair and renovate homes and community buildings for families, churches, and organizations that are otherwise unable to pay for the materials and labor. WB, a small, self-funded organization, helps low-income homeowners - mainly elderly, disabled, single moms, widowers, and vets - continue living in warm, dry, and safe homes.

This year we worked for a total of 30 days on six projects from Stratford to Fairfield. On average we had 8-10 people working each day, but we would love to have more people from TUCW join us.

WB has formed a 501c3 and is therefore no longer affiliated with Rebuilding Together.

Sherry Jagerson

Ongoing: Connecticut Food Bank Collection (every Sunday), REEL Justice Film series, and Family ReEntry (holiday gifts).

New Initiatives: The Nonviolent Communication (NVC), sometimes referred to as compassionate communication, group that has been meeting here is now part of our Social Justice Program. The group is looking to grow and is making plans for education, outreach and training.

United with Kenya, which has been active in the congregation, is also now associated with the Social Justice Program and will be receiving additional support as it plans its next service trip to Kenya.

We co-founded the Food Justice Coalition following a presentation by renowned chef and leader in the sustainable food movement Michel Nischan.

And we are members of the Westport Domestic Violence Task Force which has found its home here.

Inactive: Two of our longstanding committees -- the Environmental Action Group and United Nations Committees were inactive this year. Recruiting new leadership is a goal for the 2014-15 church year.

Transition Team Report

During a period of Interim Ministry, a group of people is chosen to support the work of the Interim Minister. Our current team made up of Lorna Donnelly, Andrew Graham, Kristen Leddy (chair), William McEvoy, Bob Perry and Connie Rockman held their first meeting on September 25th, 2013 and has continued to meet monthly since then.

There are five main goals of an interim ministry: to honor the congregation's past and heal its griefs and conflicts; to illuminate and identify the strengths, challenges and unique identity of the congregation; to clarify the dimensions of both lay and ordained leadership; to renew and strengthen connections with the UUA; and to help the congregation prepare for new professional leadership. The Transition Team's responsibilities are to act as both a planning group as well as a progress monitor for the Interim Minister as she completes the above goals.

To that end, we accomplished the following:

- Planned and facilitated six Grief and Healing sessions, with a total attendance of over 100 congregants
- Held a UUA Book Fair in November
- Planned, monitored and helped interpret the History Wall
- Planned and facilitated four Historical Storytelling sessions, open to all congregants. The topics covered were Music, Our Building, Social Justice and Conflicts
- Maintained close touch with both Reverend Roberta and the Board, giving them feedback on congregational reaction to the work of the Interim process
- Met with Keith Kron, UUA Director of Transitions
- Wrote monthly articles for Soundings in order to educate the congregation about the ongoing transition process and inform them of upcoming events

This team will remain in place for the length of Reverend Roberta's ministry with the following exceptions. Kristen Leddy will be leaving the team to join the Ministerial Search Committee and William McEvoy will take over as chair.

USHERS' REPORT 2013-2014

By Tom Croarkin, Head Usher, UU Westport

The UU Westport is a group of 29 regular Ushers and about 10 or so permanent subs. Our basic role is to:

1. Set up the Sanctuary and Foyer prior to services.
2. Control access to the Sanctuary
3. Manage environment (heat, fans, open sliders, etc.)
4. Distribute Orders of Service
5. Help people find seats occasionally, especially for the elderly.
6. Record the Service.
7. Be a friendly welcoming face to all.
8. Provide information and directions.
9. Collect and count the offering.
10. Count the attendees.
11. Collect the Orders of Service from departing congregants.
12. Straighten up after the Service.

These responsibilities are the same every week except on Christmas Eve and Homecoming which are a bit different.

As Head Usher my main job is to create Usher Teams and do everything I can communication-wise to make sure we are fully staffed every week. I send out a weekly email reminding the teams for that week that they are on and giving them the opportunity to ask for subs. This seems to be working really well. Beyond that I need to interface with Ed Thompson, the Ministers, and Finance about changes to procedures and then communicate those to the Ushers.

I am blessed to have an incredibly dedicated and fun-to-work-with group of Ushers. They do the job because it needs to get done and because they enjoy serving. Every week I'm grateful that they show up to do this task which doesn't seem to be particularly rewarding unto itself. But I think the Ushers are by nature welcoming souls who enjoy being that friendly face who greets everyone. And of course you get the added benefit of getting to know one another. I've made so many good friends among the Ushers and it is a true blessing. And Ed Thompson is very supportive and thankful always! That means a lot.

The biggest challenges we face are getting and keeping good people. This is more of an issue at the 9AM service where there aren't quite enough people to fully staff regular Ushers all four Sundays. Right now we have four-Usher teams at both services. But two of the teams at 9AM only have three and two people respectively.

Some other issues we face:

- Getting the sound right. Some mic's or people are louder or softer than others. Plus when the choir is singing we can't hear them really well in the foyer because they aren't mic'd but the soloists are.
- Noise from the kitchen is sometimes an issue. It's really hard to communicate while doing the good work they do without disturbing the folks in the foyer but sometimes it gets a little loud.

Thank you for this opportunity to inform the congregation.

Annual Report of the
Year-Round Stewardship Committee
June 8, 2014

The Year-Round Stewardship Committee began meeting in December 2011 and is now in its third year. It currently consists of David Smith (Chair), Denny Davidoff (Board Liaison), Rainy Broomfield, Candace Clinger, Mary-Jane Cross, Peter Eddy, Chuck Harrington, Sam Khanna, Ken Lanouette, Kevin Leddy, John Mason, Mary Money, Catherine Onyemelukwe, Bob Perry, Matt Peterson, Deborah Quinn, Scott Singer, and Ron Taylor. Board members Randy Burnham and Chuck Colletti have also frequently attended meetings.

The committee meets monthly. In September 2013, the committee adopted as its mission statement: "Create a sense of ownership and mutual responsibility, and foster a culture of caring and generosity, in the TUCW community." Informally, we see our mission as to "Celebrate, Educate, and Solicitate" (with apologies for the linguistic license), each of these three aspects being an essential part of the whole.

Under "Celebrate" and "Educate," the committee undertook a wide variety of tasks, including:

- Organized community-building events such as a potluck on November 3, 2013, and a 65th anniversary party on March 15, 2014 (with Ed Thompson and the Music Committee).
- Spoke about stewardship and giving expectations at new member meetings.
- Discussed generosity-building ideas for giving away the plate once a month and/or having a "purposeful plate" – these discussions are ongoing.
- Wrote monthly Soundings articles called "UU Stew," each written by a different member.
- Participated in monthly conference calls with stewardship leaders in other UUA "FORTH Partner" churches. (FORTH stands for "Forward Through the Ages")
- Eight of us attended the "Defying Gravity" workshop at UU Shelter Rock on November 9.
- Formed a sub-committee to work with staff to clean and maintain the congregational database.
- Planned to strengthen legacy giving (Chuck Harrington has agreed to lead this effort)
- Formed a sub-committee to improve oversight of fundraising in the church.

Under "Solicit," the Annual Budget Drive Committee was formed, consisting of Catherine Onyemelukwe (chair), Mary-Jane Cross, Sam Khanna, Kevin Leddy, John Mason, and Matt Peterson. This committee developed a case-statement and created a brochure that encouraged use of the UUA's Suggested Fair Share Giving Guide. A video called "Coming Home" was produced by Sam Khanna, directed by John Simboli and Julia Wyant, and narrated by Scott Bryce (it can be seen on the website). Wyant/Simboli executed other creative work for the "Let's Change the Conversation" campaign.

With the help and guidance of Barry Finkelstein, a professional UUA stewardship consultant, we recruited and trained 44 "visiting stewards." Their conversations with some 160+ member households were a wonderful way to get to know one another, listen to concerns, and talk about our future. After the campaign, many of the visiting stewards met on April 26 for a debriefing discussion led by Barry. The benefits of involving many people in stewardship were clear, and there is discussion of continuing a "visiting steward" program on a year-round basis.

We welcome questions and ideas at any time. Contact any committee member or email thoughts to stewardship@uuwestport.org

Respectfully submitted,
David Smith, Chair

ENDOWMENT COMMITTEE

<u>Fund Sources</u>	<u>March 31, 2014</u>	<u>March 31, 2013</u>
Neuberger Berman	\$1,396,638	\$1,210,899
UUA Common Fund	\$ 545,426 *	\$ 709,215
Vanguard Money Mkt.	\$ 292,355*	\$ 93,318
Total endowment funds	\$2,234,419	\$2,013,432
Other non-endowment funds under management		
Bernhard Music Fund	\$ 170,419**	\$ 171,242
Congregational loan		
Loan to TUCW (SL)	\$ 582,750***	\$ 582,750
Grand totals	\$2,987,588	\$2,767,424

Notes:

* \$200,000 was transferred from the UUA Common Fund to the Vanguard Prime Money Market Fund to increase liquidity/emergency funds.

** These assets are in the Vanguard Total Bond Market Index fund. Under a long-standing practice, 66.67% of the interest earned is annually transferred to the Church Music budget to cover the expenses of special musical events such as the Christmas pageant and the spring Choral Concert.

*** A special taskforce was formed to address the Sheila Lane loan issue and is expected to make its report to the congregation at the Annual Meeting in 2014.

Neil Coleman Chair, Marie Claire Bue, Brian LaVoie, David Thompson and Bob Trefry

TREASURER'S REPORT

The Treasurer is the member of the Board of Trustees who oversees the finances of the church with the support of the Assistant Treasurer (if one exists) and the support and supervision of the Finance Committee. This report reviews the church financial results for the 2013 fiscal year which started on July 1, 2012 and ended on June 30, 2013. Since the annual meeting was moved to June, before the close of the financial year, the treasurer and finance committee can only report final numbers for Fiscal Year 2013 (10 months after the fact).

Please refer to the 2013 financial statements that follow this report. The fiscal year 2015 budget is reported by the Finance Committee. Note the new, simplified all-church balance sheet, which includes the endowment, a consolidation of reserves, and the proposed Sheila Lane mortgage adjustment (to be voted on at the June annual meeting). Also, property assets / liability has been moved to the consolidated balance sheet for clarity.

Summary - The congregational operating budget ended the 2012-2013 fiscal year with a \$89,700 surplus. Sheila Lane ended the year with a \$77,000 loss, resulting in a consolidated surplus of \$12,700. This was \$7,500 under our projected surplus of \$20,300.

Key highlights

- Income was higher than expected
 - 21K gift for membership coordinator (other income)
 - Higher than expected rentals
- Expenses were higher than expected
 - 30K overage on Sheila Lane (due to property being empty for longer than expected)
 - 10K denominational (paying our fair share)
 - 10K compensation (20K membership coordinator offset by lower than expected benefits exp)

Significant events of the **2014** fiscal year:

- Continued membership coordinator position fully funded by a congregant's gift, which will continue through fiscal year 2015.
- Sale of the Sheila Lane property (originally planned for in the 2013 budget), resulting the realization of the loss in this property and payment of the mortgage gap with church reserves.

Respectfully submitted,

Ken Vogel
Treasurer

The Unitarian Church in Westport

FY 2013 Profit Loss

July 2012 through June 2013

	Jul '12 - Jun 13	Budget	\$ Over Budget
Income			
4009 · Pledge & Gift Trust Income	677,674.13	674,370.00	3,304.13
4029 · Voluntary Contributions	37,387.57	38,000.00	-612.43
4049 · Other Contributions	2,700.00	1,300.00	1,400.00
4189 · Fundraising Projects	27,049.49	22,500.00	4,549.49
4269 · Facility Use Fees	140,596.68	122,992.00	17,604.68
4719 · Other Income	37,296.76	18,355.00	18,941.76
Total Income	922,704.63	877,517.00	45,187.63
Gross Profit	922,704.63	877,517.00	45,187.63
Expense			
5008 · Compensation	579,763.09	569,434.00	10,329.09
5269 · Utilities	30,073.79	33,600.00	-3,526.21
5309 · Building Maintenance	68,386.68	59,000.00	9,386.68
5359 · Grounds Maintenance	10,859.67	11,700.00	-840.33
5379 · Church Insurance	11,185.50	11,400.00	-214.50
5529 · Church Services	6,359.41	6,700.00	-340.59
5549 · Programs	19,386.43	27,800.00	-8,413.57
5609 · Office Supplies/Services	17,622.16	14,400.00	3,222.16
5629 · Office Equipment	14,175.50	13,000.00	1,175.50
5709 · Denominational	40,421.00	30,170.00	10,251.00
5809 · Annual Canvass	1,811.01	3,000.00	-1,188.99
5927 · Accounting Services	5,957.50	7,080.00	-1,122.50
5949 · Miscellaneous Expense	26,988.95	25,755.00	1,233.95
5970 · Sheila Lane Expenses	76,979.05	44,200.00	32,779.05
Total Expense	909,969.74	857,239.00	52,730.74
Net Income	12,734.89	20,278.00	-7,543.11

Balance Sheet FY 2013 and 2014

Category		Jun 30, 2012	Jun 30, 2013	Consolidation	
				Before	After
				Apr 30, 2014	Apr 30, 2014
OPERATING					
Assets	Checking/Savings	450,442	209,114	239,701	239,701
	Sheila Lane Property	790,000	815,000		
	Other Assets	3,761	1,000		
	Total	1,244,202	1,025,114	239,701	239,701
Liabilities	Endowment Loan	582,750	582,750	582,750	
	Sheila Lane Mortgage	1,092,250	792,250		
	Edith Freid Bequest			20,000	
	Jan Park SJ Bequest			150,000	150,000
	Other Liabilities (funds, etc)	172,782	157,702	127,383	127,383
	Total	1,847,782	1,532,702	880,133	277,383
Equity	Capital Reserve	35,000	35,000	35,000	
	Major Maint Reserve	125,545	142,215	157,879	
	Sheila Lane Losses	-772,470	-790,605	-790,605	
	General Reserves	9,345	87,572	-42,707	-37,682
	Total	-602,580	-525,817	-640,432	-37,682
ENDOWMENT					
Assets	Newberger & Berman			1,396,639	1,396,639
	UU Common Fund			545,427	545,427
	Vanguard MM			292,563	292,563
	Music Fund			170,419	170,419
	SL Loan - non-performing			582,750	
	Total			2,987,798	2,405,048
Equity	Endowment Equity			2,987,798	2,405,048
CONSOLIDATED					
Assets	Operating			239,701	239,701
	Endowment			2,987,798	2,405,048
	Property	3,000,000	3,000,000	3,000,000	3,000,000
	Total			6,227,499	5,644,749
Liabilities	Operating			127,383	127,383
	Total			880,133	277,383
Equity	Operating			-640,432	-37,682
	Endowment			2,987,798	2,405,048
	Property	3,000,000	3,000,000	3,000,000	3,000,000
	Total			5,347,366	5,367,366
	Total Liabilities and Equity			6,227,499	5,644,749

The Unitarian Church in Westport Detailed Balance Sheet

As of June 30, 2013

	Jun 30, 13
ASSETS	
Current Assets	
Checking/Savings	
1021 · FCSB OPERATING*CKG	209,114.08
1022 · FCSB * MONEY MARKET	
1200 · Vanguard Money Market	
Total Checking/Savings	209,114.08
Total Current Assets	209,114.08
Fixed Assets	
1400 · Land & Land Improvements	1,000,000.00
1401 · Church Building	1,000,000.00
1404 · Meeting House	900,000.00
1406 · Sheila Lane Property*Land	815,000.00
1408 · Furniture, Fixtures & Equipment	100,000.00
Total Fixed Assets	3,815,000.00
Other Assets	
1251 · Due From Sheila Lane Property	
1256 · Securty Deposit* SCG (Gas)	1,000.00
Total Other Assets	1,000.00
TOTAL ASSETS	4,025,114.08
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
2111 · 403(B) TIAA-CREF (ET)	1,277.12
2113 · Pershing (403) B Frank Hall	2,812.50
2121 · Clearance	
2119 · Special Performances	1,741.77
2122 · Outreach / Service Trips	0.62
2124 · Beardsley School	1,537.13
2125 · Share the Plate	2,334.14
2126 · Children's Chapel	808.05
2315 · Camp Jewell	-1,128.14
2317 · Microfinance Fund	5,245.00
2321 · Camp Jewell * Scholarship Fund	1,153.16
2322 · Chalice Lighters	20.00
2537 · Teen Room Improvement Gift	44.29
2538 · Spring Speakers Series	
2545 · COA Adult Trip	1,639.58
2547 · Minister's Discretionary Fund	5,712.02
2601 · Global Justice Committee Fund	634.94
2602 · Clearance * Misc	-600.03
2121 · Clearance - Other	88.00

**The Unitarian Church in Westport
Detailed Balance Sheet**

As of June 30, 2013

	Jun 30, 13
Total 2121 · Clearance	19,230.53
2208 · Loans & Exchanges	
2218 · Flexible Spending Acct*Paychex	
2218.2 · FSA Year 2011	240.84
2218.3 · FSA Year 2012	121.08
Total 2218 · Flexible Spending Acct*Paychex	361.92
2295 · Advance Pledge Payment	59,075.00
2296 · Prepaid Facility Rent	1,050.00
Total Other Current Liabilities	83,807.07
Total Current Liabilities	83,807.07
Long Term Liabilities	
2700 · DUE TO ENDOWMENT FUND	582,750.00
2800 · N/P FCSB MORTGAGE	792,250.00
Total Long Term Liabilities	1,375,000.00
Total Liabilities	1,458,807.07
Equity	
2115 · Invested in Capital Assets	
2500 · Capital Assets	3,000,000.00
Total 2115 · Invested in Capital Assets	3,000,000.00
2120 · Program Funds	
2305 · Membership Coordinator Fund	8,910.43
2309 · COA Program Reserve	3,885.90
2310 · Rainbow Task Force Fund	369.00
2318 · Senior Group	324.33
2320 · Shawl Ministry	498.13
2323 · Environmental Action Committee	1,191.22
2400 · Partner Church	1,570.28
2405 · Social Justice Ministry	120.00
2406 · Social Justice Fund	
2311 · Westbridge Fund	4,431.11
2316 · CT Food Bank	3,686.75
2325 · Labyrinth	
2355 · Voices Cafe	1,147.14
2357 · Voices Cafe-Reserve Fund	2,339.77
2406 · Social Justice Fund - Other	3,577.04
Total 2406 · Social Justice Fund	15,181.81
2407 · Lay Leadership Scholarship	1,855.54
2521 · Computer Fund	263.74
2522 · Special Music Fund	28,871.11
2524 · Bernhard Music Fund Dist.	1,032.38
2527 · Youth Group	3,835.24
2528 · Memorial Area	33,887.99
2530 · Choir Accompanist Fund	1,552.63

**The Unitarian Church in Westport
Detailed Balance Sheet**

As of June 30, 2013

	Jun 30, 13
2532 · UU Bookcart	855.23
2536 · Bell Choir Fund	89.08
2544 · Friday Night Forum	852.00
2550 · Spring Fling / Fall Follies	
2603 · Plowing Donation	6,120.00
2120 · Program Funds - Other	-118.37
Total 2120 · Program Funds	111,147.67
2130 · Reserves	
2539 · Capital Reserve	35,000.00
2542 · Major Maintenance Reserve	145,549.33
Total 2130 · Reserves	180,549.33
2140 · Net Loss Sheila Lane Purchase	-649,386.33
2150 · Net Loss Sheila Lane	-141,218.43
3900 · General Fund Balance *BOY	52,479.88
Net Income	12,734.89
Total Equity	2,566,307.01
TOTAL LIABILITIES & EQUITY	4,025,114.08

FINANCE COMMITTEE

The Budgeting Process – The budgeting process always starts with the Finance Committee, which investigates the needs of the staff and committee heads, and then submits its proposed budget to the Board of Trustees for their approval. Then it is submitted to the congregation for their approval, as we are doing now at this Annual Meeting.

For FY 2015, we are budgeting a net surplus of \$1,532. It was a challenging budget, due to a shortfall of pledges and increased expenses, but we were able to make up the gap with increased fundraising, cutting expenses and a generous contribution to offset the social justice director salary.

Respectfully submitted by the Finance Committee
Art Ulrich, Neil Coleman, Harvey Place, Anne Khanna, Assistant Treasurer, and Ken Vogel,
Treasurer.

2015 Budget Summary

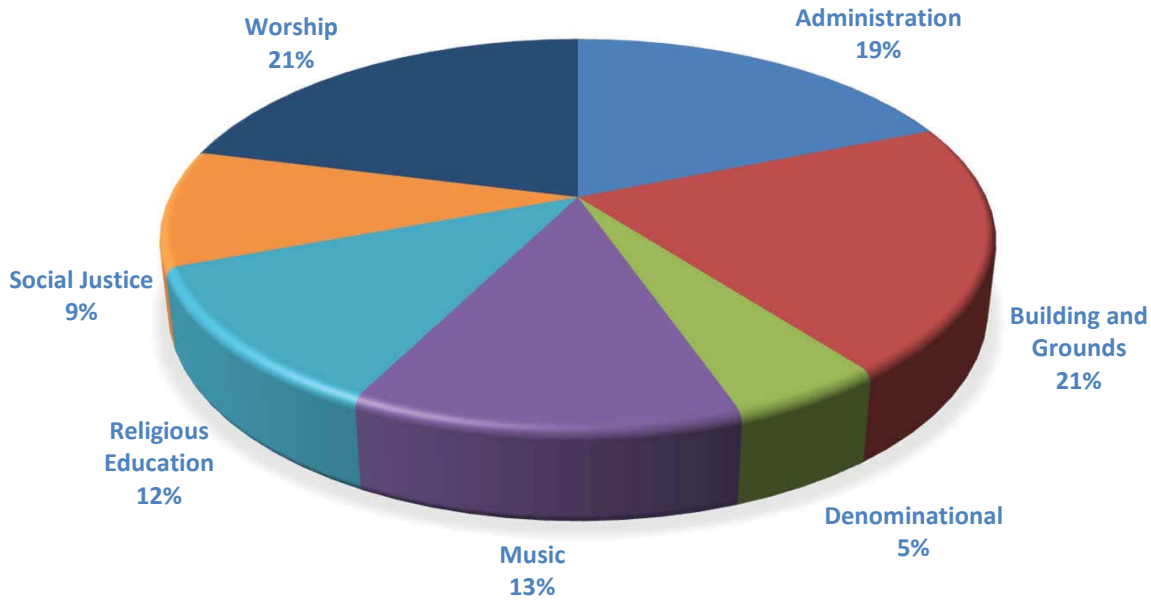
Operating Budget 2014-2015	2015 Bud	vs. 2014
Budget Income		
Net Pledge & Gift Rec.	637,170	-37,200
Facility Use	157,336	25,000
Voluntary Contrib	38,000	0
Fundraising	43,500	30,000
Other Income	75,000	27,173
Total Income	951,006	44,973
Budget Expenses		
Total Compensation	668,530	-1,543
Utils, Maint, Insur	103,650	-5,850
Programs & Services	33,800	200
Denominational	42,369	783
Office Supplies & Services/Office Equ	29,500	-500
Accounting, Audit, Bank & Cr. Card	29,075	10,855
Administrative	2,000	2,000
BOT, Ann Meet & Canvass	28,000	17,500
Fund & Reserve Obligations	10,000	-26,000
Miscellaneous	2,550	-750
Total Expenses	949,474	-3,305
Net Income/Loss	1,532	

Significant Changes 2015 vs 2014 Budget	
Lower Pledges	-37,200
Minister Search Comm	-15,000
Interim Minister Increased Cost	-9,950
RE Admin Assistant	-10,400
Cost of Living Increase 1%	-3,500
Increase reserve payment	-10,000
Misc Increase expenses	-6,186
Reduced Sheila Lane Exp	24,300
Increased fundraising	30,000
Youth Coord 16 to 10 hrs	6,504
Minister 1 month sabattical	14,710
Use Jan Park gift for SJ Director	30,000
Increase Nursery School Rent	10,000
Increase facility fees	25,000
Total	48,278

2015 Budget Income Breakdown



2015 Budget Expense Breakdown



Past Year Actual Income and Expenses

Year	Operating			Sheila Lane	Combined
	Income	Expense	Total		
FYE 6/30/2014 *	906,033	916,778	-10,745		
FYE 6/30/2013	922,705	832,991	89,714	-76,979	12,735
FYE 6/30/2012	877,827	836,967	40,860	-43,135	-2,274
FYE 6/30/2011	885,109	868,121	16,988	-38,977	-21,989
FYE 6/30/2010	880,581	851,841	28,740	-32,940	-4,200
FYE 6/30/2009	850,786	1,003,077	-152,291	-22,845	-175,136

* 2014 numbers are budgeted

Members of Record as of May 31, 2014

Member Name	Membership Date	Member Name	Membership Date
Abraham, Bobby	12/2/2012	Blau, Bruce	12/1/2001
Abramson, Karen	3/3/1991	Blau, Maggie	12/1/2001
Abramson, Ray	3/3/1991	Blaydes, Laurel	10/6/1996
Adams-deGroot, Dorothy	1/29/2012	Block, Peggy	10/3/1993
Agis, Katie	2/19/2011	Bluestein, Lynda	10/1/1992
Ahlers, Ruth	4/27/2014	Bluestein, Paul	1/3/1993
Aibel, Howard	3/13/2006	Boland, Jennifer	4/21/2012
Albright, Michelle	1/1/1975	Boldt, Deborah	2/9/1997
Alling, Joanna	8/3/1987	Book, Bob	1/1/1986
Apoian, Jerry	2/2/2002	Book, Dottie	1/1/1986
Apoian, Patricia	2/2/2002	Borchetta, Kristen	8/4/2010
Armstrong, Addison	12/7/2002	Bortolot, Maureen	2/7/2004
Armstrong, Jocelyn	12/7/2002	Bothwell, Joan	4/14/1996
Ast, Eileen Roper	3/7/1993	Boyar, Robert	5/1/2006
Atkins, Peter	1/20/2008	Brady, Susan	4/17/2001
Austin, John	1/1/1984	Brandt, Deborah Barnett	4/14/1996
Axthelm, Laura	12/12/2003	Brandt, Robert	6/7/1997
Axthelm, Stephen	12/12/2003	Braunle, Jan	4/5/1992
Banerjee, Virginia	6/19/2009	Bray, Bob	2/19/2011
Barber, Lucas	6/13/2013	Bray, Hope	2/19/2011
Barber, Marianne	5/16/2005	Bregman, Jim	4/30/1995
Barrow, David	6/14/2009	Bregman, Lisa	4/30/1995
Baxter, Carol	1/1/1985	Brennan, Shari	11/13/1988
Beach, Betsy	10/9/1983	Brewster, J. Alan	2/10/2002
Becker, Diane	1/1/1961	Brewster, Linda	2/10/2002
Bell Ader, Pippa	2/19/2014	Brody, Ceil	12/15/2002
Bell, Anna May	12/22/1991	Brody, Sam	10/4/2003
Bell, Diana	1/1/1976	Brooks, Lynne	2/6/1999
Bell, Ken	2/2/2013	Broomfield, Rainy	11/21/2010
Bell, Sarah	11/7/1999	Brown, Carole	6/2/1991
Beres, Jill	1/1/1973	Bruce, Henry	1/13/2008
Berg, Casey	5/1/1994	Bryce, Jodi Stevens	3/21/2010
Berg, Chuck	5/1/1994	Bryce, Scott	3/28/2010
Berke, Arnold	1/1/1960	Bucky, Doris	1/1/1957
Berke, Marjorie	1/1/1965	Bucky, Thomas	1/1/1957
Bettauer, Arthur	1/1/1974	Bue, David	1/1/1986
Bishop, Marti	5/3/1992	Bue, Marie Claire	1/1/1986
Bittenbender, Sharon	1/1/1986	Burnham, Randy	10/18/1996
Blake, Isabella	2/28/2004	Busch, Enid	1/1/1961
Blank, Lisa	1/29/2012	Caldwell, Mary Pat	5/24/2009

Members of Record as of May 31, 2014

Member Name	Membership Date	Member Name	Membership Date
Campbell, Chris	3/15/2013	Croarkin, Kate	1/20/2005
Campbell, Lynda	11/1/1987	Croarkin, Tom	12/4/2004
Cano, Diane	12/1/2001	Cross, Mary-Jane	4/30/2004
Caplan, Dave	4/28/2009	Cygan, Robert	1/1/1973
Caplan, Liz	10/26/2010	Cygan, Sandra	1/1/1973
Carpenter, Daniel	5/11/2013	D'Agosto, Danielle	2/20/2010
Carpenter, Sarah	5/11/2013	Daniels, Linda	5/22/2014
Cartwright, Robert	10/3/1998	D'Anna, Alicia	1/22/2012
Cenci, Leslie	6/6/1999	D'Anna, Joseph	1/22/2012
Chadbourne, Jessica	2/2/2013	Davidoff, Denny	1/1/1966
Chamberlin, Anna	6/4/2005	Dayton, Marty	3/3/1991
Chuley, Rose Mary	11/20/2012	de Jager, Marjolijn	6/8/2007
Clair, Cindy	2/2/2002	De Stefano, Charles	12/20/2009
Clay, Vidal	1/1/1982	Decker, Malcolm	4/10/2009
Clinger, Candace	2/7/1998	Dennis, Stefanie	2/4/2007
Clyde, Amy	2/4/2012	DeSalvo, Jeanne	1/1/1965
Cohen, Paul	12/1/2011	Dick, Jenna	2/12/2014
Colafrancesco, Lynn	4/21/2012	Dimon, Sally	1/1/1969
Coleman, Neil	1/1/1982	Donnelly, Lorna	12/12/2010
Colletti, Charles	1/1/1982	Donovan, Peter	3/1/1992
Colletti, Rosemarie	1/1/1982	DuBois, Constance	1/1/1954
Comer, Thomas	10/2/1994	Duncan, Joan	4/23/2006
Connolly, Diane	5/16/2014	Dunlop, David	10/1/1986
Connolly, Kevin	5/16/2014	Durakis, Linda	12/5/1998
Constable, Martha	6/8/2007	Eckert, Judith	4/14/2013
Constable, Richard	4/27/2003	Ecsedy, Rose	12/26/2010
Conte, Nancy	1/1/2012	Eddy, Peter	4/14/2013
Converse, Suzan	2/2/2014	Eiger, Abi Gail	12/4/2004
Converse, Wilson	2/2/2014	Einarsen, Pam	9/12/1996
Conway, Carla	4/5/2003	Elkind, Jonathan	9/16/1990
Cooper, Jim	4/14/1996	Elkind, Marsha	9/16/1990
Coppola, Joanna Foster	12/19/1994	Ellis, David	5/25/2009
Corcoran, Mark	6/19/2011	Ely, Brenda	1/27/2008
Corn, Amy	11/1/1992	Emberling, Dave	12/8/1996
Corn, Richard	11/1/1992	Emberling, Stapley	12/8/1996
Corradino, Jim	4/20/2014	English, Creighton	9/16/1990
Costantino, Michael	3/17/2012	Erlanger, Mary	3/17/2013
Coviello, Joann	9/23/2011	Eugley, Alan	10/4/2009
Crager, Lynn	2/11/2000	Everich, Robert	10/24/2010
Crager, Timothy	2/11/2000	Fanhani, Wesllen	5/11/2014

Members of Record as of May 31, 2014

Member Name	Membership Date	Member Name	Membership Date
Farber, Joshua	11/20/2012	Gjersvik, Marianne	3/19/1989
Farber, Kim	11/20/2012	Glimcher, Sumner	2/1/1960
Farber, Joshua	11/20/2012	Goddard, Carol	1/1/1986
Fatherley, Julie	10/6/2007	Goddard, Hazen	1/1/1986
Fatherley, Robert	2/20/2010	Golden, Barbara	9/17/2000
Fead, Dana	9/16/1990	Goodrich, Jim	11/1/1992
Ferguson, Tisha	5/5/1992	Goodwyn, Jenny	2/5/2005
Ficalora, Barbara	6/6/1998	Goodwyn, Russ	2/5/2005
Field, Michael	11/1/1986	Gormley, Alex	10/15/2006
Fierberg, Rick	4/7/2001	Gormley, Peggy	10/1/1995
Fina, Jane C.	2/1/2003	Gormley, Steven	10/15/2006
Fine, Roy	11/15/1985	Graham, Andrew	5/18/2008
Fine, Ruth	11/15/1985	Grathwohl, Steve	2/19/2011
Fitzgerald, Ed	5/24/2009	Graves, Royal	1/1/1967
Flooks, Renea	3/28/2005	Gribin, Eric	6/6/1998
Flounders, Anne	1/2/2011	Grosso, Ellie	10/16/2008
Fontana, Michael	12/4/1999	Guilliani-Groell, Catherine	10/25/2011
Fontana, Muriel	12/4/1999	Gundell, Andy	12/1/2001
Forbes, Jamie	1/3/1993	Gundell, Carolyn	12/1/2001
Ford, Ann	1/20/1985	Guth, Barbara	1/1/1983
Fortier, Cornelia	3/12/2010	Guth, Bob	1/1/1981
Fortier, Russ	10/25/2011	Guzzi, Deborah	9/10/2011
Francek, Jim	9/27/2009	Haber, Carol	10/1/1987
Francek, Pat	9/27/2009	Haffner Hethrington, Harriett	12/7/1997
Francoeur, Luisa	1/5/1992	Haffner, Debra	5/7/1989
Freddino, Jan	2/7/1998	Hahn, Sara Jobson	4/28/1991
Fried, Patricia (Tish)	10/6/2001	Hall, Jane	1/1/1986
Friedman, Sara	10/2/2004	Hamer, Judith	8/22/2008
Galvan-Henkin, Anita	6/6/1998	Hamilton, Lyn	6/29/2000
Garrison, Monica		Hamilton, Tom	6/19/2010
Garskof, Deb	5/15/2011	Handler, Debbie	12/1/2001
Garskof, Josh	5/15/2011	Hardin, Bob	6/4/1995
Garvey, Luke	6/3/2000	Hardin, Kristi	6/4/1995
Garvey, Michelle	6/3/2000	Harnett, Joan	2/2/2014
Genovesi, Heidi	3/17/2013	Harrington, Charles	2/7/2004
Genovesi, Martin	3/17/2013	Harris-Field, Lenora	11/2/1986
Genovesi, Michelle	3/17/2013	Harrison, Bill	3/2/1998
Gesh, Virginia	11/19/2002	Hart, Bill	1/1/1968
Giordano, Angelo	2/1/2003	Hastings, Vicki	4/14/1996
Giordano, Karen	2/1/2003	Hawley, Joe	10/26/2010

Members of Record as of May 31, 2014

Member Name	Membership Date	Member Name	Membership Date
Head, Alec	2/10/2013	Kaufman, Jessica	5/26/2011
Hearne, Tom	4/14/2013	Keenan, Jim	6/18/2000
Heath, Evgin	5/4/1998	Keenan, Maryellen	6/18/2000
Heitmann, Adair	4/3/2005	Keeton, David	4/28/2009
Hennessy, Jack	10/3/1998	Keeton, Felicia	4/28/2009
Hennessy, Lindy	6/6/1998	Keith, Jocelyn	2/6/2010
Henry, David	4/14/1996	Keller, Vaughn	1/1/1968
Herman, Bobbie	1/1/1984	Kelley, Barbara	1/1/1973
Herman, Robert	5/6/1990	Kerstetter, Myron	10/7/2012
Herman, Stephen	4/5/2008	Kezur, Barbara	12/4/1999
Heske, Christopher	5/11/2014	Khadjavi, Sunny	1/1/1986
Hilfiker, Gary	12/4/2004	Khanna, Anne	4/28/2011
Hill Jr., Maury	2/19/2011	Khanna, Sam	4/28/2011
Hiller, Harriet	12/4/1999	Kitchen, Merle	5/17/2009
Hooper, John	6/8/1997	Kitchener, Beth	6/2/2007
Horosko, Walter	3/30/1999	Kleid, Bob	1/1/1966
Horsky, Alexandra	2/2/2014	Klein, Charles	12/7/2002
Howard, Jason	11/5/1989	Klein, Jenny	10/6/2001
Hudson, Linda	1/1/1984	Kobsa, Lyn	4/26/2012
Hume, Justin	5/25/2014	Konstantin, Anatole	1/1/1965
Iacovella, Dan	4/4/1998	Konstantin, Rosaria	1/1/1965
Immer, Dave	9/23/2001	Kovatch, Carol	5/17/2004
Irion, Donald	1/1/1989	Kozma, Sandra	12/1/2001
Isbrandtsen, Jakob	6/10/2007	Kunstler, Steven	12/7/2002
Isbrandtsen, Marilyn	6/10/2007	Kurzatkowski, Kathy	10/4/1997
Jacob, David	3/16/2014	Lack, Joe	11/26/1989
Jacob, Melissa	3/16/2014	Lack, Nancy	11/26/1989
Jacobs, Richard	1/10/2005	Lai, Becky	6/3/2006
Jagerson, Sherry	2/6/1999	Lai, Nick	6/3/2006
Jobson, Chris	5/17/2009	Laidler, Genie	12/6/1992
Jobson, Joan	9/16/1990	Lakhdhir, Ann	1/1/1977
Johnson, Saumia	12/2/2012	Lamm, Karen	5/17/2009
Johnson-Lundberg, Ann	12/2/2000	Lamm, Steve	5/17/2009
Johnston, Keith	2/18/2007	Lamothe, Mary	4/19/2009
Jones, Anna	2/2/2002	Lannamann, Kate Scheffler	5/1/2003
Jones, Doug	12/1/2001	Lanouette, Ken	1/1/1955
Jones, Meg	2/5/2000	Lanouette, Midge	1/1/1955
Jones, Robert Haydon	10/4/1997	Lasher, Brian	1/22/2012
Kadison, Scott	10/6/1996	Lasher, Miki	1/22/2012
Kastriner, Larry	1/1/1966	Laug, Rob	2/2/1992
Kastriner, Mary	1/1/1966	Laug, Terri	2/2/1992

Members of Record as of May 31, 2014

Member Name	Membership Date	Member Name	Membership Date
Laukhuf, Lynne	8/23/2004	McEvoy, Carrie	3/6/2011
Leddy, Kevin	12/5/1998	McEvoy, William	3/6/2011
Leddy, Kristen	12/5/1998	McGovern, Liz	10/5/2002
Leighton, Joy	4/4/1998	McGraw, Bob	6/5/1999
LeMeur, Jacquie	11/1/1992	McInnis, Lisa	12/1/2001
Leonard, Matthew	12/24/1999	McKeever, Nancy	4/28/2009
Levin, Virginia	2/2/2002	McKinnon, James	12/12/2010
Leydon, Patrick	2/2/2002	McKnight, Peter	2/9/1997
Leydon, Sara	2/2/2002	McMillen, Melinda	4/5/2008
Lieberson, Dara	12/3/2000	McWeeney, John	10/6/1996
Light, Andrea	11/1/1992	Medinger, Felicity	10/6/1996
Lockwood, Charis	1/1/1979	Medoff, Lynn	4/5/2003
Loomis, Henry	1/1/1960	Melikan-Buckley, Meg	1/1/1974
Loomis, Joan	1/1/1979	Melville, Keith	2/7/1998
Low, Deborah	12/5/1999	Mendoza Smith, Maria	10/21/1998
Lund, Rita	5/3/2004	Meyer-Mitchell, Barbara	1/11/2009
Lundberg, Jeff	12/2/2000	Meyer-Mitchell, Merlin	1/11/2009
Luongo, Janet	1/1/1986	Miano, Nancy	3/3/2013
Luongo, Jim	12/21/2003	Miano, Philip	3/3/2013
Macdonald, Karen	6/5/1994	Miller, Susan	2/5/2005
Macdonald, Tim	6/5/1994	Minor, Cecil	12/4/1994
MacKay, Elizabeth	5/3/1992	Moewe, Richard	4/28/2009
Madigan, Michael	1/1/1982	Moller, Diane	3/1/1992
Manning, Darryl	1/1/1986	Moller, Sven	3/1/1992
Manning, Gerry	1/1/1986	Mollica, Mary Beth	12/8/1996
Manning, Laurin	12/10/1995	Mollica, Sal	4/11/2003
Marks, Allen	12/1/2001	Monachelli, Carolyn	12/5/1988
Martinek, Charlie	6/1/2002	Money, Mary	12/24/1999
Martinek, Winnie	6/1/2002	Morgan, Eileen	2/7/1998
Martinenas, Vitas	2/5/2005	Moseley, Marion	1/1/1965
Martinenas, Wendy	2/5/2005	Nagy, Nina	4/1/2001
Mason, John	12/4/1999	Narang, Rick	5/17/2005
Mathews, Peter	10/4/2003	Neschis, Cynthia	1/24/2012
Mayfield, Elizabeth	1/1/1979	Newell, Glenn	2/1/2014
McAllister, June	12/5/1999	Newell, Noelle	2/2/2013
McBride, Maureen	6/6/1998	Nicolas, Ed	2/7/1998
McCann, Angela	5/11/2014	Nonnenmacher, Amy	3/10/2001
McCann, Geoffrey	5/11/2014	Nonnenmacher, Andreas	3/10/2001
McDevitt, Elizabeth	10/5/2002	Northup, Wendy	2/28/1999
McElroy, Catherine	1/26/2014		
McElroy, Fiona	1/26/2014		

Members of Record as of May 31, 2014

Member Name	Membership Date	Member Name	Membership Date
O'Brien, Deborah	10/2/1994	Raymond, David	3/6/1994
O'Brien, Jeremiah	10/2/1994	Raymond-Cline, Therese	3/6/1994
O'Brien, Tess	11/26/1989	Reed, Marilyn	1/1/1978
O'Dell, Jean	4/10/1999	Reynolds, Keith	3/15/2009
O'Donnell, Lynn	1/27/2014	Reynolds, Lisa	3/15/2009
Olsen, Victor	12/1/2001	Rich, Betty	2/2/2000
Onyemelukwe, Catherine	10/2/1994	Ritter, Pamela	5/6/1990
O'Reilly, Eileen	2/23/2014	Roberts, Kathy	1/1/1986
Orenstein, Joanne Glasser	12/2/1999	Rockman, Connie	1/1/1986
Oswalt, Deborah	12/10/1989	Rockman-Blake, Elena	4/7/2007
Pagliari, Michael	3/11/2013	Rodgers, Keith	5/14/2014
Paige, Carole	2/8/1981	Romano, Mary Jo	1/5/1992
Parker, Gwen	4/23/2006	Romanov, Florence	11/11/1990
Partch, Marjorie	4/19/2005	Roneson, Julie	12/1/2001
Patton, Clarise	4/1/2007	Rosenberg, David	3/23/2007
Paul, Cheryl	10/1/2000	Rosenberg, Steven	9/13/2008
Paul, Erik	10/1/1989	Ross, James	4/28/2011
Pellegrino, Jessica Patton	10/26/2010	Ross, Janet	11/30/2000
Perry, Bob	5/13/1990	Ross, Michael	11/30/2000
Perry, Jaydee	1/1/1967	Rossides, Alex	6/1/2008
Perry, Jim	1/1/1967	Rother, Bonnie	1/1/1980
Pesyna, Gail	6/8/1997	Rother, William	1/1/1980
Peterson, Eloise	1/28/1968	Russell, Berta	4/7/2007
Peterson, Mary Elizabeth	3/21/2010	Ruthven, Becky	10/3/1998
Peterson, Matthew	3/21/2010	Ryan Sherman, Cathy	4/6/2002
Pflugger, Anita	5/6/1990	Sandin, Annie	2/19/2011
Pham, Marie	4/25/2010	Sandler, Lisa	9/17/2011
Place, Chris	10/1/1989	Sandler, Tim	9/17/2011
Place, Harvey	4/7/1991	Sankar, Ravi	2/9/1997
Pond, Sarah	5/25/2014	Sankar, Shrutika	5/18/2014
Porter, Carol	1/2/1994	Sankar, Sudha	2/9/1997
Potter, Cynthia	4/15/2009	Sauer, Reina	2/13/2005
Pritchard, Shaun	6/10/2012	Sbriglio, Catherine	12/31/1989
Pszenitzki, Susan	10/1/1999	Schneider, Penny	1/1/1986
Pucci, Joseph	12/3/2000	Schoellkopf, Andie	5/18/2014
Pugliese, Susan	1/1/1983	Schoellkopf, Julie	5/18/2014
Quesada, Elizabeth	4/10/1999	Schreck, Mim	4/10/1999
Quinn, Deborah	5/23/2014	Scott, Lucia	9/11/1988
Rago, Alice	6/10/1997	Scott, Ralph	6/6/1998
Raineault, Jack	2/5/1995		
Rauh, Harriette	4/14/1996		

Members of Record as of May 31, 2014

Member Name	Membership Date	Member Name	Membership Date
Secrest, Maryli	5/18/2014	Sturges, Jean	5/16/2010
Seiple, Carol	2/22/2009	Sullivan, Ted	5/1/1994
Seiple, Christopher	2/22/2009	Surland, Ulla	10/6/1996
Seligson, Nancy	11/2/2013	Tamucci, Alison	1/1/1989
Senie, K.C.	9/16/1990	Tartaglione, Ralph	5/7/1989
Senie, Susan	1/1/1964	Taylor, Faith	5/1/1994
Serbell, Carl	1/4/2001	Taylor, Ron	4/22/2010
Shelley, Lauren	5/11/2013	Ten Meer, Arnela	5/30/2010
Sherman, Jane	1/1/1975	Terpening, Marshall	1/1/1962
Sherman, Susan	12/2/1990	Thompson, David	4/8/1991
Shermanheld, Michael	12/10/1995	Thompson, Joyce	4/8/1991
Sherrow, Victoria	6/12/2005	Thomsen, Susan	12/1/2001
Shoup, John	2/4/2012	Thormahlen, Barbara	1/1/1968
Shwisha, Birthe	4/7/2013	Throckmorton, Kate	6/7/2009
Shwisha, Haim	4/7/2013	Tinker, Nathan	4/19/2009
Sikes, Ann	11/2/2013	Tippett, Kate	2/2/2013
Simboli, John	10/9/1990	Trefry, Bob	12/15/1991
Simms Jr., Bob	4/14/1996	Trefry, Mary	12/15/1991
Simpson, Lee	2/17/2002	Troisi, Gina	4/20/2014
Simson, William	4/10/1999	Tufo, Vincent	12/5/1999
Singer, Scott	6/13/2004	Turmelle, Joanne	2/20/2010
Sink, Frances	1/2/1994	Turmelle, John	2/20/2010
Skudder, Beth	2/28/2009	Ulrich, Peg	6/5/1994
Smith, David	10/21/1998	Ulrich, W. Arthur	6/5/1994
Smith, Tanya	6/10/2012	Ungerland, Brenda	9/25/1999
Snook, Don	1/1/1971	Vaccaro, Cindy	10/4/1992
Snook, Katherine	1/1/1971	Vaccaro, John	10/4/1992
Soronen, Judy	12/7/2002	Valente, Greg	3/27/2005
Spiller, Bertram	1/1/1972	Valente, Sheri	3/27/2005
Squeo, Fred	10/19/2001	Valentine, Daniel	11/5/1989
Squeo, Melissa	4/26/2002	Van Duyn, Ade	6/3/2006
St. Onge, Candy	4/2/1995	VanClief, Nanc	9/11/1988
St. Onge, Steve	4/2/1995	Vander May, Marty	3/1/2001
Steinbrecher, Laura	4/28/2002	VanGelder, Edgar	6/20/2004
Stephens, Howard	1/1/1985	VanGelder, Inge	6/20/2004
Stephens, Lauren	1/1/1986	Vellotti, Ramin	2/2/2013
Stockton, Adam	11/4/2013	Vita, David	6/4/2012
Stockton, Julianna	11/4/2013	Vogel, Gilbert	5/19/1991
Stone, Donna	5/10/2009	Vogel, Jerusha	4/9/2006
Stout, John	12/2/2000	Vogel, Ken	4/9/2006
Stuck, Bart	8/10/2004	Vogel, Nora	5/19/1991

Members of Record as of May 31, 2014

Member Name	Membership Date
Wacker, Betsy	12/5/1988
Waggener, Allison	11/3/2013
Walker, David	10/4/1997
Walker, Judith	2/2/2013
Walker, Wendy	10/4/1997
Ward, Sheila	4/28/2011
Warner, Schuyler	6/13/2013
Waterbury, Lawrence	1/1/1966
Watson, Nancy	12/4/1999
Webb, Helen	6/14/2009
Webb, Marguerite	2/7/1998
Webster, Barbara	1/1/1968
Weil, James	1/1/1982
Weingrad, Deborah	3/7/2013
Welch, Bill	11/2/2013
Wells, Galen	2/3/2001
Welsh, Bob	11/3/2013
Wertheim, Joseph	1/1/1957
Wertheim, Marion	1/1/1957
Wetzel, John	4/22/2010
Weyrauch, Ellen	2/1/2003
Weyrauch, John	2/1/2003
Whitton, Lynn	1/29/2004
Wiberg, Chuck	2/1/2003
Williams, Brenda	2/28/2009
Williams, Gary	10/16/2008
Wilson, Tim	3/12/2014
Wittenstein, Andy	12/1/2000
Wittenstein, Carrie	12/1/2001
Wolfe, Dorothy	1/1/1981
Wong, Trina	2/5/2006
Worden, Barbara	1/1/1986
Wright, Karen	6/11/1995
Wyant, Julia	10/9/1990
Wylar, Melanie	6/2/2007
Yang, Christine	4/22/2010
Yang, Ted	4/22/2010
Yellin, Marty	6/3/2000
Zuckerman, Robert	4/5/1992

MEMBERSHIP SUMMARY
As of May 31, 2014

Year	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Previous Year	712	712	711	700	688	627	592	580	569	585
Additions	27	29	25	21	38	28	29	17	29	40
Losses	27	30	36	33	99 ¹	53 ¹	41	28	13	21
Total Members	712	711	700	688	627	592	580	569	585	604
Voting Members	590	595	569	564	504	483	537	510	502	501

CONSTITUTIONAL DEFINITIONS OF MEMBERSHIP

ARTICLE VI Membership

Section 1.

Any person fourteen years of age or older may become a member of the Congregation by 1) signing the membership book, thus affirming sympathy and understanding with the purposes and programs of the Congregation and the Unitarian Universalist Association, and 2) indicating a willingness to join with other members in supporting the activities of the Congregation with their time and talent, and 3) making and fulfilling a pledge of financial support to the Congregation, or making a charitable trust gift recommendation in support of the Congregation

Section 2.

The right to vote is afforded to those members of the Congregation who have made and fulfilled a pledge of financial support, or a charitable trust gift recommendation, within the last twelve months.

ARTICLE VII Membership Meetings

Section 5. Voting.

A member of the Congregation is eligible to vote at a given meeting if in good standing (as per Article VI, Section 1) as of thirty days prior to the meeting as determined by the Clerk.

Officers & Staff
(As of May 31, 2014)

BOARD OF TRUSTEES

Randy Burnham, Chair
Denny Davidoff, Clerk
Ken Vogel, Treasurer
Steve Axhelm
Chuck Colletti
Michelle Garvey
Lyn Hamilton
Bobbie Herman
Sal Mollica
Ted Yang

CAPTIAL ENDOWMENT COMMITTEE

Neil Coleman (Chair)
Marie Claire Bue
Brian LaVoie
David Thompson
Bob Trefry

PROFESSIONAL STAFF

Roberta Finkelstein, Interim Senior Minister
Edward Thompson, Minister of Music
Deborah Haffner, Endorsed Community Minister
Jan Braunle, Associate Administrator
Mary Collins, Director of Religious Education
Greg Jones, Interim Director of Operations
Lilly Lopez, Sexton Assistant
Hayden Parker, RE Assistant
Mike Roman, Sexton
David Vita, Social Justice Director & Membership Director