

UNITARIAN SOCIETY OF GERMANTOWN

2009-2010 Annual Report

Presented May 16, 2010



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MINISTER'S REPORT

This is my first annual report since returning from my sabbatical, which spanned the months from February to July 2009. So this report serves two purposes for me: It gives me the opportunity to share some of my experiences as well as to express my appreciation to all those who worked so hard and well on behalf of the church. The talented and diligent leadership on the Board of Directors, Staff, Worship Arts and Caring Teams, the Sabbatical Committee, Committee on Ministry and elsewhere made a huge difference. Aware that the congregation would do very well in my absence, sabbatical provided me with critical opportunities for rejuvenation, reflection, learning and professional development. We are so blessed to have our Director of Faith Development, Jude Henzy, who is also in training for the UU ministry. Jude was absolutely superb in providing direct pastoral care, training and supporting our lay caring team, assisting with organizational leadership issues, and so much more. Without her many efforts, our church would surely have suffered during my absence.

Upon my return from sabbatical, I feel renewed with an increased sense of purpose and possibility in my ministry – in fact, in **our** ministry. Last August, I returned to USG with new ideas and tools for improving my effectiveness in organizational leadership, preaching, small group ministry programs, and community outreach. I am enlivened with a new sense of purpose and excitement in what we can accomplish together.

Over my years of ministry, the worship experience has grown in importance for me. That is not to say I didn't take worship seriously in the past. Actually, I probably took it too seriously. But that is a conversation for another day.

Now, more than ever, I turn to worship for grounding, inspiration, and as a way to provide a direction for living my life. I know many others feel the same way. At USG we have a wonderful Worship Arts team, led by Linda Smith and myself. Of course we are blessed with Mark Daugherty's tremendous musicianship and leadership skills. With Mark, Jude and excellent lay leaders, our charge is to create the best worship services possible. Thankfully we have an excellent choir, well-trained worship associates, and a wonderful music ministry team to help us meet this mission.

As many of you know, over a recent six-month period, our Worship Arts team examined excellent worship practices within our Unitarian Universalist and other faith traditions. Using a new book entitled, *Worship That Works*, written by UU ministers Wayne Arnason and Kathleen Rolenz, we came to a deeper appreciation for what works well in our USG service. We also asked ourselves how we could experiment with the goal of improvement. Arnason and Rolenz write, "Rooted in profound human experiences of awe, wonder, fear, and family, the impulse to worship is an original response to finding ourselves alive. Almost by definition, the first thing most participants come searching for is the ancient, the familiar, the experience outside of time."

With these goals foremost in our minds, in April 2010 we began an experiment with a new order and flow of our worship service. We are glad to share this way of breaking away from the normality of our lives and entering into a sacred time.

Another initiative which inspires me is our work with the Small Group Ministries. We continue to grow in effectiveness in combining our worship and Small Group Ministry monthly themes. As the leader of the program, I can't believe that we are in our sixth year of SGM. Evan Towle and Andrea Barsevick did a wonderful job of running our

program during my sabbatical and I am grateful to them for their leadership. This year we are working together with a curriculum that gives monthly spiritual exercise assignments. Currently, we have eight small groups with more than 80 total participants. Please watch our announcements and other communications for opportunities to join a new group in the fall.

All of these programs and many more are possible in part due to our excellent staff. I feel we have a tremendously strong staff with Jude Henzy, Mark Daugherty, Anthony Craddock, Carolyn Cotton, Gloria Smith, Linda Smith and myself. Sadly, in December, Robin Falco left the staff after serving our congregation with kindness and love for over two years. Following Robin's departure, we hired a most excellent new Administrator in Gloria Smith. Betsy Gabriel worked hard and efficiently, representing the Personnel Committee in our search. Gloria works 25-27 hours per week and has a marvelous combination of academic, professional and volunteer skills and background. She received her Bachelor of Science Degree in Arts Administration from the University of Colorado at Denver and has worked in many capacities in the arts in both Colorado and in Pennsylvania. Most recently, she served as Executive Director of the Theatre Alliance of Greater Philadelphia and also as the General Manager of the Walnut Street Theatre in Philadelphia. We are also fortunate to have the talented and delightful Linda Smith providing backup support in the office, working 10-12 hours per week on an interim basis.

If you stop in at the office, you'll see that we get a lot accomplished while having a good time! Some of the exciting new efforts include our newly invigorated office volunteer program which generates laughter and increased organization for all our efforts. If you're interested in participating, please contact Gloria.

Another area of great excitement for me is our church programming. I worked closely with the Men's Group to help plan and promote our October Men's Retreat, where I was delighted to lead some programs and worship. I am also involved in some of the program and worship planning and leadership for our All-Church Retreat: "Shall We Gather at the River" this coming June.

I was also pleased to share some of the wisdom I gained during my sabbatical through teaching. During my months away, I was honored to co-author a study guide for Forrest Church's great book, *Love and Death*. Upon my return, I taught a four-session class on the book with 14 students from September through January. It was enlightening, enlivening, and very satisfying.

I'm also proud to say that for the eight years of my ministry at USG, I have been highly involved in our MLK Day of Service. For the last three years, Nancy Dearden has played a magnificent leadership role for MLK. This year as co-chairs, we worked closely and efficiently with many teams of volunteers. We sponsored more than 20 projects to enable our members and friends to work for the common good and welcomed nearly 300 volunteers who participated in our efforts. We also worked with area ministers, churches and partner organizations. This year we identified and created site partnership, such as Germantown Boys and Girls Club and Maternal Wellness Center. Another example of great community outreach was the 45 Villanova students who came to work on our projects. I was also integral to fundraising and budget. This day is a highlight of my ministry at USG and I wouldn't trade it for the world.

Other efforts outside our immediate congregation include work within our Unitarian Universalist Association. I was very pleased to preach at the UU Church of Delaware County (January 31) and the UU Church of Annapolis (April 25). Our USG choir and I worked with the choir of the First Unitarian Church of Philadelphia and Rev. Nate Walker to co-lead the opening worship of our Joseph Priestley District Annual Conference (April 17). In addition, to prepare for the National Day of Prayer, I was invited by the Philadelphia Mayor's Office to be on a local TV program with seven other leaders representing various faith traditions.

I'm also pleased by the growth and organization of our Caring Ministry. Jude, Sarah West, Mark Kaufki and I are working well in a Caring Team Collaboration. With support from Sarah and Mark, Jude continues to train and support our caring ministry associates, which allows me to spend more energy on directly giving pastoral care to those in greatest need.

As always I am deeply honored to serve as your minister. The love and support I receive from this congregation improve the quality of my life every day.

In faith,
Kent

DIRECTOR OF LIFESPAN FAITH DEVELOPMENT

The 2009-2010 church year was one of tremendous professional growth and development for me. I am deeply grateful for the support of the congregation in general, and the RE teachers and committee members with whom I worked in particular. I served on the following committees and councils:

- Adult Spiritual Development
- Board of Trustees (ex officio)
- Caring Ministry Associates
- Children's Religious Education
- Membership
- Program Council
- Worship Arts

Sunday School Program Our program was staffed by more than two dozen volunteers who led classes for children in preschool through high school. Highlights include using three more of the new Tapestry of Faith programs: *Amazing Grace* (gr. 6-8), *Toolbox of Faith* (gr. 4-5), *Faithful Journeys* (gr. 2-3) and *Wonderful Welcome* (K-1). One nice feature of these programs is that they are available online. Parents can check our weekly email or order of service to see which lesson their child's class is using on a given Sunday and look up for themselves the content of the class. Our high school youth divided their time helping with first Sunday lunches, building community, assisting on Social Action Sundays, and exploring spiritual practices. They have also been busy preparing for a mission trip to Appalachia at the end of June.

Other Religious Education Programs In addition to Sunday School classes, the Religious Education Committee offered monthly Social Action Sundays where all our children together learned about a social justice issue and participated in a hands-on way to address the issue. We landscaped the area around our International Peace Pole, made toiletries kits for NPIHN guests, provided Christmas gifts through our Holiday Angels program, and much more. In addition, we hosted regular family fun events to build community at USG. Along with our time-honored favorites of pumpkin carving and the hayride, we had a winter picnic complete with bonfire for weenie roasting.

Ministerial Formation Thanks to a generous grant from the Nicky Brown Education Fund and a motion by our Board of Trustees, I was able to take two courses, one on liturgy and the other on conflict management, at the Lutheran Theological Seminary of Philadelphia toward completion of my MDiv. degree. I also ran the Caring Ministry Associates portion of our pastoral care program. We held two trainings and I provided support and counseling, along with Sarah West and Mark Kaufki, for members offering care to other members with longer-term pastoral care needs. In addition, I preached from our pulpit, provided pastoral care to members of our congregation, and performed weddings, child dedications and memorial services.

Denominational Connections I attended monthly meetings of both the local ministers support group and the local religious educators support group. I also went on retreat with each group once this year. In addition, I chair the 21st Century Fund Committee, which disburses grants for faith development initiatives in our denomination, and am a Good Officer for religious educators in our district.

Goals for 2010-2011

1. Strengthen high school youth program.
2. Develop new leadership for Adult Spiritual Development.
3. Reinstate OWL for junior high.
4. Work with the Prioritization Committee to further the Master Plan.
5. Continue course work toward a Master of Divinity degree.

It continues to be an honor and a pleasure to serve USG. I look forward to another year together.

In faith,
Jude

MUSIC DIRECTOR

This has been a different sort of year for music at USG. We have begun to use more in-house musical talent, and it has enhanced our worship experience significantly.

The USG choir continues to anchor the special music aspect of Sunday morning worship. This year they will have presented three major musical services:

Missa Gaia by Paul Winter and company, *A Woman Called Moses* by Robert DeCormier, and *Carmina Burana* by Karl Orff. In addition, the choir sings for three out of four Sundays each month from September to June. We continue to have several professional soloists: Emily Joy Goldberg (soprano), Beverly Gross Spencer (alto), Robert Hefele (tenor), and Thomas Schoonmaker (baritone). It is a pleasure to work with the soloists and the choir; I am always impressed with their loyalty and dedication to providing quality music to enhance our worship services. I was also really touched when so many of them came over to Temple Beth Am in the fall when my synagogue congregation honored me for my 25 years of service there. It was a very special evening for me, and I was glad to be able to share this experience with my choir family.

A new thing: We are experimenting with having the choir process into the sanctuary during the opening hymn. I believe the reviews on this practice have been largely favorable, so I suspect this will become the norm for us.

This past year also saw two in-house instrumental ensembles provide music for services. I put together a klezmer-y style band; they performed at the December Chanukah service as well as the spring Passover service. Additionally, we have experimented with a new rock-ish style band, and they have performed at one service (so far) this spring. I enjoyed working with both groups, and it was really fun to tap into that new source of energy. I hope we can continue both groups (and maybe encourage the rock-ish group to grow.)

I attended General Assembly last summer in Salt Lake City. I found it really invigorating and energizing. I am trying to incorporate some of the ideas I have encountered there into our Sunday services. I plan to attend GA again this summer in Minneapolis. Can't wait!

I find that we seem to be using the organ less than I would like on Sunday mornings. This is a shame because the instrument (even though it needs some serious work) is so magnificent and awe inspiring. We need to find ways to utilize the organ and perhaps introduce it in inventive ways to people who may be unfamiliar with it (I really think that's true) and what it can do.

We still maintain two grand pianos as well as three upright console models. The upstairs Assembly Room really could use a new instrument, but it should be a grand and not another console.

I continue to serve on two committees as a part of my employment at USG: the Worship Arts Committee as well as the Music Ministry Committee. It has been enjoyable to get to know the people on both committees and to work with them to find ways to enhance our Sunday morning worship. I think we're succeeding.

Submitted by Mark Daugherty, Music Director

BOARD OF TRUSTEES

◆ Members of the 2009-2010 Board of Trustees

Berdine Whedon (President), Susan Bockius, (Vice President), Alan Windle (Secretary), Mark Bernstein, Edna Jones, Mary Lee Keane, Norman Matlock, Eli Scearce, Rudy Sprinkle

◆ Mission of Committee

To manage the “temporal affairs and property of the Society,” according to church bylaws.

◆ Significant Accomplishments of Past Year

1. The Board addressed significant issues in the management of financial policies, practices, and resources which included an in-depth review and discussion of various approaches for the appropriate use of endowment funds, review of UUA staff compensation guidelines, and the establishment of a balanced budget.
2. Three working groups were authorized by the Board:
 - a. **Budget and Finance Task Force** (Susan Bockius, chair, Rudy Sprinkle, and Berdine Whedon) met weekly during the summer of 2009 to review all current financial documentation and practices and to produce a report of findings and recommendations to the Board. This group completed its work in August 2009 and disbanded. Recommendations were either acted on by the Board immediately or referred to the Financial Policies Working Group (see below) for further development.
 - b. **Financial Policies Working Group** (Susan Bockius, chair, Tom Garrabrant, Tom Smith, Rudy Sprinkle, Jim Dorn, and Lee Meinicke) met monthly beginning in Sep 2009 to craft a series of financial policies needed to ensure a better balance of flexibility and controls in the management of our financial affairs. This group will complete its work at the end of this fiscal year. For information on the policies recommended by this group and adopted by the Board, please refer to the Financial Policies binder on file in the USG office.
 - c. **Budget Working Group** (Mark Bernstein, chair, Susan Bockius, Norman Matlock, and Mary Lee Keane) met monthly beginning in Sep 2009 to develop the 2010-2011 budget with the following intentions:
 - To begin to project 3-year budgets which would eventually result in no additional expenditures from the general fund endowment beyond the “total return” previously adopted by the Board.
 - To conform professional salaries to at least the midpoint of the UUA suggested compensation guidelines.
 - To make transparent expenditures which have historically not been included in the budget such as CD Sale proceeds used to purchase sound system equipment and Sullivan Library funds used to pay computer expenses.

- To fully fund mission-oriented programs including Sunday services because our excellent program is integral to the mission and growth of the church.
 - To approach full payment of UUA dues and JPD dues.
 - To conform future capital expenditures to priorities established by the Priorities Committee on the master plan.
 - The church budget must reflect prudent, solvent, stewardship as we approach the start of the significant capital campaign associated with the adoption of the architectural master plan.
3. At the April 2010 meeting the Board passed the budget for the 2010-2011 fiscal year. In line with the intentions of the Budget Working Group as well as the entire Board, this is a balanced budget that does not anticipate the withdrawal of principal funds from the endowment to meet operating expenses. Capital expenditures required for building and property are allocated from a contingency fund so are now not shown as part of operating expenses. Please refer to the Budget presentation for further information.
 4. In addition, other Board members prepared information and presented various strategic approaches on endowment spending for Board consideration with the end in mind of developing a formal policy in this area. This process is on-going as of this writing.
 5. In August the Board worked with a JPD consultant in a day-long retreat to consider immediate concerns and to do preliminary planning for the coming Board year.
 6. In August the Board recognized the outstanding work of Jude Henzy during Kent's sabbatical and also authorized the following:
 - A committee to support Jude in her goal to become a UU minister
 - Up to 30 days in study leave
 - A one-time grant of \$5,000.00 for tuition reimbursement to come from the Nicky Brown fund.
 7. In October 2009, Brennan and Associates was engaged to provide bookkeeping support. This accounting firm, with offices in Germantown and Chestnut Hill, not only provides greater depth of staffing resources but is also experienced in the ACS software which we are using to integrate and manage membership and pledge information. Going forward it will also be used as our primary accounting software which will provide improved and more consistent reporting.
 8. From October through December, the Board worked in close coordination with the Strategic Planning Council and provided considerable support for the management of the Master Plan congregational review and vote. On December

13, 2009, the congregation voted 126 to 13 in favor of adopting the Master Plan as an overarching approach for future planning for our facilities.

9. Following the adoption of the Master Plan, the Board authorized two working groups to implement the plan:
 - a. **Design & Construction Working Group** charged with:
 - Continuing dialogue with the Congregation on the desired components and scheduling of the Phase One Plan.
 - Continuing dialogue with partner organizations (such as the Co-op Nursery School) on the implications of joint usage of USG buildings and grounds on the Phase One Plan.
 - After funding for architectural & engineering fees is in hand, hiring and working with an architectural firm to begin the design process on the Phase One Plan.
 - b. **Capital Campaign Feasibility Working Group** charged with:
 - Continuing to gather information on grants and lending sources
 - Creating a list of capital campaign consultants to interview and selecting one firm to evaluate USG's fundraising capabilities and create an appropriate approach.
 - c. Carolyn Cotton will chair the Design & Construction Working Group which will also include Howard Silver, Mark Bernstein, and Charles Gabriel with Jude Henzy as the staff liaison. Other members may also be added in the future.
 - d. Staffing for the Capital Campaign working group is underway.
10. The Board approved the Suzanne Matlock Birthday Challenge matching gifts program, appointed Rudy Sprinkle as the escrow officer, and authorized the proposed use of these funds for moving the DRE office from its present location to the space currently occupied by the stage in the assembly room. This is understood to be a first step toward implementing a Master Plan Phase I goal with the exact timing and implementation to be determined by the Master Plan Design and Construction Working Group.
11. In March Lee Meinicke was approved as the new CIF treasurer. Many thanks to Tom Garrabrant who has held this post and is rotating off at the end of the fiscal year.

◆ **High-Priority Goals for 2010-2011 Church Year**

1. Update and reorganization of governance structure to facilitate a greater emphasis on key USG ministries and programs, e.g., community outreach/social action activities and spiritual practices.

2. Increased emphasis on restating and refining our vision and mission.
3. Development of three-year pro forma budget to continue on the goals established in this year's budgeting process.
4. A written policy to govern endowment spending.
5. Revision to the ministerial performance evaluation process.
6. Continued support and development of the Master Plan, including a structure for a capital campaign, subject to economic conditions, and the design and construction working group in coordination with the existing Building and Grounds Committee.

Submitted by Berdine Whedon, President, Board of Trustees

TREASURER'S REPORT

USG continues to manage its finances with care and— despite the difficult current state of the national and local economies—to meet all of its major financial obligations. To do so has meant economizing in some areas, and general belt-tightening. Careful management of budgets by the USG Councils has permitted us to strike a balance between scarce resources and the growing needs of a growing congregation.

To ensure that that balance can continue to be maintained, USG this year has taken several steps. First, the bookkeeping function was reviewed, and a decision taken to contract with an external firm to provide that service. This has resulted in enhanced and more timely reporting of ongoing budgetary information, which is being shared both with the Board of Trustees and with the USG Councils.

Second, the Board of Trustees established a Task Force dealing with Budget and Finance. Its mission is to review (and in some cases create) key policies relating to church finance, and make recommendations for changes and improvement. The Task Force's work is ongoing, and is expected to continue at least throughout this calendar year.

Third—and an outgrowth of the Task Force's work—the decision was taken to adopt a new accounting software system, one that will permit integrated reporting of USG's operating budget and its endowment. The new system will also link directly with software used to track membership pledges. As a result, a much more complete and systematic framework will be created for documenting revenues from all sources, and greater flexibility will be possible in tracking expenditures. This decision will require rethinking of the overall budget and chart of accounts, a process that will take place over the next several months.

Finally, the role of "Assistant Treasurer," previously an ad hoc position, has been formalized. Its responsibility will be oversight of USG's endowment funds.

Submitted by Tom Smith, Treasurer

ADMINISTRATIVE COUNCIL

◆ Members

Dennis Strain (chair), Norman Matlock, Lee Meinicke, Andrea Parry, Rudy Sprinkle, Alan Windle

◆ Mission of Committee

The Administrative Council works with the Church Office, Buildings and Grounds, Publicity, and Investment Committee and administers the Sullivan Library Fund and the Memorial Fund. This year it focused on the renewal of the Nursery School lease, establishing a policy for the Memorial Fund, automating pledge administration, resolving rental issues, and developing a Communications Policy.

◆ Significant Accomplishments of the Past Year

The Council developed a policy governing gifts and bequests to the church and the administration of the Memorial Fund. It authorized expenditures from the Memorial Fund to support (1) the installation of picture molding for the Arts Show, (2) the Paula Cole Jones Workshop, (3) the expenses of the All-Church Retreat, and (4) the lighting and protecting of the stained glass window facing Lincoln Drive. It developed a coordinated response from the Buildings and Grounds Committee, the Religious Education Committee, and the Strategic Planning Council to issues raised by the renewal of the Nursery School lease. Through Andrea Parry, it negotiated a one-year lease renewal including a significant rental increase. Finally, it convened all people involved in church communications to develop a Bulletin Board Policy and a Communications Policy, and it approved the formation of a Communications Committee.

◆ High-Priority Goals for 2010-2011 Church Year

1. Resolving the long-term use of the Youth Lodge by the Nursery School
2. Rationalizing and documenting church finances

Submitted by Dennis Strain, chair

STRATEGIC PLANNING COUNCIL

◆ Members

Linda O’Gwynn (Chair), Carolyn Cotton, Gale Gibbons, Mary Lee Keane, Kent Matthies, Peter Walsh, Berdine Whedon

◆ Mission of Committee

- Secure input from all congregants.
- Evaluate general needs, strengths, weaknesses, opportunities relevant to USG and its vision and mission.
- Develop a five-year plan that identifies clear goals, sets priorities and provides a basic road map for achieving them.
- Identify resources and capabilities needed to meet goals.

- Review progress on the plan, evaluating new circumstances and revising the plan as appropriate.
- Report yearly to the Board of Trustees and revise the plan as appropriate.

◆ **Significant Accomplishments of Past Year**

1. Facilitated a series of events to inform the congregation about the Brawer & Hauptman 20-Year Facilities Master Plan and to solicit opinion and dialogue about the plan.
2. Garnered approval of the Master Plan through a Congregational Vote.
3. Recommended to the Board the formation of a Dialogue, Design and Construction Task Force and a Capital Campaign Task Force to implement the Master Plan.
4. Began the process of evaluating and updating the 2006-2010 Strategic Plan into a 2010-2015 Plan through the creation of a congregational survey on Worship, Faith Development, Community, Social Action and Supports.
5. Began the process of evaluating and updating the USG Vision and Mission Statements.

◆ **High-Priority Goals for 2010-2011 Church Year**

1. Complete the 2010-2015 Strategic Plan, based on strong congregational input, and deliver to the Board for adoption.
2. Recommend to the Board a revised governance structure to integrate Strategic Planning with Program implementation.

Submitted by Linda O'Gwynn, chair

ADULT SPIRITUAL DEVELOPMENT

◆ **Members of Committee**

Current Members: Takiyah Nur Amin, Maggie Chapman, Markea Jackson, Margaret Kinnevy, Anne Ream.

Outgoing Members: Jane Eisenstein (outgoing chair), Rick Carel, Shannon Strain

◆ **Mission**

To develop, implement and maintain a formalized, ongoing Adult Spiritual Development program that provides the opportunity for lifelong spiritual exploration and development for all USG members and friends. We seek to offer courses that provide deeper knowledge and understanding of our UU heritage and our personal UU beliefs, and courses that offer a broader perspective on spiritual growth based on a wide range of human knowledge and experience.

◆ **Significant Accomplishments of Past Year**

We offered a varied curriculum for two semesters, in addition to UU 101, which continued to be offered all year. Courses offered in Fall 2009 were Exploring Love and Death, The Artist's Way, Siddhartha, UU History, Spirit of Life, and Global Warming: Changing Course. There were 58 participants in the fall classes. The Spring offerings

were Spirituality, Emotional Awareness and Art; Seeing is Achieving; The Four Noble Truths; Introducing Islam; and A Course in Miracles. Spring enrollment was 83 participants, plus Spirit of Life and The Artist's Way continued from the fall semester. Thank you to all the course leaders who gave their time and energy to create another successful year of spiritual growth and exploration for adults in our church.

◆ **High-Priority Goals for 2010-2011 Church Year**

1. Promote the mission and vision of ASD as a means to increase enrollment and participation in the Adult Spiritual Development program.
2. Continue to offer a varied and enriching curriculum, including both UU and broader spiritual subjects and approaches, that will be accessible and meaningful to a broad cross-section of our members and friends.

Submitted by Jude Henzy

BUILDINGS & GROUNDS COMMITTEE

◆ **Members**

Tom Schoonmaker (chair), Carolyn Cotton, William Hoyt, Edna Jones, Jill Murray, Scott Murray, Al Parker, James Petka, James Semmler, Howard Silver, Andre Stormont

◆ **Mission of Committee**

Maintain and improve the buildings and the grounds

◆ **Significant Accomplishments of the Past Year**

- o Installed a new security and alarm system
- o Installed new life safety and emergency lighting
- o Insulated the Sullivan wing, the Daskam Room, the Assembly Room and Austin Youth Lodge
- o Installed new doors at ground level on Lincoln Drive (damaged in an auto accident)
- o. Repaired and refurbished (made functional) the swinging Dining Room vestibule doors to courtyard
- o Addressed the air quality problems in the minister's office, the Sanctuary, the Bristol Room and the boiler room (a work in progress, as of April, 2010)
- o Replaced the bluestone walk on the north side of the Sanctuary to stabilize the wall along the driveway
- o Replaced two 80-year-old blowers under the Sanctuary to provide efficient heat distribution during the winter and cool air during the summer
- o Replaced leaking steam pipes
- o Added motion detector lighting to reduce cost of electricity
- o Refurbished five doors in the courtyard. (maybe 6!)

- o Continued upgrading the landscaping around the parking area and the rest of the property
- o Organized two successful work days, saving many thousands of dollars
- o Obtained new snow removal contractor, saving several thousands of dollars

◆ **High-Priority Goals for 2010-2011 (predicated on adequate funding)**

- o Add gutters to the rear of the church building to prevent water seepage into the stone
- o Insulate over the offices
- o Install additional storm windows and replace deteriorated window(s) with heat efficient and attractive new windows
- o Increase number of motion detector lighting devices
- o Add to the improvement of electrical systems
- o Complete upgrade of Dining Room and Assembly Room blowers
- o Improve signage on Lincoln Drive

Submitted by Tom Schoonmaker, chair

EARTH HONORING TRADITIONS

◆ **Members**

Dennis Strain (co-chair), Wally Moyer (co-chair), Donya Coldwell, Mark Waldo

◆ **Mission of Committee**

With singing, chanting, and dancing, we celebrate the cycles of nature throughout the year. In addition, we hold a monthly Journey Circle, using drumming to create a space for entering into a shamanic dream.

◆ **Significant Accomplishments of Past Year**

The group initiated the monthly Journey Circle with the assistance of Mark Waldo. It honored the four Celtic feasts of Imbolc (Feb 1), Beltane (May 1), Lughnasadh (Aug. 1) and Samhain (Nov. 1), in addition to the spring and fall equinoxes. The Winter Solstice celebration was cancelled because of heavy snow.

High-Priority Goals for 2010-2011 Church Year

1. Expand participation in all events.
2. Adding the summer solstice to the celebrations.

Submitted by Dennis Strain, co-chair

ENDING RACISM COMMITTEE

◆ Members

Robert Anu (Chair), Nancy Anderson (Co-chair), Carolyn Barschow, Carla Campbell, Fran Emery, Francis Heron, June Krebs, Hal Krieger, Kent Matthies, Jill Murray, Scott Murray, Erika Orsulak, Jeanne Robinson, Eli Searce, Marietta Tanner, Charlotte Turner, Marion Watlington, Susan Zingale-Baird

◆ Mission of Committee

An overview of our mission: To show the way to anti-racism and anti-oppression; to keep the dialogue around race full and open.

◆ Significant Accomplishments of Past Year

Our committee has raised funds for Green Sanctuary's Mural Arts program; we have established a memorial plaque in Liz Charles memory and raised the funds to be able to accomplish this; we have led trips to four plays focused on racial issues; we have led discussions around several movies shown here at church; we have led discussion around Mark Morrison-Reed's memoir *In Between*; we have advertised and led the way to a set of workshops on UUA's civil rights efforts and history – led by Mark Morrison-Reed; we have been responsible for two other fundraisers – one to raise funds for a memorial plaque for Liz Charles, the other to support the upcoming church retreat.

◆ High-Priority Goals for 2010-2011 Church Year

1. Proceed with a White Allies group and all the work that entails.
2. Continue to find vital local activities that assist us in continuing the dialogue around race: plays, exhibits, workshops.
3. Continue to run discussions and workshops and film screenings here re: race and the influences of race. And continue to have fundraisers to supplement our program work.

Submitted by Nancy Anderson, co-chair

GREEN SANCTUARY COMMITTEE

◆ Members

Anais Salles (chair), Will Bernstein, Brad Crawford, Trish Gallagher, Lee Meinecke, Al Parker, Katie Parker, Carolyn Scott, Dennis Strain, Joe Walsh

◆ Mission of Committee

To implement our congregation's commitment to the Unitarian 7th Principle: Respect for the interdependent web of all existence of which we are a part; to support our congregation's goal of local, national, international environmental justice.

◆ **Significant Accomplishments of Past Year**

Application for official UU/GSC certification
Tioga Mural Project (ongoing)
Recycling Project (ongoing)
Committee brochure
Bee Haven Project ongoing)

◆ **High-Priority Goals for 2010-2011 Church Year**

1. UU Certification / Congregational Approval
2. Complete Tioga Mural Project
3. RE course / worship service

Submitted by Anais Salles, chair

MEDITATION CIRCLE REPORT

The Meditation Circle, in its third year, meets at 9:30 a.m. on the second Sunday of the month at the Austin Youth Lodge and is co-facilitated by Jamie Preston and Beth York. It is designed for the novice as well as experienced meditators. For more information, please contact Beth or Jamie at meditation@usguu.org

Submitted by Jamie Preston, co-facilitator

MEMBERSHIP COMMITTEE

◆ **Members**

Delores Hill (Chair), Tom Hecker, Elaine Hills, Beth Lazer, Steve Niezgod, Carolyn Scott, Gloria Smith

◆ **Mission of the Committee**

The Membership Committee's mission is to create a welcoming atmosphere for visitors, to establish a path for them to become members of the church and to retain new members, encouraging all to participate in the life of the congregation so that they and the church may be mutually enriched and that the church will grow and prosper.

◆ **Significant Accomplishments of Past Year**

- Developed a "Path to Membership" plan to ensure a coordinated, sustained program that will ease the transition for visitors on their path to membership.
- Increased the use of the internet as a public relations tool for membership, which included posting photos of new members on the USG home page, email announcements, and the use of e-vites.
- Planned and facilitated four membership book signing ceremonies and two private signings to give new members an opportunity to participate in a formal commitment ceremony. An additional ceremony is scheduled for June 13.

- Planned and facilitated activities to help visitors learn more about USG and make connections to the church community. Activities included three breakfasts with the minister and two visitor receptions. A potluck dinner was held for new members.

◆ **High-Priority Goals for 2010-2011 Church Year**

1. Implement “Path to Membership” plan.
2. Create and implement a plan to help new members become integrated and stay connected to the USG community.
3. Help visitors connect more easily with the USG community (coffee hour, activities).

Submitted by Delores Hill, chair

MEMORIAL GARDEN COMMITTEE

◆ **Members of the Committee**

Tom Schoonmaker (chair), Peggy Bruton, Marny Walsh, Pat Wilson, Janet Young

◆ **Mission of Committee**

Develop and maintain the Memorial Garden.

Obtain and install memorials, as required. Stone has not been ordered from Malvern Granite since 7/06.

Plaques are ordered, as requested, from Spencer Industries.

◆ **Significant Accomplishments of the Past Year**

Added new plantings.

Kept the garden lookin' purty.

No memorials added (good news, eh?).

◆ **High-Priority Goals for 2010-2011**

Increase size of the committee.

Keep requests for new memorials at a minimum.

Submitted by Tom Schoonmaker, chair

MEN'S GROUP

◆ **Members**

Hal Krieger & Wally Moyer Co-Chairs; about 30 members

◆ Mission of Committee

The USG Men's Group provides a forum for discussion of issues of importance to men, to help promote their personal and spiritual growth. The intimate and confidential interactions promote bonding among the men of the church.

◆ Significant Accomplishments of Past Year

Men's Retreat at Murray Grove
Hosted New Year's Eve Party at USG

◆ High-Priority Goals for 2010-2011 Church Year

Men's Retreat at Murray Grove
Hosting New Year's Eve Party at USG
Men's Group Service Day at USG

Submitted by Hal Krieger, co-chair

MARTIN LUTHER KING DAY OF SERVICE

Members

Kent Matthies (co-chair), Nancy Dearden (co chair), Marge Caplan, Gail Gibbons, Carolyn Scott, Dennis Strain, Sarah West, Virginia Kirk (Thomas Paine congregation), Bruce Pappas (MLUC).

Mission of Committee

A day of service providing opportunities for fellow UU congregations and members of the community to take part in numerous service projects to honor Martin Luther King, Jr.'s principles.

Significant Accomplishments of Past Year

MLK Day – January 18, 2010 was bigger this year with an established committee to help plan and implement the event. It was well publicized with 18 coordinated projects that took place at USG and throughout the community, attracting approximately 250 volunteers. More fellow UU's participated in the planning and recruitment of volunteers from their congregations.

High-Priority Goals for 2010-2011 Church Year

1. Fund-raise and self-fund committee by securing big-name sponsor who will fund some of the expenses of the day
2. Get contributing sponsors early in the game who will donate supplies in kind
3. Involve other UU churches in the planning/implementation process.

Submitted by Nancy Dearden, co-chair

NPIHN HOSTING

◆ Members

Nancy Dearden, chair; Gloria Smith, shopper

◆ Mission of Committee

In collaboration with NPIHN, USG is one of the area congregations that host up to 4 homeless families for a given period of time. It is the committee's job to house, feed and oversee the living arrangements for that time period.

◆ Significant Accomplishments of Past Year

USG's last hosting took place June 7 – 21, 2009. There were 4 very nice, appreciative families who felt well taken care of. The 2 weeks went very smoothly with enough USG volunteers to host dinners and overnights at church.

◆ High-Priority Goals for 2010-2011 Church Year

Recruit enough volunteers to make dinners and spend the night.

Submitted by Nancy Dearden, chair

RELIGIOUS EDUCATION COMMITTEE

◆ Members

Ilene Klein (chair), Sandra Campbell, Shawn Craig-Parker, Jude Henzy, Margaret Lea

◆ Mission of Committee

To provide Religious Education opportunities for all children. To provide social action and family events for children and families.

◆ Significant Accomplishments of Past Year

Our family events, such as hayride, winter campout, and family game night, were well attended and enjoyed by all. Service trip planned, and 9 YRUU students will be going.

◆ High-Priority Goals for 2010-2011 Church Year

1. Continue providing educational experiences for all children and youth.
2. Continue to provide social action and family fun events for children and family
3. Keep increasing the number of children and youth that are enrolled in Religious Education activities.

Submitted by: Ilene Klein, chair

SERVICE AUCTION COMMITTEE

◆ Members

Deb Kish-Silver (chair), Bruce Bryant, Carolyn Cotton, Bill Dowdall, Lida Holota, Lynne Kalish, Elaine Kowalewski, Dennis Strain, Shannon Strain, Sally Streibig

◆ Mission of Committee

To organize and implement the Annual Service Auction.

◆ Significant Accomplishments of Past Year

The Service Auction raised over \$21,000. The auction creates opportunities for congregants to interact with other members, which strengthens community ties.

◆ High-Priority Goals for 2010-2011 Church Year

1. To increase the number and types of auction items offered.
2. To encourage younger members of the congregation to participate in the auction.
3. To utilize the internet more effectively by advertizing the auction items before and after the auction date, though Facebook or the USG website.

Submitted by Deb Kish-Silver, chair

SHARE THE PLATE TASK FORCE

◆ Members

Jamie Preston (chair), Dennis Brunn, Peg Bruton

◆ Mission of Committee

To give the USG community, collectively, the opportunity to make meaningful financial contributions outside of USG in promotion of UU values and ideals.

◆ Significant Accomplishments of Past Year

More than \$16,830 was raised and given directly to outside organizations, through monthly collections. Please see summary chart on next page.

◆ High-Priority Goals for 2009-2010 Church Year

1. The Task Force wishes to build on the generous and enthusiastic response to this first three years of the program. We will continue to solicit nominations from the USG community, and we will continue to promote this monthly opportunity to match our money to our ideals by contributing publicly and generously to the greater community.
2. The Task Force is made up of three members, down from five. The Task Force is currently seeking a fourth member.

Submitted by Jamie Preston, chair

Share the Plate Task Force Record of Monies Collected Through April 2010			
DATE	RECIPIENT	COLLECTED	NOTES
15-Apr-07	Community Church UU/ First Church New Orleans	\$963.00	Divided evenly between 2 churches
29-Apr-07	UUS New Orleans Relief	\$1,556.26	Counts for May 2007
17-Jun-07	Neighborhood Interfaith Movement (NIM)	\$912.00	
15-Jul-07	UU House	\$650.00	
12-Aug-07	Habitat for Humanity	\$718.00	
16-Sep-07	Lingelbach School	\$860.00	\$500 more given from Sullivan Fund
21-Oct-07	Kenya Medical Trust (Soyini Powell's Group)	\$1,839.00	
18-Nov-07	Philabundance	\$1,472.00	
9-Dec-07	UUA - Association Sunday	\$2,278.75	
24-Dec-07	NPIHN/ USG	\$1,825.00	\$1819 to USG
20-Jan-08	Need In Deed	\$1,086.04	
17-Feb-08	Phila Comm. To End Homelessness	\$1,101.00	
17-Mar-08	Nationalities Service Center	\$1,602.10	
20-Apr-08	Safe Passage	\$3,468.00	YRUU Svc Trip
18-May-08	Reach Out & Read	\$789.63	
15-Jun-08	Pottstown UUs	\$807.25	
20-Jul-08	UUSC- Mynmar Cyclone Relief	\$1,048.00	
Aug-08	Linglebach	\$602.50	
Sep-08	NIM	\$911.30	
Oct-08	New Directions for Women	\$1,390.39	
Nov-08	People's Emergency Fund	\$1,062.50	
Dec-08	NPIHN	\$1,626.41	equal amount to USG
Jan-09	Pathways PA	\$929.00	
Feb-09	Peace Corps Romania	\$1,058.00	
Mar-09	Cradles to Crayons	\$942.46	
Apr-09	Operation Homefront	\$1,190.90	
May-09	Meals On Wheels	\$602.00	
Jun-09	Mental Health Assoc. of SE PA - Compeer	\$600.00	
Jul-09	Maternal Wellness Center	\$660.55	
Aug-09	Acheivability- West Phila.	\$536.00	
Sep-09	Linglebach School	\$1,025.00	
Oct-09	UUUNO	\$932.00	
Nov-09	NIM	1382.28	
Dec-09	NPHIN	\$1,668.90	equal amount to USG
	Total given April 07 thru Dec. 09	\$40,096.22	
	Average Amount per Shared Plate Sunday	\$1,250.08	
	2007 total for Share the Plate Sunday	\$13,074.01	9 months
	2008 total for Share the Plate Sunday	\$15,495.12	includes \$3468 to YRUU
	2009 total	\$11,527.09	
	STP members as of April 27, 2010		
	Dennis Brunn 609-528-8838		
	Peggy Bruton 215-844-5758		
	Jamie Preston, Chair 215-817-5549		
Jan. 17, 2010	Haiti Relief, UUSC/UUA	\$5,246.77	Plus equal match from Sullivan Assistance Fund
Jan. 24, 2010	Girls, Inc.	\$1,538.75	
Feb. 21, 2010	EMIR	1785.83	
Mar. 28, 2010	UUA Association Sunday	\$1,570.17	
11-Apr-10	Center for Devel in Central America	\$820.98	

STEWARDSHIP COMMITTEE

◆ Members

Linda Bernstein, Tom Schoonmaker, co-chairs
Ann Schoonmaker, Susan Smith, Trevor Lalish-Menagh, Leni Windle

◆ Mission of Committee

To conduct the annual stewardship campaign. To help members speak more easily and openly about financial matters and the need to raise money and seek annual financial commitments from members to support USG.

◆ Significant Accomplishments of Past Year

For the second year, we had a successful Celebration Sunday with cottage lunches immediately following the church service in members' homes. The cottage lunches provide opportunities for meaningful conversation and bring members into contact with each other and with their values.

We are falling somewhat short of our goal of \$330,000 which would have been a 10% raise from last year. We expect to raise about \$315,000. Many members are experiencing levels of financial distress. We have learned that other UU congregations have experienced shortfalls in their annual fund drives. Some are considering supplemental appeals. Our congregation may wish to consider this.

◆ High-Priority Goals for 2009-2010 Church Year

1. The cottage lunches have proven to be a meaningful annual "ritual" in the life of the congregation. If that is not repeated, another way for the congregation to articulate their values and the value of USG to them should be created.

WOMENSPIRIT SONG CIRCLE

◆ Members

Since we are not a committee, I, as the facilitator, am the only real member. The number and identity of the participants vary. All are young or mature women.

◆ Mission of Committee

The mission is to bring together women who enjoy singing and learning new songs. The musical genre includes folk, Broadway show, R&B, hymns, pop, traditional spirituals, protest, pop, and occasionally, classical. We chant, share an inspirational reading, and meditate/relax. Literally and figuratively, we celebrate the singular Voice of the Other.

◆ Significant Accomplishments of the Past Year

Themes were introduced to each WSC meeting. The songs, dance, and reading reflected the monthly theme. Some of the themes were "Remembrance," "Loss," and African-American compositions and performances.

Thirteen women (the most ever) attended the Winter Holiday meeting in November in which we sang and danced the music of Christmas, Hanukkah, and the Solstice.

◆ **High-Priority Goals for 2010-2011 Church Year**

1. To promote the WomenSpirit Song Circle outside USG
2. To increase number of participants
3. To engage participants in contributing ideas for music, readings, chants, etc.

Submitted by Donya Coldwell, chair

WORSHIP ARTS

◆ **Members**

Linda Smith (co-chair), Rev. Kent Matthies (co-chair), Steve Conrad, Mark Daugherty, Jude Henzy, Brian O'Leary, Marny Walsh, Debbie Ward, Phil Weiser

◆ **Mission of Committee**

To arrange and maintain the calendar of Sunday services throughout the year, explore innovative worship experiences, schedule guest speakers, implement services, provide high-level musical experiences, evaluate services with input from other USG committees and the congregation.

◆ **Significant Accomplishments of Past Year**

One of the greatest challenges of the past year was the committee's ability to continue to meet its mission, to secure and maintain high-quality speakers and continue our excellent music program on Sunday mornings. Although Kent's return from sabbatical in August made that work somewhat easier, many decisions were made while he was out and much planning was successfully fulfilled by his return. Despite budget cutbacks and a severe decrease in resources, the committee continued to research and locate the speakers and musicians we desired in order to provide an innovative worship experience at a cost we could afford. This was a huge accomplishment and took hours of hard work and effort.

Kent returned from sabbatical inspired by the *Worship That Works* book by Wayne Aronsen and Kathleen Rolenz. This book, written by UU ministers who spent a year exploring examples of inspirational worship and music experiences, became the backbone of a year of study and recommendations. The committee considered the many excellent examples of how USG already does worship well, then discussed the guidelines in the book over a period of months as a way we could use worship to promote spiritual growth.

The result was the knowledge that USG already provides an excellent worship and musical experience in many ways. But to continue in our efforts, we proposed specific changes, some of which are currently in practice for a trial period as together we decide the best way to promote spiritual practices during our Unitarian Society of Germantown worship services.

In addition, the committee focuses regularly on issues of family participation in our services, training and integration of worship associates into our worship experiences, how our ushers can assist and inform regular attendees and guests about our community and other ways to ensure an integrated experience.

Many thanks to the committee who has worked hard, provided insight, experience and excellent judgment as we continue in our efforts to provide the best worship experience possible.

◆ **High-Priority Goals for 2010-2011 Church Year**

1. Continue in our efforts to expand the range of worship experiences using the *Worship that Works* book as a guideline.
2. Provide top-rated worship speakers and excellent music while staying within a limited financial budget.
3. Continue to explore ways to further integrate our children and families into the Sunday morning worship experience.

Submitted by Linda Smith, co-chair