



UUCR

**Annual Report
2019**

Unitarian Universalist Congregation of Rockville
100 Welsh Park Drive
Rockville, Maryland 20850

Unitarian Universalist Congregation of Rockville

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Staff

Rev. Lynn Thomas Strauss, Senior Minister
Rev. Rebekah Savage, Associate Minister
Rev. Jack Young, Minister Emeritus
Carla Miller, Director of Religious Education
Sarah Jebian, Director of Music
Adrian L. H. Graham, Director of Communications & Membership
Donna Taylor, Church Administrator
Anne Chernikoff, Religious Education & Youth Assistant
Justin Furnia, Pianist
Justin Onyeador, Building Sexton

Officers

Colleen Dolak, President
Mary Carvajal, Vice President
Peter Shaw, Secretary
Christy Shannon, Treasurer
Eric Burch, Assistant Treasurer
Barbara Harrison, Assistant Treasurer
Steve Eckstrand, Immediate Past President

General Trustees

Dana Alzouma
Glenn Griffin
Aaron Pied

Annual Report 2019

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Vital Statistics – as of May 31, 2019

Members: 375

Friends: 140

Religious Education Enrollment: 143

Religious Education Families: 123

New members from May 7, 2018 to May 31, 2019: 14

Angela Ansberry, Sarah Appleby, Carol Barnard, Maria Viki Betancourt, Carole Clem, Catherine Easton, Kathleen Halverson, Kristen Lekstrom, Chris Mennone, Sergey Novikov, Gail Schmitt, Nancy Spencer, Brian Sullivan, Curtis Winans

Members off the roll from May 7, 2018 to May 31, 2019: 31

Carol Barney, Carson Bennett, Rachel Bennett, Ben Callison, Corynne Carpenter, Emily Carpenter, Brian Childers, Kelly Cooper, Dwayne Donley, Lynn Foster, Lisa Fredin, David Garofalo, Carey Gellman, Richard Gellman, Gretchen Jones, Brett Linkletter, Rebecca Linkletter, Ashia Mann, Don Mann, Mary McClure-Carter, Hellen Oketch, Lisa Petrovich Smith, Blia Ramirez, Telesforo Ramirez, Ashley Rhinehart, Jimena Ryan, Eden Santa Cruz, Katrin Weixel, Bryan West, Michael Youngman, Monica Youngman

Members changed to Friends from May 7, 2018 to May 31, 2019: 5

Carol “Shira” Ehrlich, Pat Einhorn, Steve Einhorn, Ellen Swinford, Jack Young

Child Dedications: 5

Maeve Appleby Winans
Maxine Appleby Winans
Alured Beltran

Anabel Beltran
Leo Alexander Runko

Member Deaths: 6

Rachel Goodrich (December 6, 2018)
Hunter Jones (March 22, 2019)
George Leonard (November 20, 2018)

Ellen Menis (December 16, 2018)
Betty Prestemon (September 2, 2018)
Ted Reuther (November 1, 2018)

Memberships in Abeyance: 7

Robert Heilman, Karen Knispel Heilman, Jeffrey Lewis, Mary Beth Lewis, David Mayhew, Shannon Mayhew, Elaine Perino

Report from the President—*Colleen Dolak*

The Board of Trustees for 2018-2019 included Dana Alzouma (General Trustee), Mary Carvajal (Vice President), Colleen Dolak (President), Steve Eckstrand (Immediate Past President and non-voting member), Glenn Griffin (General Trustee), Aaron Pied (General Trustee), Christy Shannon (Treasurer), Peter Shaw (Secretary) and Rev. Lynn Strauss (Minister and non-voting member).

The UUCR board of trustees works with the senior minister and Lay Ministry Council to integrate governance in ministry at UUCR. This year our board made major strides to transition from a working board to a strategic board model of governance. The five tasks of a strategic board are discerning congregational mission/vision, carrying out its fiduciary responsibility, formulating policies, strategic planning, and assessment.

At the Fall Town Hall, we shared plans to revise the Coming of Age program, diversify our ministry, review our facilities and planning needs, create a stewardship committee and improve information technology needs. These plans have been led by staff and carried out by volunteers including the Racial Justice Working Group, the Family FUUN Choir and ArtsConnect.

The 2018-19 Congregational Year was a year of change. Our activities have focused on cultivating UUCR's spiritual practice of engaging both the congregation and wider community as a leader and partner in social change. The Board was able to engage on and revise a policy for Hiring, created a Youth Board member policy and drafted a Partner Plate Policy. We discussed the roles and responsibilities of the Board with regard to Finance and outlined the needs of a Finance Chair. We refined and approved the framework for a Stewardship Committee and a Rental Committee, but we were not able to recruit a leader nor a robust participation in either thus far.

I hope you have enjoyed and engaged in celebrating the UUCR we all know and love, as well as helped us plan to become an even more vibrant congregation as we move forward together. We have undertaken the sad and joyous work of saying goodbye well to our beloved leader, Reverend Lynn Strauss and she commences a new chapter on her spiritual journey.

We celebrate in the blessings of Reverend Rebekah Savage as she remains with us in her current role as UUCR's first full-time Associate Minister. I want to share my deep gratitude to the Ministers, members of the Board, Lay Ministers, Committee Chairs, and members and staff for your commitment to our congregation and for your work on our behalf. I have found spiritual leadership to be a profound and enhancing experience.

The 2018-2019 Board of Trustees Leadership and Training budget was \$1000 and \$750 has been spent; it was used to purchase books for the retreat and recognize congregational leaders at the Fellowship Dinner who advanced strategic plan goals.

Report from the Treasurer—*Christy Shannon*

The Treasurer has overall responsibility for all of the congregation's financial activities and is a voting member of the Board of Trustees. The Treasurer verifies that UUCR's financial records are accurate and up-to-date and prepares a monthly Treasurer's Summary for the Board and Finance Committee. The monthly summary is available for any member or friend who requests a copy from the Treasurer, Board Member, or Finance Committee member. UUCR's financial condition is sound overall, but this year the Board budgeted a \$30,000 deficit to cover expenses. The deficit was planned to allow UUCR

to hire a 2nd minister in May 2017 with a 3 year contract. The goal is that our congregation's pledge base would increase to fund it completely within the 3 years. The General Endowment Fund balance is approximately \$375,000. The General Reserve is approximately \$266,000 or 34% of the annual budget. After completing 9 months of the year, we expect to finish out the year near our budget.

UUCR's current operating budget is \$781,586. Payroll costs are the largest expense and will be approximately \$ 503,000 for the current year. Approximately 75% of the operating costs are funded by contributions from members and friends of the congregation, so a successful annual canvass is vital to our financial health. The Treasurer's financial responsibilities are shared with two Assistant Treasurers and a Bookkeeper. Eric Burch is the Assistant Treasurer for Receipts and Barbara Harrison is the Assistant Treasurer for Disbursements. Martha Taylor is our Bookkeeper. The Treasurer, Assistant treasurers, and Bookkeeper work closely with the Finance Committee, chaired by Bill Newhouse, and with Donna Taylor, Church Administrator.

Report from the Lay Ministry Council—*Fran Lowe*

Mission: Be responsible for visioning, coordinating, supporting, and evaluating the program areas of the congregation, and for overseeing the congregational calendar and may render advice and/or make recommendations to the Board of Trustees on any issue which, in the Lay Ministry Council's judgment, may have a significant impact on the programs of the congregation. The LMC functions as an advisory resource to the ministers, staff, board, and committees, dedicated to considering the cascading effects of moving through the congregational year, with the spiritual orientation of how we live our mission and shared UU Principles together.

We provide extensive support in each of the following areas of ministry:

- Co-chairs: Cynthia Shires-Thurston, Fran Lowe
- Spiritual Leadership: Rev. Lynn Strauss, Rev. Rebekah Savage
- Adult Faith Formation: Bruce Baskett
- Communications & Membership: Marie Vivas
- Covenant Groups: Bonnie Bloomquist
- Family Faith Development: Eric Strong, Fran Lowe
- Fellowship & Hospitality: Julie Robinson
- Leadership Development: Bonnie Bloomquist, Fran Lowe, Sherry Dittmann, Terrie Barr
- Pastoral Care: Kent Hancock
- Social Justice: Ethel Gilbert
- Stewardship: Mark Shannon
- Worship & Music Arts: Cynthia Shires-Thurston
- Board of Trustees Liaison: Shared among Board Members

Additionally, we:

- Encouraged people to complete the UUCR Skills and Gifts Survey to glean how our UUCR members are "Being Fed and Giving Back".
- Followed up with recent new members on how they are doing with their engagement with UUCR.
- Organized the annual Activities Fair, the annual all-Congregational picnic, and assisted with the UUCR calendar,
- Led the effort to create a Stewardship Committee. Held numerous meetings and discussions to draft the Stewardship committee charter, resulting in approval by the Board of Trustees.
- Co-chaired and assisted with UUCR's Canvass.

- Continued to develop UUCR's Leadership Development and Recruitment Plan.
- Provide a Lay Ministry/Program information table on Sunday mornings.
- Continued to develop the guide to how major events work at UUCR, including a timeline of steps, key players, communication requirements, set-up, needs, timeline, support, and follow-up and evaluation.
- Continued to work on a book for newcomers, members and friends describing our programs and how to find opportunities for service.
- Assisted with awards for the Fellowship Dinner. Honored Kent Hancock with a commendation on completing over 13 years as finance committee chair.

The 2018-2019 Lay Ministry Council budget is \$600 of which \$97.30 has been spent.

Report from the Senior Minister—*Rev. Lynn Strauss*

In the Fall of 2018 we began offering a full year of 2-Service Sundays. Worship at 9 am and at 11:15 am with a robust Middle Hour of adult faith formation and other activities. Including:

- Emerson's Discussion Group
- Sangha Meditation Group
- Town Hall Meetings
- Special Receptions – more relaxed coffee hour
- Multigenerational Activities.
- Jr. and Senior High classes
- Some OWL classes

The Two Services format has met some of the proposed goals such as making space in worship for more visitors and a less hectic Sabbath environment. It also relieved some of the crowded classrooms in RE and opened the Middle Hour for more youth and adult classes. We have not yet seen a dramatic rise in new members, but it is still a new effort. Thank you to all those who support worship, our choir and all the musicians, the Worship Arts Team and the Sound support, the ushers, greeters and flower bringers- truly "It takes a Village to create Sunday morning worship services. Religious Education volunteers have also stepped up and parents have been supportive and flexible when schedule adjustments needed to be made. And thanks to the staff for the additional commitment to the growth and vitality of UUCR.

The second service seems to bring stronger attendance than the first. It is difficult, with so much happening around the building, to get hard numbers for how many children, youth and adults we are serving each Sunday, but it is more than we could serve in a single service. I have deep gratitude to our entire staff for their commitment and labors of love to make the 2-service model successful.

There is a need for a small representative team to make an assessment template that includes not just numbers, but of some of the hard to measure data. Such an assessment might be led and supported next year by the Interim Senior Minister.

This year we welcomed new two new staff in our Children and Youth program.

Carla Miller began as our Director of Religious Education on August 15, 2018 and Anne Chernikoff began as our RE Assistant/ Youth Program Assistant on October 1, 2018.

Sarah Jebian continued as our Director of Music beginning her first full year in September. Sarah brought many new ideas and outreach programs to UUCR including the “Battle of the Bands”, Arts Connect and more. Her creative spark continues to shine.

In January/February 2019, I took 2 ½ weeks of Sabbatical Time owed. I announced my pending retirement on February 10th. My Letter of Intent to resign at the end of June 2019 was received by the Board of Trustees and a letter went out to the congregation on February 7, 2019.

The Committee on Ministry became the lead in planning celebrations of my 14 year ministry with the Rockville congregation. I hold the title of “longest serving minister at UUCR” – thus far. I was interviewed by Maude McGovern and Glenn Griffin and invited to tell the “story” of my UUCR years.

The Canvass Pledge Drive titled “Legacies of Love” was crafted as part of my farewell, as we asked the congregation to give generously in order to continue our ministry with both a Senior and an Associate Minister. It is my hope to leave the congregation with a strong operating budget and poised to continue to thrive and grow. Thanks to Mark Shannon and Sue Hedges for co-chairing the Canvass and to Susie Spangler for creating the inspiring corridor graphics to mark our progress and to Bruce Basket for crafting E-Weekly and other messaging and for faithful presence at the Canvass table.

When I was “called” in 2005, the membership of UUCR was 313, today it hovers close to 400. With all the ebb and flow of people moving, dying, joining, staying, leaving, coming back, I still was surprised to see how much we have grown our membership in 14 years.

In June I leave with a sense of ministry shared and ministry well done. I leave behind a young, diverse staff and a more professional structure- one appropriate to our size and to the 21st Century model of liberal ministry.

I am grateful for all who led and supported our immigration work and racial justice programs and our continuing commitment to LGBTQ rights as well as all of our other peace and justice outreach.

I have especially loved preaching this year and will miss that creative spiritual practice.

I will miss my lovely office and the beautiful view of our Memorial Garden.

Thank you for trusting me in this ministry with you. It is an honor to have served three congregations and countless families in my 28 years of UU ministry. UUCR has made a difference in our community, and in our movement. We have sent several to seminaries near and far, we have ordained new ministers to serve our movement and we have mentored many religious professionals.

Finally, I am so very grateful to Reverend Rebekah, my beloved colleague and friend. Our ministry shared as senior and associate ministers, has been a blessing. Rebekah’s joyful engagement with so many programs, her skill at pastoral care, and her tireless energy have been a gift to me and to UUCR.

May the blessed work of our liberal faith continue on Welsh Park Drive. May Courageous Love be your touchstone.

With Love and Blessing,
Reverend Lynn Strauss

Report from the Associate Minister—Rev. Rebekah Savage

Practicing Courageous Love in Beloved Community Together.

Beloveds, I am honored to have completed my second year as your full time Associate Minister. As we continue to grow, my portfolio has continued to shift and expand. I am grateful to have deepened relationships and ministry within this congregation.

I'd like to share highlights from 2018-19:

- Continuing enriching and spiritual theme based worship, led by our gifted worship team
- Connected with Rainbow Youth Alliance to provide a UUCR staff presence to this vital service and support to our rainbow youth and community; participated in hiring process for RYA Program Coordinator
- Participated in the Montgomery County Interfaith Dialogue circles with hundreds of clergy and lay leaders from our diverse faith communities
- Coordinated and co-led a UUCR Blood Drive to support local MoCo blood resources
- Initiated and Co-led the First UUCR Transgender Day of Remembrance, Affirmation and Power. This intergenerational and interfaith service was designed to balance the tragedy of precious lives lost with affirming and celebrating our transgender and non-binary/gender expansive children and youth.
- Provided mentoring as a part of the UUA Commissioned Lay Minister Program to a lay leader from the UU Congregation of Arlington, VA and co-led the Commissioning Service for the CLM.
- Led and supported our third annual Intergenerational Poetry, Pajamas, and Pancakes on New Year's Eve Day
- Attended the Beloved Conversations retreat and provided support to the facilitators guiding this transformative work
- Hosted gatherings for our UUCR Multi-racial Families with International potluck and games night
- Provided trainings to our wonderful generous pastoral care volunteers and continued support to the Pastoral Care Teams; Initiated and Co-led a Pastoral Care Extravaganza with two UU colleagues for 11 congregations that sent pastoral care volunteers
- Supported the continued leadership of the Lay Ministry Counsel, with increased focus this year on capturing how UUCR runs and increasing access to information so emerging leaders and newcomers are welcomed into our UUCR Family.
- Each month, I create the Small Group Ministry session plans, matching the monthly worship theme with prayers, quotes, and reflection questions to enrich the gatherings and guide the conversations of heart.
- Continued the justice work of the Racial Justice Working Group to support trainings for transformation, providing workshops to area UU congregations on cross-cultural competency and dismantling white supremacy culture. Including a multi-part series discussion on "So You Want to Talk About Race"
- Regular attendance and enthusiastic support of local Interfaith UU-led events, such as Diwali, Holi, Iftars, the MLK Observance at Cedar Lane UU.
- Served our wider UU communities by leading worship services for UU's at Leisure World, Asbury, and Collington, as well as many UU congregations on the East Coast

- Served our larger faith by serving on the UUA Ministerial Fellowship Committee, the UUA Multi-Minister Task Force, and as a chaplain at General Assembly and at UUMA Clergy Deepening Retreats

For next year, I look forward to supporting the leadership and mission of the Interim Senior Minister, while we continue to grow together as a community. I am profoundly grateful to the many generous souls that contribute to the vast number of programs and activities of UUCR. I am continually delighted by the deep well of caring and faithful service that thrives here. It is an honor to serve this community as your Associate Minister.

Report from the Director of Religious Education for Children and Youth

—*Carla Miller*

Giving the children and youth of UUCR the tools they need to seek answers, nourish their spirits, and build the world they dream about

Highlights for the Year (July 1, 2018 – June 30, 2019)

Staffing

- I entered the position of UUCR’s DRE on August 15th, 2018.
- In September, a DRE Start-Up Workshop, facilitated by Hope Johnson of the UUA, provided a warm welcome and congregational input and support as I started in this role.
- The position of RE Assistant was vacant until Anne Chernikoff joined our staff, October 1st, 2018.
- Childcare staff has been in flux. We are currently looking to hire two more childcare providers.

Children’s Program

- The year began with the immediate concerns of recruiting teachers and choosing class curricula for our children and youth. Recruitment for two full programs of religious education is challenging. We had adequately staffed classes by the end of September. In January, implementation of a multiage program at 9:00 AM helped to further alleviate the strains of staffing classes with volunteers.
- In response to the input of the Search Committee, Reverend Lynn, and several teachers and parents, curriculum plans were changed from Spirit Play to the Tapestry of Faith curricula of the UUA. A lack of trained Spirit Play teachers was another primary concern motivating this decision, given the lack of time to provide that training.
- “Faith Explorers,” a thematic, multiage platform for ages 5-10, was begun in January 2019 for the 9:00 AM service only. This program provides hands-on, student-centered learning, requires fewer volunteers, and meets the needs of our smaller group size at 9:00 AM. The monthly theme-focus connects the children to the congregation, and allows us to go both deeper and broader in our exploration of a theological concept at a level accessible to the young people.
- The skilled and dedicated teachers of UUCR’s children and youth are the greatest gift and strength of this RE program! I feel privileged to work with such highly skilled volunteers.

Youth Program

- “Coming of Age” was offered to 8th graders for the first time at UUCR; as a milestone of transition into Senior High Youth. 8 participants registered for the Boston Heritage Trip, and

had a successful experience. Anne Chernikoff took the lead in planning this trip and served as the staff representative and trip leader.

- Senior High added 2 new advisors to work with the 2 remaining to bring fresh perspectives to the team, though one needed to leave this role mid-year. Their worship service, “Your Digital Identity” was a great highlight. The planning for this service gathered the best attendance of the year. The other high attendance dates were blanket-making for the women’s shelter and a holiday party. Attendance overall has been low and uneven.

Our Whole Lives

- We served 9 participants in Grades 10-12
- 8 participants in Grades K-1
- Parents met regularly in concurrence with the K-1 sessions to better understand their children’s learnings, be empowered to follow-up at home, and form a mutually supportive community of parents.

Worship for Children and Youth

- Intergenerational worship services have been well-attended and engaging for all ages, judging by the positive feedback. The creative collaboration of the program staff in shaping these services has been one of the great joys of my first year at UUCR!
- Children and youth were involved as readers or actors in each of our intergenerational services, representing the age diversity of our congregation in its worship leadership.
- Chalice Chapel for Grades preK-6 was held in Founders’ Hall approximately once a month. This is a change from last year, when there was an effort made to include youth in this worship, which was unfortunately not well-received by the youth members. We will seek to engage youth in worship in other ways during the coming year.

Events

- The beloved Getting Ready for the Holidays and Easter Egg Hunt fed a joyful spirit of community with high attendance and an abundance of activities.
- We added a Halloween party, which will be a new annual tradition to grow and develop.
- A few special activities for all ages were offered during Middle Hour; including a Space Day presentation, and a cooperative games day.

Social Justice Activities for Children and Families expanded beyond the established collections for Manna and mitten tree, to also include these hands on projects:

- Children made dog chew toys and collected 8 large boxes of donations of food, blankets and toys for the Montgomery County Animal Rescue and Adoption Shelter
- Youth made 15 fleece blankets which were donated to Interfaith Works
- UUCR youth participated in the Extreme Stream Clean-up of the Rock Creek Conservatory with the adults in an Intergenerational effort.

Improvement Goals for Next Year:

1. Collaboration with other committees, the music program, and interested individuals to develop activities that are fully inclusive of children, youth and families during Middle Hour and other times outside of classes, deepening our sense of community.
2. Enrich, publicize and expand the 9:00 AM Faith Explorers program to better serve our active learners and provide greater balance between the two services.
3. Continue to develop interactive and engaging junior and senior youth programs to nurture our youth groups' growth in both spirit and number and to foster youth leadership. Note: To

actualize this goal the congregation should consider more congregational connection to youth and increased staff hours dedicated to youth programs.

The 2018-2019 RE budget is \$5250 of which \$2068 had been spent as of this writing, with an estimate of ~\$3000 spent by May 1. The budget for Children's Worship, which is no longer a separate committee, was \$375 with \$97 having been spent.

Report from the Religious Education & Youth Program Assistant—*Anne Chernikoff*

The Youth Program Assistant works with two groups, the Junior High Youth Group (7th-8th grade) and the Senior High Youth Group (9th-12th grade). This year the Junior High Youth Group had their Coming of Age class and Boston Heritage Trip. This year engagement in the Senior High Youth Group was not very consistent and events such as an Overnight had to be cancelled due to low interest as well as low attendance on Sunday mornings during class. Next year we are hoping to bring in more Youth Advisors and work on keeping the youth involved. We also hope to have more youth input on activities that they want to do next year.

Activities this year included

- A hike on Sugarloaf Mountain in the fall with the Junior High Youth Group
- The Senior High Youth Group presented a Youth Led Worship Service, this was planned over many RE class meetings and an overnight.
- The Junior and Senior High Youth jointly made blankets and scarves to donate and held a joint holiday party during their class time in December. These were added to the congregation's larger mitten tree donation to Interfaith Works.
- The Junior High Youth served dinner at a local women's shelter (The Rainbow Place)
- As a part of their Coming of Age experience the Junior High Youth participated in a UU Bio-Bash Dinner and a Boston Heritage Trip.
- The Coming of Age youth class also wrote their Credo's at a Junior High Youth Overnight and presented them to their families at a lunch.
- The Senior High Youth group is planning on a few activities in the spring, including a car wash as an Action Auction item and a day trip to the beach in early June.

The Religious Education (RE) Assistant works with the DRE and provides administrative support to the RE program by tracking attendance data and keeping track of the RE materials. One of the biggest undertakings surrounding the RE attendance data was figuring out which children to take off the roll. In the beginning of the year the rosters were made by taking all of the children who attended in the past two years and moving them up by one grade. In January I took the names of any student who had not attended all year off of the rosters which affected our enrollment numbers however they now reflect who attends. Another large task that RE is taking on in the near future is moving the RE materials out of the closet in

Founders Hall and into other RE closets with the help of volunteers.

September 2018 – May 2019

- 118 distinct children and youth (nursery – 12th grade) attended RE
- 14 children/youth (nursery – 12th grade) were recorded as visitors in RE
- 34 distinct adults and youth taught or helped in an RE classroom

Report from the Director of Music—*Sarah Jebian*

It was a very busy and artistically full year!

Sarah Jebian joined the staff as the Director of Music in July 2018, having served as the Interim Director of Music from January 2018 through June 2018.

The Adult Choir membership fluctuated throughout the year, hovering around 25 volunteer singers. The repertoire this season spanned a range of genres, including classical, folk, gospel, jazz, and world music.

The choir collaborated with the Community Chorale from UU Fairfax to present Vivaldi's Magnificat in December. The masterwork featured a chamber orchestra, four vocal soloists, and 100 choir members. Laura Weiss, Director of Music and Arts at UU Fairfax, conducted.

UUCR members and special guests presented Broadway Bingo, the Ethier Fund Music Fundraiser in April 2019. The event raised \$1,505.16 for the fund.

Many talented musicians and vocalists from within UUCR continued to share their gifts. We also welcomed several guest musicians and vocalists, including Wendel Werner, HALO, Lea Morris, Liz Carlson, Gena Photiadis, Uptown Vocal Jazz Quartet, Kelly Jo Chartier, and Andrea Vercoe and Jon Seligman.

UUCR Staff Pianist Justin Furnia debuted the UUCR Chamber Ensemble in April 2019 and continued to delight and astonish our community with his skill and artistry on the piano.

Lay leaders within the music program continued their excellent work helping to lead various music groups in the congregation.

Julie Graf and Gaynelle Campbell continued to co-lead Wildberry Jam.

Cynthia Thurston continued to lead Sonaria.

Mike Holmes took over leadership of Bonfire of the Mannakeys from Bronson Hoover.

Mike Holmes and Julie Graf shared organizing responsibilities for Tuba Noodle Casserole, UUCR's intergenerational pick-up band.

The Family FUUN Ensemble had a great first session in the fall of 2018 but struggled to find its footing in the spring season. This program has been discontinued due to a lack of staffing and congregational participation, as well as the struggle to find the best day and time for children's music and arts programming.

Dr. Glen Thomas Rideout (Director of Music and Worship at UU Ann Arbor) visited the congregation in October to give a vocal workshop. MUUSICA, the collection of music directors from around the district, hosted the event. Approximately 150 singers from UUCR and neighboring congregations attended.

Bronson Hoover agreed to chair the Music Committee. Several new members were added to the council representing a variety of interests, including choral music, instrumentalists, lay leadership, youth, and technology.

ArtsConnect made its debut with events in October and January. The October event centered on the issue of Gun Violence and featured Wendel Werner as our guest musician, with art and poetry created

by UUCR members, including several children and youth, as well as outlying community members. The event raised several hundred dollars for the TraRon Center in DC. The January event centered on Women's Stories and featured the Uptown Vocal Jazz Quartet. UUCR members, as well as youth from our community beneficiary Community Bridges, provided art and poetry. The event raised several hundred dollars for Community Bridges. Both events brought in approximately 100 guests.

2018-2019 music budget: \$4,180.00

Ethier Fund: \$4,961.16

Report from the Director of Communications & Membership—*Adrian Graham*

Please see the 2017 report for a detailed listing of all the various communications outlets available here at UUCR. In addition to these, this year we have added a second television monitor currently stationed in the Lobby outside of Founders Hall, which scrolls through images taken at recent services/activities as well as providing a visual reminder of both Middle Hour activities available between our two Sunday morning services and notifications of imminent opportunities, and we are exploring additional positioning and/or communications possibilities. Our newsletters, UUCR E-Weekly and Quest, remain robust and informative; each of these now requires a re-assessment of content and purpose.

We continue to see a steady flow of visitors and newcomers checking out our services on Sunday mornings, several of whom have reported appreciation for the option of two service times to choose from each week.

This year we welcomed 14 new members. This is much lower than our intake in recent years, but consistent with the ebb and flow of membership changes, especially after a couple of particularly strong years. At 375, our overall membership number holds pretty steady, fluctuating just around the 400 mark. This winter we went through another very thorough Roll Review process, removing many from our tally whose memberships had lapsed long ago; this is the primary reason the number of resignations/terminations is relatively higher.

I have consulted with our new Leadership Development team as they work to build a pathway from first contact through engaged congregational leadership, and look forward to continuing my part in those conversations. To build more comprehensive and cohesive congregational engagement, I have begun work with Aaron Pied (Board of Trustees) and Donna Taylor (Church Administrator) building a new database and engagement tool, Real, which we hope to share broadly this summer and fall.

At the end of my third year here, I continue to introduce slight, incremental, and infrequent changes in our communications platforms. Most goals from prior years remain as goals and will receive greater attention in the coming year, when we hope to look forward to:

- Establishment of a Congregational Engagement Team (a.k.a. Membership Committee)
- Establishment of a Communications & Outreach Team (a.k.a. Publicity Committee)
- Expansion of Greeter Team
- Additional opportunities in member development beyond introductory sessions, perhaps in collaboration with the Adult Faith Formation Committee or other congregational groups
- More robust use of social media platforms already in use, and exploration of new opportunities
- Re-assessment of our newsletters, including study of how best to share information with the congregation
- Introduction of our new database and congregational engagement tool, REALM

- Assessment with the Board of Trustees, the IT Committee, and the Church Administrator of our website and exploration of new possibilities
- Assessment/improvement of signage in and around UUCR buildings

Between now and the start of our next program year in September, I am looking forward to assessing more closely the events of this past year, and to professional development opportunities to meet with colleagues and learn about best practices in UU congregations and in religious institutions generally. I am a member of the Unitarian Universalist Association of Membership Professionals (UUAMP), as well as the DC Chapter of the Religion Communicators Council (RCC).

In order to make all this work happen, I continue to rely on the support of many dedicated volunteers in all areas of congregational life, and especially of staff colleagues. Teamwork is key. Thank you!

Report from the Church Administrator—*Donna Taylor*

This has been another year of creativity, cooperation, and successful projects that enhance the physical, operational and spiritual well-being of UUCR. I am so grateful for the outstanding and consistent contributions of staff, contractors and members who help make UUCR such a warm, welcoming place.

Jay Stewart is UUCR’s part-time contract custodian. He cleans the church buildings each week and sets up/takes down/rearranges tables and chairs for special church and rental events. And, most importantly, he makes sure our classrooms and Sanctuary are ready for every Sunday morning—even when a special event goes on in the Sanctuary until midnight the night before!!

Justin Onyeador is UUCR’s Building Sexton, which means he is responsible for opening the Church every Sunday and insuring things are set up and ready for worship, classes, and other activities; locking up after Sunday morning activities are over; and for providing building and facilities support for rentals.

Several facilities, grounds and infrastructure projects were completed this year, most importantly the Kitchen Renovation (thank you Steve Eckstrand for your leadership) and the Parking Lot Repaving and Striping (thank you Dan Pierce and John McIlwaine). Both projects give UUCR a wonderful up-to-date presence!

UUCR’s use of technology continues to expand. WIFI access has been extended to Buildings 2 and 3 (thank you Bill Newhouse). HDTV displays announcing UUCR events are now in both the Corridor and Lobby.

Our Board approved acquisition and transition to a cloud-based, state-of-the-art church management system, which we will be rolling out later in 2019. This initiative is a component of UUCR’s 5-Year plan to move toward an “integrations of congregational IT systems”.

After many years of growth, UUCR’s rental program is experiencing a significant decline. A major cause is that several organizations that regularly rented UUCR space each month are themselves seeing a decline in participation and have cut back on their rental events. For our rental program (and associated income) to grow again, we might think about how to promote and market the availability of our wonderful facilities.

It is a privilege to work with such dedicated people as the members, friends and staff of UUCR. I look forward to our next year together.

Committees Reporting to the Board

Canvass Committee—*Mark Shannon and Sue Hedges*

Preparation for the canvass began in early November 2018 with enthusiasm about UUCR engagement to make a positive difference in our greater community. The theme of the canvass, “Legacies of Love,” was reinforced in inspired canvass moments from the pulpit, and in the canvass communications and messaging.

The Fellowship Dinner, hosted by Andy and Melissa Moore, launched the canvass with the usual feast of delicious food, lively conversation, and good cheer. As in recent years, pledges were gathered at the Pledge Sunday service on March 3. Follow-up continued through April and continued into early May. The canvass goal was set at \$672,562. As of May 7, the congregation had received 196 pledges for a total of \$551,529—80.2 percent of our goal. Nearly half of those who pledged increased their pledge from the previous year and the overall average increase was 7.3%.

Communications around the canvass included three gatherings supported by the Board, and the Canvass Committee to reach specific groups of givers with the canvass message. The canvass team maintained a presence at Sunday services throughout the canvass to answer questions and receive pledges. Regular articles in the E-Weekly publicized progress toward the canvass goal.

The canvass team would like to thank Andy and Melissa Moore for hosting our annual Fellowship Dinner, Susie Spangler for her talented support in the creation of our brochure and wonderful and expanded artwork for our displays, and the many other members who volunteered their time and talents in support of the annual pledge drive.

In addition, for all the generous pledges, those small, those large, and those many in-between – we are sincerely grateful. The members and friends of UUCR are helping make it possible to live what we value: A Beloved Community, Lifelong Spiritual Discovery, A Just World.

For honoring past and providing for future UUCR Legacies of Love – yes, THANK YOU.

One thing you'd like your committee or group to work on or improve on next year:

Pledge/Canvass preparation for 2020 should begin in the early Fall of 2019 to achieve a successful, well-run pledge drive.

The 2018-2019 canvass budget is \$2,250; \$3400 has been spent.

The purpose of the committee is to manage the annual pledge drive. Team members were Sue Hedges, Mark Shannon, Bruce Baskett, and Julie Robinson.

Committee on Ministry—*Cita Furlani*

The Committee on Ministry (COM) works with our ministers and members of the congregation to care for and strengthen the overall ministry of the congregation.

Major accomplishments:

The COM worked to support Rev. Strauss and Rev. Savage as Rev. Strauss prepares to retire, with additional support from congregants Terrie Barr and Karen Malley based on their experience with prior

ministerial transitions. The COM worked on the communications process, researched best practices, and planned celebrations. Specifically, the COM:

- Created a proposal and communications calendar to present to board
- Researched best practices for ministerial transition:
 - to assist board in next steps related to a good exit;
 - to prepare congregation for this significant transition and
 - to understand and support the role of Associate Minister during the Senior Minister transition.
- Planned celebration events:
 - to celebrate Rev. Strauss' ministry of 14 years and
 - to say a good farewell.

Next year, the COM will provide support for the Interim Senior Minister and help to clarify the role of the Associate Minister during this time.

The 2018-2019 Committee on Ministry budget is \$500; \$500 has been spent.

Committee members: Ricardo Carvajal, Cita Furlani (chair), Rolf Preisendorfer, Ellen Rohan. Rev. Lynn Strauss and Rev. Rebekah Savage regularly attend COM meetings.

Finance Committee—*Bill Newhouse*

The Finance Committee, which includes the Treasurer and Assistant Treasurers, oversees the financial affairs of the congregation. An important function of the Finance Committee is to gather church-wide budget information for the annual canvass and to advise the Board of Trustees as it sets the operating budget each year. The committee also provides financial support to other committees and staff, as needed. In the fall 2018, the Finance Committee contacted church committees and staff and assembled the FY 2019-20 canvass budget for the Board to approve at its January 2019 meeting. In May 2019, following the spring pledge drive, Finance updated the canvass budget to reflect the pledge drive results, made adjustments to budget estimates made in the winter, and stood ready to present options to the Board for their task to set the congregation's FY 2018- 2019 operating budget at its June meeting. The Finance committee meets monthly, reports directly to the Board, and has no allocated budget.

- Inform the Board regarding financial matters at UUCR
 - Maintain fiscal year spreadsheets to allow the Board to track current fiscal year spending (measured against the approved budget)
 - Review monthly Treasurer Reports
 - Review operating income and expenses
 - Provide financial analyses
 - Provide revenue/expense projections
 - Oversee debt management (mortgage)
 - Recommend funding options for emergency/unexpected/unbudgeted expenses
 - Provide financial reporting with banks, UUA, etc.
 - Develop financial policy recommendations for Board approval
 - Create and monitor financial controls
 - Safeguard church assets
 - Provide financial assistance for church leaders/committee chairs
 - Maintain electronic copies of official financial records

- Coordinate with the Board of Trustees to support the annual canvass budget preparation
 - Maintain spreadsheets that track canvass budget estimates for future year budget planning
- Perform financial reviews of church books – assure generally accepted accounting procedures are followed.

The finance committee transitioned this year from 20 years of Kent Hancock’s leadership. In October, adding to a long list of accomplishments by him as chair, Kent led the first formal review of UUCR’s finances since 2011. The review chair was Greg Yoder and his team included Anne Byrd and Dave Marks (the team are all CPAs and former UUCR Treasurers). They were assisted during the day long process by Finance Committee members Christy Shannon, Treasurer; Martha Taylor, Bookkeeper; Barbara Harrison, Assistant Treasurer for Disbursements; Eric Burch, Assistant Treasurer, Receipts; and Kent Hancock.

The finance committee is grateful for the time spent by Greg and Anne on this important review, and is happy to report our books and practices to maintain the books are sound. The review is a best practice that helps us stay compliant with the standards of our insurance providers and the financial institutions on which we rely for financial services.

Committee Members: Bill Newhouse (Chair); Christy Shannon (Treasurer); Eric Burch (Assistant Treasurer - Receipts); Barbara Harrison (Assistant Treasurer - Disbursements); Bob Gilfrich, Kent Hancock, Martha Taylor (Bookkeeper); Julie Robinson, Dave Marks; Marianne Miller; and Sharon Fitzpatrick

Investment Committee—*Steve Reed*

The Investment Committee is responsible for reviewing and recommending investment vehicles for all long-term and mid-term financial assets of the congregation.

In May 2017 the Treasurer started implementation of the Investment Committee’s recommendation, approved by the Board, to withdraw from the Unitarian Universalist Common Endowment Fund (UUCF) and to invest in four separate funds. This was accomplished from May 2017 to August 2018 via a schedule of monthly investments.

The Investment Committee met in November to review portfolio performance and re-evaluate the investment strategy in light of significant market turbulence. The Committee reaffirmed the strategy in light of the long-term nature of the investment objectives. Market volatility continued into early 2019 but has since subsided and the investment portfolio performed well as market valuations recovered.

The Committee will monitor investment performance and consider possible asset allocation modifications as necessary.

Committee members: Steve Reed (Chair), Jim Blue, Alex Chauche, Dave Marks

Leadership Development and Recruitment Plan Team—*Terrie Barr*

The mission of the Leadership Development and Recruitment Plan Team is to propose to the Board of Trustees for their action, a leadership recruitment and development plan including mentoring by 2019/20 to be implemented in 2020/21.

We are working to get consensus on the elements of the proposed plan that we will transmit to the Board of Trustees for action in February 2020. Included among the issues is an approach for identifying emerging leaders.

We have identified core leadership qualities with input from the Lay Ministry Council and Committee chairs. It will be used to identify Leadership Development needs and to form the basis for a Leadership Development curriculum.

We have identified a Path to Membership and Leadership with workshops to advance along the spectrum.

We interviewed 10 UUCR congregational leaders to get their input and guidance. We are fortunate to have generous leaders who have volunteered to help with workshops and coaching.

We evaluated four congregational Leadership Development Programs.

We reviewed UUA leadership resources including four online courses, a classroom curriculum, Harvest the Power, and the Mid America and Central East Region's offerings.

We have read two books, *Serving with Grace* and *The 15 Commitments of Conscious Leadership*. The first is used at All Souls and the second is being used by UUCR's Board of Trustees.

Fran Lowe and Bonnie Bloomquist donated over 30 books for a UUCR leadership library. We are grateful to librarian, Myra Remigio-Leonard for reviewing, cataloging them and giving them a section of the library in Fellowship Hall.

We drafted and discussed a comprehensive Power Point summarizing our work to date, our needs assessment approach, UUA leadership development program elements and a framework/structure for the proposed UUCR Leadership Development and Recruitment Plan.

Team members are: Terrie Barr, Bonnie Bloomquist, Sherry Dittmann, Fran Lowe, Michael Mignano

Personnel Committee—*Suzanne Carrillo*

The mission of the Personnel Committee is to provide personnel support for the administration of church employees to the Minister and the Board. This year, we provided professional support, as needed or when requested, for the hiring of staff and in support of the Senior Minister's managerial functions. The committee is looking for new members.

Committee members: Suzanne Carrillo (Chair), Bill Hurlbut

Planned Giving Committee—*Sharrill Dittmann*

The purposes of the Planned Giving Committee are to raise awareness in the congregation of the importance of estate planning and to encourage gifts to UUCR's Endowment Fund through the inclusion of UUCR in those plans and with gifts.

This year, our activities were at a minimum - mostly informal discussions. We will be celebrating Legacy Sunday on May 24. Roger Estep will speak about his decision to contribute to the Endowment

Fund and his efforts to establish the Fund on a solid foundation, and we will introduce a new member of the Legacy Society. The Endowment Fund currently stands at just over \$380,000. Next year, we plan to be more active in approaching members to ask them to consider including UUCR in their estate plans.

The 2018-2019 Planned Giving Committee budget is \$500, none of which has been spent.

Committee members: Sharrill Dittmann (Chair), Len Cohen, Sue Roth

Congregation-Chartered Committee

Nominating Committee—*Jon Landenburger*

The sole task of the Nominating Committee (NC) is to recruit candidates to fill vacancies on the Board of Trustees and on the NC itself. The Bylaws require that the slate of candidates be published at least 30 days before the election. The candidates are elected by the congregation at the annual congregational meeting in May. Usually the slate of candidates runs unopposed. Six members of the NC are elected by the congregation for staggered, three-year terms. The seventh member is the Board representative, who is a one-year, voting member of the NC and has traditionally been the Immediate Past President.

One thing you'd like your committee or group to work on or improve on next year:

Traditionally, the NC has been inactive until October or November. Future committees might consider starting much earlier, to avoid the time pressure that results when several candidates decline one position.

Committee members: Jon Landenburger (chair); Silvia Bolland; Elsa Powel Strong; Marga Adiego-Blasco; Jaime E. Chao

Worship & Music

Music Committee—*Bronson Hoover*

The mission of the Music Committee is to support the choir and the Director of Music in the use of music to enhance the life of the church, both in Sunday services and through other musical events that support the social justice goals of UUCR and provide outreach to the larger community.

Committee members include Bronson Hoover (chair), Cynthia Shires-Thurston (lay minister), Mike Holmes, Jeremy Schumann, Andre Enceneat, Niambi Powell, Andy Moore, Nancy Blum, Josie Stahl, Sarah Jebian (staff), and Justin Furnia (staff)

The Music Committee is taking its first steps on a journey to increase the arts footprint on UUCR. The first step is to begin calling this committee “The Music and Arts” Council. We’re hoping to include visual arts in the artistic storytelling at UUCR. For the past year we’ve worked to include a wider variety of genres and mediums in our program.

2019 saw the creation of a new recurring program called ArtsConnect. In October of 2019 we hosted an event featuring Wendel Werner on the piano, with visual arts from the community, to tackle the conversation of gun violence. In January 2019 the Uptown Vocal Jazz Quartet performed alongside community art and a discussion on the #MeToo movement.

2019 also saw the birth of a DMV UU music competition: The Battle of the Bands. UUCR hosted the first event in February. It was one of the largest gatherings our congregation has ever hosted. The event included bands from UU Fairfax, UU Columbia, and Unitarians of the Mid-Atlantic Community. Our home band won the day against fierce competition. We admit the home court advantage was helpful. The Music and Arts Council (the Big MAC) is hoping to add new members this year, continue to grow, and become the heartbeat of our UUCR artistic community.

Worship Arts Team—*Jim Blue*

The Worship Arts Team is charged with supporting the ministers in planning and creating high-quality worship services. We provide a Worship Steward to prepare the Sanctuary each Sunday and a Worship Associate to assist in the pulpit as needed. We coordinate the lay-led services and the Sunday services with guest speakers as needed. We meet periodically with the ministers for training and planning.

Team members: Jim Blue (Chair), Wayne Crump, Ginny Folsom, Glenn Griffin, Jay Mukherjee, Marie Reed, Scott Reilly, Cynthia Shires-Thurston; Rev. Rebekah Savage, Rev. Lynn Strauss.

The 2018–2019 Worship Arts budget is \$2,000, of which \$1,666 has been spent as of April 30. Most of this goes to guest ministers.

Lifespan Religious Education

Family Faith Formation Team—*Carla Miller and Karen Pittleman*

The Family Faith Formation Team was re-formed as of November, 2018 after the previous FFF Committee dissolved when members completed their terms or moved away.

Highlights for the Year (July 1, 2018 – June 30, 2019)

Carla Miller serves as the staff liaison

Current members are:

- Karen Pittleman, Chair
- Sarah Appleby
- Tom Bozzo
- Christopher Julka
- Eric Strong, Lay Ministry liaison

1. Meetings: The first meeting of this team was a 3-hour kick-off on Sunday, Nov. 25th. Regular meeting schedule: 12:30 PM on the first Sunday a month, approximately every other month, Zoom conference in alternate months.
2. Formerly the RE Committee and then FFF Committee has renamed itself “Team,” adopting a new vision of leadership with less rigid portfolios.

3. The Family Faith Formation Team serves two primary goals: to provide
 - **Administrative Oversight** of the Religious Education program for Children and Youth, and as
 - **Ambassadors of Faith Formation** to the congregation, facilitating communication and feedback between the Family Faith Formation program staff and leadership and the rest of the congregation.

4. The FFFT has been learning about the structure and activities of FFF, and the ways in which they can support through vision, consultation, and consensus decisions as well as hands-on involvements.

5. The primary topics this spring have been budget approval, curriculum offerings for 2019-2020, and teacher recruitment, in which the whole group is participating.

6. Sarah Appleby has taken the primary role in planning for special events in collaboration with Carla, with others lending support.

RE Budget: \$5,250 Amount that has been spent \$2,068 (as of the March 30 Treasurer's Report; approximately \$3,000 as of May 1).

Adult Faith Formation Committee—*Maura Malone*

The mission of the Adult Faith Formation Committee is to: offer programs and events that promote and sustain adult faith development; help UUCR members and friends learn about the history and current issues in Unitarian Universalism; build a better world by acting on UU values; and teach the wisdom contained in other world religions.

Our offerings during this fiscal year include:

- Emerson's Café: AFF continued to facilitate this weekly spiritual-themed discussion group, which averages 15 participants each week. Emerson's also sponsored an Action Auction item, Emerson's Sunset Café, in which members provide a light meal and progressive discussion groups. (Many thanks for Fran Lowe and Emily Untermeyer for their efforts to make this event a success.) There were over 20 participants and AFF members facilitated the discussions. Emerson's Café is again sponsoring its Sunset Café in the 2019 Action Auction.
- Wisdom Wednesdays: AFF sponsored several sessions, led by Rev. Rebekah Savage. They included seminars on Iconography (September), UU101 (March); Food, Justice Spirituality (April). AFF also planned a donation event to assist Community Ministries of Rockville. While the event was cancelled due to weather, UUCR was able to make a donation of goods collected in the weeks leading to the event.
- Seminars: AFF sponsored two seminar series this year. In the fall, Rev. Lynn and Rev. Rebekah led a four-part seminar entitled "Hindsight Humor and Hope". Over 30 members participated. (Kudos to Bruce Baskett who led AFF in this event) This spring, AFF is co-sponsoring with the RE Team "Chaos, Wonder and Spirituality of Parenting" – a four-part discussion series in April – June.
- UUCR Library: Myra Remigio-Leonard continues to maintain UUCR library, and has created a separate children's book section this year. In addition, AFF continues to support the library by purchasing books for the library relating offerings by other committees, as a resource for the members.

- Underground Railroad: AFF co-sponsored this evening seminar with the Racial Justice Working Group. The event was attended by over 30 persons.
- Soul Matters: AFF has agreed to use remaining funds from its budget to support purchase of a license to this site, which will be a resource in developing spiritual curriculum by the ministers and by AFF.
- Third Sunday Book Group – AFF also sponsors a new book group which has formed this year.

Looking forward to 2019-2020:

AFF is considering a focus on expanding use of digital content as a way to reach UUCR members and persons interested in UUCR. This may include a greater use of the UUCR website, Facebook, Instagram, etc.; use of videos to connect ministers and other leaders of UUCR to the congregation; and leveraging existing faith resources available through other providers.

AFF's FY18-19 budget was \$1100. We expect all funds to be expended as of the end of the fiscal year, as discussed above.

Committee members: Maura Malone (Chair), Rev. Rebekah Savage, Bruce Baskett, John Dunbar, Tim Francis, Sandy Larkin and Myra Remigio-Leonard. Ms. Malone will be stepping down as chair in July 2019.

Social Justice

Partner Church Committee—*Louise Friedenber*

The mission of the Partner Church Committee is to help build a religious community with the Unitarian Church in Magyarzsákod, Transylvania, Romania, to facilitate the exchange of people and ideas, to assist in economic development, to support modern education, to increase knowledge about the roots of Unitarianism, and to foster mutual tolerance and respect among ethnic groups.

UUCR and Magyarzsákod have been partners since 1992. Rev. Sándor Balázs has been serving as minister since April 2013. He initiated an important Village Caretaker program, which continues to run smoothly. The demand for services is increasing, as the church members get older.

UUCR continues to support an annual stipend for minister, Rev. Sándor Balázs, which will be sent before June 30, 2019. It was increased from \$500.00 to \$600.00 in 2017.

We are seeking new members for this committee, since we have lost many members, due to moves to other states, illnesses, and deaths.

2018-2019 committee/group budget is \$750.00. Amount that has been spent as of May 6, 2019 is \$150.00 for our UUCR membership renewal to the UU Partner Church Council. The dues were increased from \$150.00 to \$200.00, but the UUCR approved budget only allows \$150.00.

Social Justice Committee, Groups, Activities, and Affiliations—*Sean McCarthy*

The mission of the Social Justice Committee (SJC) is to engage the congregation in efforts to improve social conditions in our local community and in the world at large. We do this by supporting other social justice groups financially and/or with volunteers, working in coalition with nonprofit partner organizations, and encouraging congregational exploration and action on emerging social issues. The SJC coordinates the work of the congregation's own social justice groups as well as financial and

volunteer support for many partner charitable and social justice organizations. Sean McCarthy chaired, Ethel Gilbert was Deputy Chair, and Betsy Wilder was Secretary of the SJC during 2018-2019. The lay ministry representative was Ethel Gilbert. Sean and Betsy will Co-Chair the SJC in 2019-20, and Ethel has agreed to act as Secretary.

The following is a summary of the activities, events, and community outreach of the SJC's subcommittees and partner organizations for the year. This year's Social Justice Committee budget of \$12,200 was the same as the prior year. We spent these funds primarily on donations to the nonprofit, charitable organizations we support.

Amnesty International Group 82 – *Roald Schrack and Zana Miller*

Amnesty International (AIUSA), the worldwide human rights organization based in London, is unaffiliated with any government, church, corporation, or other organization. AIUSA, Group 82, while independent of UUCR, continues to benefit from the use of its facilities for meetings. The group was founded in 1975 by UUCR Minister Bill Moors and the late Dan O'Connell, a member of the congregation. About one-third of the group's members are also members of UUCR. The co-leaders are Zana Miller and Cathy Knepper. The group has a website that advertises its meetings.

Beacon House—*vacant*

Beacon House Community Ministry is a Unitarian Universalist community ministry founded by Rev. Donald E. Robinson in 1991. Beacon House is a neighborhood-based organization supporting youth and families of the Edgewood Terrace community located in Northeast Washington, D.C. The primary goals of Beacon House are to provide at-risk youth with opportunities for positive educational and culturally-rich programs, to assist at-risk children and youth to identify and pursue their educational objectives culminating in college or vocational training, and to prepare these children and youth for productive involvement in their community and society.

Beacon House is supported by all of the members and friends of UUCR who contribute to the Back to School drive during the summer, who donate new unwrapped gifts for the children and youth at Edgewood at Christmas time, who make financial pledges to UUCR, which enables support for Beacon House to be funded as part of the Social Justice Committee budget (\$600 annually), and who volunteer their time. Community service hours are available to our Senior High youth who wish to participate in Beacon House activities. To learn more about Beacon House check out its website: www.beaconhousedc.org or go to its Facebook page at <https://www.facebook.com/beaconhousedc>.

Although a member of UUCR sits on the Beacon House Board, the Social Justice Committee has not had a liaison to Beacon House since August, 2018. Please contact Betsy Wilder or Sean McCarthy if you might be interested in this role.

Community Reach of Montgomery County—*Betsy Wilder*

Community Reach of Montgomery County (CRMC; formerly Community Ministries of Rockville, or CMR) seeks to improve the quality of life for the most vulnerable of Montgomery County residents by providing basic services including housing, healthcare, homecare, education, and emergency assistance, with the goal of achieving and maintaining client self-sufficiency, and advocating on their behalf.

CRMC is advised and supported by an interfaith group of 21 congregations, including UUCR. The UUCR Social Justice Committee budget annually provides \$2000 to CRMC and \$1000 directly toward the Mansfield Kaseman Health Clinic, which is a component of CRMC providing health care to uninsured and under-insured Montgomery County residents. In addition to financial support, UUCR

members and friends support the mission of CRMC in a variety of ways. In 2018, UUCR donated enough food to feed 21 families at Thanksgiving and Christmas, with an additional 30 families supported with gift cards. UUCR also assisted elderly clients who are aging in place with fall leaf raking and spring gardening, and several members volunteer their time with CRMC's English as a Second Language classes and other activities. The Adult Faith Formation Committee sponsored a "Share the Love" event which gathered toiletries and household supplies for CRMC's Emergency Assistance Program and for the Rockland and Jefferson Houses, which provide housing for formerly homeless men and women. UUCR's partnership with CRMC represents an opportunity for members and friends to grow in community through service to others, and youth and families are engaged for intergenerational service.

One thing you'd like your committee or group to work on or improve on next year: I would like to develop more intergenerational service opportunities and engage more families in these efforts. I would also like to explore opportunities to partner with other CRMC-affiliated congregations on behalf of CRMC.

The 2018-2019 budget for CRMC is \$3000 of which \$3000 will be spent by the end of the fiscal year.

Environmental Action Group—Terrie Barr

Our mission is to (1) work with UU and local environmental partners to fight climate change, protect the Chesapeake Bay, to reach for 100% clean renewable energy and zero waste in Montgomery County; (2) reduce our negative impact on the earth as individuals and in our UUCR home.

In October, Len Cohen challenged members of the dormant UUCR Green Team to create an Environmental Action Group (EAG). He noted that while UUCR had achieved certification as a Green Sanctuary, had solar panels on our roof, and had replaced light bulbs with LEDs, among other things, that these achievements were mostly internal. Len challenged us to make life better in Montgomery County, in Maryland and beyond.

EAG meetings are attended virtually, as a conference call, every 3rd Wednesday saving time and involving no burning of fossil fuels.

Let There Be Light, Light Bulb Exchange. On March 31, thanks to Larissa Johnson, a manager at the Montgomery County Environmental Department, we gave away 3 LED light bulbs to UUCR families in exchange for CFL and other less efficient bulbs.

Alex Tucker led the 11th Annual Rock Creek Extreme Cleanup at Lake Needwood on Saturday, April 13, the first time, UUCR was a partner. We had 27 volunteers picking up approximately 75 pounds of trash. DRE, Carla Miller was instrumental in publicizing all EAG events to RE families.

Earth Month was celebrated every Sunday in April with a different theme. Jon Landenburger created a Big Carbon Footprint cutout which we covered with pledges to go green. We asked folks to commit to cut carbon by adopting a new a carbon saving activity. When they did, they got a sticker to put on the Carbon Footprint. We shared fact sheets with ideas for carbon saving activities and encouraged folks to create their own pledges on post-it notes. The first Sunday, April 7, we focused on home energy year. On April 14, we focused on food and water and Rev Lynn led an Earth Day service. April 21, we focused on transportation, and April 28 on stuff we buy and how to recycle, reduce and reuse.

Betsy Wilder attended a Montgomery County interfaith group's meetings and brought us the Carbon Footprint game. Over 438 pledges were made in 42 different categories, for example, use LED lights, eat vegetables and turn out lights.

In partnership with the Webteam, we updated the UUCR website including posting the fact sheets.

The kitchen renovation during the summer of 2018, brought us more efficient appliances.

Group members include: Terrie Barr, Len Cohen, Liliane Floge, Larissa Johnson, Jon Landenburger, Alex Tucker, Betsy Wilder.

Hunger Relief Task Group—*Dolores Barnes*

UUCR continued its weekly Manna food drive. Donations are down from previous years, but collection will continue through the summer months to meet our goal of 2,500 lbs. collected by September. Efforts to publicize current and ongoing summer collections will run in upcoming Quest and E-Weekly communications. UUCR has donated approximately 1,100 pounds to the Manna Food Center in Gaithersburg as of the end of April 2019.

Our Soup Kitchen participation at the Lord's Table in Gaithersburg, ended in May of 2018, when the SK closed. UUCR youth and friends continued a once-a-month (third Monday) service day at the newly opened Soup Kitchen in the Epworth Methodist Church in Gaithersburg, starting in March of 2019, and served through May. We will work on continued recruitment of youth to staff our service day for the coming year, September through May. UUCR adult volunteers continued to work through May of 2018 preparing and serving meals, until the Kitchen closed. Recruitment for adult volunteers for the coming year will be reevaluated as needed, as well as financial donations from the SJ committee.

The UUCR community once again donated Thanksgiving baskets to Community Ministries of Rockville (CMR). Fourteen (14) complete baskets were assembled and thirty three (33) additional grocery gift cards were donated to CMR, which serves the Montgomery County community. Money allocated from the Social Justice Committee budget was also donated to Rockville HELP, a volunteer emergency aid service in Montgomery County.

Immigration Action Group—*Gayle Boyd*

The Immigration Action Group of UUCR seeks to educate our faith community on the issues affecting immigrants in Montgomery County and throughout the nation, in adherence to the Unitarian Universalist Association's Statement of Conscience on Immigration, and to collaborate with other faith-based and community organizations to engage in both service and policy actions on behalf of immigrants. Chair and group members: Gayle Boyd, Adriana Brigatti.

IAG priorities fall into the areas of Outreach, Education and Communications, Service, Advocacy and Bearing Witness:

Outreach

- We actively collaborate with these organizations: Unitarian Universalist Social Justice Committee, UUSJ Advocacy Corp, Congregations Action Network (formerly the DMV Sanctuary Congregations Network), Cedar Lane Unitarian Universalist Church's (CLUUC) sanctuary project, Community Reach of Montgomery County (CRMC) (formerly Community Ministries of Rockville), CASA of Maryland, Capital Area

Immigrants' Rights Coalition (CAIR), Direct Support for Immigrants, and Justice for Our Neighbors.

Communications

- Over 55 members participate in our listserv. A smaller leadership group is active in planning IAG initiatives and attends monthly meetings.
- New display materials are on order.

Congregation Education

- Fact sheets were developed on the meaning of asylum, criminalization of immigration, and the success of family-based immigration.
- Two documentary films were shown. *This is Home* described the experience of Syrian refugees adjusting to new lives in Baltimore. *Harvest of Empire* documented the appalling history of U.S. involvement in Mexico, Central America and the Caribbean. The film's co-director, Eduardo Lopez, led a post-film discussion.
- Kelly White, Director of Adult Services at CAIR Coalition, gave a presentation on that organization's activities and volunteer needs.
- Two IAG members attended a presentation on immigration law, and the IAG will host a similar workshop, Immigration 101, at UUCR next November.

Service

- IAG volunteers are assisting CLUUC with their sanctuary guest.
- A clothing drive was held for asylum-seekers arriving in our area.
- One IAG member volunteered to meet asylum-seekers at bus stations and plans are underway to expand this volunteer opportunity.
- Volunteers participated in citizenship clinics held by CRMC and CASA.
- Two immigration-related organizations were nominated for share-the-plate: CAIR Coalition and the Cedar Lane sanctuary project.

Advocacy

- Collected letters that were presented to Congress by the Advocacy Corp
- Lobbied Congress on immigration issues.
- Engaged congregation to write letters and submit comments to the Federal Register regarding proposed rule changes disadvantageous to immigrants.

Bearing Witness

- Currently collecting children's pajamas for protest installation on the Capitol Mall, "Where Are the Children?" PJ's will later be donated to groups serving immigrants.
- IAG and other UUCR members participated in a "Families Belong Together" rally at the Capitol Mall.

Unfinished Tasks – we were not able to establish collaboration with another faith-based group with a significant immigrant membership, but hope to do so in the coming year. We would also like to explore ways to collaborate with UUCR youth. The 2018-2019 Immigration Action Group budget is \$800, with \$700 to be spent by June 30, 2019.

Interfaith Works—*Kay Newhouse*

UUCR is one of over 165 member congregations of diverse faiths who find common ground through service to our neighbors in need via Interfaith Works. With an emphasis on identifying and meeting the needs of the poor by linking Montgomery County's faith communities in service, education, and advocacy, Interfaith Works seeks to reduce the root causes of poverty in our area. A large multifaceted organization with a long-established reputation as "the conscience of Montgomery County" Interfaith Works advocates for and addresses the needs of the financially disadvantaged in our wealthy county. IW's professional staff provides individuals and families either experiencing or vulnerable to homelessness with holistic resources specific to their needs, empowering them to move from crisis to stability. Interfaith Works directly operates professionally staffed emergency shelters and transitional housing across the county, a clothing center, vocational and job placement services, and safety net loans and grants to prevent evictions, and serves as an important resource for referring vulnerable people to the support services they need through a large network of local social service providers.

Through our Interfaith Works congregational membership, UUCR partners with others who are similarly committed to helping our struggling neighbors, including other faith communities who share our values surrounding social justice, 5200 volunteers at the many IW shelters and resource centers, individual donors, foundations, corporations, local businesses, and government agencies. Together, via Interfaith Works, we focus on our shared community responsibility and successfully address the varied needs of 20,000 of our most vulnerable Montgomery County neighbors each year.

UUCR supports Interfaith Works by providing meeting space and by financial contributions. Congregation members volunteer on an individual basis with the Interfaith Clothing Center, Carroll House men's shelter, vocational services at Community Vision, and through IW board leadership positions. In addition, during our "meals week" in June volunteers from UUCR work as a team coordinated by the Social Justice Committee to prepare and serve breakfast, lunch, and dinner for sixty-five women receiving emergency shelter and case management support services at the Wilkins Avenue Women's Assessment Center.

Our budget for Interfaith Works remained at the same level as last year: \$1,650. Of that, \$1,400 has been donated to the organization and the remaining \$250 is slated for use for purchase of supplies during UUCR's meals week.

LGBTQ+ Task Group & Rainbow Youth Alliance—*Stephanie Kreps*

LGBTQ+ Task Group's mission is to support the rights and concerns of LGBTQ+ people in our congregation and in the wider community, and to foster awareness of such concerns among UUCR congregants and friends.

The position of LGBTQ Task Group chair is vacant (see below). Stephanie Kreps remains as co-founder and outreach coordinator for Rainbow Youth Alliance and secretary of the Rainbow Youth Alliance Advisory Council.

Rainbow Youth Alliance continues to attract high school attendees, with most meetings seeing 10+ teens in attendance. As usual, there have been one or more new attendees at every meeting. RYA fulfills a vital part of UUCR's social justice mission by providing a unique and much-needed service to the LGBTQIA high school population of Montgomery County. This year we received a grant from Brother Help Thyself of over \$5000, and continue to receive small donations to defray the expenses of paying our Program Coordinator and meeting and outreach supplies. As representative of RYA, Stephanie Kreps continues to visit the Genders and Sexualities Alliance student clubs of the high and middle schools in our district. She participated in the first MCCPTA MCPS LGBTQIA Forum. She

recently met with Regina Gonzales, Manager at the Child and Adolescent Behavioral Health and Crisis Services of Montgomery County. Stephanie represented UUCR and RYA at the two-day Rockville Hometown Holidays event, with the help of over a dozen UUCR members and friends. She will represent UUCR and RYA at both the Rockville and Frederick Prides in June, 2019. Our current Program Coordinator, Patricia Cooper, asked to resign due to lack of time with her full-time work and new home. We have hired a new Coordinator as of mid-June, Kameko Johnson-Styles. Stephanie Joseph, UUCR member, is helping with getting our finances in order, and has prepared detailed financial statements for the last 4 years and is working on the last 10 years. The RYA Advisory Council is planning fundraisers at Watershed Café in Poolesville and a winery in Olney. Stephanie Kreps stepped down as chair of the LGBTQ Task Group in January 2019, after announcing her retirement from the position in December 2018. A major disappointment is the fact that the position has remained empty.

2018-2019 committee/group budget: \$900 Amount spent (by June 30, 2019): \$900

Partner Plate Program—*Bennett Rushkoff*

The Partner Plate Program enables the congregation to make a significant monetary contribution to a community service organization not otherwise receiving financial support from UUCR. On most Sundays, from September through June, UUCR shares the cash received from the weekly offering on a 50-50 basis with a community service organization selected by the Social Justice Committee. After soliciting and receiving unsolicited nominations of prospective sharing partners from congregation members and friends, the Committee makes the final selections in consultation with the ministers. Each selected organization shares the collection plate with UUCR over a two-month period. The Partner Plate recipients for 2018-2019 were: Capital Area Immigrants' Rights (CAIR) Coalition (Sept.-Oct. 2018); Garrett County Habitat for Humanity (Nov.-Dec. 2018); MCCH's Safe Haven (Jan.-Feb. 2019); Rebuilding Together-Montgomery County (Mar.-Apr.), and Cedar Lane Sanctuary Program (May-June). We will be working to solicit more effectively more nominations of worthy community organizations for the Partner Plate program.

Bennett Rushkoff, Partner Plate Subcommittee Chair, Sean McCarthy and Ethel Gilbert, Members

Peace Studies Group—*Steve Lapham*

Peacemaking – both internationally and at home – has been a focus of UUCR's Social Justice Committee since 2002, the year the U.S. initiated a war in Afghanistan and prepared to invade Iraq.

The Peace Studies Group is part of the SJC coffee-hour literature table and encourage congregational participation in discussion, peace demonstrations, petition drives, and peace advocacy directed at local, state, and national legislatures. For example, we assisted Jack Taylor in presentations to members (trifold poster; Middle Hour talk) about the activities of UULM-MD, which joined other advocacy groups to enjoy significant victories in Annapolis in 2019. Alonzo Smith is the SJC liaison with the Poor People's Campaign-MD. Restorative justice appears to be a rising concern at local (county), state (UULM-MD), and national (UUSJ) forums of all sorts. Steve Lapham stays in touch with Peace Action-Montgomery and UUs for Justice in the Middle East.

In September 2018, we led a discussion of Richard Forer's *Breakthrough: Transforming Fear into Compassion. A New Perspective on the Israel-Palestine Conflict* at the home of Karla Timmons and Burt Smith. In February 2019, we hosted a presentation by Emily Siegel of Eyewitness Palestine about travel to the Middle East. SJC supported the Voices from the Holy Land 3-part film series at the Islamic Center of Maryland, where Rev. Rebekah Savage gave the invocation in March. On June 23, we will host a showing of "Imprisoning a Generation" at UUCR and discuss Rep. Betty McCollum's

H.B. 2407, which would end U.S. financial support for Israeli military detention of Palestinian children.

Group members include: Steven Lapham, Alonzo Smith, Karla Timmons

Postcards for Social Justice—*Betsy Wilder*

Postcards for Social Justice (P4SJ) is an advocacy group through which members meet monthly to discuss the issues and write postcards to representatives at the local, state, and federal levels.

Postcards for Social Justice (P4SJ) is an advocacy group through which members receive information about current issues and are encouraged to contact their representatives to advocate for social change. While members may do this individually at any time, they meet monthly as a group for conversation and postcard writing. The group focuses primarily on local and state issues and is guided by the legislative priorities of the Unitarian Universalist Legislative Ministry of Maryland (UULM-MD). In 2018, the group wrote ~175 postcards to local, state, and federal officials on issues relating to the Environment, Immigration, Gun Violence, Health Care, Criminal Justice, Education, and LGBTQ Rights. P4SJ provides an opportunity for UUCR members to become better informed of the issues, emerging legislation, and the legislative process. Monthly discussion provides an opportunity for different perspectives to be shared and considered and, in the process, supports the UU third and fifth principles of acceptance of each other and use of the democratic process to effect social change.

This is a new group within UUCR but one with an important mission. I would like to see more members of the congregation involved and participating in our monthly gathering.

Racial Justice Working Group—*Fran Lowe*

The Racial Justice Working Group leads the congregation to study and learn together to create opportunities for personal and systemic transformation toward racial justice.

Active Members: Betsy Wilder, Fran Lowe, Julie Robinson, Marie Reed, Rev. Rebekah Savage and Rev. Lynn Strauss. There is no chair.

MAJOR ACCOMPLISHMENTS:

The Congregation, at the 2018 Annual Meeting, voted (54 for, 10 against) to support the 8th Principle as follows:

We, the members of UUCR, support the Unitarian Universalist Association in moving toward incorporating an 8th Principle into our UU Principles that may be as stated below:

“We the member congregations of the Unitarian Universalist Association, covenant to affirm and promote Journeying toward spiritual wholeness by building a diverse, multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.”

Building on the work of Beloved Conversations, hosted a “Moving Forward with Racial Justice” Workshop attended by over 30 people, focusing on three areas:

- **ACTION:** What activities can we, as a congregation, undertake to work toward racial justice?
- **EDUCATION:** How can we better educate ourselves, as a congregation, so that we are more informed and effective in our pursuit of racial justice?
- **OUTREACH:** With which organizations might we partner – to learn from and to work with – as we strive toward racial justice?

The resulting plan is at <https://tinyurl.com/UUCR-RJ-Moving-Forward>

Organized these Racial Justice Education Programs:

- Maude McGovern hosted an informal tour of Underground Railroad at Woodlawn Manor Visitor Center in Sandy Spring.
- Maude also presented an overview of the Underground Railroad in Maryland at UUCR.
- Rev. Lynn and Rev. Rebekah led a three-session workshop on the book *So You Want to Talk about Race* by Ijeoma Oluo.
- Marie Vivas provided two films, *Do the Right Thing* and *My Name is Khan* and facilitated discussions and bystander training.
- Attended Central East Region's "New Day Rising Conference" where Rebekah and Fran presented a short talk on our Racial Justice program.
- Betsy led a Post Card group to write postcards to their elected officials about issues that they care about, including those that address racial justice.

PLAN TO WORK ON NEXT YEAR:

- Nancy Spencer has agreed to join our group and we look forward to her participation.
- Compiling a list of resources to publish.
- Take "Coming to the Table" facilitation training to bring this process to important conversations at UUCR.

2018-2019 committee/group budget \$600. Amount spent (by May 25, 2019) \$97.30

Unitarian Universalist Legislative Ministry of Maryland—*Jack Taylor*

The Unitarian Universalist Legislative Ministry of Maryland (UULM-MD) is a statewide advocacy network of Unitarian Universalists. We work to educate, mobilize, and coordinate UUs on specific issues before the Maryland General Assembly. Working in coalition with established state and national organizations, we as UUs model a reverence for the interdependent web of all existence which fosters justice, health and equity in society. Jack Taylor of UUCR is a member of the board of directors. On January 26 we held our annual legislative kickoff in Annapolis. In the 2019 Assembly, which convened on January 8 and adjourned on April 8, UULM-MD supported a variety of bills and opposed some. Some notable successful bills we supported include:

- HB 166/SB 280 - Labor and Employment – Payment of Wages – Minimum Wage (Fight for Fifteen)
- HB 768 - Health - Prescription Drug Affordability Board
- SB 516 – Clean Energy Jobs

For a complete breakout of bills, go www.uulmmd.org. A forum was held in March at the UUCR to discuss the ongoing bills and issues.

Unitarian Universalist Service Committee—*Sean McCarthy*

UUSC promotes human rights and social justice worldwide. UUSC is a membership organization that UUCR supports. It was founded in 1941 to advance human rights and social justice worldwide. During the past year UUSC has released a report and brought significant attention to the lack of physical and economic security in the Northern Triangle countries of Central America (Honduras, Guatemala, and El Salvador), which is driving mass emigration to the United States. The UUCR Social Justice Committee supports UUSC through an annual donation and by encouraging members of the

congregation to take out individual memberships. Next year the SJC hopes to communicate better to the congregation what UUSC is doing and why it is important for us to support them. 2018-2019 committee/group budget \$200. Amount spent (by June 30, 2019) \$200.

Unitarians Universalists for Social Justice—*Sean McCarthy*

UUSJ promotes Unitarian Universalist values through legislative advocacy before the US Congress, education, and witnessing. UUSJ is a membership organization supported primarily by 14 UU congregations in the DMV area. In the past year UUSJ has promoted Unitarian Universalist values in four priority areas set by a survey of UUSJ members: Immigration Reform, Economic Justice, Environmental and Climate Justice, and Defending Our Democracy. UUSJ has been actively advocating before the US Congress and supporting selected witnessing events. Advocacy is primarily carried out by the UUSJ Advocacy Corps, a group of individual UUSJ members and friends who gather the second Tuesday of every month to visit Members of Congress and their staffs concerning one of the four priority issue areas.

In addition, the Immigration Task Group, composed of individual UUSJ members with interest and growing expertise in immigration matters, has prepared issue papers and comments on regulatory changes. The Advocacy Corps in their monthly visits and the Immigration Task Force members in targeted visits with Members of Congress and their personal and Committee staffs have used these issue papers and comments. Members of the SJC's Immigration Action Group of UUCR have been particularly active in the work of the Immigration Task Force.

In the past year UUSJ has reached out to more UU congregations outside the approximately 14 financially supportive UU congregations in the DC metro area. UUSJ provides these congregations outside the DC area with letter writing kits on current legislative priorities. UUSJ delivers the resulting letters from UU's in states like Idaho and Iowa to their Congressperson's office in Washington, DC and uses the letters as a way to gain access to Members of Congress who would otherwise not be interested in engaging with UUSJ. The Advocacy Corps lobbied Congress on all four priority issue areas during 2018-19, but the primary focus was immigration reform due to continued heated Congressional and Executive Branch activity on this issue. With the new Congress UUSJ lent its support to legislation helping "Dreamer" and to legislation protecting voting and other democratic rights of citizens. The Dreamer legislation was adopted by the US House of Representatives. It offers paths to permanent residence and citizenship for young people brought to the US without proper documentation as children (called "Dreamers") and for other adults living and working legally in the US for many years with Temporary Protected Status ("TPS").

The UUSJ Immigration Task Force developed and submitted comments opposing proposed changes to immigration regulations designed to discourage immigrants from accepting any public benefits such as medical aid or food stamps and to deny permanent residence and citizenship to anyone who accepts such aid.

UUSJ needs to make more effective use of its limited staff, volunteers, and other resources and specifically needs to improve its records organization. UUSJ recently started an 18 month exercise designed better to define its mission and organization which is expected to address these and other internal issues.

Sean McCarthy, UUSJ Trustee for UUCR; Kalman Rupp, Alternate Trustee.

2018-2019 committee/group budget \$2,000 Amount spent (by June 30, 2019) \$2,000.

Membership & Communications

Archives & History Committee—*Maude McGovern*

The mission of the Church Archives and History Committee is to 1) preserve, organize, and document UUCR's history and 2) use the archives to answer staff and member questions and educate the church community about our history.

Accomplishments:

- Conducted an oral history with Rev. Lynn Strauss about her years of service here.
- Completed organization of archival materials.
- Completed a finding aid which lists materials so that researchers know what's in the archives and can locate it. Sent the finding aid to Montgomery History (county historical society) and Peerless Rockville Historic Preservation.
- Responded to miscellaneous information requests from staff and congregants.
- Maintained an account of the church history since the publication of the 60th anniversary history noting milestones and important trends.
- Gathered and organized materials documenting UUCR's history such as obituaries of members and newsletters.
- Wrote a column on church history, *From the Archives*, on church history for *Quest*. Subjects have included members such as musician Charlie Byrd and civil rights activist Alphonzo Lee, early Christmases, and the original kitchen.
- Glenn Griffin and Chris Julka stepped forward to take over the archives from Maude McGovern, who is moving away. They have familiarized themselves with the archives and the associated tasks.

One thing you'd like your committee or group to work on or improve on next year: Make a successful and smooth transition from a one-woman pioneering operation to an on-going committee. Begin dealing with digital records now that the paper is organized and inventoried.

Committee Members—Maude McGovern (Chair), Glenn Griffin, Chris Julka

Finance

Action Auction—*Carolyn Randall*

The Action Auction is an annual event that doubles as a fundraiser and a community building event. Our focus, as always, was to include all members and friends, as well as any visitors who were interested. The goal was to create an entertaining, energized event where fundraising was fun, and to provide opportunities for fellowship throughout the year. The Action Auction was held on Saturday May 4, 2019, from 5 – 8:30pm. This year's auction again kept the Fiesta Cruise theme, "cruising" to Italy, with a sumptuous Italian dinner, replete with alluring appetizers, and main courses including Chicken Doratti, Eggplant Parmigiana, and Baked Ziti. The evening was finished off with a variety of scrumptious desserts. Beer and wine were sold as well. As usual, this was not a diet event!

This year's auction was a spectacular success, breaking all previous records and introducing some new elements. For the second year attendees enjoyed a live jazz band for the first two hours, while they

perused and bid on items posted on the walls of the sanctuary, instead of on tables. In addition, this year there was a live running of the Kentucky Derby, with a 50-50 raffle on the winner. Again there were physical items to bid on displayed on the stage, which was quite successful. There were 190 total items up for bid, 12 less than last year. 151 people enjoyed the evening, compared to 161 last year. Finally, the amount raised by this year's auction was over \$43,000, an increase of 11% over last year. Moving the bid sheets to the walls, thereby allowing enough tables in the sanctuary such that everyone could have a permanent seat for the evening, played a large part in this year's continued success. We introduced this last year, and it made a big difference in people's comfort throughout the evening. In addition, the live band created an energy and party feel that was contagious. It is the auction team's intent to build on this momentum and have another successful auction next year.

The donations for this year's auction included many ethnic and innovative dinners, such as a Progressive Dinner where five UUCR families live on the same block, and an authentic Vietnamese dinner. There were many gift cards to local businesses and restaurants. Many wonderful bakery and gourmet items included scones, carrot cake, plum pudding, peach chutney, UUCR granola, to name a few. There were services, such as tie-dying dish towels, tree trimming, hand-picked fruit, and home tech support; wonderful entertainment, including an afternoon of live jazz and a winter afternoon coffeehouse; and old favorites like the Classic Hen Party and Family Game Night. We repeated last year's successes with the Fine Wine Raffle and the Big Beer Raffle, and added the 50-50 raffle for the Kentucky Derby.

Action Auction planning starts in December, and the leadership team is in place by January. In early February online donations are open, and the first pulpit announcement and donations kickoff is in early March. Ticket sales begin four weeks before the auction, and the catalog is produced two weeks before the auction. There were over 65 volunteers participating in publicity, business outreach, ticket sales, computer and website work, decorations, set-up, clean-up, solicitations of donations, catalog preparation, and more. Committee/group members were given the opportunity to work together, developing stronger and/or new relationships in a shared experience with a goal to benefit the congregation.

Action Auction Fiesta Cruise Co-Chairs: Carolyn Randall, Claudia Chitty, Liz Zerby, Janet Buck, Laura Congdon.

Fall FUUNdraiser—*Glenn Griffin and Christy Shannon*

The Fall Fuundraiser provided a modest amount of income to UUCR and a family-friendly gathering that encouraged fellowship and outreach to the larger community. After broad discussion, the flea market had been phased out, greatly reducing the amount of effort, time, and volunteers needed. After expenses, we raised \$6,242.51, short of the \$8000 goal, and approximately \$1100 less than the larger 2017 fundraiser.

This event was held on Saturday, November 3, 2018. Jose Clemente handled the money, Kathy Clemente organized the jewelry sale, Ginny Shires-Thurston ran the used books sale, Mary Carvajal sold used toys, Louise Friedenberg helped make handmade goods and a quilt and sold raffle tickets, Jon Landenburger fixed and sold bikes. Greg Yoder organized bakers who made and sold an amazing array of baked goods. Bonnie Bloomquist managed sales of pizza, chips, and beverages. Rev. Lynn Strauss organized activities for children. A BIG THANK YOU to the many wonderful volunteers that made this a success!

Buildings & Grounds

Aesthetics Committee—*Sharrill Dittmann*

The purpose of the Aesthetics Committee is to promote a beautiful and welcoming worship and meeting space at UUCR. The Committee members organize several art shows each year and consult with committee and staff on matters of color and design as requested.

The committee mounted several shows during the year:

- ✚ Anthony R. Williams, photography - April/May 2018
- ✚ Grazia Montalto, giclee prints and original art - June, July, August 2018
- ✚ James Klebau, photography and UUCR Members and Friends, photography - Sept/Oct 2018
- ✚ Compass Atelier, eight artists, various media – Dec 2018/Jan 2019
- ✚ Deborah Kennedy, photography and poetry - April/May 2019

Four works were sold, from which UUCR realized 20% of the sale price. We coordinated with the Music and Art Committee for their inaugural ArtsConnect series.

One thing you'd like your committee or group to work on or improve on next year: We will continue to look for artists representing a variety of media and communities for our shows.

Committee members: Diane Baillie, Liliane Blom (Co-Chair), and Sharrill Dittmann (Co-Chair)

The 2018-2019 Aesthetics Committee budget is \$100, none of which has been spent.

Buildings & Grounds Committees—*Narcy Klag*

The mission of the Buildings & Grounds Committee is to maintain the congregation's facility and property in a condition that allows UUCR members and friends, as well as other end-users, to perform the wide variety of activities that take place here. There are basically three types of work undertaken to accomplish this:

First, there are annual service contracts for building systems like the elevator and fire alarm, in addition to the regular service contracts for HVAC, lawn maintenance, and snow removal. These contracts are all managed ably by our Church Administrator, Donna Taylor.

Second, there are normal maintenance and repairs which are performed by a combination of staff, contractors, the Power Tool Gang (volunteers led by Dan Pierce and Narcy Klag) and the Grounds Group (volunteers led by Mary Lanigan, Sue Hedges, and Jo Wilson).

Third, there are major capital improvements projects, of which funding must be approved by the Board of Directors. These projects are usually contracted out.

BUILDINGS (Narcy Klag, Dan Pierce)

Accomplishments include:

- Completed a number of ad hoc repairs around the buildings.
- In preparation for the remodeling of the kitchen, completely removed everything from the kitchen, and repaired and painted the walls. Oversaw the remodeling of the kitchen.
- Repaired, cleaned and treated the benches outside the minister's office.
- Installed additional name plates on the remembrance board.
- Cleaned gutters, cleaned and washed the stairwell leading from the basement in building 5, adjusted slates leading from the back door in building 5, and repaired cracks in sidewalk.
- Developed a Scope of Work and obtained eight bids to repair driveway and parking lot cracks. Repairs were done in the summer of 2018. In preparation for the paving, removed large slates from walkway leading from the small parking lot to the sidewalk so it could be paved.
- Working with staff, developed a striping plan to use after the driveway and lots were re-coated. This was also completed.

The Power Tool Gang gathers on a few Saturdays each year to do necessary work at UUCR. Neither power tools nor experience is necessary. We gather for the fellowship and fun, while helping to maintain UUCR property. Our work is fueled by doughnuts and coffee in the morning, lunch with beverages, and much camaraderie. Any interested person should feel welcome to join in.

Buildings Committee members: Nancy Klag (Chair), Sue Hedges, Jon Landenburger, Phil Lowe, John McIlwaine, Dan Pierce, Tim Francis, and José Clemente.

GROUNDS/LANDSCAPING (Sue Hedges & Mary Lanigan)

The Committee 1) manages routine maintenance of the landscape (the grounds); and 2) develops and oversees implementation of the landscape plan to enhance the beauty and accessibility of the landscape, implement green solutions where appropriate, and sustain the designated forest conservation areas in accordance with guidelines from the City of Rockville. Also oversees expenditures from the Site Beautification Fund when funds are available.

Major accomplishments:

- We attempted to procure several bids from contractors for the design of a landscape plan, but delays and misunderstandings on the part of bidders occurred. A UUCR Grounds Master Plan Guidance Document outlining principles, priorities, and proposed process was developed the preceding year.
- Watered and maintained the fifteen native trees planted on May 5, 2018 to replace trees that either died or were removed because of safety reasons.
- Maude McGovern continued to serve as liaison to communicate the committee's landscaping recommendations to the landscaping company that performs lawn mowing, periodic pruning, and snow removal. The contract is managed by the Church Administrator. The Landscape budget includes the cost of the annual maintenance contract. Maude has now moved away.
- Scheduled Weeding and Gardening workdays one Saturday morning per month during the growing season to weed and supplement the work of the landscaping contractor. We need to identify additional volunteers as some of the current volunteers are aging out.

Goals for next year:

- Identify someone to serve as Lay Minister for Buildings and Grounds on the Lay Ministry Council.
- Identify a professional landscaper to assess the bushes and shrubs, provide advice, and develop a rescue plan for the bushes and shrubs that have died because of poor pruning or have become overgrown, with the goal of establishing a remediated/easier to maintain landscape.
- Identify and hire a landscape designer or architect to design a new landscape plan based on UUCR Grounds Master Plan Guidance Document and begin to implement the new landscape plan as funds are available.

Grounds Committee members: Irene Eckstrand, Tim Francis, Barbara Harrison, Sue Hedges, Mary Lanigan, Steve Lapham, Maude McGovern, and Jo Wilson. The Committee does not currently have a Chair.

Information Technology Committee—*Bill Newhouse*

The mission of the Information Technology Committee is to maintain UUCR office IT systems and provide first response when the UUCR staff cannot resolve an IT system problem.

The IT Committee also works with the UUCR Staff, Board of Trustees, and Finance Committee to plan for the introduction of new technologies and to plan for upgrades of systems when necessary.

The IT Committee can also support requests for information technology support for church activities.

IT systems at UUCR include Voice-Over-Internet-Protocol (VOIP) telephones, computers (Windows 7 workstations and laptops), projectors, large-screen HDTVs, facsimile, printers, scanners, the minister's mobile phone, and networking equipment such as switches, cable modems, and WiFi routers.

Major accomplishments for the year:

- Mounted HDTV to wall in the sanctuary corridor to share UUCR info
- Added WiFi access point in courtyard for use on Sundays in buildings 2 and 3 (WiFi name UUCR-RE)
- Added WiFi access point in sanctuary by shelves near piano improving access to our broadband internet in that space
- Began transition (Aaron Pied -Board) from <https://www.churchdb.com/uucr> to Realm, <https://www.acstechnologies.com/products/realms>.
- Maintained email mailing lists and aliases
- Established new email accounts for new staff
- Setup workstations for new staff
- Moved fax machine from RE office to Donna's office
- Began migration of staff workstations from Windows 7 to Windows 10
- Updated and patched existing technologies with the latest software and firmware releases.
- Continued to provide remote access for treasurers to the Treasurer PC on which they access UUCR's QuickBooks bookkeeping software..
- Ensured continuous backups for staff files saved to the UUCR server shared and personal directories
- Pushed the staff to utilize cloud storage reducing the dependency on our server

- Reduced monthly bills from Comcast (internet and phones lines for alarm systems and elevator) and Windstream (staff IP phones) while maintaining existing service levels.

Next year, goals for the IT Committee include the following:

- Full migration of staff files to cloud storage eliminating the UUCR server (a single point of failure device) which will enable more flexible access to data needed by the staff to perform their work.
- Improve WiFi access in Founders Hall and Fellowship Hall.

UUCR IT systems are vital to all church functions, supporting our worship, religious education, social justice and fellowship activities and enabling the UUCR staff to communicate with congregants as well as other UU churches and organizations, other faith groups and other community groups.

Committee member: Bill Newhouse, Aaron Pied/Eric Burch for database, Sean Hickey (new)

Sound Committee—*Mike Holmes*

The mission of the Sound Committee is to enhance and maintain the sound equipment at UUCR, specifically in the Sanctuary and Founders Hall.

The use of a designated sound volunteer at each Sunday service continues to work well. Getting volunteers to sign up to cover all of the services has sometimes been difficult, but so far people are continuing to step up.

Last year we purchased a specialized battery charger for the listening assistance system, two additional battery chargers for the batteries in the wireless microphones and a number of NiMH AA batteries. So far the rechargeables are serving us well, and of course we are no longer throwing away alkaline AA batteries from the sanctuary system. The Founder's Hall microphones are still using alkaline batteries.

Our only major purchase this year was a new mixer for the Founder's Hall sound system. It is working well and is simpler to use than the Rolls mixer that it replaced.

Last year we purchased a speaker to replace the outdoor garden speaker, but it has not yet been installed. We need to organize a volunteer effort to get that done. It shouldn't be difficult, but 2 people will be needed to install it.

The 2018-2019 Sound Committee budget is \$1,000 and \$704.96 has been spent so far.

Committee members: Mike Holmes (Chair), Jeremy Schuhmann, Dennis Wellnitz, and Steve Greene.

Spiritual & Caring

Pastoral Care Team—*Paulette Campbell and Jane Klag*

The purpose of UUCR's Pastoral Care program is to support the ministers in reaching out to congregants with special needs. Pastoral Care Team members administer to those undergoing health problems, dealing with grief or other life changes, or are isolated because of age or disability. Assistance can take many forms; transportation to doctor appointments, providing meals, sending cards

or visiting in hospitals or at home. Pastoral care team members provide a spiritual presence and a listening ear for those who are no longer able to attend services.

Other major functions include:

- Memorial receptions: They are organized to honor the lives of those members and friends who have died during the past year. No fees are asked, but donations are gratefully accepted. Paulette Campbell chairs this function.
- “Thinking of You” column in *Quest*: Judy Eisenhower serves as editor. If you have joys and concerns that you would like to appear in *Quest*, please contact Judy.
- Greeting cards: Sharon Fitzpatrick, on behalf of the Pastoral Care Team, sends cards to members and friends who celebrate special events and to those who are ill or hospitalized.
- Pastoral Care Team bulletin board located in the Fellowship Hall: Suzie Spangler recently provided the beautiful background artwork now on display. The bulletin board includes obituaries, a copy of the current “Thinking of You” column, and area workshop invitations.

This year’s special events and activities:

- Rev. Rebekah with assistance of Rev Katie and Rev Lynn led a well-attended all day multi-church Pastoral Care Training workshop at Cedar Lane on February 23, 2019.
- UUCR held a workshop for congregants on November 17, 2018, during Alzheimer’s month. The film “Alive Inside” was shown followed by a discussion led by a member of Montgomery County Hospice.

Pastoral Care meetings are scheduled the First Friday mornings in October, December, February, April, and June (May 30, 2019 this year). The December meeting is a Christmas open house for the staff and congregation. Our last meeting each year is Volunteer Recognition, honoring those in our congregation who go above and beyond in serving our community.

Team members: Jill Asman, Marilyn Briant, Paulette Campbell (Co-Chair), Judy Eisenhower, Sharon Fitzpatrick, Kent Hancock (Lay Minister Liaison), Jane Klag (Co-Chair), Susan McCall, Marianne Miller, Dan Pierce, Marie Reed, Marialyce Sherr, Sue Thomas, and Terry Zetts.

Spirit of Life Sangha—*Liliane Floge*

The mission of the Spirit of Life Sangha is to assist those interested in improving their practice of mindfulness using the methods recommended by the Buddhist monk Thich Nhat Hahn and others who practice mindfulness. At present there are four members of the Sangha Caring Council: Sarah Beacom, Liliane Floge, Ethel Gilbert, and Richard Simpson.

The Sangha met most Sundays in 2018 after services to meditate, study readings and have discussions about aspects of mindfulness practice. We met from 11:30 a.m. to 12:30 p.m. The first 20 minutes are spent in Sitting Meditation. This is followed by a Dharma reading, with all members engaged in the reading, which often takes about 15 minutes. The remaining time was spent discussing the reading. In order to allow more discussion we began, the first Sunday of the month, to extend our meetings for an extra 15 minutes.

Since the advent of two services in January 2018, the Sangha has met during the “Middle Hour,” starting at 10:15 a.m. We reduced the meditation period to about 15 minutes because we have found

that many of our members are involved in or are attending the second service and leave the meeting early. Thus, the entire Sangha usually only meets for 45 minutes. To accommodate this shorter time period we have keep our selection of readings somewhat shorter so we all have some time to engage in the discussion. All things discussed in the Sangha are confidential.

Members of the Sangha indicate that our meetings assist them in their spiritual growth; that they find comfort in the Sangha. For those persons who may wish to contemplate for a longer time period before speaking, the short Middle Hour may mean they seldom share their thoughts with the group. For these reasons the Sangha has felt that meeting during Middle Hour has somewhat diminished its effectiveness.

Documents prepared: We have documents that describe the workings of a Sangha; of the particular workings of our Sangha; a document listing the updated Five Mindfulness Trainings; a list of suggested readings; and a Guide to Discussion on the Sangha.

The Sangha members find the 45 minute “Middle Hour” to be too short. Members who attend the first service find it difficult to arrive at the meeting at 10:15 thus our meditation is somewhat interrupted by latecomers. Those leaving to go to the second service on the other hand, often have to leave before discussion is complete. So both groups are somewhat disappointed in the “Middle Hour.” If the time between services and thus the “Middle Hour” was increased by even 15 minutes it would be a great help. We will try to meet more frequently after both services or at other times.

Women’s Open Spiritual Connection Group—*Sahar Dawisha*

The WOSCG is open to all women interested in exploring spirituality together while gaining creative insights and connection with each other.

A typical meeting consists of introductions/check-in, guided meditation, creative self-exploration activity, sharing of insights, and closing. This is our 5th year of fostering self-awareness and connection through meditation, creative self-expression, and mutual support. Some of our activities this year included: focusing intentions for the New Year using collage; using the “I Am/I Am From” template to create and share poems about ourselves; walking the indoor Labyrinth at The National Cathedral (summer) and at Cedar Lane UU (New Year’s Eve); and exploring our inner goddess with song/chant and meditation. Our spiritual growth and learning occurred by generating questions and sharing insights, which has enhanced our appreciation and enjoyment of each other as well as other UUCR spiritual activities. This year, we had two new members lead a session.

One thing you’d like your committee or group to work on or improve on next year:

We would like to foster additional leadership of activities from regular members, and to expand personal connections within the group.

Committee members: Sahar Dawisha (Chair), Diane Baillie (Co-Chair), and Julie Robinson (Co-Chair).

Fellowship

Craft Group—*Sherry Henry*

The Women's Craft Group consists of anywhere between 2 and 10 ladies who meet on Tuesdays from 10:00 a.m. to 12:00 p.m. to share arts & crafts and conversation. At one time the group took on ambitious projects, such as creating jewelry and cards to put up for sale, to benefit the church. Gradually, the group has shifted to working with adult coloring books. For some, this gathering might be the only outside socializing for the week. Reminiscing is a favorite pastime for the group; for a couple of months, a 1923 Sears Catalog sparked off a lot of lively memories. Ages range from the mid-60s to the mid-90s. The ladies have formed tight friendships, and look forward to chatting about the past, current events, and the most recent sermon. Membership in the group usually results from one member who approaches new members who indicate they are looking to connect on a regular basis.

Hospitality Team—*Jon Landenburger*

The purpose of the Hospitality Team is primarily to organize the distribution of coffee, other drinks, and accompaniments after service on Sundays with various levels of assistance in events staged by other groups when there is a need for coffee.

As the congregation has slowly grown to populate the second service more than the first, we have brought on more staff to help after the second service.

It would be nice to increase the number of members on the Coffee Team. With 15 members we could cover all three shifts (Making coffee, first and finale clean up) with no one having to commit more than once a month.

Mary Lanigan, Sue Hedges and Jon Landenburger sign vouchers and do the shopping. Other Members include Marge Holmes, Sharon and David Fitzpatrick, Nancy Blum, Brian Adkins, Alex Tucker, Brian Haugen, Norman Rave.

The 2018-2019 hospitality budget is \$1600.

Literary Fiction Book Group—*Marialyce Sherr*

The Literary Fiction Discussion Group was formed in April, 2016. It normally meets on the second Monday of each month from 1:30 pm until 3:30 pm in Rm. 50. Members have elected not to meet in August. UUCR members are welcome to join this stimulating and congenial group. Members choose works of fiction, past and present, that have been deemed "literary." The term literary is in itself controversial because in fact all writing is literary since it uses words made up of letters. However, there is an interest among members of this group to focus on outstanding prose and in-depth character studies within the context of well-developed plots. Two examples of the books selected are: *Warlight* by Michael Ondaatje, and *The Great Gatsby* by F. Scott Fitzgerald. It is not a "drop-in" group, yet it is welcoming to new members. The group has been strongly attended. We operate without a budget.

Quilters—*Louise Friedenberg*

The mission of the Quilters is to create one quilt each year to be raffled at the Fall Fundraiser. Our group provides the possibility for anyone who practices needlework to experience group participation in the making of a beautiful product while enjoying the warmth and support of friends who share an interest and meet together weekly on Wednesday evenings.

Our group created its 38th annual quilt, called “Butterflies”, which was raffled at the Fall Fundraiser on Saturday, November 3, 2018. Raffle tickets (759) were sold at \$2 each or 3 for \$5. Net profit was \$1,268.00. Greg Yoder was the quilt winner.

This 2018 quilt, “Butterflies”, was inspired by a picture in a library book. It was composed of many colorful 10.5” butterfly blocks and arranged with the butterflies going in different directions. A unifying fabric was used in the body of each butterfly and many jewel-toned batik fabrics were used for the wings.

We also made many hand-crafted items for this fundraiser, including quilted table runners, pillows, potholders, wall hangings, tree ornaments, crayon and pencil roll-ups, note cards, knit items, and more. A profit of \$651.00 was raised for UUCR from these crafts.

2018-2019 committee/group budget was \$275.00, for both quilt and assorted crafts. Amount that has been spent as of 5/6/2019 is \$118.19. We are currently working on our 2019 Raffle Quilt, our 39th.

Ten quilters contributed to the 2018 raffle quilt, including Pat Chapin, Carol Dangel, Louise Friedenberg, Lynne Goss, Marge Holmes, Louise Lovell, Lisa Reed, Gwen Rowe, Anne Spicknall and Jo Wilson.

Socrates Café Rockville —*Jon Landenburger*

The mission of Socrates Café is to provide a comfortable environment for Friendly exploration on a number of topics.

Socrates Café has continued to grow to the point where now we break into three groups, each discussing a different question. It has a strong core of regulars which permits us to have monitors at each table to regulate the discussion. We have been focusing more on limiting people from dominating the conversation and encouraging more participants to engage. We have also set up a donation bowl so that Socrates can give a small contribution to the Congregation.

One thing you'd like your committee or group to work on or improve on next year:

Increase the benefit of Socrates Café to UUCR, by increasing its visibility within the congregation.

UUCR Book Club—*Jo Wilson*

The UUCR Book Group meets the first Thursday of the month except July and August. Books for discussion are chosen by the group and presented at the meeting by different members. All those who enjoy reading are welcome to participate. The meeting takes place in Room 50 in the lower level of the Sanctuary.

Young Adults Group —*Liz Hedges*

The Young Adults Group provides opportunities for people ages 18-35 to connect through social and spiritual development. Elizabeth Hedges and Sean Hickey are the current group organizers.

This year, members of the Young Adults Group:

- Had monthly brunch outings after service.
- Provided an email group through which young adults can coordinate attending UUCR events together.
- Held Game Night potlucks.

As a large portion of our membership from the last 5-10 years is aging out, we are hoping younger, newer members will step up into leadership.

The 2018-2019 YAG budget is \$100, which has not been spent.

NOTES

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