



2017-2018

OUR MISSION: "As a Welcoming Congregation dedicated to Love, Faith, Justice and Reason, the Shoreline Unitarian Universalist Society's mission is to: • nurture the spirit and enrich the mind; • foster a reverence for life in all of its complexity and mystery; • build a spiritual community dedicated to social, economic and environmental justice; • explore the search for truth by providing a safe space for the exchange of diverse perspectives; • inspire members, friends and our larger community to go forth and make the world a better place."

Annual Report

SHORELINE UNITARIAN UNIVERSALIST SOCIETY 2017-18 ANNUAL REPORT

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Minister's Report

Rev. Jeanne Lloyd, M. Div., M.A.

We have accomplished a lot in the last two years. In the area of ministry, we are constantly trying to meet member's and community's needs. Suffice it to say, I am unable to reflect on all that is going on here at SUUS, but it is ALL remarkable! Please see all the other reports about our shared ministry.

Board of Trustees, Dan Brill, President (See the Board & Council Committee Reports)

Dan has a remarkable way of simplifying complex issues. He was able to bring amazing clarity to our finances at a time when it is so important. It was a pleasure to work with him and the board to pursue our vision, particularly through a re-invigorated Stewardship Campaign (Mary Strieff, Chair) and the amazing work of the Building Enhancement Committee, led by Sue Schaedler & Chris Jobson.

Ministerial Activities & Committee Support:

Provided weekly Adult Education Classes in "Compassionate Listening" (Non-Violent Communication) and "A Faith for All Seasons" (coping with grief).

Co-Chair of Program Council Meetings, with Vice President, Jenny Lee (see report)

Community Ministries

- Perhaps the most disturbing thing that I and other clergy have had to address this past year (and others) is the increasing number of vigils held in response to violence. This past year, we spoke at and/or marched in the following events: Vigils for Victims (Charlottesville, VA); Las Vegas Vigil; Interfaith Anti-Violence Vigil; Guilford Peace Vigil; Women's March, Hartford; "March for our Lives"; Family March to Support Immigrants; Guilford Peace Alliance Walk.
- Clergy & Community Organizer's Meeting with Rep. Tong in Hartford, regarding Gun Safety legislation and regulations.
- Monthly Interfaith Clergy Mtg.; Daniel Hand H.S. Convocation; Interfaith Thanksgiving Service; exploration of Sanctuary Movement, IRIS in New Haven, and, building joint youth programs with First Congregational UCC Church & St. Andrews Church; support for ABC House, Madison.

Covenant Tenders: Mike Rosen, Chair; Jen Munro, Elizabeth Santoro, Paul Carmichael.

This awesome group is dedicated to embedding our Congregational Covenant into the life of the congregation. Last year, among other things, they created a charter, approved by the board, and Mike Rosen agreed to become Chair. (See report.)

Membership Rolls (Congregational Life Committee): Jennifer Farmer-Etzel and Alice Fleming, Co-Chairs.

This team works vigilantly to support and encourage our membership growth. We held 4 "New to SUUS" (orientation) classes held last year. Our FY18 New Members were: **David Cundy, Jill Bowen (renewed), Cheryl Laccone, Diane Stark, Jeff Reitmeier, Benjamin Robinson, & Beth Chipman (7)**. Exiting Members: **Bryony & Jose Aviles, Roy Ogren, Suzanne Colten-Cary (4)**. Recent Year-End Net Member Totals: 6/30/15 = 102; 6/30/16 = 109; 6/30/17 = 117; 6/30/18 = 121. (See report.)

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Open Mic Fridays: Jill Bowen & Howard Rubin, contact persons.

Arising from the success of the Talent Show last year, Jill and Howard began offering opportunities for shoreline musicians to share their talents on occasional Friday nights. I am grateful for their efforts. Our music is ministry.

Outreach Team: Ellen Creane, Arlene Saffron, Mary Strieff

The outreach team worked hard all year, sharing our message with the shoreline. Among other excellent initiatives, they created (with Cathy Ramin's essential photographic skills) 5 videos of me sharing our message on our website. (See report.)

Pastoral Care Team: Jennifer Farmer-Etzel, Barb Francese, and myself. We provide pastoral care in a variety of ways to numerous members and friends throughout the year.

FY18 Deaths:

- Friend, Elek Poss, 12/6/18 (husband of member, Janet Poss, and father of member, David Poss);
- Former Member, Emma Dickey, 12/7/18 (wife of member, Knowles Dickey, predeceased).

Peace Dances: Elizabeth Santoro, contact person.

Sponsored by a SUUS grant, these dances have been a wonderful outreach and ministry.

Religious Education Team: Karen Pawelek, former Chair, & Benna Lehrer, Chair.

There have been many meetings with the RE Team this past year, and there will be many more, as the new Faith Formation Team guides our congregation toward a new model, yet to be envisioned. We are grateful for the many years of creative energy and commitment, our former RE Chair, Karen Pawelek, offered our children and SUUS, before handing the reigns over to Benna. (See report.)

Safe Congregations Activities: Linda Brill, Chair.

The Safe Congregations Committee works behind the scenes to create policies and practices that will keep all of us safe. Occasionally I attend these meetings, particularly when the police offer consultation. It is a huge and complex undertaking, and we can be grateful that they have taken up this exceptionally challenging task. (See report.)

Last spring, with the absence of both Lori O'Sullivan (paid Childcare Provider) and Barb Francese (Childcare Coordinator) due to health issues, I took over permanent responsibility for conducting background searches on all childcare volunteers and staff, and temporarily coordinated childcare for nursery children. In the process, new safety/supervisory guidelines have evolved for our children's care. Many thanks to Barb Francese for acting as Childcare Coordinator for the Nursery and other events requiring childcare, and, to Lori O'Sullivan for her steadfast commitment to our children. Thank you to all our childcare volunteers!

Social Events and Activities: Maryann Bracken, Lindalea Ludwick, Kathy Helmrich, Yan van Heurck.

If you're looking for a fun group to be a part of, consider joining this one! It plans fun things to do all year 'round. In addition, we worked this past year to develop a Program Catalogue that includes all our SUUS classes, events, and group projects. Look for it on the foyer table. We're doing a lot! (See report.)

Social Justice Coordinating Team: Cathy Ramin, Chair.

After a year of planning, last October, we held a Social Justice Empowerment Weekend, with Rev. Art McDonald, facilitator. 51 members & friends attended, leading to 4 new SJ Teams: Gender Justice; the

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Green Team (Environment); Food Insecurity; and, Support for Low-Income Youth (coordinated with a New Haven non-profit, EMERGE). As the year has progressed, there have been adjustments in terms of leadership for these groups. Some are resilient and active; some need more members to take on leadership roles. This is normal, particularly when a congregation our size chooses 4 SJ issues, instead of just one, to focus on. We will work through it. If you are interested in participating in these groups, please let Cathy or me know. (See report.)

Small Group Ministries (Listening Circles)

For several years, we have only had one small group ministry, ably run by Dan Brill & John Porter, the Men's Group. This past year, we planned for a SGM workshop in September to train new facilitators.

SUUS Talent Show: Jen Swenson, and many friends.

This was a wonderful intergenerational example of having fun by sharing our gifts (talents) with each other. Many thanks for a wonderful evening.

Worship Committee and Staff Worship Team:

The Worship Committee meets monthly, under the wonderful leadership of Laura Kaspro to organize 21-22 worship services each year. Our Staff Worship Team meets weekly, planning 31-32 services a month in advance. Together, we work to create inspiring and stimulating worship services throughout the year. In particular, we have worked together to deepen our services, provide more music, embolden our Easter Service, and provide a new Beachside Service in mid-June. (I'm told we should offer the beachside service again.) Further, the Worship Committee and RE work together to provide the Seder Dinner each year. (See report.)

FY18 Child Dedications: **Sophie Stanwood & Verity Lyke**. FY18 Bridging Ceremony: **Max Carmichael**.

We owe special thanks to Eric Munro and Mary Strieff for working so hard to improve the sanctuary sound system. It's working so well now.

Policy Development

- The new **Public-Witness Policy** allows us to be more proactive in addressing justice issues.
- The new **Committee for Healthy Relationships Policy** (Laura Kaspro & Dan Mirandi), provides mediation support to members in conflict.

Staff Reports

Martha Wells Hoffman, Congregational Administrator, 25 hours/week, year round.

Martha serves as the hub of communication around which we all revolve. Her tenacity at trying to keep track of all the comings and goings at SUUS is remarkable and consistently effective. She continues to support all our day to day operations as Congregational Administrator. She serves the Board and Minister, all council activities and committees, and produces communications through our website and Constant Contact database. She also facilitates preparations for Sunday worship. In addition, she is responsible for rental activity at SUUS in conjunction with the Board.

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From Amy Buckley, Vocal Leader, 13 hours/week, academic year.

- The SUUS choir is engaged and excited! Over the past year we have cultivated a small yet consistent group of folks who come to sing! Members send suggestions and are engaged outside of the weekly services on all things music related.
- Collaboration between the SUUS Singers & SUUS Orchestra: This year we programmed some really great music that engaged instrumentalists, singers and the congregation. I even stood on a chair and conducted!
- We offered our first Music Sunday on Easter, which included preparing and singing Mozart's Ave Verum Corpus along with a piano, clarinet and voice trio of Schubert's Shepard on the Rock.
- Two choir members attended a UU choir festival 3 hours away with Jason Shelton!

Nick Stanford, Pianist, 11 hours/week, year round.

Nick's sense of humor and flexibility in providing us with beautiful music every Sunday is remarkable. Beyond his job description, he sometimes sings with us and/or sometimes plays the clarinet with us. He is a great team member, and contributes creative ideas every week. He is an important part of the Staff Worship Team.

Lori O'Sullivan, Child Caregiver, Sundays and special events throughout the year.

Lori is a dedicated childcare giver upon whom we rely every week. She enjoys our children, bringing special activities for them to do. Whenever she can, she steps up to help. We are lucky to have her.

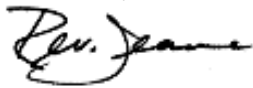
Religious Education Staff, 20 hours/week, academic year – See Committee Report for Religious Education

Staff Changes

Pianist: On 8/30/18 Emily Phillips, our pianist resigned. A Pianist Search Committee (Chaired by Sue Schaedler) was immediately formed and a talented pianist, Nick Stanford, was hired in December 2017.

Director of Religious Education: Regrettably, after 5 years serving as our creative, talented, musically inspired and inspiring DRE, Nate Pawelek decided to rededicate himself, once again, to his first call: professional music. He offered his resignation on 7/2/18.

With Love,



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President, Board of Trustees Report

Dan Brill

Review of Board of Trustees Goals for year ending June 2018

Add Mission Statement to the order of Service – Accomplished
Create a sustainability team to help grow the church – Accomplished
Educate Members on Growth Initiatives - Accomplished
Grow church membership and revenues by 15% - Accomplished
Conform financial statements to GAAP – Accomplished
Educate the members about the financial health of the SUUS – Accomplished
Solicit the active participation of members to help grow membership - Accomplished
Streamline bookkeeping procedures - outsourced bookkeeper - Accomplished
Decide authority and responsibility of the Board and the Minister - Accomplished Publish Facilitator
Organization Chart – Accomplished
Create Stewardship Committee – (Strieff, Saffron, Creane) - Accomplished
Find replacement for Treasurer – Accomplished
Increase frequency of Town Hall meetings – Accomplished
Update, repair, and enhance facilities (\$133,000 budget approved) - Accomplished
Establish Conflict resolution Healthy Relationship Policy – Accomplished
Staff Conflict Resolution Committee (Kaspro and Mirandi) - Accomplished
Audit Fiscal Year-end financial results – Accomplished
Establish Building Enhancement Team - Accomplished

Change the name of SUUS to enhance marketing appeal – Not Accomplished
Change Fiscal Year to Calendar Year – Not Accomplished
Identify Finance Head – Not Accomplished
Survey members to determine likes, dislikes, issues, needs – Not Accomplished
Amend/Replace Endowment Fund bylaws to enhance procedures - Not Accomplished
Create Leadership Development Manual – Not Accomplished

Respectfully submitted,
Dan Brill, Past President

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Treasury/Finance Report

Neil Schultes, Treasurer

Condensed Operating Budget:

	<u>Budget</u>	<u>Actual</u>	
Income	\$210,500	\$179,021	(\$31,479)
Expenses	\$236,350	\$244,448	(\$8,098)
Extra needed	\$25,850	\$65,427	
Bridge/5 yr Funds*		\$65,427	

*

Bridge Fund	\$15,000
5 yr Plan	\$50,427

5-year Plan total \$150,000

Disbursements from Endowment Fund

10/18/17	\$20,000	
3/4/18	\$20,000	
6/2/18	\$30,000	
<u>10/16/18</u>	<u>\$20,000</u>	
Total	\$90,000	\$60,000 remaining

Mission Fund -

July 2017	\$29,723
June 2018	\$11,739
<u>Fund Uses</u>	
Bridge Fund	\$15,000
Expenses	\$2,575 (Social Justice; Memorial gardens; Love Fund; Flower fund)

Grants \$15,754

Love Fund	\$1,194
Ministerial Projects	\$1,554
New Chalice	\$1,932
Dances for Univ Peace	\$1,542
OWL	\$75
Board Reserve	\$2,477
Other	\$6,908 (video outreach project; Web outreach)

Endowment Fund Grant Funds \$20,000 transferred on 10-18-17

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Expanded Operating Budget:

	<u>Budget</u>	<u>Actual</u>
<u>Income</u>	<u>\$210,500</u>	<u>\$179,021</u> (\$31,479)
Pledges '17-18	\$160,000	\$133,194
Past pledges	-	\$1,091
Pledges '18-19	-	\$3,265
Sunday Collection	\$7,000	\$7,623
Donations	\$8,000	\$3,834
Fundraising	\$20,000	\$15,149
Rentals	\$15,500	\$14,865
<u>Expenses</u>	<u>\$236,350</u>	<u>\$244,448</u>
Child Care	\$800	\$294
Finance	\$3,350	\$3,683
Hospitality	\$1,600	\$1,199
H & G	\$18,300	\$17,843
Communications	\$3,000	\$3,129
Events & Activities	\$50	\$166
Leadership	\$400	\$0
Congregational life	\$260	\$245
Music	\$16,400	\$21,337
Technology	\$0	\$56
Religious Education	\$3,700	\$4,634
Worship	\$2,000	\$2,646
Utilities	\$9,350	\$10,156
Fund raising Exp	\$1,700	\$155
UUA Dues	\$10,000	\$8,341
Office	\$6,950	\$7,017
Insurance	\$6,100	\$6,159
Minister	\$85,140	\$90,660
DRE	\$29,270	\$27,335
Administrator	\$36,780	\$38,155
Payroll Exp	\$1,200	\$1,233
Extra needed	\$ 25,850	\$65,427
Bridge/ 5yr Funds*		\$65,427
*		
Bridge Fund	\$15,000	
5 yr Plan	\$50,428	

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Associational Affairs Report

Sue Schaedler, Chair

As Associational Affairs Co-Chairs, Sue Schaedler promotes the events and news of our region and our national and international activities.

During the past fiscal year, our involvement in New England Districts events has been minimal. Most of the events were too far away, bad timing with our SUUS schedule, or not of interest to our congregation at this time. We did have 2 SUUS members attend OWL training.

SUUS sent 2 members and our Minister as delegates to this past year's General Assembly in Kansas City, MO. Sue raised awareness of the upcoming GA event, inquired about funding, and insured our delegates were credentialed.

Sue worked with the event coordinator to publicize the Universal Dances of Peace, sharing the invitation flier with our sister congregations.

Respectfully Submitted, Susan Schaedler

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Building Enhancement Committee (BEC) Report

Susan Schaedler, Facilitator

In the fall of 2017, the BEC was formed as an adhoc committee appointed by the board to analyze, recommend, and oversee several long overdue maintenance and building enhancements to improve and preserve our spiritual home.

The team includes: Sue Schaedler, Chris Jobson, Linda Brill, Tracy Ernst, Jennifer Farmer-Etzel and Rev. Jeanne Lloyd.

We first created process and procedures document that our team would follow to interview contractors and tradesmen and obtain approval from the board for funding and contracts. Next, we created a list of priority A and B items that needed maintenance, or enhancements. Working from this list, we started interviewing contractors, suppliers, and tradesmen to get estimates for the work. Once we engaged with contractors, our team oversaw the progress, or lack thereof, quickly let the board know of any additional work required, and adjusted our budget and priorities as needed.

To date we have completed:

- Installation of new comfortable chairs in the sanctuary
- New paint in the sanctuary and foyer
- New chairs for the library
- New windows in the older part of the building
- New double front doors
- New siding on the majority of the building exterior
- Fire escape refurbished
- Lighting ordered and received

Still in progress:

- Installation of lighting
- Completion of all exterior siding
- Completion of painting in the main level hallway, library, and bathrooms
- Installation of lower level accessible door
- Painting of exterior doors

Our committee will continue to oversee the work for priority A and B items, completing as many as we can within our \$133,000 budget. Please see separate BEC budget accounting report for financial details.

Respectfully Submitted, Susan Schaedler

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Communications Committee

Mary Strieff, Chair

The Communications Team, Chair, Mary Strieff, Administrator, Martha Wells Hoffman, Ellen Creane, continue to provide the following:

- Supply newspapers and online communities with press releases regarding special events and activities
- Create posters, flyers and other press materials for SUUS events
- Manage the congregation's Facebook page and other social media
- Oversee the bulletin boards and maintain the outdoor signage
- Manage and update the congregation's website
- Create weekly news and updates

This year, in collaboration with the Outreach Team (Arlene Saffron and Ellen Creane), SUUS produced videos that are now on our website. One features our members and why we attend SUUS. There are four videos of our minister, highlighting UU values and "what we believe." We created blue cards for members to distribute to their friends and neighbors and for visitors at SUUS that describes our UU faith and our beliefs. The Outreach Team also conducted a four week, online advertising campaign that used our four minister's videos and directed them to the SUUS website. More work in this area is necessary for the coming years. Updates to our website include Search Engine Optimization (SEO) work. We also updated committee descriptions and content during the summer with a complete overhaul of the Religious Education pages to reflect the work of our Transitional DRE.

A database system was researched and approved by the board. **Breeze** will be installed in the fall of 2018 and will include many features that will enhance the work of the staff and leadership by having our data and information in one system that is accessible to all.

Our administrator, Martha Wells Hoffman is key to the smooth functioning of this committee, and we greatly appreciate her work throughout the year on all the projects that come along that need her input and expertise.

Respectfully submitted

Mary Strieff, Communications Chair

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Congregational Life Committee

Jennifer Farmer-Etzel

Membership - Two greeters continue to welcome all members and visitors each Sunday. UUA pamphlets are kept in good supply and first time visitors are encouraged to fill out a visitor card. The Administrator enters those interested in receiving the Weekly News into constant contact. Visitors receive a postcard (another new design was created this year) from the greeters thanking them for their visit. Copies of the Visitor Card are made and given to the Minister and also to the DRE if there are children visiting. After 2-3 visits newcomers are asked about having a permanent nametag and shortly thereafter asked about inclusion in the Directory of Members and Friends. A guest book for visitors was added this year to help in tracking visitors. One of the greeters remains in the foyer throughout the service to observe the main entrance and parking lot for safety. We will continue to do so until recommendations come from Safety Committee. More greeters are needed and we will be working on finding more volunteers.

Lanyards were purchased for use with the name tags for those experiencing difficulty with manually pinning name tags on or not wanting to pin through clothing.

The committee participated with other committees in setting up and cleaning up coffee hour for one month during the year.

New to SUUS gatherings (a three hour class on Saturday mornings) for prospective new members prior to the New Member Sundays ceremonies were held four times between September 2017 and May 2018. These were facilitated by Rev Jeanne. The Congregation welcomed 8 new members last fiscal year.

We assisted the Activities and Events committee (Maryann Bracken, Kathy Helmrich and Lindalea Ludwick) as they put on a special luncheon for our members who were either older or not able to come as regularly in an effort to connect. This was a huge success again this year.

The greeters continue to record attendance for data entry by the administrator on a weekly basis. The review of Membership for the Annual UUA certification was done between November and January as a combined process with the Finance Committee/Treasurer. The number of members meeting all criteria for membership was given to the Administrator for the February 1, 2018 report.

A magnet with the Purposes and Principles printed on it was created. This had been suggested by Roy Ogren. These are given to new members as a gift from the congregation.

Caring – The Caring sub-committee is charged with being aware of the needs of our members and friends and meeting those needs as we are able. We let members know we are aware of and care about their situations. During the past year, we have sent many cards - sympathy, get well messages, baby congratulations and the simple "thinking of you" cards, emails or phone calls. We have driven members to appointments and made hospital visits. Meals have been provided as needed.

Rides are being given to some members who are not able to drive to church for services. We need more folks willing to drive as needed. Home visits to members no longer able to get to SUUS are being made.

Additional "friendly visitors" would be helpful.

Jennifer Farmer-Etzel and Alice Fleming, Co-chairs, Congregational Life Committee
Submitted, November 2, 2017 for the Fall Congregational Meeting

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Endowment Committee Report

Rebecca Loew, Jennifer Farmer-Etzel and John Bowdren, Trustees

The Endowment Trustees oversee the funds generously bequeathed to SUUS by Fred Keefe. The Endowment Fund was initiated in September 2000 with a balance of \$721,480. The fund was invested with UBS Global Asset Management from August 2006 until July 2017. At that time, the Trustees determined that investment performance and accountability would be better served by engaging Bard Financial to manage the investments, and the funds were transferred to Bard.

The Endowment Fund principal invested with Bard on 6/30/2017 was \$879,884.

In Fiscal Year 2017-18, the value at the end of each quarter was as follows:

09/30/2017	\$898,336
12/31/2017	\$873,599
03/31/2018	\$831,106
06/30/2018	\$808,653

At its 11/15/2015 Congregational Meeting, the congregation voted to allocate \$150,000 for growth/congregation development. These monies were to be available beginning 07/1/2016 for a period of five years. In FY 2017-2018, \$70,000.00 was disbursed.

On 7/17/2017 \$5,000.00 and on 10/18/2017, \$20,000 was disbursed for grants for the fiscal year.

Although not part of the '17- '18 FY accounting, the trustees want to note that, at its June 2018 Congregational Meeting, the congregation approved a total of \$133,000 of expenditures for building improvements. The Endowment disbursed \$100,000 of these funds on August 1, 2018.

Respectfully submitted
Endowment Trustees, 11/2/18

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Hospitality Committee Report

Tracy Ernst and Sarah Jane Dailey, Co-Chairs

Memorial service- This year was a quiet year for memorial services. We did not have any scheduled special events this year.

Dishwasher- This year, we requested for a dishwasher to be installed into the kitchen. We are still waiting for phase 2 to be started with approval of building enhancement committee.

Coffee hour appeared to run smoothly. We continued to use the same format this year as we did last year. Committees were assigned to a designated month. Committees agreed to assist with set-up and clean-up for after Sunday service coffee hour.

Hospitality committee checked the inventory of creamer supplies and food.

Special Requests-

1. Halfway through the year, a designated plate was created for a specific member. This specific plate for a member, is no longer needed.

2. An upstairs coffee set up was implemented for folks who were either unable to participate in the coffee hour downstairs or faced barriers. We will continue to see if this is a need and revise as needed. Lori agreed to assist by bringing a fresh plate of food at to the upstairs.

Hospitality committee maintained supplies for paper, dairy, food, and coffee.

Hospitality commuter assisted in many adjunct events for example Christmas drop in event auction, picnics, and small ministry meetings.

Budget-1198.91

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House & Grounds Committee

Chris Jobson, Chair

It has been a busy year on the House & Grounds front. One need not look hard to see that our 2018 focus has been on overdue repairs and building improvements, inside and out. None of this came without significant planning and coordination between many in the congregation to decide on strategies, define work scope, vet contractors, get estimates, choose colors, materials and fixtures and of course to allocate necessary funds .

A special thanks to the Building Enhancements Committee and the Safe Congregations Committee, to my predecessor H & G chairs, and to the Board for their support and input throughout the process. None of this would have been possible without their coordination and support of the church staff and the volunteers on whom I have depended mightily since taking on this role.

New energy efficient windows to replace the old, weathered double-hungs in the original building, new doors and new exterior siding are the most obvious changes still underway to improve our curb appeal and reduce future maintenance expenses. These and other significant improvements inside and out are covered in further detail as part the BEC committee report.

Earlier in the fiscal year we had the lines on the parking lot repainted and repairs made from snow plow damage, including a new young tree for the center island. Other collateral damage from last year's harsh winter was a frozen pipe that burst in the wall of the upstairs kitchen. Squirrels also got into the building to keep warm through a deteriorated soffit, so we had a wildlife specialist come in to trap and relocate our furry visitors. As it turns out this was all related to a much larger problem from years of water damage and rot in a section of the building and roof which we have since had rebuilt to make structurally sound, watertight and squirrel-proof (!) once again.

Also, we had a task list of safety concerns to contend with after consult with the Fire Marshall, including placement of and maintenance for fire extinguishers, repairs to the furnace room and upgrades to some electrical junction boxes. We also installed new CO and natural gas detectors on each floor.

On a more malodorous note, we had the septic system cleaned out which was way overdue but fortunately was completed in time to avert major repairs to an otherwise overloaded system. Whew!

Regular maintenance, seasonal tasks and minor repairs too numerous to list were ongoing throughout the year but cannot go unmentioned without a special cheer for those volunteers who helped out making a dent in the chore list during our Spring and Fall Clean Up days and in between.

All-in-all, a busy but fruitful year-to-date. Thanks again to all for your support making our spiritual home-away-from-home better, safer and a more beautiful place and doing so (knock on wood) while staying under budget!

Respectfully submitted,
Chris Jobson: House and Grounds Chair

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Memorial Garden Committee

Stephanie Warren, Chair

Committee Members: Barbara Francese, Jennifer Farmer-Etzel, Kaye Larson, Cathy Stuart, Stephanie Warren (Chair)

1. Following the Sunday service for June 3, 2018, there was a remembrance to honor the Twenty-first anniversary of the Memorial Garden (MG) and remembrance of those interred in the MG, held outside in the Memorial Garden, with congregation members and visitors attending.

Small cards were printed up, with the names of those interred on one side of the card, and the poem "We Remember Them" on the other. Names were read out loud, followed by the reading of the poem.

2. No interments took place during this year.

3. A new bench was placed in the MG, contributed by Jennifer Farmer-Etzel, and her daughter.

4. The MG committee members, as scheduled, did the set up and cleanup for the November coffee hours.

Submitted by Stephanie Warren

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Nominating Committee

Sue Schaedler, Chair

The past fiscal year's Nominating Committee members were:

Sue Schaedler, Neil Schultes, Jennifer Swenson

Our team nominated 7 board members to new board positions who were approved by the congregation at the spring 2018 Annual Meeting.

Our team nominated 2 new council chairs who were approved by the congregation at the spring 2018 Annual Meeting.

Three new committee chairs were added to council for Stewardship, Covenant Tenders, and Committee on Healthy Relationships.

Respectfully Submitted, Susan Schaedler

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Religious Education Committee Report

Benna Lehrer, Chair

SUUS Religious Education (RE) during 2017-18 was an eventful year. There were 15 teachers and RE leaders (not including those who volunteered their time at the nursery). The following is a summary of what we did:

RE Classes

1. Pre-school thru Kindergarten (age 3-5): A curriculum called "Chalice Children" was taught by Sarah Goddard, Jennifer Farmer-Etzel, Dana Duigan and Sue Schaedler. Activities included reading stories, free time, and coloring pictures. This was the second year that a class was offered for this age group.
2. 1st thru 4th grade: "Dr. Seuss, Unitarian Universalist Style" and "Love Connects Us" were taught by Elizabeth Hale-Rose, Karen Pawelek and Nathan Pawelek.
3. 5th thru 8th grade: "D'Oh, God" (The Gospel According to the Simpsons)" and "Heeding the Call" was taught by Ann Bowdler, Tom Lee and Benna Lehrer.
4. Youth Group (9 thru 12th grade): Advisers were Scott Swenson and Chris Jobson. Several youth participated in a variety of activities, including sailing, the First Congregational Church's Annual Homelessness Awareness Sleep-Out and YSOP (Youth Group service trip to New York City).
5. 7-9 Grade OWL - Adam Lyke and Sarah Goddard facilitated the 7-9th Grade OWL program. This comprehensive 26-week program, called "Our Whole Lives," helps youth understand the physical and emotional changes of puberty, as well as understand that human beings are sexual throughout their entire lives.

Stories for All: Most Sundays, a Story for All was presented with age-appropriate messaging thematic to the sermon topic of the morning. Kids and adults alike looked forward to the stories that often included digital imagery and video.

Youth Choir: The youth choir, directed by Steve Ernst, Amy Buckley and Nate Pawelek, learned songs and performed them during adult worship services.

SUUS Orchestra: The children, youth and adult musicians of the congregation gathered in the SUUS Orchestra to play during the adult worship services. Nate Pawelek arranged a variety of songs for the orchestra.

Secret Pen Pals: The annual Secret Pen Pal letter exchange took place again starting in January. Thirteen pairs of children and adults were paired anonymously and exchange secret letters during the course of six weeks. A special identity-revealing dinner followed at the conclusion of the exchange, and the new friends share a meal and dessert together.

Social Action: The RE children and youth participated in a few social action events. Some walked in the annual Guilford CROP Walk to end hunger, some teamed up to clean up trash on the beach at Hammonasset, in December we did our annual caroling at the Watrous Retirement facility, and we gathered pet food to contribute to the Madison Food Pantry.

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Summer Fun & Games: We offered our annual Organized Activities for Children (AKA Summer Fun & Games) during the summer services in 2018.

Seussical Musical: The children and adults performed the Seussical Song, “Oh the Thinks You Can Think,” during the SUUS talent show. The performance was organized by Karen Pawelek, Linda Pawelek and Steve Ernst.

Change to RE Leadership: After three years as an extremely devoted and generous RE Committee Chair, Karen Pawelek stepped down. Benna Lehrer replaced her and, with the help of Rev. Jeanne and Nate Pawelek, updated the RE Committee structure to assign committee members to particular pillars: curriculum development, social action, special events, special curriculum (e.g. OWL) and parent outreach/retention. Committee members were Scott Swenson, Liz Hale Rose, Nancy Stanwood and Jennifer Swenson.

Subsequently, Nate Pawelek stepped down as Director of Religious Education after five years in the role. We are extremely grateful for the wonderful gifts that both Nate and Karen gave our church, gifts from which we still benefit today. (Note: Ann Kadlecek joined SUUS during the summer of 2018 as our Transitional DRE).

Benna Lehrer, Chair

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Social Events & Activities (SEA) Committee Report

Co-Chairs: Maryann Bracken, Kathy Helmrich and Lindalea Ludwick

The aim of the Social Events & Activities (SEA) is to present a variety of activities to bring our SUUS community together. We provide opportunities to enjoy social activities and enrichment programs, thus strengthening our bonds and personal growth.

A summary of our 2017-18 year follows:

A low-cost TGIF Dinner & Game Night was held in September with 18 adults and 5 children attending. Meditation sessions with Liz Rose-Hale were held for several weeks, with an average of six attending per session.

Sue Schaedler organized and led a trip to the Dr. Seuss Museum, enjoyed by 19 adults and children.

Jennifer Munro's story telling event was attended by about 65 people, with donations of \$226 received.

Five people attended the annual holiday tea at the Florence Griswold Museum.

Eight SUUS members plus four of Tracy Ernst's clients enjoyed a docent-led visit to the New Britain Museum.

Benjamin Hoffman gave a talk about his experiences in England and France retracing the D-Day invasion. Twenty people attended.

With the help of many others we coordinated the refreshments served after the Christmas Eve service.

We also coordinated the Easter carry-in breakfast held after the sunrise service.

Enrique Alvarez led a talk about the purple martins and his work in keeping data at Hammonasset State park. Ten people attended.

Twenty people enjoyed the senior spring lunch, prepared and served by members of the committee.

When questions arose about scheduling a requested event, we drafted a detailed document regarding building usage. This was submitted to the Board with a request for an authorized building policy.

Following are SUUS ongoing groups, with those coordinating outside the SEA committee:

Book Group, Irene Roman

Club Cinema & Potluck: Bill & Cathy Stuart

Mah Jongg: Elizabeth Santoro and Barb Francese

Dances of Universal Peace (four events): Elizabeth Santoro

Open Mic: Jill Bowen

Submitted by Maryann Bracken

October 2018

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Social Justice Committee Report

Cathy Wilson Ramin, Chair

The Social Justice Coordinating Committee has been feeling out its new role in the community now that more members of the congregation are participating in the task teams and working at their individual projects. It has supported and sponsored some traditional events though:

- KIVA microloan program: To date we have loaned \$4,075 and have had \$3,229.37 repaid
- We walked in the annual Guilford town parade with the Guilford Peace Alliance, with signs and leaflets supporting social and economic equality.
- CROP Walk: the SUUS community donated \$472; committee members helped raise donations and SUUS families walked the route in Guilford, in conjunction with other faith traditions in the area.
- Sponsored, with Tree of Life, Jewish Voice for Peace, and other area churches and organizations, a presentation, "Courageous Women of Resistance," featuring Palestinians and Native American speakers in May ...
- and "Rachel's Children," about the plight and realities of Palestinian children with speakers from Palestine and Israel, sponsored by the SJCT, SUUS Events & Activities, and about six other area organizations and churches.
- Supported, with other SUUS members, local food pantries, Covenant to Care, IRIS, Old Lyme Congregational Church breakfast, Saturday vigil with Guilford Peace Alliance, Branford Dining room on Fridays, Call to Care Uganda
- Wrote postcards with members of the congregation to support CT legislation, especially initiatives about the environment, and to support federal HR 4391, to stop US aid to Israel being used to kidnap and imprison Palestinian children.
- Through the efforts of the Environmental Task Team, a fracking waste ban was adopted in the town of Madison
- Collected signatures for a ban on single-use plastic bags in Madison (in alignment with BYO Branford and BYO Guilford)

Through Mary Strieff's efforts, SUUS implemented a Share the Plate program, with half the cash collected each Sunday directed to a charity or organization. The SJCT proposed the recipients for Church Year 2018-2019 and will be looking for congregational input into deciding recipients for CY 2019-2020.

Barb Francese and Dan Brill of the Food Insecurity/ Supporting Low Income Youth Task Force stepped in to facilitate RE's first Social Justice Sunday in September on the topic of food insecurity. They and the children had a modified hunger banquet and then baked muffins for Youth Build in New Haven.

The Love Fund grant of \$2,000 was split among the four social justice task forces. As of this date, only the Environmental Team has donated its \$500 to the CT Fund for the Environment. The Environmental task group worked for the fracking waste ban passed by the town of Madison. The Gender Inequality Justice Team has met with the men's group to discuss gender equality; the Support Low Income Youth task team has been working on tutoring, feeding, and supporting youth at YouthBuild in New Haven.

Respectfully submitted,
Cathy Wilson Ramin
Chair, Social Justice Coordinating Team

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Stewardship Committee Report

Mary Strieff, Chair

Stewardship Committee – Board of Directors and Minister

Pledge Drive Team - Board of Directors and Minister

Legacy Team – Alice Fleming, Arthur Belanger, Margaret Fikrig

Fundraising Team – Mike & Sue Rosen (co-chairs), Sue Schaedler, Jennifer Farmer Etzel, Maria Puziello, Tracy Ernst, Dana Duigan

The Stewardship Committee is charged with cultivating a culture of abundance and encouraging spiritual development by providing opportunities for deepening generosity. This committee evolved this year to include a wide range of activities that link the SUUS community to developing a greater sense of connection. As chair, I assist smaller teams to accomplish the goals of stewardship through our pledge drive, fundraising, planned giving, and other avenues to express our gratitude for this faith community.

During this year, our annual pledge drive raised more money than in any other year.

Developed a Legacy Team to organize an End of Life Series for 2018-19 to include a Death Café, Legal & Medical Documents, Pastoral Care and Planning a Memorial Service, and Planned Giving.

Organized a Fundraising Team, led by Mike & Sue Rosen, created a new Fundraising Charter, and planned a series of events for SUUS for 2018-19. **Due to the demise of the SUUS Shoreline Spring Festival, more work needs to be focused on either one large event or many smaller events in order to make up for the lack of revenue generated by the festival.**

Service Auction, thanks to the efforts of Dana Duigan and her team, raised over \$10,000 in November.

A Heritage Team is in development for the coming year that will develop a plan to honor and record the wealth of experience and generosity of our elders who have created the foundation on which we continue to build. The team will interview our elders and record their stories of the good works they accomplished to create this loving community.

Respectfully submitted

Mary Strieff, Communications Chair

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Worship Committee

Laura Kaspro, Chair

Our objective continues to be to provide consistently high-quality services that not only speak to both heart and mind but also support our mission and reflect our Unitarian Universalist values. Another objective has been to invite a variety of speakers and also involve more of our members in producing and participating in services. This past year, the Worship Committee has coordinated twenty-two services. We have benefitted by having our full-time settled minister as a member and presence on the committee. Her professional guidance and input are integral to our work. She is our link to other staff members, but her presence does not preclude direct communication with the Director of Religious Lifespan Education (DRLE) or Music Leaders. Continuing to develop and engage the vast spiritual, intellectual and emotional resources of our own congregants has been a focus of our work this past year.

COMMITTEE ORGANIZATION

The diversity of the committee, which includes the Minister, seven Coordinators and Chair allows for direct communication among participants, mutually supportive input, and feedback for all services. We continue to seek new members to carry on the work of the committee and do regular outreach to members of the congregation who provide input but are not formal members. We have maintained the following actions: Feedback Forms, Emergency Plans and the Worship Calendar. These elements assist us in planning for services and also reflecting on prior work.

LOOKING FORWARD

As a committee, we are constantly learning, seeking opportunities for growth that come as much from our mistakes as from our successes. We look forward to continued work with our settled minister, DRLE and Music Leaders as we hone and refine the committee's services.

Respectfully submitted, Laura Kaspro, Chair