

Unitarian Universalist Fellowship of Newark Annual Report July 2018- June 2019

Board of Directors

1. Established the Ministerial Search Task Force – Gary Jackoway, Marie Laberge, Beverly LaRock, Guat-Lian Kreamer to work with the UU's of Central Delaware on a "yoked search" for a full-time contract minister to be shared between UUFN and UUCD.
2. Re-established the campus security team
3. Changed worship service start time from 10:00 to 10:30am, with the understanding that at the end of the year, this would be reassessed and a decision made as to whether to change the time back or not
4. Petitioned the UUA to change our Geographical Index from a 4 to a 3 because we believe (and our CER Liaison David Pyle thought this was reasonable) that our income and finances are more accurately reflected as a lower, Geo3 Index rating. The UUA denied our petition.
5. Updated the UUFN Leadership Chart. The Board operated with one fewer Member-at-Large than the Bylaws require all year.
6. Pat Field, Program Coordinator, organized a Committee Empowerment Training
7. Signed a new agreement with Mallard Financial wherein Mallard would continue to manage our Endowment and cash reserves for a fee
8. Decided to post all Board Minutes on the UUFN website
9. Board sub-group worked on the idea of Committees vs Teams and the obligations, descriptions for each
10. Supported the Long Range Planning Committee in moving forward with UUFN's Long Range Plan
11. Board members hosted Caroling at the UUFN Holiday Party
12. Had congregation-wide as well as Board discussion of our property – do we stay here or do we sell the property and go elsewhere? The consensus, by an overwhelming margin, was to stay and repair. Much discussion following this as to how to fund our capital needs.
13. Organized Ministerial Transitions – Paula leaving – need to celebrate! – got a task force to plan this. Also organized a task force to welcome our new minister.
14. Decision to transfer financial oversight of UUDAN from UUFN to First Unitarian, Wilmington
15. Worked on Disruptive Person Policy
16. Made decision not to take on "Commissioned Lay Ministry Program" at UUFN.
17. Empowered a Bylaws and Policy Task Force to work on Policy formats for Committees and Teams
18. Reorganized and recovered the Board Room so it looks great and is a supportive and effective location for the Board to do its work.
19. Board provided all desserts for the Pledge-Palooza event in March.
20. Led Lay Leaders meetings throughout the year, as well as Fall, Winter, and Spring Congregational meetings
21. Proposed and led congregational open meetings to discuss the possibility of changing our Board of Directors structure, which ultimately was passed unanimously at the Spring Congregational Meeting. Program Coordinator is no longer a Board Position and the number of Members-at-Large goes from 5 to 2, bringing the size of the Board down from 11 (with one unfilled position for 2 years) to 7.
22. Working on re-organizing the Property Committee. Also getting information and support from congregation members and outside experts on Capital Property projects that must be addressed in the near future – MacKinnon Hall ceiling, compressor replacement, sprinkler system repair/upgrade, pipes that freeze in the winter, Fellowship Hall renovation can be done and mold can be eliminated.
23. The parking lot will be completely renovated in May 2019.

Campus Security Team 2018-19 Annual Report

- Re-activated the Campus Security team in November 2018. First meeting in January 2019.
- Current members are Jeff Ramberg (chair), Leidy (Di) Guerrero, Emily Van Vlack, Barbara Ward, and Andrea Harding.
- Sending a member to training on how to respond to an active shooter situation, with hopes to train others.
- Discussing the scope of what the team wants, should, and can do.
- Investigating a buzz-in access system for the front door during weekday hours.
- In process of replacing broken motion-activated flood lights.

Chalice Circle Program Annual Report

- The 2018-2019 Chalice Circle Program started late in January with four circles and 23 participants and continued through June.
- An open circle was held monthly with participation varying between two and six. The open circle will continue over the summer.
- The Youth Group Circle met September through May with 3 to 6 youths participating.
- Circles continue to be a powerful way for participants to connect and share on a deep level.

Communications Committee Annual Report, 2018-2019

2018-2019 was a challenging year for the Communications Committee especially in terms of personnel. Nevertheless, the committee continued to publish Connections, maintain the website, and post things on Facebook.

During December 2018 Donna Shand resigned as editor of UUpdate, which she had been publishing in an attractive HTML format through MailChimp. UUpdate was then replaced through April by email broadcast of plain Order of Service announcements. In May, Pat Field returned to a more attractive format for UUpdate, using Word, in a half-page format designed for better reading on mobile devices, and broadcast as PDF through Congregation Builder.

After the December 2018 issue of Connections, Meghan Everhart stepped down as editor and was replaced by Michael Cunha. After the March 2019 issue, Cunha stepped down and since April, it has been edited by Pat Field, using a simple Word layout, and broadcast as PDF through Congregation Builder.

Family and health concerns have kept Anne Green from doing many things for communications, especially online advertising and publicizing UUFN in local papers.

In September 2018 Sandy Schriever started maintaining the Bookbums web page.

In the first quarter of 2019 Emily Van Vlack started helping with Facebook.

In the fall of 2018, Communications started posting the Bylaws, Leadership Tree, and Board minutes on our website. Other documents will be posted in the near future.

In March of 2019 Pat Field became the new chair of Communications replacing John Pesek who remains on the committee.

Green Sanctuary Team Report

- UUA established Green Sanctuary in 1989 to encourage UU churches and fellowships to improve their energy use. Several years ago, UUFN made a major effort to install smart thermostats and CFL light bulbs. At this time, we do not anticipate immediate capital expenditures. So, our focus has been to maintain the previous progress.
- We encourage others within UUFN to make Green Decisions. Recently, there has been a major effort in the kitchen to use washable plates and cutlery and reduce paper waste. Thank you.
- We asked for reusable old suitcases and bags for kids who had none. You responded. Thank you.
- The team has been active this year on recycle. UUFN has maintained our progress in recycle of material generated within the building. We have extended our program to collect Styrofoam, light bulbs, old electronics, and household batteries we then take to DSWA. People drop off at the fellowship, we hold in Fellowship hall, and go when we have a full load, at least monthly. That way each trip is a full load. As an example, the UUFN battery recycle has taken over 100 pounds of batteries to recycle this year. This effort reduces toxic materials in landfills. Styrofoam recycle reduces the landfill volume which is nearing capacity.
- Each month, we host a magazine exchange table where people can drop off magazines and books and pickup what is interesting to them. Left overs are recycled to Good Will and senior center book shelves, or taken to recycle. We continually take drop-offs in the coat closet.
- We eagerly accept old printer and copier ink cartridges which are recycled to Staples for credit. The funds are used to buy supplies for RE and the office.
- Thank you for honoring the seventh principle. We asked you to take personal responsibility in the spirit of the first six principles. And you have. Thank you.

Kitchen Team – Annual Report 2018-2019

*Purchased and installed more storage and organizational fixtures.

* Repaired the dishwasher. It was leaking. Property paid for it.

*Moved most of our UUFN events away from paper products.

*Passed inspection for the state.

* We had no mice or cockroach problem this year.

* The day care people continue to use our kitchen, and leave dirty dishes in the sink.

I have left notes. I hate to contact them with such a petty thing. But there are dirty dishes left there for weeks.

*Kitchen will be ordering Supplies for all of the UUFN.

Budget should be adjusted to reflect this, instead of having two like items

Kitchen and Hospitality, unless hospitality has need for funds for snacks.

If that is the case the numbers only need to be adjusted.

*Another deep cleaning is needed. Hope to organize it for late Summer/early Fall.

Money will come from property.

*Plan to continue to work on storage for kitchen stuff.

*A new floor would be nice, not an emergency but is needed. It just won't come clean.

It is not a proper floor for a public kitchen.

*Plan to train a helper for kitchen next season.

Thanks

I love being in the kitchen

The UUFN Kitchen Witch.

Labyrinth Team

The UUFN Labyrinth Team had an eventful year with highlights

- Completion of medium sized (20'x20') labyrinth (Sept. 2018)
- Dedication of new labyrinth (Dec. 2018)
- Annual New Year's Eve Labyrinth Walk (Dec. 31, 2018)
- New labyrinth walk as part of University of Delaware's College of Health Sciences honoring of those who contributed their bodies for study (April 2019)
- New labyrinth used in first UUFN Memorial Day labyrinth walk (May 2019)

Landscape Committee Report

July 2018 to June 2019

The role of Landscape Committee is to maintain the grounds of UUFN to be attractive to its people and animal visitors. We use native plants and chemical-free methods whenever possible. We also monitor the grounds for safety and correct hazards as they arise. Recently, we were re-classified as a team, since we don't have regular meetings and are more task-focused. Some highlights from the year:

- 1) Raking leaves, an endless task in the Fall!
- 2) Had a cookie-decorating table at the Holiday Party
- 3) Chili Challenge has been sponsored by Landscape Committee for about 10 years. This year we had 24 chilis, 8 cornbreads, 6 desserts, and about 100 happy chili tasters. There was a piñata for the children.
- 4) In February, a hardy crew spread gravel on the path to Fellowship Hall and the Breezeway for drier and safer access.
- 5) We moved the remains of the wood chip pile off the parking lot in anticipation of repaving the parking lot.
- 6) We moved paving stones, landscape timbers, and some plants in anticipation of paving the parking lot.
- 7) Held the annual Plant Sale again with donated and purchased plants. We raised about \$400 for Landscape Committee.
- 8) Weeding, trimming, and mulching.
- 9) Volunteers signed up for weeks in the summer to water the beds around the building and parking lot.
- 10) Spread mulch on the paths in the Memorial Garden to create a path for WRCC to use while the parking lot is being paved. Memorial Garden will need a lot more mulch/gravel, or a boardwalk to be truly easy to access in rainy weather.

Leadership Development Committee (LDC)

Unitarian Universalist Fellowship of Newark (UUFN)

Annual Report Fiscal Year 2018-2019

July 5, 2019

LDC Members:

The four members of the Leadership Development Committee (LDC) are elected by the Congregation to two-year terms and may serve a maximum of two consecutive terms. The Immediate Past President of the UUFN also is a member of the LDC. During FY 2018-2019, members of the LDC and their respective terms are:

Gary Jackoway - 1st Term expired on 06/30/2019 - Did not seek a second term.

Ingrid Anderson-Landers - 1st Term expires on 06/30/2020.

David R. Guinnup - 2nd Term was to expire on 06/30/2020, but he resigned on 04/18/2019.

Jeff Ramberg - Ex officio by virtue of being Immediate Past President, Term expires on 06/30/2019.

Vacant Elected Seat - Term expired on 06/30/2019.

As of 07/01/2019 the members of the LDC and their respective terms are:

Ingrid Anderson-Landers - 1st Term expires on 06/30/2020.

Jeff Ramberg - 1st Term expires on 06/30/2021.

Debra Morris - 1st Term expires on 06/30/2021.

Karen Barker - Ex officio by virtue of being Immediate Past President, Term expires on 06/30/2020.

Vacant Elected Seat - Term expires on 06/30/2020.

David R. Guinnup served as the LDC Chair until his resignation on 04/18/2019. The author is not aware of whom was elected or appointed as chair to succeed David.

Role & Function of the Leadership Development Committee is specified in the Bylaws for the UUFN

- Solicit candidates for open positions and shall promote diversity;
- Provide a list of candidates to the Board; and
- Offer or arrange appropriate training to develop potential leaders.

By tradition, the LDC also acts as a gatekeeper at Congregational Meetings at which votes will be taken on either business items, budget, hiring or removal of a minister, or candidates for Officers or the Board of Directors. The LDC records who attends and who is eligible to vote, and determines and notifies the President and Secretary if a quorum of members is present. The LDC also distributes ballots or voting right cards to UUFN Members in attendance.

The LDC was able to meet most of these responsibilities, but finding candidates for President-Elect, Officers, and Board Members remains a challenge. Unfortunately, the LDC was unable to find a qualified and acceptable candidate for the office of President-Elect.

The LDC promoted and offered a number of training opportunities and well as offered scholarships for UUA training programs. Actual use of or participation in these programs remains unclear.

Finally, the LDC developed an ambitious work program which emphasized developing and maintaining a Culture of Service as a Means of:

1. Spiritual Growth Through Service - Focus on the Individual.
2. Congregational Growth Through Service - Focus on the Fellowship.
3. Social and Environmental Action and Service - Focus on the External Community and Environment.

4. Developing and Nurturing Followers and Leaders.

Although the LDC found support of the idea, progress was slow and disappointing.

File: LDCAnnualReportFY2018-2019.wpd/docx/pdf (WPW)

Long Range Planning Committee 2018-2019 Annual Report

Over the summer 2018 the Long Range Planning Committee met and began working on a Long Range Plan for the next few years. This involved meeting with all significant committees and discussing what their plans are for the next few years, as well as working with the Board and leadership to ensure we have transparency and conversations about what they are doing. We developed a series of action steps that we saw as important in several areas and sent these action items to committees for feedback. Then using material from the committee responses as well as financial and strategic information from the Board we drafted the action plan for the next few years.

We sent a draft of the Plan to the Board for feedback, and then to the Committees. Once we had feedback, we incorporated the suggestions and addressed areas where there was need for clarity. We released the Action Plan to the congregation in early 2019 and held several discussion sessions with people about the plan and strategies we were using for follow up. We also organized a Committee Council session that allowed us to work through some suggested action items with Committee chairs and presented them with a timeline that we will be using to do follow up with them about different action items. We have plotted out several dates for the Fall to reconnect with the Committees and provide assistance for their work in these action items.

In addition to the drafting of the Action Plan, one of the significant areas of work that the LRP has as its own action item is implementation of a Culture of Service program at UUFN. In October 2018 we presented a Sunday service about how we see the Culture of Service to be important at UUFN. We also polled members for information about their interests and skills and have been working to create a database for this information. We are also working on a tool for the website which will allow committees to post what their service opportunities are for work their committee is doing, ranging from one-time event tasks to longer term committee work. The LRP committee has also been exploring providing a workshop on Compassionate Communication but have been unable to schedule that and so will try again in the fall.

Long Range Planning Committee

Marie Laberge, Chair

Paul Bauernschmidt

Rachael Coffey

Theda Ellis

Anne Green

Beth Rausch

Membership & Newcomer Committee Annual Report

This past fiscal year the Membership Committee made a decision to rename itself "The Newcomer & Membership Committee" as it better describes the actions/duties of our committee.

UU101 sessions

There were 3 UU101 Sessions (commonly known as orientation sessions).held during the year. Below are the dates of the sessions and the number of newcomers who attended each class (committee members and other presenters were not included in the count):

9/29/18 - 8

2/9/2019 – 6

5/18/19 - 4

During the year we welcomed 11 new members:

Ashley Cunha
Michael Cunha
Elsabeth Knapp
Karoline Wileczek
Paul Bauernschmidt
Mary Bauernschmidt
Tara Wheeler
Gerald Brunner
Sarah Wessells
Elizabeth Lambert
Marsha DeMunnik

The following 15 newcomers have become active as new Friends of the Fellowship:

Erika Gutierrez
Meghan Emmell
Paula Oraziatti
Calvin Hotchkiss
Patrick O'Connell
Kerry O'Connell
Kate Stingley
Bill Grayson
Liz Chartrand
Paula Weaver
Charlie Kimsal
Rhonda Figueroa
George Leighton
Robyn Frampton
Juan Avalos

Pastoral Care Team Annual Report 2019

Our focus has been on delivering pastoral care to members of the UUFN through personal pastoral caregivers, as well as more generally to the entire congregation. We work closely with the minister to coordinate care.

We meet monthly on the second Wednesday of the month.

We reached out to the UUFN Board on several occasions to show our appreciation for all the hard work they do.

We have worked closely with Helping Hands. Our chair attended Helping Hands meetings and has been copied on Helping Hands emails. Care of members is coordinated between both groups, as well as with the minister.

Each member of the congregation receives at least 4 personal contacts (phone call, email, note, meeting) from a pastoral caregiver annually. Some caregivers meet with members on a more regular basis.

We are planning a Nutrition workshop for the congregation some time in June 2019 and anticipate coordinating other workshops like "The Five Wishes", which we have done several times in the past.

We researched what our role would be in the event the UUFN does not have a minister and understand what that is.

We researched and discussed mandatory reporting guidelines in the case of abuse or neglect; and also researched and discussed actions to be taken if someone is contemplating harm to self or others.

We sponsored (and paid for) "Food for Life Kickstart", a series of nutritional and cooking classes focusing on a vegan diet.

Property

Property Administration Committee (L. Guerrero)

Summer 2018: The PAC has been working to get the parking lot repaved. We have met with several contractors and after receiving various quotes it was determined that the full scale of the project surpasses the anticipated expense.

- Via recommendation from the treasurer, Dave Athey, who wrote up a "**Scope of Work**" to mitigate costs, we attempted to get rebids. But at this point, most companies are booked through the season. The most reasonable plan of action is to focus on the parking lot in late winter early spring of 2019 initiating with the "Scope of Work" angle.
- Home Depot installed new Carpet in Theodore Parker on August 8th - Due to an unforeseen complication, with moisture still deeply embedded in the concrete the drying time for the new carpet had to be tripled, causing us to keep the room locked for 6 days to ensure that the adhesive would solidify.

Fall 2018

Paving –

- o Current estimates are 66k – Fundraising may result in ill feelings resurfacing.
- o *A suggestion was made to alternatively repair potholes only until a better solution is reached*
- o Mackinnon Hall –
- o Mike H. + volunteers Painted Mackinnon Hall
- Ceiling Status & (Upgrade) – *Jeb assessed the ceiling; he stated that the popcorn material is very pricey to replace, also additional inspection of roof and interior will be required to avoid future moisture/cracking.* – Given that the condition of the ceiling is stable and should remain as such, there was a suggestion to cover it with sheetrock. Please note, this is a cosmetic issue and a merely suggested solution.

- Lines were touched up and safety reflectors were placed to increase visibility of corners in the parking lot. Outside water was shut off for the winter. Rocksalt was ordered to be used as needed for the season.

Mike Hoffman has continued to paint other areas such as the foyer.

For cold/freezing temperature building monitoring, Steve Bush will cover December & part of January, Jeff Ramberg will cover the second half of January and February.

Winter/ Spring 2018/2019

- Snow/Ice treatment - contractors Walter Woltemate
- Obtained quote for new Sprinkler Compressor
- Began new phase of the parking lot project (seeking bids: received 6 total)

Spring/Summer 2019

- Wayman Fire Protection installed new Q model Compressor May 31st
- Changed Waste Industries services to accommodate for paving June 3rd – got rid of dumpster and obtained roll out barrels instead
- June 4th Paving began with catch basin repairs, Milling out of the lot were completed the following day on June 5th. Soft clay spots that required back filling with stone as per the City of Newark inspectors slowed the project down. Rains and the city of Newark Inspectors put the project on hold for 2 weeks. On June 20th the lot was approved and finally paved. After lines were painted full use of the lot was restored on June 23rd.

Religious Education July 2018 to June 2019

Submitted by Ingrid Jackoway, Chair

In the summer of 2018, a task force from the RE Committee posted the Religious Education Coordinator job, interviewed the best candidate, and hired Andrea Harding to serve as Religious Education Coordinator for 12 hours per week. Since her hiring, the role of the Religious Education Committee has been to provide support, assistance, and input regarding the RE program.

Ingrid Jackoway is stepping down from her position of chair; the position has not yet been filled.

The RE budget has been stressed by increased costs of background checks which are required of all adults working with our children. The lack of clarity about who pays for babysitting for all-Fellowship events has been addressed and RE will only pay for babysitters for Sunday Nursery and RE-sponsored events. Andrea will continue to arrange babysitting for other events (eg: annual meeting) if requested. Some highlights of the past year include:

- 1) Provided Summer RE classes where members and friends of UUFN offer classes based on their interests and passions. (eg: Yoga, singing, nature hunt, Take-apart party, crafts, meditation)
- 2) Peace Curriculum, written by Andrea, Fall 2018; This brought in many new families. RE Committee members greeted, registered, and oriented new families since Andrea was teaching the Peace Curriculum
- 3) Our Whole Lives, 7th to 9th grade: Offered at Newark United Church of Christ including UUFN and NUCC students and teachers
- 4) Roots and Shoots, Animals. The K-2 and 3-6 classes chose projects to benefit endangered animals. K-2 collected donations for Tri-State Bird Rescue and 3-6 held fundraisers to benefit pangolins and sea turtles.
- 5) Field Trip to Tri-State Bird Rescue: Great trip! Logistics were difficult due to need for car seats and background checks for drivers.
- 6) Holiday Play: "Christmas Eve at the Last Chance Juice Bar", All your favorite holiday characters stopped by.
- 7) Holiday Party, RE offered 4 activities at the party and contributed food.
- 8) New UU classes: Andrea and Ingrid represented RE at three classes
- 9) Endowment Grants: RE Committee submitted and received 2 endowment grants, one for OWL books and training, and one for the Youth Group service trip.
- 10) Our Whole Lives curriculum: For the first time, we offered the K-2nd and 4th-6th grade OWL programs including students and teachers from the Newark United Church of Christ. These classes were very well received (and were a lot of work)
- 11) Love and Help: Andrea and Ingrid adapted the Love and Help workbook from UUA to write an 8-week curriculum for 3rd-graders (not eligible for OWL), students whose parents didn't want them in OWL, and visitors.
- 12) This year the youth group handwrote positive statements as a surprise to brighten your day during a service in March, and in April they staged an upcycled egg hunt for the younger children.
- 13) Flower Communion: Children will be involved in the service and read a play. Love and Help certificate will be handed out.

- 14) Teacher Recognition: RE Committee members are providing food for the teacher luncheon and individually contacting all teachers to thank them.
- 15) High School Youth bridging: Jessica and John Tucker were bridged during Paula's farewell service.
- 16) Youth Group Service Trip: They will go to West Virginia in August. Fundraisers have been ongoing throughout the year
- 17) Curriculum Review Committee: A subcommittee of the RE Committee will look at curriculum in our closets and on the UUA website to choose curricula for a 3-year cycle consisting of World Religions, Jewish and Christian Roots, and UU Values in action.
- 18) Provided coverage for Andrea on those rare Sundays when she could not be at UUFN.
- 19) Young Adult Group has been meeting 2 times a month for fellowship and to explore their spirituality. 8 people have been attending. Many of these young adults have also been teaching in RE and helping out in other ways.
- 20) Provided 2 skilled adults to supervise the Nursery every Sunday, including holidays and summer Sundays.
- 21) Recruited teachers and RE Committee members.
- 22) We are looking at taking a break from RE programming from Memorial Day to the end of June due to historically low attendance those weeks. Nursery would continue.
- 23) Youth Group is exploring the possibility of moving their meetings to evening and to doing more service projects.

Social Justice Committee Annual Report 2018-19

Submitted by Liz Carlisle and Paula Oraziotti, Co-Chairs

The Social Justice Committee continued to expand its outreach into the community through several events cosponsored with local partners. In December, Donna Shand stepped down as committee chair and Liz Carlisle assumed the role of co-chair with Paula Oraziotti. Participation in committee meetings had been lagging so we changed our meeting times and contracted all of the individuals on Donna's social justice mailing list to see if they would be willing to serve on the committee. We now have a healthy committee of eight and will continue to recruit.

Some of significant changes took place in the committee this year:

- We revitalized the Welcoming Congregation Committee, which had been dormant for several years, in order to begin the WC recertification process. We have begun discussions with United Church of Christ about cosponsoring the UUA's online program, Transgender Inclusion in Congregations, which begins Sept 2019.
- We had to stop hosting Code Purple nights at UUFN because no one stepped up to coordinate the program. However, some of our volunteers participate at the other sites.
- UUFN ended its role as sponsoring church for the Unitarian Universalists Delaware Advocacy Network, although some of our members continue to participate in that group.

Below are some of the committee's activities in 2018-2019:

- Participated in 2018 Peace Week in September with a number of programs, included planting of a Peace Pole by the children, development of an elementary peace curriculum that was taught in RE, a meditation for Peace, Dialogues for Change Across Racial Lines study circles, and collections for Syrian refugees and local homeless women.
- Supported the Newark NAACP's 22nd Annual Freedom Fund Banquet in October with a full-page ad in their program.
- Held a candidates forum for the public Oct. 27.
- Cosponsored a 6-week program of study circles to foster dialogue across racial lines in partnership with the YWCA of Delaware and the Coalition to Dismantle the New Jim Crow.
- Cosponsored "Let's Get Organized" event Dec. 1 with Delaware United to determine legislative advocacy agenda going forward.
- Participated in the 2019 Delaware Women's March Jan. 19, 2019. This was not a UUFN-sponsored event but as an ally to the Delaware Women's March, we helped organize and provided space.
- Donated Go Bags, assembled by the Youth Group, to the Newark Empowerment Center.
- Promoted the Children of Palestine program, an initiative of Pacem in Terris.
- Signed a petition with the Delaware Coalition for Open Government (DelCOG), a nonprofit organization that promotes transparency and accountability in government.
- Cosponsored with Delaware United a healthcare awareness program called Money-Driven Medicine Feb. 23
- Cosponsored with The Coalition to Dismantle the New Jim Crow a presentation by Dan Rich and Freeman Williams on Racism, Poverty, and the Delaware Education System, Feb. 21.
- Presented the Second Annual Ethnic Cultural Heritage Celebration at UUFN on June 29, 2019. This event was free and open to the public.

Worship Committee Annual Report 2018-2019

As is our tradition we had a broad variety of worship experiences this year at UUFN.

We were blessed to have Reverend Paula Maiorano with us this year, for her last year before retiring.

She presented approximately 22 services with her usual mix of sensitivity and sensibility.

While we had fewer services involving the children, those services were intentionally "multi-generational": involving all generations in the delivery of the service.

In past years, earth-based services were primarily held outside of the Sunday morning time; this year we had several at our standard service time. Thanks to having over 20 lay-led services, we only had to pay for 6 outside speakers.

With the lessened expenses in outside speakers, we invested much more in music. This year, with the help of an endowment grant, we restarted our choir program under the wonderful direction of Dani Stauber, and with Mike Maguire accompanying. And Nancy Plummer worked endlessly to bring a variety of musicians to enhance our services.

The Worship Committee also provide two Worship Associate Training sessions, to educate those interested in being involved in worship.

Gary Jackoway

Worship Chair - Submitted June 25, 2019

Zen Group Report

Our Zen group continues to meet regularly on Wednesday evenings. Our attendance runs between seven and ten sitters regularly with an occasional twelve. We have a core number of UUFN members and friends of about six who sit fairly regularly. A significant fraction of our regulars are not otherwise affiliated with the UUFN. The Zen group leaders, Richard Field and George and Mary-Beth Campion, either are always in attendance or cover for each other during travel absence. John Pesek and Joan Wheeler are reliable stalwarts. We have sat Zazen on Wednesdays without interruption for many years until snow forced one Wednesday cancellation this past winter when neither Richard Field nor George Campion were in town to brave the weather and open the Fellowship. Almost every week we see a

newcomer or two who have learned about our Zen meeting through the UUFN web site or other public announcement. Some have explored our Zen event as part of their "scoping-out" the UUFN. Many return once or twice. Some have become either regulars or "recurring irregulars". Last year for the first time the Zen group sponsored a Meditation for Peace as a part of Peace Week Delaware from September 16, 2018 through September 23.. The Peace Meditation took place from 6 to 9 pm, September 19 in Mackinnon Hall. In contrast to our regular weekly sessions, attendees were allowed to go and come freely. Every half hour we took a break and one of the regular gave a brief presentation about Zen and peace. Total attendance was 16 most from outside the Fellowship . We are planning to repeat our participation in September of 2019 Peace event week. By way of analysis, I wish to reflect on the special challenge that we face in pursuing our mission. We view ourselves primarily as practitioners of group meditation carrying on the Zen tradition and form of Grassroots Zen as planted at UUFN by the founder of our Zendo, Diccon Bancroft. While we do welcome and encourage new folks with introductory instruction and discussion, the real experience of the practice is itself the authentic introduction. Folks find themselves either ready or not ready to undertake the practice with sufficient focus to learn whether it is personally appropriate. We appear to be not well equipped to provide effective schooling in meditation for the rather large number of folks who do not continue to attend beyond their one or two Wednesday evening visits. The group discussed this issue at the conclusion a recent evening event and seemed to agree that visitors really must self-select as to whether or not the practice of this art is appropriate for them to undertake and "learn by doing" with our group.