



The Rev. Paige Getty, Senior Minister  
The Rev. Anthony Jenkins, Assistant Minister  
Maureen Harris, Executive Director  
Tom Benjamin, Minister of Music  
Robin Slaw, Director of Religious Education

7246 Cradlerock Way  
Columbia, Maryland 21045  
(410) 381-0097  
Fax (410) 381-6537  
www.uucolumbia.net

To: UUCC Board of Trustees  
From: UUCC Executive Team  
Date: October 2017  
Re: Semi-annual Ends Monitoring Report

Attached you will find our semi-annual Ends Monitoring Report, written based on our own observations and with input from UUCC Staff and Leadership Council members. We hope that it will provoke thoughtful reflection and discussion about the use of the congregation's resources and about the strategic directions that the Board envisions for UUCC.

The Ends monitoring guidelines, adopted in 2011, ask for (1) a summary of the "key and notable" means which have contributed to achieving the benefits described in the Ends, and (2) an assessment of the achievement of those benefits. Therefore, we provide the following categories of input for each End:

- **Summary of Past Progress** – Highlights from the previous reports, so that one doesn't have to read all previous years' reports in order to be up-to-date. In the interest of brevity and readability, we try not to repeat information in the "Progress since last report" section if it has been highlighted in previous reports.
- **Progress since last report** – Examples of activities and programs that serve to fulfill this End (these are the "'key and notable' means" mentioned above).
- **Short-Term Focus** – where the executive (i.e., the Executive Team, staff, and volunteers) intends to focus UUCC resources (time, energy, money) in the near future, in the ongoing effort to serve this End.
- **Ongoing Growing Edges** – Places where the Executive Team sees that there is a need, a lack, a gap – but where we do not intend to focus resources in the immediate future. (A date in parentheses next to a growing edge indicates when that item was first included in an Ends report.)

As the Board considers the needs and wishes of its constituents, we expect that the two "progress" categories will be most helpful in assessing achievement, and that the Short-Term Focus and Ongoing Growing Edges sections will provide fodder for evaluating where resources should be prioritized. We also encourage the Board to use this report to help you reflect on the continued effectiveness of our clergy team.

There are two additional pages at the end of this report –

- **"At What Cost?"** is the Executive Team's assessment of how (some) resources will need to be allocated in order to meet the needs we see as most critical.
- **Congregational Statistics / Data**, which varies depending on when it is reported. This report contains data for the 2016-17 program year. We especially highlight these signs of growth:
  - Worship attendance increased
  - Number of MailChimp subscribers increased
  - Number of new visitors increased
  - Average pledge increased by almost \$200 over the previous year

Respectfully,  
*Maureen Harris and Paige Getty*

## 1. UCC exists to provide a connected community of people where members experience a sense of home and family.

### Summary of Past Progress:

- UCC's programs – Religious Education, Social Action, Music, etc. – have grown more deliberate in seeing their work not merely as focused content areas, but as parts of the congregation's overall ministries to build community, grow connections, and so forth.
- Opportunities to connect have grown—sometimes intentionally, sometimes organically: parents of UCC youth (formal & informal discussion groups and get-togethers), elders (luncheons), all ages and types of families (Wholly Family service; multigenerational potlucks), Young(ish) Adult group, and more.
- Evolution of Small Group Ministry.
- Hiring an Assistant Minister to, among other responsibilities, help us delineate the Path to Engagement.
- Hiring a new Sunday Coordinator, Amanda Bates, whose responsibilities include volunteer coordination.
- The Path to Engagement process is now well established, with classes held regularly as needed, and with materials available at each step of the process.
- In Between Sundays – clergy blog started August 2015
- UCC Family Support Group page created on Facebook.

### Progress since last report (April 2016):

- Still in process: Modifying communications methods to be more effective – especially with a new website and some staffing changes. (The new website facilitates email communication in an easier-to-manage manner and parents of children and youth have been more responsive to emails in this format than the Google Groups format of years past. We also are adding a texting tool – using the Remind app – to our communications repertoire.)
- Still in process: The new space feels more like home, and yet we're still settling into it and making changes to use it more effectively.
- The new Team model for Sunday Morning volunteers, now in its second month, seems promising. Each Sunday is staffed well with volunteers; those volunteers are already building relationships with each other; far less staff time is being spent on recruitment from week to week; and each week's Captain has embraced responsibility and ownership for their team.
- In April 2016, we reported a need to “better communicate expectations of membership,” because of the high numbers of new Member families without a financial pledge. As we are now preparing for the 2017 year-end “membership reconciliation” process, we can report that almost all new Member families have a financial pledge on record.
- It's too soon to adequately evaluate the success and sustainability of the nascent First Fridays initiative, but the October (approximately 200 individuals in attendance) and November (approx. 100) gatherings were high energy and fully multigenerational.
- The building's new space provides far more options for informal gatherings – on Sundays, especially, but at other times, too. Parents visit in the Lower Commons during Chalice Lights rehearsals and Youth classes; teens and tweens play foosball in the Youth Room; etc.
- Implementation of monthly themes in worship and religious education encourages family conversations across generations. Thematic bookmarks are a new tool to encourage communication between caregivers and children.
- Monthly multigenerational services allow adults and children to worship together, which encourages interaction and relationship between different generations.
- The Membership Committee's name has been changed to Lifelong Engagement Team (LET) to reflect the idea that Membership includes much more than just signing the book; it reflects an active, on-going involvement in the life of this spiritual community.
- The Get Connected class is now held monthly, conducted by volunteers.
- In August several LET volunteers, with Anthony's help, presented a worship service on *The Holy Work of Showing Up*.
- The Chalice Lights are building community during snack parties on performance Sundays, and at the end-of-year bowling party, assisted by parents.

- Seasoned Souls, initiated in the 2016-17 fiscal year, has 109 members as of October 2017. The group builds community and supports the interests and needs of congregation members who have approximately six decades or more of life experience (although there is no age requirement and all members are self-selected). Programs are in direct response to requests from the group. Attendance at monthly programs averages 15 participants.
- The childcare staff has shown continuing commitment and improved significantly in communication. On many occasions this year, they have stepped up at the last minute to fill the needs of the congregation. They very much function as a team! They are a dedicated and sometimes over looked part of our staff.
- Successful Ingathering potluck on September 10, 2017 – participants were assigned seats randomly so that they would have conversation with new friends.

### **Short-Term Focus:**

- The LET intends to enhance its procedures for welcoming and following-up with visitors – e.g., more robust staffing of greeters at the Welcome Tables, as well as an established group of committee members who will make follow-up calls to visitors.
- Mystery Buddy Sunday program to encourage communication and relationships between elders and children. This program also will address Seasoned Souls' desire for more intergenerational interaction.
- In an effort to address the congregation-wide (and cultural – beyond the congregation) challenge of volunteer recruitment and retention, David Pyle (from UUA Central East Region) will conduct a Care and Feeding of Volunteers workshop for UUCC on Saturday, January 27, 2018.
- Seasoned Souls priorities: (1) develop a ride-sharing framework to provide rides to UUCC events, especially at night; (2) develop a program for check-in call buddies to keep in touch with each other on a daily, weekly, or as-arranged frequency.

### **Ongoing Growing Edges:**

- How do we foster greater connection, commitment, engagement, and ownership in the UUCC community? We recognize that a sense of connection and engagement is directly related to volunteer recruitment and retention (October 2015, modified October 2017)

## **2. UUCC exists to provide members with opportunities to grow intellectually, emotionally, and spiritually throughout their lives.**

### **Summary of Past Progress:**

- We continually offer a variety of adult RE classes in response to interests and issues that arise in the congregation. In particular, we plan to offer Adult OWL and Adult World Religions on an alternating annual basis.
- Growth opportunities are offered both in a traditional learning setting and an experiential one—a class on Immigration as a Moral Issue in conjunction with advocating for the DREAM Act, or a Sunday Forum on Homelessness in Howard County in conjunction with hosting the Warm Welcome Shelter.
- The Music Ministry features numerous growth opportunities for participants.
- Groups that foster growth often develop organically at UUCC, and staff and leaders do their best to support them (Creature Connection; Lesbian, Gay, Bisexual, Transgender (LGBT) and Friends; etc.).
- Many different options are available for engaging in the small group ministry program (aka Reflection Groups) – drop-in groups throughout the year, rolling start dates, etc.
- Ongoing opportunities for children and youth to be involved in volunteer activities (e.g., as helpers in younger children's RE classes; Stop Hunger Now) and to have leadership roles (e.g., directing the Christmas Pageant).
- In an effort to be more transparent, democratic, and inclusive, the Nominating Committee has extended invitations for self-nomination.

### **Progress since last report (April 2016):**

- The Chalice Lights continue to sing a repertoire of diverse pieces with positive messages; youth singers Margo McCreedy and Braidon McLaughlin have also performed with them.
- Two daytime adult RE programs – coordinated with Seasoned Souls – were exceptionally successful. Facing Death with Life was nearly oversubscribed with over 30 participants. The UUA pilot of the Older Adult OWL (Our Whole Lives sexuality education) class was a great success. The group thoroughly enjoyed it and observers from outside noted “those people were really happy!” as they departed from their class sessions.
- In March 2017, three regional UU congregations – the UU Congregation of Sterling (VA), River Road UUC (Bethesda), and UUCC (through Creature Connection) – hosted individual events that asked attendees to consider what it means to be human in a multi-species world, and how best to compassionately respond to that understanding. Those who attended the Rev. Dr. LoraKim Joyner's presentation at UUCC found it thought-provoking and moving.
- The Adult RE Committee has been reconstituted and has been working on a cohesive annual plan for adult faith development. Areas of concentration include Spirituality and Faith Development, Community Building, Lifespan Human Sexuality programs, and New to Unitarian Universalism.
- The Children & Youth RE Committee has been reconstituted and is planning activities for community building, social justice awareness, and teacher support for children and youth.
- Our Whole Lives (OWL) programs for grades K/1 and 4/5 are now being run every year, with participation by most families with children in those age groupings.

### **Short-Term Focus:**

- On the calendar for spring 2018 is a new pilot project for High School OWL offered in partnership with the UU Congregation of Frederick.
- Inconsistent attendance at Sunday programs. How to communicate the benefits of children and youth involvement with a faith community.
- Increasing focus on larger programs outside the UUCC community: UU-UNO; leadership camps and activities sponsored by the UUA; Howard County Teen Interfaith Initiative, begun in January 2017 by PATH partner congregation Beth Shalom.

### **Ongoing Growing Edges:**

- If a UUCC congregant has an idea and the energy to implement it, UUCC's leadership is quick to say, “Yes!” But it can be hard – especially for newcomers, as well as those with less initiative or who need to be explicitly invited in – to find their way “in” to UUCC programs and activities. (October 2017)

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## **3. UUCC exists to prepare our children to enter the adult world as independent thinkers with strong moral compasses grounded in the Unitarian Universalist faith tradition.**

### **Summary of Past Progress:**

- We have expanded staff positions that support this End—RE Assistant and Youth Director.
- UUCC youth take advantage of leadership opportunities at UUCC and in the denomination. YRUU graduates continue to express their UU identity and participate in the UU faith community.
- The curricula and programs that we employ with our children and youth are periodically reviewed and assessed in order to use the most effective tools to prepare our children for the adult world.
- Chalice Lights + Chalice Fires (currently inactive)
- SAC's monthly hands-on projects
- Annual youth service trips
- Quest mentoring program (*Shared with End 2*)
- More effective inclusion of children with special needs

- Clergy are making a more concerted effort to be involved with children and youth, particularly in Children's Chapels and with the high schoolers' monthly post-worship discussions.

### **Progress since last report (April 2016):**

- Creature Connection welcomed the first-time participation of RE 2/3 and 4/5 classes in the 5<sup>th</sup> Annual Pat Fort Memorial Animal Fair last spring! The classes raised over \$40 for our animal friends at Burleigh Manor Animal Sanctuary.
- Youth interest in social justice work continues to grow and UUCC supported youth throughout the Sanctuary County movement this past winter as the youth took on leadership roles.
- Special Children's Chapels have addressed topics such as white supremacy, hunger, disabilities, and bullying.
- The Little Free Pantry project and the Solar Oven fundraiser continue to challenge our children and families in thinking about the issues facing our larger world.
- We continue to have strong interest in and support for the Quest pilgrimage to Boston and the high school service trip to War, West Virginia. After a "year off" in 2016 we had a highly successful and engaging trip to West Virginia in August 2017 with a dozen youth and five adults.
- This year, the children attending Sunday mornings are taking once-a-month turns packing for local food insecure families with the "Got Your Back...pack" program (formerly Blessings in a Backpack).
- A new Food Insecurities Team has begun the process of challenging our families to bring food to OBIC each time they enter the building. Visuals such as red wagons and new brochures will encourage that process, as will special lessons and continuing activities for the children and youth to participate in.
- Adoption of a new world religions program, plus proposed interaction with an adult world religions program.

### **Short-Term Focus:**

- Increasing opportunities for youth learning – book club discussions and film discussions are planned, as well as a possible museum trip.

### **Ongoing Growing Edges:**

- More institutional support of our young people as they move on from high school and into their more independent lives. (October 2015)

## **4. UUCC exists to provide stimulating, challenging, and inspirational worship.**

### **Summary of Past Progress**

- Sustained professional leadership from both clergy and musicians resulting in consistently high worship service quality throughout the year.
- Continually increasing worship attendance.
- Creative worship services and a diversity of perspectives—from Rev. Peter Morales to blanket-making; from Wholly Family to Recovery Ministry to Rev. Jason Shelton.
- Continued engagement with the readings within services—people re-posting and sharing poems, stories, articles, etc., via social media.
- Monthly Youth in Worship Sundays.
- UUCC's worship leaders remain committed to crafting services that are relevant to the lived reality of the congregation. They welcome congregants to offer creative input and ideas for topics, and they pay attention to what is happening within the community and the world as they decide what themes to present.

### **Progress since last report (April 2016):**

- The Chalice House Band was created as a subset of the Chalice Messengers and plays for services once a month, year-round, providing all the service music.

- Monthly multigenerational services (on themes that continue through the month) have been consistently well attended during the first half of this program year, and congregational feedback has been consistently positive.
- Introduction of The Wonder Box, to stimulate a desire to think about the worship theme in new and different ways, for both children and adults.
- Introduction of Soul Work at worship, a tool to be used by children and adults who concentrate better when their hands are busy.
- In December 2016, UUCC and CUMC celebrated worship together on the Sunday when the Warm Welcome Shelter guests were at OBIC. We are scheduled to worship together again the second Sunday of December this year, in what we hope will be an ongoing tradition.
- Worship attendance has been consistently higher since we began using Sanctuary C, and especially since the November 2016 election.

#### **Short-Term Focus:**

- Reach out to youth to gauge interest in/engagement with worship, and how that might be increased. Getting a survey of who would be interested in doing what as part of worship. We look to re-institute the Youth Minute so that a youth group member can supply updates to the congregation at large as to what the youth are engaged with/passionate about/working toward.
- In an ongoing effort to be more radically welcoming of all who seek to live and worship among us – and especially to honor the multi-cultural reality in which we live – UUCC worship leaders are being more deliberate in choosing worship elements that are more diverse, expanding our repertoire of readings, music, participants, etc.

#### **Ongoing Growing Edges:**

- Building understanding of the importance of including children in worship on a regular basis. Addressing challenges of including children in worship, especially when adults express concerns about noise. (October 2017)

## **5. UUCC exists to minister to members in times of need and times of joy.**

#### **Summary of Past Progress:**

- Continued growth and development of the Karuna care-giving team; monthly meetings often include continuing education, provided either by internal or outside experts.
- With clergy setting the tone and example, UUCC paid staff offers a pastoral presence to members of the congregation.
- Many UUCC members minister to each other outside of UUCC's formal structures.
- We have expanded our ordained clergy in support of this End (as well as End 1, 4, and others).
- Ritual of sharing Joys & Sorrows in worship continues to serve as a weekly reminder that we are called to minister to one another.

#### **Progress since last report (April 2016):**

- The Music Ministry created a choir volunteer group called Choir Cherubim in the fall of 2016 to respond to the needs of choir members during difficult times. It has thus far responded to two special need requests: a) providing rides to/from choir rehearsals, choir-singing Sundays and special choir events for Vern Rodes (Fall 2016 to present); and, b) providing meals and other assistance for Wendy and Miriam Alberg on choir rehearsal nights, making it easier for Wendy to remain in choir and take care of her mother's needs (Spring 2017).
- At the urging and with the organizational help of UUCC member Julie Neidorf, we will be starting a Hospice Choir later in the year.
- Seasoned Souls

- Adult religious education included a full series in “Facing Death With Life”, run as an afternoon workshop. Plans are underway to repeat the program in 2018 as an evening program, for those who are not able to attend daytime workshops.

#### **Short-Term Focus:**

- The Seasoned Souls Council will be formed with both short-term planning in mind as well as some long-term structure.

#### **Ongoing Growing Edges:**

- Sadly, it must be reported that some programs mentioned in the last report no longer continue. The Youth Director, at full-time, was able to engage with families of youth in a pastoral context. With the new focus for the Youth Director position on 9th-12th grades, fortunately, we are beginning to reinstate this work. Familial engagement and relationship-building are on a better footing for this program year. (October 2017)
- It would be lovely to get some pastoral training for youth (chaplain workshops) and youth advisors (trainings). (October 2017)

## **6. UUCC exists to welcome anyone who shares our Unitarian Universalist principles.**

#### **Summary of Past Progress:**

- Myriad efforts to increase our welcome: hiring an Assistant Minister and new Sunday Coordinator; moving the Welcome Table as needed; revising the website so that it is more welcoming to newcomers in general and LGBT persons in particular; rejuvenation of “stealth greeter” team; and success with our new several-points-of-entry approach, including the “altar call” in June 2013.

#### **Progress since last report (April 2016):**

- After a full year testing a single 10am coffee hour between services, we responded to congregational feedback and reinstated two fellowship hours. To sustain this model, we have formed teams to cover all the tasks of Sunday morning.
- Website redesign.
- Bring-A-Friend Sunday (November 13, 2016)
- In partnership with CUMC, we installed a Black Lives Matter banner on the exterior of OBIC in October 2017.
- The Executive Team has formed an Aesthetics Committee whose charge is to make recommendations about decorating UUCC and other OBIC spaces (in conjunction with CUMC) so that they are warm and welcoming.
- Our Whole Lives (OWL) programs across the lifespan provide an opportunity for new families to engage with UUCC. Each year, we have a small handful of families who start attending because of OWL programs, especially for children.
- Youth programs mostly missing from last report, but we are seeing high attendance at YRUU in 2017-2018 and we have continued interest in multiple levels of OWL from outside the UUCC community.
- Our youth groups remain open to interested youth exploring on their own, even away from their religions (or lack thereof) of their families of origin. We do not have youth programs specifically dedicated to this type of outreach.

#### **Short-Term Focus:**

- The Executive Team expects that the next major staffing expansion will be to staff explicitly for Membership & Communications.
- We continue to be mindful of the fact that we are not always as welcoming as we hope or profess to be, and we (Executive Team) remain committed to holding as a priority our intention to

be radically welcoming and hospitable. UUCC strives to be a “home” not only for those who already are among us, but also for persons who often live on the margins, especially persons of color, but also persons who are more conservative than our typical member, etc.

- The year, RE staff are working with families and teachers to find better ways to include children with disabilities, to address behavior challenges early and consistently, and to ensure that all classrooms are welcoming safe spaces for all. New classroom tools are being planned and implemented this year.
- It is difficult to follow-up on the success of the New Friends Sunday that was held in November, 2016. When we plan to do it again, the committees should design a follow-up procedure, so that we can further extend our welcome to those visitors.
- Following the well received “Showing Up” service, the LET suggests that a similar service be offered annually, perhaps in the summer. It serves a reminder that “It takes a congregation...”

### **Ongoing Growing Edges:**

- Religious Education programs and leaders need to ensure that we truly respect other beliefs and religions. Sometimes, there are statements of disdain – by youth and adults – for the ways others believe – including theism and Christianity. How do we talk about other faiths and beliefs with one another? With our children? How do we make changes while still allowing people who experienced harm or marginalization in other religions to express their negativity? (April 2016)
- As we engage more deliberately and boldly in working to dismantle racism, one of our goals is to cultivate a UUCC that is truly welcoming of persons of all races and ethnicities. (October 2015)

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## **7. UUCC exists to promote justice, equality and social responsibility, with special attention to racial justice, which intersects with all other justice issues.**

### **Summary of Past Progress:**

- Warm Welcome Shelter
- Organizing people and organizing money (especially Second Sunday Outreach Offerings (SSOO)) for a variety of issues, organizations, and community programs – including UULM-MD, UUSC, and UUSJ.
- Efforts to make our social justice work multigenerational.
- Partnering with other faith groups – in PATH, with the Warm Welcome Shelter
- Several YRUU students attend the UU-UNO spring seminar in NYC each year
- Black Lives Matter banner in OBIC window; Black Lives Matter committee; Leading Edge team.
- Stop Hunger Now
- Assistant Minister's portfolio has been revised to include some direct program management with the congregation's social justice projects.
- Music for Justice Concerts – October 2015 and January 2016
- Monthly Black Lives Matter vigils since December 2015
- Clergy and other leaders use the lens of racial justice more consistently and deliberately in planning worship

### **Progress since last report (April 2016):**

- Chalice Choir members and Music Minister participated in MUUSICA-planned and -sponsored combined-UU-choirs of the MD/No.VA/DC region's “America the Dream: Singing for Racial Justice” all day event at All Souls Unitarian in DC on March 6, 2017. This consisted of a workshop, rehearsal, concert/service led by regional UU ministers, with guest commissioned composer/conductor/speaker Rollo Dilworth.
- The Youth Music Director visited RE classes to teach children “This Little Light of Mine” in preparation for the Black Lives Matter banner dedication.
- Twice – in February 2017 and July 2017 – UUCC has hosted screenings of the film “Walking While Black: L.O.V.E. Is The Answer”, which addresses racial profiling specifically in the Baltimore-Washington region, including Howard County. Both screenings were followed by a panel of speakers that included the filmmaker, local officials, and others connected to the film.

- Over the past year, UUCC's relationship with the local branch of the NAACP has deepened. We co-hosted the film screenings of "Walking While Black", and NAACP leaders have reached out to us to partner with them in response to incidents like the death of Richard Collins on the campus of UMD (May 2017) and the White Supremacists' demonstration in Charlottesville, VA (August 2017). At their annual jazz breakfast in May 2017, the Howard County Branch of the NAACP granted UUCC a service award for our work in the county.
- The Conversations for Change speakers series has launched – Janelle Bouie was our inaugural guest (March 2017), and Miguel De La Torre (*Trails of Hope and Terror*) was here in October 2017.
- UUCC, in partnership with CUMC and NAACP, hosted the Undesign the Redline exhibit in summer 2017.
- In June 2017, UUCC hosted Howard County Resource Information Night.
- Through the UUCC Bookstore, over 50 UUCC families purchased yard signs declaring "In This Home, We Believe..." (produced by UUA) or "Hate Has No Home Here".
- At its June 2017 annual meeting, the congregation voted overwhelmingly to declare itself a sanctuary support congregation, willing to provide financial, material and volunteer support to any sanctuary-declared organization that is hosting an undocumented immigrant who is undergoing administrative and judicial proceedings to stay deportation. The congregation also declared that it will continue to seek immigration reform through advocacy and public witness.
- During this past year, we've seen even more involvement among UUCC members in letter-writing, phone calls, legislator visits, marches and other public witness to advocate for economic justice (Earned Paid Sick Leave), environmental justice (anti-fracking), racial justice (Black Lives Matter), humanitarian relief (support for refugees from Syria, Myanmar and other war-torn and environmentally devastated regions) as well as joining an interfaith effort to assist a refugee family from Afghanistan, immigration reform (Deferred Action for Childhood Arrivals), campaign finance reform, Death with Dignity and criminal justice reform.
- UUCC members have established partnerships with local advocacy groups including Indivisible Howard County, FIRN, Together We Will (Howard County). Some members have established a Google Group to enhance their advocacy activities ([grapeseeds@googlegroups.com](mailto:grapeseeds@googlegroups.com)).
- UUCC's PATH (People Acting Together in Howard) core team has coalesced and is meeting regularly.
- UUCC supported the purchase of Help End Homelessness Howard County's second home with financial resources, volunteer hours, and living room furnishings. Maureen Harris now serves on the Board of this organization.

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**Short-Term Focus:**

- Strategic thinking and planning to ensure that the Conversations for Change series is sustainable (financially and in human resources) over the long term.
- Enhance communication with UUCC members to improve our advocacy activities.

**Ongoing Growing Edges:**

- There is a great and growing interest in social justice learning and engagement. Interest has been expressed within the youth group in reaching out to/partnering with the Penn North community center in Baltimore, as well as in ongoing food insecurity issues in Howard County. (October 2017)
  - In light of the recent amendment of this End, we need to strengthen our investment in racial justice work with resources, strategy, implementation of new initiatives, and review of current structures and programs. How does UUCC practice white supremacy and contribute to systemic racism? How does UUCC help dismantle those? (October 2015)
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## 8. UUCC exists to extend the reach of Unitarian Universalism.

### Summary of Past Progress:

- Continued improvements to the website and a growing social media presence.
- Partnering with local organizations to impact our community.
- Adult RE classes help members articulate their faith.
- UUCC programs (summer camp, Chalice Concerts, etc.) attract individuals who are not already members of our community.
- Continued developing partnership with Lake Elkhorn Middle School with support from PATH.
- #UCCSunday on social media (launched September 2015)

### Progress since last report (April 2016):

- The ordination of Anthony Jenkins on October 29, 2017, was a highlight of UUCC's year, and perhaps its history. The congregation felt justifiably proud to have been a part of Anthony's ministerial formation, to have helped plan and implement such a fantastic event, and simply to be Unitarian Universalists. (The ordination served many Ends – 1, 2, 4, and 8, at least!)
- The Chalice Messengers, Chalice Swingers and vocalists will be presenting a concert, "Give My Regards to Broadway", at the Applied Physics Laboratory in December 2017.
- UUCC musicians and guest musicians participated in two special community singing events this fall:
  - The Columbia Interfaith Centers' 50<sup>th</sup> Anniversary event at the Chrysalis open-air theater in Symphony Woods on Sunday afternoon September 17<sup>th</sup> (Chalice Choir, soloist Carla Gates, pianist Michael Adcock, guest drummer and bass player).
  - The PATH Choir Showcase (PATH fundraiser) at OBIC on October 7<sup>th</sup> with three other Columbia choirs (Chalice Choir, soloist Carla Gates, pianist/organist Michael Adcock, guest drummer and bass player).
- Music Minister Tom Benjamin was involved in and a commissioned composer for Columbia ProCantare and Orchestra's Columbia 50<sup>th</sup> Anniversary Concert on May 14<sup>th</sup>.
- Music Services continue to attract many members of the larger community. Of particular note were the December 2016 Bach Magnificat and the April 2017 Faure Requiem services. Additionally, non-UUCC professional guest musicians, both soloists for our Music Services and instrumentalists and vocalists for other services and concerts, continue to be attracted to the many opportunities to perform at UUCC.
- New UUCC website
- UUCC was a sponsor of Owen Brown's Lakefest in September 2017.
- Rev. Paige Getty worked with OBIC clergy, the Columbia Association, and clergy from the other two original interfaith centers to plan and lead Columbia's 50<sup>th</sup> Anniversary Interfaith Worship Service. OBIC clergy were also involved in the decision to post a Black Lives Matter banner on the building's exterior.
- UUCC continues to network with other congregations and organizations in Howard County to create and grow organizations that benefit our community – Columbia Housing Center, Help End Homelessness Howard County, Cold Weather Shelter, Route 1 Day Center, PATH, Interfaith Coalition for Compassion, and more.
- The Get Connected class has evolved from an occasional offering to a monthly offering. The number of participants varies from about 2 to 12 each month.
- Youth engagement in UU-UNO and community service trips and activities, which take our faith outside the doors of our own church.
- The Howard County Teen Interfaith Initiative is an excellent chance to demonstrate our faith. Our young people gave a presentation in April 2017 to a gathered group of Christian, Jewish, and Muslim youth that fostered strong and lively conversation.

### **Short-Term Focus:**

- The Lifelong Engagement Team (LET) would like to resume two past programs that were well-received: the Welcome Table (a LET member and a member of the clergy offer a friendly, intimate greeting to newcomers each week in the Sanctuary after worship) and the “Widening our Welcome” program created by Linda Linton and Colette Gelwicks.
- Fully utilizing the website to clearly communicate all the opportunities for community engagement.

### **Ongoing Growing Edges:**

- Focus on faith formation as spiritually grounded work – to distinguish the work UUCC does from “standard activism” and give children, youth and adults a grounding in WHY social outreach matters (October 2017).
  - Finding communication vehicles that clearly communicate opportunities for UUCC to engage in larger community efforts, and vice versa (October 2017).
  - We want to be well-known in the community as a vibrant, active congregation that works in the world to make it better. – from our list of Dreams at the Living Into Abundance workshop (March 2013).
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### **AT WHAT COST?**

In the most recent budget cycle, the Executive Team and Board chose to have a congregational meeting *before* the Annual Budget Drive to invite input into the upcoming year’s operational budget. This approach was well-received and is a concrete way to engage the broader congregation in the question of what cost we’re willing to pay in service of the Mission and Ends.

Perennially there is concern over the challenge of volunteer recruitment. The Executive Team observes that there seems to be plenty of energy for doing specific tasks when an event or activity inspires passion. However, there is a lack of willingness for members to accept longer-term program leadership positions. Additionally, programs seem to flounder when there is not active staff involvement. (Exceptions: Rte. 1 Day Center; One World Coffeehouse; bike club, lawn maintenance, landscaping, young(ish) adults.)

Questions that the Executive Team is asking:

- What is the most important / effective use of paid staff time?
- How to decide whether a program is critical enough that paid staff should make it happen, even with inadequate volunteer contributions – e.g., First Fridays, coffee hour, Annual Budget Drive?
- What does it mean to “do church” in this time and place?
- How best to evaluate the adequacy of staffing and organizational structures to fulfill our Mission and Ends, and to sustain the congregation over the long term?