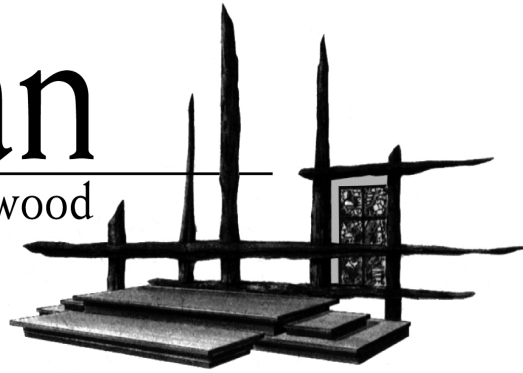


Unitarian

US

Society of Ridgewood



**113 Cottage Place
Ridgewood, NJ 07450**

The Rev. Dr. Sarah Lenzi, Minister

**Annual Meeting – June 9, 2019
and
Annual Reports from the Committees**

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THE UNITARIAN SOCIETY OF RIDGEWOOD
Agenda, Annual Meeting June 9, 2019

**Growing in mind and spirit,
We act together as a beacon for justice and love;
Transforming self and world.**

1. Call to Order
2. Reading of the Covenant
3. Ascertainment of Quorum
4. Reading of the Rules of the Meeting
5. Approval of Minutes of 2018 Annual Meeting
6. Approval of Statement of Conscience*
7. Approval of By-Law proposal*
8. Approval of the 2019-20 Budget* (printed by Peter)
9. Approval of the Board of Trustees and Nominating Committee Slate*
10. Report on General Assembly
11. President's Report
11. Awards & Appreciation

**Unitarian Society of Ridgewood
Annual Congregational Meeting June 10, 2018**

Call to Order by President Rob Willis at 10:45 AM

1. Via a hand-count, 69 members were present. The required 20% membership quorum was confirmed.
2. By unanimous vote, the minutes of the June 4, 2017 Annual Meeting were approved as presented.
3. Treasurer Peter Duran moved the 2018-19 Annual Budget as originally presented at the 5/21/17 Town Meeting.
 - Bob Demarest noted that member support for the Art Committee continues, that any reduction in its budget line does not reflect any reduction in committee member support. Peter acknowledged that continued support and clarified that the Art Committee budget is contained within the Ministry Council budget line.
 - Steve Riskind and Carol Wolf further clarified with some detail about the scale of any Ministry Council cuts.
 - Stephanie Gannon sought clarification about RE staffing levels.
 - Martin Walker questioned the adequacy of the facilities budget, and, more specifically, the absence of funds for a wheelchair accessible ramp. Peter referred him to certain budget lines responding to that concern. The ramp will be addressed in upcoming capital campaign planning.
 - Anita Young noted the loss of members and thanked the BOT for its work on the budget.

The budget was approved by unanimous vote.

4. Rob Willis delivered the President's Report.

5. On behalf of the Nominating Committee, Marilyn Maney presented the following slate of new officers and trustees for the 2018-19 congregational year:

Sally Lewis	(President)
Eric Fuhrman	(Vice President)
Mike Azzara	(Trustee)
Owen Uscher	(Trustee)
Dawn Walter	(Trustee)

The slate was approved unanimously as presented.

6. Awards and Appreciation

- Ira Mendelsberg announced that the USR received a UU Faith Action of NJ "Supporting Sanctuary" award.
- Kristen Plumley was recognized as the "Volunteer of the Year."
- Helen Lindsey received special recognition for her long time social justice advocacy.

The meeting adjourned at 11:40 AM.

Minister Annual Report

As we close our second year, I am mindful of all that has been accomplished, some of it seen and much unseen. Over the last 10 months, we have been working on a reorganization, we have been strengthening some programs, and we have been doing the vital but invisible work of building trust, learning our styles (for worship and for work) better, and finding ways to minister together that are meaningful, comfortable but also push us, and that ask us to thoughtfully bring our best selves to the table.

I arrive at summer feeling good about this second year, as I hope you do. I remain grateful for a congregation so committed to health and success and so determined to work for justice in the world. I have been so appreciative in these recent months of the honesty your leadership has shown in assessing and communicating challenges and of the ways many of you are already volunteering to help organize for the future.

We are all aware that membership growth and the growth of our volunteer base are vital for our future. It is also clear to me that in our new DRE, Jeanne Nametz, we have a real treasure. We need to ensure that we continue to invest in her and in the wonderful volunteers that make our religious education program possible; this will be another way to help solidify the future.

Thank you for all you've done to make a wonderful second year of ministry for us all.

Membership

	2019	2018
Members of USR	239	253
Friends of USR	99	81
New Members since last report	12	8
Visitors since July 1, 2018	65	71
Average summer attendance	53	48
Average adult attendance Sept-May	99	98
Children registered in RE	56	85
Average child attendance Sept-May	22	37

I want to note a few things here. There are some members pending (folks we know are interested but have not yet signed the books). Also, the losses in membership reflect a handful of deaths, some moves (due to work, retirement, health), and in much more limited numbers, waned interest in participation at USR.

The most stark contrast in numbers here is the children enrolled in RE. We believe this to be due to inflated and inaccurate numbers last year, as opposed to any precipitous drop-off this year.

Sunday Services

We have again made some alterations in the Sunday experience. The children are now in the service on average twice a month, with an additional intergenerational service experience every six weeks or so. This balance seems to be working.

Services continue to be well-attended and it seems that the Sunday morning experience is enjoyed by all, based on coffee hours that seem to linger longer. Please note that summer attendance is up. This indicates, in my view, a desire for services to be strong and continuous throughout summer.

As always, we have attempted to strike a balance between services that push us—in matters of justice and our own behavior—and that soothe us—acknowledging our heartaches and offering methods for increasing our spiritual well. It is my hope that we will continue to see growth in the Sunday morning attendance and that folks will continue to find depth and meaning in what we offer.

Pastoral Care

This congregation continues to take good care of each other in times of need and crisis. The Pastoral Associates had a training earlier in the year that will hopefully result in some new members to that group. The Caring Committee has continued its able work.

I have continued to make calls and visits, and to conduct memorial services, dedications, and weddings. I think that as the trust has increased, so too has the willingness of congregants to let me know of their own pastoral needs and the potential needs of others. This helps us to stay on top of what's going on, and to ensure that everyone is getting what they need.

Organizational

I have been working closely with the reorganization team. We have begun to introduce the new system to various leaders in the congregation and to integrate feedback we receive. Next year will bring more groundwork for the new system, looking toward a full rollout in Fall of 2020.

We continue to consider ways to maximize the staff and their skills.

Again this year, we had transitions in staff. Jeanne has integrated well, taken control of our RE program, and been a great team player in the office.

Spiritual Growth and Faith Formation

We held a meeting early in the fall, attempting to get input on adult religious education. Though we received input, and put together a plan, we failed to get enough interest in helping to realize that plan. This June I have a meeting scheduled with two lay leaders interested in spearheading adult RE, so hopefully next year will see us organized, with clear leadership.

We were able to begin some new covenant groups. We got much more interest than anticipated, and four groups were able to launch, some of which will continue through the summer. In the fall we'll work on ensuring these groups continue and others begin as well.

Submitted by, Rev. Dr. Sarah Lenzi, Minister

Director of Religious Education Annual Report

Overview

It was clear when I took the position of Director of Religious Education in August 2018 that the Unitarian Society of Ridgewood deeply values religious education. The congregation, last summer, continued to move through a transitional time with the new hire of a DRE and the end of the first year of the minister Rev. Sarah Lenzi. Changing leadership can sometimes create or reveal gaps in infrastructure. Such was the case when I arrived and began planning for Sunday classes in September. There were no working class rosters, registration or teaching teams in place.

Within a couple of months a strategic road map was created to support the transitional challenges and create sustainable change. The road map included to:

- Improve the quality of teaching in the classroom
- Enlarge the teaching teams to attract more volunteers
- Stabilize the selection of curriculum.
- Create innovative RE special programming.
- Revitalize January Justice program.
- And create more interfaces between congregation and RE families.

In addition, several CYRE committee members and RE volunteers met for an Envisioning Council to clarify our strategic goals. These goals will become part of the CYRE committee's future agendas.

Components of our Religious Education Program

Learning

We offer Sunday RE classes from pre-K through Grade 12. In addition, we offer RE Special Programming on the weeks there are no RE classes. This year, twenty seven volunteers were recruited to teach or serve on the CYRE committee. Lesson plan outlines were provided for those teaching Grades 2-9. The teaching teams were enlarged so that volunteers taught fewer times enabling them to participate in Sunday worship. Lead teachers were created so that there was more time spent on lesson planning to improve the quality of the class.

Curriculum selection here at USR changed almost every year. The goal is to stabilize the curriculum selection so that we have a year 1 & 2 rotating curriculum so that the teaching teams can master the curriculum in new and deeper ways over time.

This year was a struggle to provide programming for youth. The Youth Minister position was eliminated and we had 5 teens in grades 10-12. There was monthly outreach yielding very little results. This coming year, we have the potential of involving nine youth. We will be offering a monthly social activity plus a service trip.

This year there were three teacher in-services. Two of them were teacher orientations in September and February and the third in-service was a training on Preventing Child Sexual Abuse.

In addition to regular RE classes there were six Special RE Programs which included art, music, yoga and social justice activities.

Worship

Our RE program offers rich and varied worship experiences for our children and teens. Every other week the children join the congregation in a Time For All Ages (TFAA). This past year, there were eleven TFAAs. In addition, the children join the worshipping congregation at Multigen Services. There were eight Multigen services including Christmas Eve. I worked closely with Rev. Sarah to create innovative and soulful worship experiences. We also gathered for Children Services assembling children and teens together three times this year. In addition, I led two services: Celtic Spirituality: an Earth-Centered UU Source and RE Sunday.

Social Justice

Both the BOT and the CYRE committee requested a few years ago that a portion of Sunday programming focus on Social Justice. January Justice was created to provide that focus. Last year attendance was low and there was confusion regarding who implemented the program- the DRE or the CYRE committee. This year we focused on re-vitalizing the program with both the DRE and the CYRE committee serving as program champions.

Here are the program highlights:

- We created a criteria for selecting an annual January Justice focus:
 - Is it a global issue that can translate into local justice-making activities?
 - Can the annual focus (this year Hunger in Our Neighborhood) include multigen activities to create more interfaces between congregants and RE families?
 - Can we enlist the resources of our Social Justice committee members?
- Our attendance was higher than our regular Sunday programming.
- We added a worship component to January Justice.
- We increase 'January Justice' focus to be year-long with a series of justice-making events.

Social Justice activities are also woven into the RE curriculum. For example, the 6-7 graders learned how to champion causes and raised nearly \$1800 to donate to their selected charities.

CYRE Committee

This year the committee worked with the DRE to implement January Justice and Special RE programming. In addition, they clarified safety and administrative procedures.

Communication with RE Volunteers and Parents

This year a weekly communication system was created for both parents (the Blast) and RE volunteers (the RE Memo).

Membership

The USR staff reviews the list of new members and guests at our weekly staff meetings. Procedures are in place to follow up with new families. This year we welcomed six new families to RE.

Re organization/Inventory

This year RE volunteers took on the task of reviewing inventory and cleaning out years of stuffed closets. We now know our inventory of materials and supplies - eliminating waste. Next year we will focus on organizing systems for curriculum resources.

Looking Towards the Coming Year

This coming year I will continue to focus on supporting our RE volunteers with a new set of curriculum, new lesson plans and newly configured teaching teams. I would like to increase communication with parents and RE volunteers by generating specific class emails in addition to the RE Memo and Blast. We will be expanding our pool of volunteers for Special Programming, and creating an "RE Corner" for every Eblast/OOS insert that keeps the congregation informed of RE happenings.

Submitted by, Jeanne Nametz, DRE

President's Annual Report

The Unitarian Society of Ridgewood's Board of Trustees set the following goals for the 2018-19 congregational year:

1. To guide the work of the Reorganization Task Team
2. To promote the transition from a Committee on Ministry (COM) to a Committee on Shared Ministry (COSM)
3. To collaborate with the Capital Campaign Team
4. To partner with the Membership Committee in the effort to attract and welcome new members

The following is a summary of the objectives met.

REORGANIZATION:

The Board voted to support the reorganization work that had been accomplished by the previous Board, a conceptual model that puts Our Mission and Covenant at the center of our organization and supports openness to new activities, new participants, and new energy. In the fall, three congregants and one Board Member were appointed to form a Reorganization Task Team and the Board gave a Charge to them "to identify specific details required to enact the adopted conceptual model." They were asked to report to the Board monthly. In January, the composition of the Reorganization Team changed because two members stepped down. At that time, the Minister and the Board President joined the group so that the work could continue. In May, the details of the conceptual model were presented to approximately 30 lay leaders and interested members who attended a Saturday morning workshop.

The current organizational structure will remain in place for the 2019-20 congregational year while work continues on final details for the reorganization— meetings with congregants, aligning the budget to the new structure, and rewriting necessary by-laws.

COMMITTEE ON MINISTRY:

The Committee on Ministry consists of four members and the Minister. The Chair reported to the BOT on three occasions. The general purpose of this committee is to facilitate congregational communication and to facilitate covenantal behavior. A communications procedure based on Daniel O'Connell's "Healthy Communications Team" has been considered. Plans for the upcoming year include: Revisiting the USR Vision and Mission and a third-year review of Rev. Sarah's performance.

CAPITAL CAMPAIGN/BUILDING TOMORROW, TODAY:

A member of the Capital Campaign Team has attended Board meetings on three occasions to discuss the details about the fundraising campaign to gather money to improve our facilities. The Team consisting of two members held a meeting to determine priorities. They have approximations for the cost of these improvements and have set a goal of \$450,000 for the fundraising effort. Their power point presentation at a Town Hall in May, 2019 was viewed by approximately 45 people. The campaign, now named *Building Tomorrow, Today* is scheduled for the fall, 2019.

MEMBERSHIP:

Attracting new members is the final, but equally important, goal. The Membership Committee reports that they welcomed 65 new visitors/families this year and 12 new Members participated in a New Member Ceremony. Two Newcomer Brunches, one UU class, and one combined Brunch and Class were held. An Announcement about Sunday Services was submitted to local papers. This spring a Trustee met with the Membership Committee to determine the scope of their work.

He is now forming a Membership Strategic Task Force that will collect and apply data for demographic projection and marketing. The Task Force will report to the Board in the upcoming congregational year.

IT TAKES A CONGREGATION!

The Board of Trustees monitored the progress of groups working on the four goals and the nine BOT members took this job seriously. However, the actual work was accomplished by others. Three congregants and two Board members participated in the reorganization goal. Four members examined the function of the Committee on Shared Ministries. Two individuals spent time determining repair and improvement needs and time in planning a campaign. The Membership Committee consists of twelve members. The Membership Strategic Task Force with four volunteers will analyze data and make recommendations to the Board. While all this work to undergird and improve our Society took place, many other Friends and Members contributed time to carry out necessary functions, to practice our Mission, and to make sure that we have fun. Three Program Council Chairs provided oversight to the many congregational groups.

In my first year as President of the Board of Trustees, I was amazed to see how many people participate outside of Sunday Services, how well the congregants work together, how our Minister supports and extends their efforts, and how we confront the challenges that we meet with frank discussion, open listening, consensus, and a communal effort to meet our goals.

Submitted by, Sally Lewis, President

Membership Council

Annual BBQ

The annual BBQ will be held June 23rd. Dave Myers will coordinate the event. The crew will be offering hotdogs and burgers (veggie, too), plus beverages. Members and friends will be sharing salads, side dishes and desserts. Many thanks are due Ed Wardell for his years of successfully pulling this together and to Dave for volunteering this year.

Coffee Hour

Our thanks to Mary Mogerley for not only coordinating coffee hour every Sunday, but also for the delicious baked good she provides. The coffee and bagels have been provided by Ridgewood Hot Bagels. We will be making our own coffee and providing modest snacks beginning in July. Volunteers will be needed every week. A few of the members and friends who have stepped up to help this year include Dale Muto, Brietta Savoie, Martha Troxell, Pamela Hahn, Dianne Kidwell, Peter Orsini, Michael Bein, and Anita and David Knechel.

Congregational Dinners

This long-standing annual event brought 96 members and friends together at 13 homes on Saturday night October 27 this year for a potluck dinner. Holly Nolan and Pam Hahn did all the arranging. Holly has chaired or co-chaired this event for seven years. Our sincere thanks to everyone, most especially Holly who is stepping back. This year's dinner will be October 26.

First Wednesday Brown-Bag Lunch

The First Wednesday Brown-bag Luncheon Group usually met monthly (unless prevented by inclement weather) at members' homes for conversation and the strengthening of bonds of connection and friendship. Attendance varied from 5 to 13 people. Everyone brings their own lunch, but the hostess provides drinks and dessert. Some of us are newcomers, others are old-timers. Hostesses this year included Mary Mogerley (twice), Judy Scanlan, Georgetta Walsh, Jan Bottcher, Karen Ramsahai, Lea McGough, Dale Muto, Judith Brauburger, Mary Alice Cesard and Brietta Savoie (twice). No invitation is needed. The name and address of the hostess for each date is on the website, published in the newsletter, in e-blasts and on a poster notice prominently displayed in the Fellowship room during coffee hour after services.

Our appreciative thanks to Brietta Savoie for coordinating this yet another year.

Greeters

Many thanks to the following people who have volunteered to greet this year: Jan Bottcher, Susan Burleson, Margery Cleveland, Debby Crane, Margaret Davies, Anita DiGiulio, Doris Griffin, Pam Hahn, Ronnie Hirshman, David Knechel, Jessica Kramer, Dale Muto, Holly Nolan, Jackie Nadler, Peter Orsini, Georgetta Walsh, and Anita Young.

History and Archives

Materials continue to be sent to the Archives room. There is currently no committee overseeing the filing or retrieving of records. One is needed. Contact Carolyn Musser carolynmusser2@gmail.com if you are interested/curious.

Membership Committee

Ann Pareti, Congregational Administrator, and Anita Knechel and Pam Hahn, co-chairs of the Membership Committee report that we welcomed 12 new members between July 1, 2018 and June 30, 2019. All 12 participated in our New Member Ceremony. We held two Newcomer Brunches, one UU class and one combined Brunch and Class. In total, we welcomed 65 new visitors/families through May 2019. We currently have 239 Members and 99 Friends. Committee members greeted visitors on a weekly basis with Ann, and provided delicious food for the brunches. Many thanks for the leadership and the support of committee members, Kristin Bluemel, Carolyn Musser, Dale Muto, Jackie Nadler, Libby Ortiz, Brietta Savoie, and Anita Young.

Monday Lecture Series

The Monday lecture series continues to meet at 12:30 in the Fellowship Room every Monday. We have an average of 25 attendees with 60% being members or friends of USR. The current course is "Events That Changed Modern History". All are welcome to start at any time. We appreciate Ira Mendelsberg and Anita Young who continue to co-chair these lectures. Many thanks.

One Book USR

The USR One Book Club meets on Wednesday evenings at 7:30 pm in Reeb every four to six weeks. The exact dates and location at Reeb can be found on our USR website and in the newsletter. We have about twenty members among whom we rotate for choice of book and discussion leader. By doing this we read a wide variety of books, both fiction and non-fiction, with the emphasis being on strong literary quality. A few of the books this year included: Sonia Sotomayor's *My Beloved World*, Jennifer Egan's *Manhattan Beach*, Gail Honeyman's *Eleanor Oliphant is Completely Fine*, and *The Heart* by Maylis de Kerangal. Thanks to avid readers Deb Goodell and Jackie Nadler who coordinate these discussions.

Submitted by, Carolyn Musser, chair

Ministry Council

Art Committee: Report Submitted by Carol Wolf, Chair

Art Committee members: Dana Abel, Doug Goodell, Ron Levy, and Jeanne Short.

The members of the Art Committee hope you have enjoyed the work displayed during the Cottage Place Gallery's 2018-19 season.

This year, we had several special opportunities to celebrate the talents of our USR Members:

In September, we began our season with a special two-day art show of the unique wood carvings of Sol Goldberg. Sol, a longtime Member of USR, passed away in January of this year. We followed with a solo show of USR Member Marylee Bergin's drawings of New York City. We had two group shows featuring work by Members and Friends — the Annual Members' Art Show in December, and "We Protect What We Love," a collaboration with the Environmental Justice Committee in April featuring nature artwork and photography by USR members, friends, and local artists. In November, in conjunction with a special Sunday service celebrating music and art, we exhibited works by Anthony Velonis, a longtime USR member who passed away in 1997. He was the artist responsible for our beloved stained glass windows and the dramatic wooden sculpture in the front of Anderson Auditorium. Many at USR remember Tony and his wife Betty very fondly.

We also exhibited work by guest artists throughout the year, including photography by Bob Kane and John St. John, watercolors by Donald W. Robinson, multimedia works by Sue and Lou Laurita, and a group show of by Judy Schaefer's "master class" (the group meets at the Art School at Old Church in Demarest, NJ).

This year we also mourned the passing of our dear friend Robert J. Demarest, who passed away in November at the age of 90. Bob was a profoundly accomplished medical illustrator, a brilliant fine artist and writer, and a kind friend. Bob was also a proud member of the Unitarian Society of Ridgewood, NJ and believed in the eternal promise of a better world for all people. At USR, he was a longtime member of the Cottage Place Gallery's art committee, spending countless hours planning and hanging art shows. We will miss him.

Finally, just a friendly reminder that the gallery is an important fundraiser for the USR. 25% of all artwork sales goes directly to the Unitarian Society of Ridgewood, and we are delighted to report we raised \$2,022.50 this fiscal year! Please consider supporting local artists – and the USR – by considering a purchase of artwork from Cottage Place Gallery exhibitions.

Caring Committee, Submitted by Mary Mogerly, Chair

Caring Committee, Brief summary, 2019

I relieved Julie McMurray as chair part way through the year. Julie remains an invaluable source of advice and help with individual needs. We are primarily involved with providing meals, transportation to doctor visits, to services and to other events at USR for congregants who live alone or far from their families. That is to say, we cannot offer say three meals to every person who has surgery. We do respond to every request made to us.

In the interest of confidentiality, I will not list the recipients but would like to thank our volunteers: Kathleen Azzara, Jan Bottcher, Jackie Nadler, Sally Lewis, Anita Young, Margaret Davies, Dianne Kidwell, Georgetta Walsh, Brietta Savoie, Judy Scanlon, Laura Krag, Kathy Smolen, Carolyn Musser, Peter Orsini and Anita Knechel. I am sure I missed someone so apologize in advance. Our successes have included some longer- term help for two congregants, one moving to assisted living and one recovering from surgery. Again, we are always looking for volunteers.

CYRE Committee, Submitted by Jeanne Short, Chair

Supporting the new DRE to provide meaningful curricula for our Sunday School, energize and recruit volunteers, totally reorganize our classroom facilities, and lead in Time for All Ages and Children's Chapel.

Planned and executed fund-raising initiatives for Guest at Our Table, January Justice, and 6-7 graders special charity.

Continue to recruit new members for CYRE committee and volunteers for teaching classes and special events.

Clean-up of the RE classrooms and the RE related resources in Reeb.

Assist Jeanne Nametz, our DRE, in delivering the RE Sunday Service.

Music Committee Report Submitted by Kristen Plumley, Chair

During the 2018-19 year the Music Ministry Committee:

- 1) Discussed and revised on length of musical pieces within the service, varieties of musical guests and types of music, and we and Rev. Sarah believe we have a good mix.
- 2) Discussed rehearsal schedule and conductorship of the Society Singers.
- 3) Society Singers sang approximately once a month (Sept. 30, Oct. 21, Nov. 18, Dec. 23, April 21, June 2 and June 23). We have lost some members and have about 5 regular members.
- 4) Society Cafe concerts:
 - September 29, 2018 – Chris Baron (Spin Doctors) - \$421 to USR
 - October 13, 2018 - Annual Singer/Songwriter Festival – various artists - \$280 to USR
 - February 9, 2019 - Harpsichord Celebration – Ron Levy, Kristen Plumley, Owen Davitt, James Kennerley, All Season Chamber Players - \$450 to USR
 - March 22, 2019 - Viviere Chamber Players - \$350 to USR

June 9, 2019 - Two Piano Festival – money will go to pianist scholarship

Total Society Café contribution to USR: \$1,501

Pastoral Associates, Submitted by Martin Lavanhar, Chair

Pastoral Associates end of year report.

Pastoral Associates (PA) sponsored a PA training session for the UUA Central East Region in February.

All Ridgewood Associates attended have training.

We had numerous hospital and nursing home visits in several cases end of life visits.

Pastoral Associates with Rev Sarah honored Nancy Mack during the All Souls service in October.

Sunday Services Committee, Submitted by David Knechel, Co-chair

Elisabeth Mannschott – Co-Chair – 07/01/2018-06/30/2019

David Knechel – Co-Chair—01/01/2019 – 12/31/2019

Co-chair TBD --- 07/01/2019---06/30/2020

Katherine Hyde
Jeanne Short
Kevin Smith
Steve Riskind, Co-Chair 07/01/18 -12/21/2018
Rev. Sarah Lenzi --- Ex Officio

The committee held ten scheduled meetings between September 2018 and June 2019. One of which had to be canceled due to weather. These meetings are currently held on the third Monday of the month in Reeb. Members or friends of the congregation are always welcome. If you have any concerns, questions, thoughts, etc. please share them with any of the committee members or co-chairs.

Typically, our meetings include time to review any concerns that may have been expressed since our last meeting. One comment or concern that sometimes surfaces relates to the length of the Sunday service. Usually the comment is that a service is more than 5 or 10 minutes over scheduled. (I am not aware of any concerns about when a service is too short.) When the particulars are known we do our best to follow-up with the real causes. We may in fact do our best to actually time services by each component. Sometimes it is possible (and helpful) to make specific individuals aware of their verbosity. If the most impacted group is RE we want to convey early in a service if it is KNOWN that it may go long and how much. This link, is most needed just as follow-up with individuals.

There have been times when our committee members have been asked to assist in selection or help in design of something to improve our meeting/ worship space. A current item on hold status would be for a more beautiful way for our chalice to be held and displayed. Initial agreement was found when some thought use of the designs by Tony Velonis. Like so many items, before budgeting can occur money needs to be given. Similarly, new seating for the Auditorium will have to wait sufficient funding. As will be the case with, improved sound system and AV updates.

Another big component of our meetings is to provide feedback to each other as to our perceptions of guest speakers, our Pastor Sarah, etc. This is done at nearly every meeting for the purpose of maintaining and building our own list of speakers we'd like to invite to USR.

The bulk of our efforts are related to Sunday services on days our pastor is unable to fill the pulpit.

Some of these services may be staffed by volunteers from our own congregation. A recent example of this was the "Mental Health related messages. Most people I have spoken with rated the entire service highly (even though longer than most). One of our committee members makes himself or herself available to assist in any way that might be needed – for weeks in advance as well as day of presentation.

A lot of behind the scenes work goes into the "Summer Sunday" pulpit coverage. We began contacting some of this Summer's speakers in January. Here are this summer's service leaders:

June 30	Katie Byron
July 7	Rev. Allen Wells
July 14	Stacey Mitchell
July 21	Dr. Edward Frost , "Living in the end Time"
July 28	Rev. Allen Wells
August 4	Rev. Sarah Lenzi
August 11	Dr. Edward Frost
August 18	Benjamin Van Dyne
August 25	Rev. Allen Wells
September 1	Dr. Edward Frost

Submitted by, Steve Riskind, chair

Social Responsibilities Council

The Social Responsibilities Council had another active year with lots of advocacy and service work done by our subcommittees and by members and friends of USR. The Council, as most of you know offers a table on Sundays at coffee hour where we display the work of the committees and advertise events both at USR and externally. We have noticed this year more than ever that newcomers come to the table and are very interested in the activities. Some have told us that they are attracted to USR because of the social justice work. Please review the committee reports which give an in depth look of their work and consider joining a committee or volunteering for a specific project and service work. All committee chairs welcome your participation.

Plate collections: This year there were shared plated collections for the first time. It appeared that the amount for 503c3 organizations chosen by the SRC was very similar to previous years when the collection was one Sunday. As of May 31, 2019 there was a single collection for Center for Food Action in August and one on 12/24 for Zoe's Place. There were 9 shared plate collections. \$14, 685.69 was donated to these social justice causes. Last year (2018-2019) \$18,838.58 was donated by the congregation. In 2016-2017 the amount collected was \$14,962.

The SRC supported the Religious Education program's social justice work by participating in the congregation wide social justice events and contributing to the purchase of necessary items for packets.

SRC Action Table: 14 letters were made available to the congregation for signing.

The Action table guidelines were revised. Subcommittee was Marilyn Maney and Rev. Sarah.

SRC also focused on a Get Out the Vote campaign. One person registered to vote and one absentee ballot application was completed.

Co-sponsorships and Community Partner Work

Carolyn Musser and Carol Loscalzo met once with social justice representatives at CUC and UUCP. Work continued during the year on communication with our fellow Bergen County congregations.

Reproductive Justice worked closely with 2 community partners, National Council of Jewish Women, Essex Section and Northern NJ NOW in planning the January "Words of Choice" event.

Co-sponsored 2019 Women's March Trenton on 1/20. March was canceled due to inclement weather prediction.

Reproductive Justice co-sponsored with NCJW Essex Section a Roe event: "Ending the Storm of Abortion" on January 24.

Co-sponsored a vigil with the Peace and Justice Forum (Emanuel Baptist) on February 14, the one-year anniversary of the Marjorie Stoneham Douglas High School, Parkland, FL mass shooting. Attended by approximately 10 from USR. The Racial Justice Committee hosted and partnered with the YWCA Bergen County, the Annual Racial Justice Awards event at USR on April 17.

Reproductive Justice co-sponsored an event with NCJW Bergen Section: 'Reproductive Rights At Risk' in April.

SUBCOMMITTEES

ENVIRONMENTAL JUSTICE COMMITTEE – Marilyn Maney and Peter Orsini, co-chairs

Our mission compels us to teach and learn about the sustainability of our planet and to find ways to help protect our environment. In so doing we don't just hope for a more just and compassionate world, we take concrete steps toward meeting that goal. This past year our Committee promoted our mission and our seventh UU principle not only through traditional messaging but also through beauty, art, food, and film. Our committee determined that by combining with other committees, whenever possible, we could not only demonstrate how environmental actions intersect with other issues but that we could enlarge our volunteer base and engage as many congregants as possible in pursuit of justice seeking activities, not only for this year but for the future.

Some highlights of our activities:

- * The year started and ended with promotion of styrofoam collections. Most towns do not recycle styrofoam so we took it upon ourselves to promote special collections in both Glen Rock and Ridgewood.

- * First annual vegetarian potluck in conjunction with the Hunger and Homeless Committee. We ate fabulously, enjoyed a fun trivia game and learned why eating less meat is good for the environment, and collected food for the center for Food Action.
- * In conjunction with the theme 'off fossil fuels' we showed a revelatory and entertaining film, "Revenge of the Electric Car", with comment and discussion by URS's own Paul Rosengren.
- * We continued our study of USR's own green procedures. Recycling clarifications and reminders were posted. The Committee purchased a case of new glassware for the kitchen to encourage more use of our own supplies and less use of plastic and cardboard cups.
- * In conjunction with the Art Committee we sponsored an environmental art show, "We Protect What We Love". The artist reception featured a soundtrack of bird and whale song.
- * Our Earth Day celebration was focused on alternate energy resources. There was even a homemade earth shaped cake. Rev Sarah provided an inspiring address as part of the celebration.
- * Planning was initiated for our joint social justice weekend with the Racial Justice Committee, scheduled for Oct 4, 5, and 6. The theme is "Disrupting Environmental Inequality". A top notch bevy of speakers will be on our panel on Saturday and a film and discussion on Friday. Rev Sarah will chime in with her address on Sunday. Stayed tuned.
- * Statement of Conscience. The Committee prepared a Statement of Conscience on becoming a Green Congregation, an over arching term that signifies our community commitment to sound environmental practices at USR and also reaffirms our ongoing dedication to environmental justice for all.
- * FACEBOOK page. This just in. Carol Wolf, Media Committee, initiated the idea of creating a special Committee FACEBOOK page that she will manage. It will promote our programs and reach out to those interested in environmental justice work but unaware of our presence.
- * We continued to write each month in the Monthly Bulletin, use the Eblast to promote ideas and programs and update our USR webpage. We connect with other local environmental groups to advertise our events and to keep our pulse on the local environmental and justice scene.

HUNGER/HOMELESS ACTION GROUP – Ira Mendelsberg, Chair

During the last fiscal year we have cosponsored and coordinated two actions for Center for Food Action which involved purchasing materials for 500 "weekend meals packs" and 500 "Smile packs". We coordinated receiving the supplies from CFA, organizing a congregational event to make up the packs and shipping the finished projects back to CFA. We also asked for and received a plate collection to CFA for the month of August, 2018.

LIVING THE WELCOMING – Anita Young, Chair

We have not had any formal meetings but we have supported local GLBITQ groups. We have given a home to a group, First Tuesdays, which is a long standing lesbian group that provides support to lesbians. They meet once a month. They have provided programs for the lesbian community.

We have supported the transgender community. One of our members attended the annual transgender remembrance day locally.

PEACE AND JUSTICE – Anita Young, Chair

Action table letters: One of our main functions has been to educate our congregation through action table letters. Issues we have addressed: 1. Oppose Kavanaugh, Opposed Change in Immigration law, Cancel Deployment of troops, Amazon stop cooperating with ICE, Cancel Deployment of Troops to Border, (LW GLBTI letter) Oppose Transgender Changes by Administration, Denying Funding for Enhanced Border, Special Council Independent Protection, Gerrymandering.

Members attended UU Faith Action forum on Immigration. Members have attended rallies in Newark to support halting of deportation of immigrants. They successfully halted the deportation of two families. Members attended farewell for Sally Pillay, First Friends.

Members attended JOLT Meeting to meet with Assemblywoman Shavonda Sumter to discuss NJ Driver's License bill in NJ congress in January.

We are represented at the Sisterhood and Brotherhood of Interfaith of Bergen County and attended their yearly interfaith function in February and monthly meetings.

We have worked with Mom Demand Action on gun regulation and continue to monitor this. Members have attended the speaker series at NJPAC on Israel to better understand the position for peace.

RACIAL JUSTICE - Carolyn Musser and Carol Loscalzo, co-chairs

The Racial Justice Committee sponsored a viewing and discussion of the UUA General Assembly's Ware Lecture (June 2018.) The lecturer was Brittany Packnett, an activist for racial/social justice. The attendance of mainly USR congregants was 30 people. While small, the lecture stirred a lot of conversation about racial justice and white supremacy.

The co-chairs maintain an active role on the Rev. Dr. Martin Luther King, Jr. Celebration Committee of Ridgewood/Glen Rock. 2019 was the first time that weekend activities were planned in addition to the traditional Monday interfaith service.

1. Friday night, January 18: "King In The Wilderness" at the Ridgewood Library
2. Saturday, January 19: Social Justice activities by local high school students, followed by a panel at All Saints Episcopal Church in Glen Rock. The panel included NJ Attorney General Gurbir Grewal, Helen Archontu, YWCA of Bergen County Executive Director, and four local high school students including USR's own Madeline Brennan.
3. Sunday the 20th: gospel concert was postponed due to snow to Sunday, February 17 at Mt. Bethel Baptist Church.
4. Monday the 21st was the interfaith service with Rev. Gregory Jackson, the primary speaker, and Nancy Giles. It was as usual well attended by community members.

Carolyn Musser took the lead and research and wrote a pamphlet highlighting women of color, "Women Who Lifted Their Voices for Civil Rights".

A similarly expanded weekend in 2020 is being planned.

At the USR committee's request, the service on Sunday, May 5 by Rev. Sarah, focused on issues of racism and oppression using the book "White Fragility: Why It's So Hard for White People To Talk About Racism" by Robin DiAngelo. The 27 people who came to the nearly 90-minute discussion immediately after the service also led by Rev. Sarah all participated in an exploration of white supremacy/advantage. As Rev. Sarah said, "These conversations are vital, even if you might feel uncomfortable."

Events are already being planned for Sept., Oct. and Nov. 2019 designed to keep this conversation going.

Legislation: A letter urging the Solitary Confinement bill which will significantly reduce time allowed for any prisoner, male or female, to spend in isolation in NJ prisons be heard in committee.

REPRODUCTIVE JUSTICE – Carol Loscalzo, chair

This committee met monthly. It is an active committee with 5 - 7 members attending meetings. While nobody has stepped up to be co-chair, all members step in do the work of the group and to advocate. The committee continued to monitor the work of the national reproductive justice movement both in the movements of women of color and the UUA.

- This year there was an escalation of states enacting various bans on abortion, all which would impact individuals who are oppressed both because of economic circumstances and because of their minority status. There are also potential new regulations which would not allow clinics to receive Title X funds (for family planning services) if the clinics also perform abortions.
- The committee also advocated against new Title IX (Nondiscrimination on the Basis of Sex in Education Programs and Education Programs or Activities or Activities Receiving Federal Financial Assistance) regulations. The new regulations would threaten students' safety, dignity, and rights related to alleged sexual assault.
- Advocated for the address confidentiality bill sponsored by Faith Action.
- The committee sponsored an event in January, "Words of Choice", a professional theater group focusing on choice and reproductive justice. Fifty people attended. The primary community partner, Northern NJ NOW and the RJ Committee chose to give the remaining donations after expenses to NJ Abortion Access Fund. The other community partner was National Council of Jewish Women, Essex Section.
- There is a new reproductive rights coalition in NJ, Thrive NJ. Committee is a member.

- The work of the UU Faith Action Reproductive Justice Task Force is also followed and is extremely helpful with keeping up to date with NJ legislative initiatives including the full spectrum of concerns: all reproductive health care including abortion, maternal health, incarcerated women and isolated confinement as well as giving birth in shackles.

SOCIAL RESPONSIBILITIES/CHILDREN AND YOUTH RELIGIOUS EDUCATION LIAISON

There was no liaison for RE this year. Exploration for communication for next congregational year will be pursued. During the year several committees stepped in and worked with RE: Environmental Justice and Hunger and Homelessness were two.

LIAISONS TO UU GROUPS

UNITARIAN UNIVERSALIST FAITH ACTION NJ – Ira Mendelsberg

WE attended both UUFANJ annual events, the annual meeting and the plenary meeting and interacted with the various action committees, relaying pertinent information to USR committees and individuals. We also had numerous letter writing events in support of UUFANJ initiatives and forwarded information about actions, events and issues to our congregation.

UNITARIAN UNIVERSALIST SERVICE COMMITTEE (UUSC) – Ira Mendelsberg

UUSC: I continue to monitor UUSC alerts and information and relay any pertinent information to the congregation for action. This year the congregation did a shared plate collection for Guest At Our Table.

UU-UNITED NATIONS OFFICE (UU-UNO) - Gina Damasco

Anita Young has resigned as UU-UUNO liaison. She was thanked for her many years of service as liaison for USR to UU-UNO. Gina Damasco, a new USR member is the new USR Envoy to the UU UNO. She is currently on the board of UU-UNO advisory board. She is hoping to get interest at USR for people who are interested in international work to take the position of USR Envoy. She is especially looking for youth participation.

CUC OUTREACH AUCTION

Inge Spungen completed her time as USR liaison to the CUC Outreach Auction. She did a great job for several years, providing desserts and advertising at USR. Anita DiGiulio is the new liaison.

SOCIAL RESPONSIBILITIES /CHILDREN AND YOUTH RELIGIOUS EDUCATION LIAISON

There was no liaison for RE this year. Exploration for communication for next congregational year will be pursued.

AFFILIATED INDEPENDENT GROUPS

NORTHERN NEW JERSEY SANCTUARY COALITION - Elizabeth D. Ames, M.D.

While this is a contribution to your End of Year Report, it is the middle of the fiscal year for the NNJSC. We are in the best financial condition ever, having momentarily exceeded \$40,000 in our bank account just this past month. However, we are facing a number of changes which are causing us to re-evaluate how we will operate in the future. One of these changes concerns the nature of those seeking asylum now: more young families with children coming across the Mexican border. This changes the dynamic of expecting to start our assistance by placing our clients in homes, rather than apartments. We also anticipate some turnover of our officers in the new year. And finally, we, unfortunately, must again search for a part-time Social Worker to replace the person we hired in January but who has chosen to resign her position. So we are about to hold a couple of retreat sessions to evaluate how our organization functions and whether we want to branch out in any new directions in the future. Two of our clients living with a host during the past year are now living independently but continuing to receive financial support from the NNJSC. Specifically, Hawa, who suffered acid burns to her face and body and is still undergoing plastic repairs, is living in apartments but is in need of outside financial help which is to be publicized in the near future, as she is still not able to work to support herself. The 3rd client is still with his host but is looking for an apartment in Paterson. We thank USR for its very generous contributions to our organization during the past year, including the musical performances of Ron Levy and Kristen Plumley at our recent Annual Dinner, and we welcome any interest and assistance USR adults or teens may wish to give.

C.A.M.P. YOUTH DEVELOPMENT PROGRAM (YDP)

The Unitarian Society of Ridgewood continues to support C.A.M.P. YDP, a preschool, afterschool and summer program for children in Paterson. In the past congregational year, 25% of the Craft Fair proceeds went to C.A.M.P. as well as the January shared plate collection. USR members also attended the CAMP fundraiser in April.

Three new volunteers visit CAMP weekly to volunteer time to work with the children in an after school enhancement program. They have forged connections with the teacher and children. Since April they are using the play room fitted and furnished by USR.

Many board members are new and the board president, Annie Tubbs is newly elected. After a search, Sherise Alleyene was hired. There is a lot of enthusiasm for her skills and expertise.

Unfortunately, due to numerous issues including a small attendance by both CAMP children and RE children and nobody stepping up to assume leadership responsibilities, the Martin Luther King Day program at USR was canceled this year. The program is being reconsidered. There will be meetings with USR people to see if there is interest in going forward. If there is interest, there will be allyship and collaboration with CAMP people.

CRAFT FAIR ANNUAL REPORT – Marcy Cagan

Since 1991, the Crafts Fair in Ridgewood event has consistently supported the outreach commitment of our congregation. Last year, we had one of the best collections of artisans with a remarkable and affordable variety of goods. After a vigorous public relations campaign, we had over 200 visitors come through the door and sent a check to the Youth Development program (C.A.M.P. Y.D.P.) in Paterson for \$3,152.14. In addition, the bake sale raised \$280 for Citizens for Swimming. It is a free admission, two-day event the weekend before Thanksgiving with a wine reception on Friday evening and all day on Saturday. The goal for 2019 is to continue to raise awareness of the event, bringing more people through our doors and increasing the money that we donate to C.A.M.P. Y.D.P.

CITIZENS FOR SWIMMING (C4S) – Dawn Walter

In 1968, a group of Ridgewood residents was denied permission to bring Paterson children to Graydon Pool. And so, 50 Ridgewood residents, many of them USR members, met the bus from Paterson and they each signed in one child their guest at the pool. And thus Citizens For Swimming was born! More than 50 years later we continue to provide swim instruction (through the YMCA) and summer fun to children from Paterson. In August 2018 we again hosted approximately 100 children at Graydon Pool in Ridgewood. Citizens provided 9 days of swimming and water safety plus lots of fun in the sun. Planning begins immediately when the summer is over. In June we are happy to receive the shared plate collection from USR. As we plan for this year, we will be asking for additional monetary donations as well as supplies. Bathing suits, beach towels, toys, goggles and sunscreen are always welcome and appreciated. We are anticipating another successful year and hope to see as many UUs as possible at Graydon Pool to help welcome the swimmers from CAMP.

FAMILY PROMISE – Betsy Longendorfer

We organized a group to work with Family Promise families in September. The program has had limited clients recently due to a variety of factors including the rotating locations for families. Family Promise is reconfiguring their program. Betsy is in communication with the program and will inform Ira Mendelsberg when decisions are made.

NEW JERSEY ABORTION ACCESS FUND – Carol Loscalzo

The New Jersey Abortion Access Fund (NJAAF) is a volunteer-run 501(c) (3) organization that partners with providers and social service agencies in New Jersey to help women access the care they need. NJAAF provides grants to women to help cover the cost of a safe and legal abortion, emergency contraception, and other related expenses to women who reside in NJ and whose procedure cannot be performed in NJ. NJAAF has been officially funding since April 2012. However, the idea of creating NJAAF was born within the walls of USR in 2006 when the Reproductive Justice Committee held a forum on the need. The NJAAF board is incredibly grateful for the continuous support of the USR community. This year the annual Bowl-A-Thon was supported by many at USR. In 2018, due to the generosity of our supporters, we have been able to provide funding for nearly 200 individuals. The majority (90%) who had incomes less than \$20,000 per year. These individuals come from all walks of life - people who already have children, people without any insurance coverage, people who have survived domestic violence or sexual assault. The work supporting reproductive justice in New Jersey is vital and we couldn't do it without your generosity, love, and thoughtfulness.

SHARED HOUSING ASSOCIATION FOR RIDGEWOOD AND ENVIRONS (SHARE) – Marilyn Maney

SHARE is a haven for older people in need of affordable, comfortable and congenial housing in our expensive real estate market. Founded by forward thinking USR members, continually buoyed by USR volunteers and financially supported by the membership, SHARE gratefully and enthusiastically says THANK YOU to the Unitarian Society of Ridgewood!

The maintenance needs of two large houses present challenges. This year bathrooms upgrades needed to be addressed and through the largess of a grant from the USR endowment fund those upgrades are in process. The Society can be proud of its steadfast commitment to our older citizens and the vision of those pioneering founders.

Submitted by, Carol Loscalzo, chair

Safe Congregation Response Team

The Safe Congregation Response Team is responsible for the implementation of the USR Safe Congregation policies. The Response Team by policy has the Minister, the Director of Religious Education, the President of the Board of Trustees and three members of the Society appointed annually by the Board of Trustees. The team met five times (9/17/18, 11/12/18, 1/28/19, 3/11/19, 5/13/19). As per policy, all background checks and disposition of referrals are kept in a locked file cabinet accessible to professional staff only.

Wally Griffith resigned from the team in January. The team thanked him for his time as a member of the team. The BOT appointed Gina Damasco to the position.

In April, Kathy Smolen also resigned from the team. The team thanks her for her service to the team, and for staying on until her position was filled. In June the BOT appointed Susanne Fuhrman to the team.

The following list identifies the work of the SCRT during the 2018-19 congregational year:

- Fall Fire Drill accomplished on October 21. USR “passed” Thank you to Bob Cohn who coordinated with the RFD on the day of the drill. DRE will emphasize that children and teachers need to return to their classrooms after a drill. Nursery evacuation: it was decided that the DRE would train parents individually when they register.
- AED/CPR training was held on January 5. 9 people were trained. USR continues to pay the full amount for 10 USR people to attend this excellent training.
- Systematic review of the Safe Congregation policy began.
- Review of accident reports: When one report was submitted, it was realized that reports were sometimes not completed. Decision was made to include a statement in the rental contracts about the accident and witness reports. Accident reports were emphasized in Community Corner so congregants are aware.
- Rev. Sarah confirmed that signed Code of Ethics were in all employees files.
- Issues around Sunday morning door locking were reviewed with the following decisions: 1) Sign will be posted on inside of doors: “Do not lock or unlock door unless authorized. 2) Doors will be locked 15 minutes after Service begins. 3) Nursery staff and volunteers will be reminded that the inner fire door must be locked.
- Keys were also reviewed and organized in a better manner. Lock codes were changed.
- Monitoring of alcohol policy: 9 social affairs permits were used in fiscal year. So far for next fiscal year, 7 permits are planned. All permits are now done online with a slight cost increase to cover the processing. The alcohol policy is working well this year.
- Greeter training was done once in October by Jan Bottcher (new greeter coordinator) and Carol Loscalzo.

Plans for 2019 - 2020:

- Continued review of the Safe Congregation Policy

- Training with a minister from UU Trauma Response Ministry is scheduled for fall. Specific USR groups and staff will be invited. Discussion will focus on security plan at USR. No new changes in security will occur until after the training.

Members: Carol Loscalzo, Chair; Gina Damasco, Kathy Smolen, Sally Lewis (USR Board President), Rev. Dr. Sarah Lenzi (Minister), Jeanne Nametz (DRE).

Submitted by, Carol Loscalzo, chair

Other Committees

Nominating Committee

The Nominating Committee is responsible for providing a slate to present to the annual meeting in June of each year. The slate is for officers and trustees, as well as members of next year’s Nominating Committee, according to the USR Constitution and By-Laws. We published the proposed slate in the Eblast of May 26, thereby meeting the By-Laws requirement of at least 14 days advance notice to the congregation membership. The Committee consisted of Marilyn Maney, Chair, Stephanie Gannon, Ralph Pleasic, Mary McBride, and Judd Seals. You may notice that there is an unusual designation in the slate, namely, ‘Vacant’. The two trustee positions listed as ‘Vacant’ do not reflect a congregation unwilling to serve! They reflect the anticipated passage, at the Annual Meeting, of a by-law change moving from a Board of 9 members to 7 members, a move that has been seriously studied and is considered a best practice for a congregation of our size.

Board of Trustees 2019-2020:

Dawn Walter	Vice President	(second year of a 2-year term)
Kristin Bluemel	Trustee	(first year of a 3-year term)
Rose Griffith	Trustee	(first year of a 3-year term)
Chris Dunnigan	Treasurer	(first year of a 2-year term)
Vacant	Trustee	(by-law change)
Vacant	Trustee	(by-law change)

Those remaining on the Board include:

Sally Lewis	President	(second year of 2-year term)
Bernie Josefsberg	Secretary	(second year of second 2-year term)
Owen Uscher	Trustee	(second year of 3-year term)

Nominating Committee for 2019-20:

Judd Seals, Chair	(second year of 2-year term)
Mary McBride	(second year of 2-year term)
Laura Krag	(first year of 2-year term)
Kristen Plumley	(first year of a 2-year term)
Bea Cronin	(first year of a 2-year term)

The Committee met several times over the course of the Fall and Spring, either in person, by conference call or email. We identified potential candidates from the membership list for suitability, interest and availability. Then we chose the best possible slate for each open position. Of note, Dawn Walter moved from Trustee into the Vice President position due to the resignation of our current Vice President. Dawn will fill the remaining second year of the two-year Vice President term.

Submitted by, Marilyn Maney, chair