



# **BRADFORD**

**COMMUNITY CHURCH**  
**UNITARIAN UNIVERSALIST**



**CONREATIONAL    ANNUAL REPORT**  
**2018 - 2019**



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## WELCOME

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Bradford UU had an amazing time in fiscal year 2018 – 2019 filled with joys and grief, successes and challenges, journeys begun and lives completed. We were blessed with the gift of our first intern minister, added a permanent position of Building Manager to our staff, solidified our strategic plan for years to come, celebrated the 150<sup>th</sup> anniversary of a liberal religious presence in Kenosha, and took major steps forward towards becoming an even more welcoming and accessible space, emotionally and physically.

We raised more money in 2018-19 than in any year in recent memory and dedicated much of our time and resources to social justice initiatives and programs. We began exploring the ways we can become more inclusive of transgender and non-gender binary religious seekers, and continued working on confronting systemic oppression in our institutions and society.

Sadly, we said goodbye to two of our matriarchs, grieving the passing and celebrating the incredible lives of dedicated leader Peg Powell and founding-member Bea Lundgren.

We maintained our beautiful congregational home and imagined how we might share our space with more people more of the time.

We were witness to the justice initiatives around and among us, publicly demonstrating for immigrant rights, an end to interfaith violence and for comprehensive gun control.

And we actively sought new ways we might better serve our community of all ages in both providing worship and educational opportunities for religious folk of all ages and generations.

We would like to express gratitude to everyone who participated in the life of our vibrant congregation this past year and to everyone who contributed to the content and creation of this report.

Blessed Be,

B.J. VanKammen, Church Administrator

Rev. Erik David Carlson, Minister

## MINISTRY & WORSHIP ARTS

**Minister:** Rev. Erik David Carlson

**Intern Minister:** Denise Cawley

**Worship Arts Team:** Dani Lockwood, Bob Estes, Patti Fitchett, John Terhardt, Jennifer Burns, Krystal Rose, Alex Poyner, Denise Cawley

2018-19 saw consistent Sunday morning service attendance but was marked with very inconsistent family and child participation. Rev. Erik David Carlson led the Worship Arts team which met monthly throughout the year to plan and orchestrate worship services, stories for all ages and inter-generational Sundays. In the 2018-19 church year, Rev. Erik performed 36 services including Christmas Eve, intern minister Denise Cawley performed six and the worship team helped coordinate 11 lay-led or guest minister services. The worship arts team also helped perform two memorial services, one for Bradford UU founding member Bea Lundgren and one for Peg Powell, both of whom passed away in early 2019. Continuing our participation in the Soul Matters Sharing Circle program, service topics were often inspired by the monthly themes from Soul Matters and coordinated with Chalice Circle discussions, religious education, current events and social justice.

Bradford UU held five inter-generational (all ages) services throughout the year, highlighting the talents of Krystal Rose, Dani and David Lockwood, Alex Poyner, Patti Fitchett and a host of other volunteer actors, teachers and presenters.



*Rev. Erik David Carlson*



*Denise Cawley*



*Halloween 2018*



*Pandora play by Dani Lockwood as performed in worship, 2019*

## INTERN MINISTRY COMMITTEE – DENISE CAWLEY

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Denise preached sermons 12 times in 2018-2019 and six of those times have been at Bradford UU as part of her internship in a congregation. Denise assisted with planning and speaking at the church's 150<sup>th</sup> Anniversary celebrations and rituals. Denise often selects weekly prayers, both utilizing prayers from other theological authors and frequently creating prayers from her heart for the congregation. Denise makes a conscious effort to select readings and prayers from marginalized communities and the majority of my selections are from people of color, and LGBTQ people or both.

Illustrating the concept of 'the bible in one hand and the newspaper in the other' Denise lifts up major news stories about injustice in our world, controversial issues in our faith community or government/politics concerning the congregation, into our worship.

Denise brings skills from her past career in fundraising, non-profit management, and communications into worship and rituals. Denise assisted the congregation in exceeding our goals for our 150<sup>th</sup> Anniversary fund helping us to purchase the new sound system. We can see she enjoys fundraising. Rev. Erik Carlson entrusted her to give our stewardship sermon in 2019.

Denise brought more pastoral care skills to the congregation working with parents of young adults, single parents, elder empty nesters, the un-housed, abuse victims and our LGBTQ members in pastoral care situations. I engage with the Pastoral Care Companions Team on numerous occasions, both at meetings, online and during some acute situations that arose in the church.

"I've met congregants where they were, in pastoral care with some of our younger members wanting to communicate via extended texting. My interest in the health of women, reproductive justice, pregnancy and adoption has grown during my internship. Recently, I completed months of research on that topic and is presenting it at the Wisconsin 'Safe, Healthy, Strong Conference' specifically addressing spirituality and abortion. This too has benefited some congregants at Bradford," says Denise.

Bradford benefited from Denise sharing her spiritual practice inspired drawings with both our adults and children. We have seen her bring that into Religious Education classes, committee meetings and church newsletters and social media. This creates a great opening to talk about the purpose of spiritual practice and how one can use it as a Unitarian Universalist.

In March 2019, Denise presented a workshop at the Wisconsin Youth Con, on drawing for those who 'think they have no talent.'

Recently, the ACLU completed a yearlong investigation into a local Kenosha high school cheerleading team whose coaches gave out awards for the size and shapes of the girls' private body parts. Denise wrote a media alert to the press, collaborated on a letter to the editor with Rev. Erik Carlson and was interviewed by a local reporter. This yielded a half page article in the local paper.

Denise has been laying the groundwork for the church to engage in a transgender ministry initiative that was scheduled to roll out in the 2019-2020 church year. This is part of both the Commission on Change recommendations and is part of the Bradford UU Strategic Plan. With the *UU World* article on transgender experience, offending our members and confusing many others, she jumped into

responding creating learning experiences for our congregation through articles, an all church meeting and social media posts.

Denise (and Rev. Erik) participated in Blessed at PrideFest, this summer, keeping up interest with those who received blessings this summer. Over 500 + the visibility to tens of thousands.

Denise regularly attends finance committee and board meetings. She writes monthly articles for our newsletter and works daily on Bradford social media management both responding to comments, scheduling posts and creating interest on topics of interest to our members. Work to make those all coincide with ministry themes. Our Facebook page has over 70 posts a month that coincide with strategic initiatives, worship themes and sermon topics. The online view of our church is a expanded part of our community.



Denise with Alex Kapitan of Transforming Hearts Collective

Denise has stepped in when our Religious Education Director (DRE) has been ill or needed help. Intern minister Denise preached about the *Death of Sunday School*, which resulted in the Bradford Board of Trustees appointing a task force to reform children's and adult religious education. A Spiritual Practice Audit was conducted by Denise to look at the areas of development needed for religious education and faith formation.



Denise providing blessings at Blessed at Pridefest 2019

Denise led a creativity workshop at the Spring 2018 Clergy Retreat in Racine, WI. Denise is active in the local cluster of UU Clergy and represents our faith at the Wisconsin Clergy Advisory Council for Planned Parenthood.

Denise along with several congregants participated in a *Death of Sunday School* seminar with Kimberley Sweeney in February and an interdisciplinary worship workshop with Erika Hewitt in August.

She attended General Assembly in order to become more adept at some of the transgender ministry programs she is bringing to Bradford in the 2019-20 church year.



Denise with fellow Meadville Lombard students General Assembly 2019, Spokane, WA



Attending classes at Meadville Lombard, Chicago, IL

## RELIGIOUS EDUCATION

**Director of Religious Education:** Krystal Rose

**Committee Chair:** David Lockwood

**Committee Members:** Rev. Erik Carlson, Celeste Walker, gayle clark-taylor, Joy Latuvnik, Jim Payne



### ATTENDANCE:

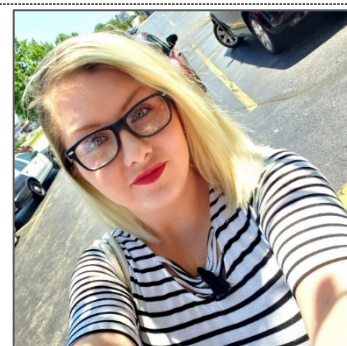
Nursery		One Room Schoolhouse	
<b>Total Enrollment:</b>	10	<b>Total Enrollment:</b>	16
Total Monthly Attendance			
<b>September</b>	5	<b>September</b>	6
<b>October</b>	9	<b>October</b>	22
<b>November</b>	6	<b>November</b>	16
<b>December</b>	12	<b>December</b>	19
<b>January</b>	10	<b>January</b>	18
<b>February</b>	4	<b>February</b>	21
<b>March</b>	13	<b>March</b>	14
<b>April</b>	9	<b>April</b>	19
<b>May</b>	2	<b>May</b>	21
<b>June</b>	9	<b>June</b>	7

### CURRICULUM:

The curriculum for this year was set in a One Room Schoolhouse, with all ages being welcome in the same classroom. We planned out classes based on the monthly themed publications by Soul Matters following Spirit Play. Each class started with a wholesome story and wondering questions, and then activities based on the theme.

#### NURSERY:

The children aged 6 and under have been in the loving care of Ashley L. She has been playing with them and helping them learn their letters and numbers.



## WORSHIP:

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Most Sundays, the children and youth started downstairs. However, every few months they started upstairs and went on to their classroom after the Story for All Ages. The DRE worked with Dani and David L for plays to intrigue the mind of both the students and the congregation. Heidi also put on a play as Mary D Bradford!

## SPECIAL EVENTS / NEW PROGRAMS

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This year we ...

- ☺ Had a trick or treat scavenger hunt.
- ☺ Attended and participated for the second year in the Annual African American Read-In.
- ☺ Had an Easter egg hunt.
- ☺ Participated in the yearly Chalk Up the Town event outside of the church.
- ☺ Laid the foundations for a future Youth Group to be established.
- ☺ Had our End of Summer Potluck at the Kenosha Dream Park.

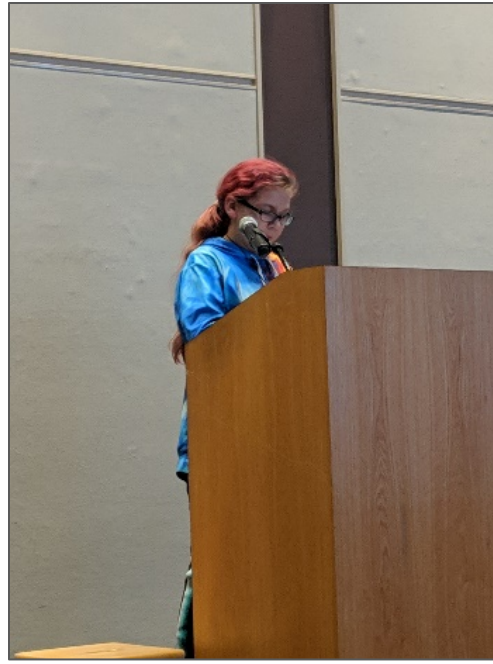
## VOLUNTEERS:

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We couldn't have accomplished so many wonderful lessons without you! A very big and loving thanks to: David Lockwood, Denise Cawley, Joy Latuvnik, Celeste Walker, Diane Giles, Mary Jonker, Ken and Sarah Kirby, Jan Waldron, Dara F, Erin M, Ginger Helegeson, Jeremy D, Barry Thomas, and Heather Waldron for assisting in the classroom and nursery this year!







#### COMMUNICATION:

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The DRE...

- ✿ Wrote monthly Quilt Article for RE and Quilt Scraps as needed.
- ✿ Met with the Minister at least once a month.
- ✿ Emailed, phoned, and talked to families, congregants, and anyone who needed to be involved throughout the course of the year as needed.

#### CHALLENGES:

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Our volunteer pool was very low this year but with our transition to all-ages programming we have reinvigorated the program for 2019-20.



#### FUTURE PLANS:

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The ReVision Task Force will determine how we proceed with RE. Prepare for 2019-2020, it's going to be a transformative year!

## BOARD OF TRUSTEES

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**Board President:** Jack Dudley

**Trustees:** Joy Latuvnik (Vice President), Heidi Helgeson (Secretary), Carolyn Feldt (Finance Director), Marge Krupp (Trustee at Large), Dani Lockwood (Trustee at Large), Mary Jonker (Trustee at Large), Rev. Erik David Carlson (Ex-Officio)

**Minutes recorded by:** Heidi Helgeson

**Report submitted by:** Jack Dudley

### 2018-19 Goals & Achievements:

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- ☞ Policies Review: The Board of Trustees (BOT) looked at a few of our operating policies. More will need to be reviewed in the coming year.
- ☞ Quarterly monitoring of the Strategic Plan: The BOT reviewed the progress of the Strategic Plan each quarter.
- ☞ Dissemination of plan: Committee chairs have been made aware of the roles and responsibilities their respective committees have for elements of the Strategic Plan.
- ☞ Installation of sound system: Bradford now has a new, up-to-date operating sound system, including assisted listening devices.

### Significant Events & Contributions

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- ☞ 150<sup>th</sup> Anniversary Fund Campaign which raised funds to pay for the new sound system and made a substantial contribution to the Endowment Fund. Many thanks to Rev. Erik David Carlson for his substantial efforts to make the event a success.
- ☞ Board established the REVision Task Force to help determine the future course of our religious education and children's programming.



### 2019-20 Goals

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1. The BOT will continue to review operating policies.
2. The BOT will increase BCUU membership by net 10% by June 30, 2020.
3. The BOT will develop a written, sustainable plan for membership growth by June 30, 2020.
4. The BOT will continue to monitor the progress of the Strategic Plan on a quarterly basis.
5. The BOT will form a task force charged with developing for BOT approval, a plan to deal with disasters such as, but not limited to: Active Shooter; Fire; Natural Disaster; and Terrorism; such plan to be developed by December, 2019.

## REVISION TASK FORCE

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### BACKGROUND

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Religious Education as it now exists at Bradford UU is not working. Association-wide, the UUA is experiencing a drop in RE attendance and raised-UUs transitioning to adult congregational members. Our experience at Bradford UU is consistent with this larger trend. Additionally, it has become difficult to find adequate Religious Education volunteers to help staff classrooms, often resulting in the same volunteers working week after week and losing connection to the upstairs worship experience. The REvision Task Force was appointed by the Bradford UU Board of Trustees to explore different possible programming to better serve our religious seekers of all ages.

### PROCESS

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The REvision Task Force was made up of staff representatives Krystal Rose, Denise Cawley and Rev. Erik, Bradford UU members Dani and David Lockwood and Celeste Walker, and friends-of-the-church and current RE parents Ken and Sara Kerby.

The Task Force met four times between April and July and each member took on different areas of research and consultation with other UU congregations.

### LEARNINGS

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Our current RE strategy is based on the assumption that separating kids from adults on Sunday mornings is good for both the children and the adults as it allows the children to learn in a peer-based environment and frees the adult worship from having to address the needs of children. We now believe this assumption to be false.

Instead, we have found that congregations which engage the whole of the lifespan in both worship and religious education have much more successful programs with a larger diversity of ages represented within congregational life.

Furthermore, we have found that after only a brief transition time, both adults and children become well-acclimated to participating in church programming together.

### PROPOSAL

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As a result of our meetings and learnings, the REvisioning Task Force would like to make the following proposal:

- Hold two Sunday services a month that follow the “traditional” worship format with the addition of a “time for all ages” section with children attending the entire service.
- Hold two “RE” Sunday services using an abbreviated worship format which integrates a complete lesson plan with story, discussion and activity for all participants.
- 5<sup>th</sup> Sundays / once a quarter perform an intergenerational, interactive worship with pageants/plays, etc.

### IMPLICATIONS AND STRATEGIES

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As with any change to programming or worship format, this transition will certainly be met with some trepidation and resistance from some Bradford UU members, both young and old. Having plans in place ahead of time will help with the ease of transition and prepare our service leaders to be more effective early on.

With children in service every week, there will be an added burden on parents and other adults to help supervise and support our families with young children.

### **We recommend that:**

- The Worship Arts and Religious Education Teams begin meeting together, perhaps even forming a new group that supplants these two. This will be essential in coordinating the schedule of services and aligning components of RE within worship.
- Children be included in the worship ritual by taking on roles during service, such as lighting the chalice, taking the collection, distributing stones for Joys & Concerns, etc.
- Activity-centered worships be coordinated with potluck Sundays so that tables and chairs may be set up the same for both worship and after service.
- “Busy bag” activity packets be re-assembled for a larger age-range of children’s interests for traditional worship Sundays.
- Discussion group space be provided for adults who do not wish to or cannot participate in the religious education activity on Religious Education Sundays.
- Include take-home resources on Sunday topics in orders of service and encourage week-long engagement in the theme.

### **CONCLUSION**

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Though any transition in programming can be a source of conflict for the congregation, we are confident that changing the way we care for our members of all ages will increase community interaction, appreciation of intergenerational similarities and differences, and engage children in UU worship and adults in lifelong religious learning.

This change will also streamline the planning and implementation process for Sundays as staff and volunteer leadership will all be working on the same program each week.

#### **Respectfully Submitted,**

The REVision Task Force, July 17<sup>th</sup>, 2019

#### **Approved,**

Bradford Community Church Unitarian Universalist Board of Trustees, July 17<sup>th</sup>, 2019

### **REVISIONING FREQUENTLY ASKED QUESTIONS & RESPONSES**

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#### **Q: Will children be in service every week?**

A: Yes, though programming will vary each week, children will be invited to attend the entirety of service every Sunday.

#### **Q: Will nursery care still be available for the little ones?**

A: Yes, our nursery facilities and staff will continue to be available for children ages 6 and under.

#### **Q: Will my kids be expected to sit with me?**

A: Not necessarily – many families have expressed interest in keeping their children with them in service, but others have indicated a desire to have a “children’s section” of the worship space so kids may sit together with their friends. Either will be acceptable.

#### **Q: Won’t having children in church be a disruption?**

A: No, at least not after a while. Most churches that have incorporated children into worship report that after a brief transition period of no more than 4-6 weeks, children get used to being in worship and adults get used to having them as full participants.

#### **Q: Our worship time is so meaningful already, aren’t we changing things too drastically?**

A: Though our worship experience has indeed become more consistently meaningful over the years, our

religious education program has struggled with low attendance and large volunteer drain. We intend to keep the things that folks like most about worship such as Joys and Concerns and our wonderful music program while adding learning components that will benefit spiritual seekers of all ages.

#### **Q: Does this mean the end of the Religious Education and Worship Arts committees?**

A: These two committees have now been combined into the Sunday Morning team which helps determine the themes and content of our experience on Sunday mornings. This team is open to all members and friends and our next meeting will be Tuesday, September 17<sup>th</sup> at 5:30pm with pizza dinner provided.

#### **Q: What if we don’t like the new format? Will there be opportunity to provide feedback?**

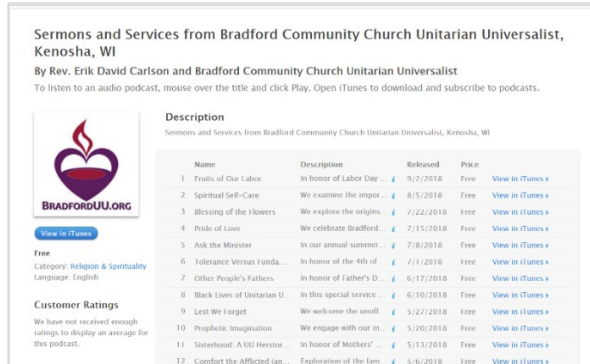
A: Yes, staff and the Sunday Morning team will be accepting and reviewing feedback provided in the Suggestion Box in the rear of the sanctuary.

#### **Q: Do I still have to register my children?**

A: Yes, we still need a record of all of our child participants to know allergy concerns, special needs and permission for published photographs.

## COMMUNICATIONS & TECHNOLOGY

The congregational website, launched in early 2017 and maintained by Bradford UU staff, has been consistently updated and enhanced with new content and functionality. Members may set up automatic pledge payments through the website, order Scrip cards, review finance and stewardship materials and listen to recent sermons directly on the website or through iTunes and GooglePlay podcast systems.



Bradford UU on iTunes



Stewardship 2019 page on BradfordUU.org

The Bradford UU Facebook page continues to be an invaluable resource for posting event pictures, news items and promoting upcoming services and events. To date, we have 497 “Likes” – or individual users who have visited and approve of the page and the Bradford UU organization.

Worship leaders continue to use the flat-screen television in the sanctuary for presentations during worship services, for movie showings, congregational meetings and special events such as weddings and funerals.

## SOUND SYSTEM



Sanctuary digital mixer



Speakers



Personal listening devices



Sound technician  
Warren Leisemann



iPad control interface

A proposal by Integrity Systems for a new sanctuary sound system became the focus of our 150<sup>th</sup> Anniversary Fund – *Listen to Your Heart* campaign which raised nearly \$40,000 for the sound system and endowment contributions. The new sound system includes digital monitors (speakers) for performers on stage, state-of-the-art digital array speakers for the sanctuary (to better distribute sound to all areas) and an assisted listening system with personal devices for any who need additional amplification in the sanctuary.

Both the piano and television audio are now connected directly through the sound system, which can be run wirelessly through an iPad (for basic mixing and volume) or via a studio-grade digital mixing unit in the rear of the sanctuary.

Installation and implementation of the new sound system was supervised by Rev. Erik and volunteer sound technician Warren Leisemann.

## PERSONNEL

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**Committee Chair:** Jack Dudley

**Committee Members:** Rev. Erik, gayle clark-taylor, Jim Payne

### FACILITIES STAFF

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For almost the entirety of the 2018-19 church year, Leif Dickinson served as our first part-time, professional building manager until family obligations required his retirement at the end of May.

During his brief tenure at Bradford UU, Leif replaced the furnace room door to current fire standards, repaired the metal railings around the church and at the driveway stairwell, tuck-point sealed inside and outside the sanctuary walls, repaired and painted the ceiling of the pulpit area and supervised regular maintenance on our HVAC system.

The Personnel Committee is currently seeking applications to fill the position vacated by Leif.



*Leif Dickinson*

### MUSIC STAFF

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Since joining the Bradford UU staff team in 2017, Alex has become an invaluable contributor to our worship planning and performance, attending Worship Arts meetings, playing for special events and collaborating with church musicians throughout the year.

His attitude is always cheery and encouraging of everyone to participate musically in services and brings a wide diversity of musical styles and genres to his weekly performances.



*Alex Poyner*

### RELIGIOUS EDUCATION AND CHILD CARE STAFF

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#### Director of Religious Education

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Krystal Rose has broadened the way we think about religious education at Bradford UU, helping chair the REVisioning Task Force and engage with students of all ages with special lessons and learning events.

Krystal supervises the nursery and helps integrate new families into membership at Bradford UU and maintains a Bradford UU Religious Education & Family Ministry Facebook group to help communicate with members.

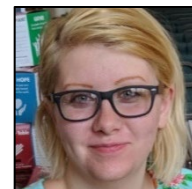
#### Child Care and Nursery

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Ashley Larsen has continued in her position of Nursery Coordinator which provides nursery care for two hours each Sunday during service time and for special all-ages events. Her own child has become a regular attendee of our religious education programming and her partner has helped out with staffing the nursery.



*Krystal Rose*



*Ashley Larsen*

### ADMINISTRATIVE STAFF

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Congregational Administrator B.J. Van Kammen's contract was renewed in June of 2019 and updated to more accurately account for the hours she works.

## FACILITIES & AESTHETICS

Building Manager: Leif Dickinson, 2018-2019

### MAJOR PROJECTS



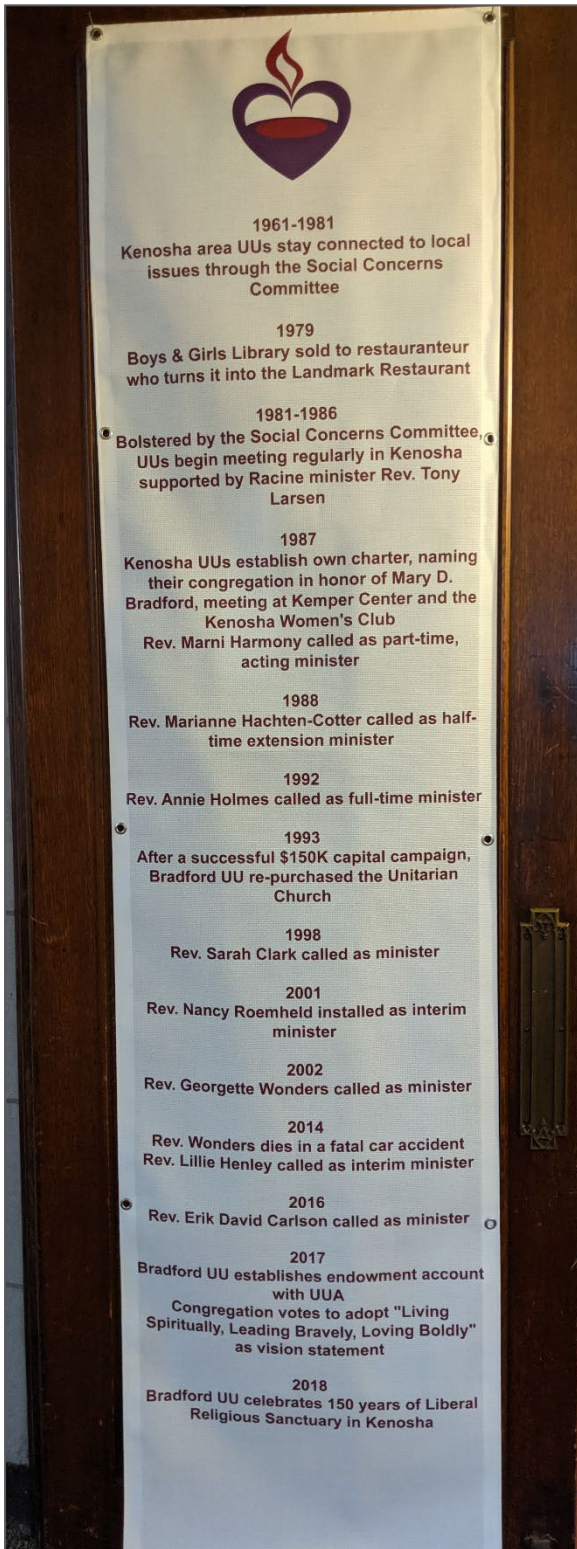
*Sanctuary ceiling repairs and resurfacing 2018*

- ✪ Repairing peeling paint, resurfacing and painting sanctuary ceiling
- ✪ Tuck-pointing on interior walls
- ✪ Tuck-pointing and sealing exterior walls
- ✪ Furnace and air conditioning maintenance
- ✪ Furnace door removal, replacement and installation
- ✪ Conversion of select fixtures to LED lightbulbs in sanctuary and basement
- ✪ Installation of sound system, including new cabling, wiring, power supply, speakers, stage boxes, wireless transmitter and dedicated intranet router
- ✪ New church-wide wireless network and hardware
- ✪ Downspout and exterior drain cleaning
- ✪ Elevator maintenance.



*Stage box wiring and installation for new sound system, 2019*

## AESTHETIC PROJECTS



Bradford UU entryway history timeline, 2018

In celebrating the 150<sup>th</sup> anniversary of liberal religious sanctuary in Kenosha, we looked to our past for inspiration and installed two timeline banners on the entry doors to our worship space, highlighting the diverse and influential history of Bradford UU and Unitarian Universalism in Kenosha.

Upon presentation of the annual meeting and the 2019 "Hero of the Heart" award, the bookcase in the rear of the sanctuary was converted to a space of appreciation, highlighting donor plaques, memorial items and award recipients.



Gratitude wall in rear of sanctuary, 2019



"Listen to Your Heart" campaign donor appreciation plaque, 2019



## CUSH – CONGREGATIONS UNITED TO SERVE HUMANITY

Members of Bradford Community Church live out their commitment to faith through involvement in the interfaith social justice work as leaders of Congregations United to Serve Humanity. Several Bradford UU members hold significant leadership roles in the organization:

- ☞ Rev. Erik David Carlson is the chair of the Religious Leaders' Caucus, the body charged with keeping CUSH grounded in our faith and lifting up the vision of beloved community.
- ☞ Mary-Kay Shleiter serves as Bradford UU representative to the CUSH Board
- ☞ Marlene Tack serves on the Immigration Task Force
- ☞ Kristin Kornkven leads the Social Justice Book Club which is a partnership between the Library and CUSH

Numerous others invest time, talent and resources supporting CUSH as sponsors, sustainers, and supporters and by attending CUSH's fundraisers: the annual Celebration BBQ and the annual Beloved Community Breakfast.



Bradford UU participation in CUSH events 2018-19

Many more participate in campaigns through membership in one of five task forces (Criminal Justice, Education, Homelessness, Immigration, and Transportation), and through participation in local and statewide strategy meetings and conference calls, public actions, prayer vigils, marches, Community conversations, Courageous Conversations, canvasses, letters to the editor, calls to legislators, and meetings with public officials.

Some of the highlights from the past year were:

- ☺ Vigils to End Violence which were held following fatal shootings in Kenosha
- ☺ Vigils to promote interfaith collaboration in ending violence against religious institutions after shootings world-wide
- ☺ Rev. Erik's coordination of an "Amazing Faiths Dinner" for Kindness Week at the American Albanian Islamic Center with 100+ in attendance where Rev. Erik acted as registrar, coordinated food, welcoming program, facilitator training, site setup, material production and advertising
- ☺ Hosting Immigration 101: A forum to educate the community on the facts about immigration
- ☺ Transportation EXPO in partnership with Kenosha County and City of Kenosha Transit: a forum to educate riders about public and private transportation options
- ☺ Courageous Conversations on Racism and our institutions including criminal justice and public health
- ☺ Multiple events to protest the inhumane treatment of asylum seekers at our detention centers

Other Bradford UU members participate in coalitions in which CUSH is a partner such as Marge Krupp's participation in the Kenosha Unity Coalition, and Denis and Kay Wikel's leadership in planning and performing *Kindness Week Kenosha*.



Rev. Erik leads singing at a CUSH vigil 2019

## SOCIAL CONCERNS

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**Committee Chair:** Denis Wikel

**Committee Members:** Jim Payne, Kay Wikel, Ruth Donalds and Joy Latuvik. Jennifer Burns, Unitarian Universalist Service Committee coordinator, Bob Waldron, Shalom off site meal program liaison

**Notes taken by:** Denis Wikel

**Report submitted by:** Jennifer Burns

**Mission Statement:** *To take action on timely local, national, and global social concerns and to inform and invite the congregation to participate in these actions. The mission, furthermore, includes raising congregational and community awareness of our actions, as well as those of other advocacy organizations and charities which address the same issues.*

### 2017 -2018 GOALS

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**Goal #1: To provide ongoing support for the Shalom Center serving the homeless and hungry in the Kenosha area.**

Since 2005 Bea Lundgren has brought her Red Sleigh to church in December to kick off the annual collection for Shalom Center's operating budget. Each year this donation is matched by Barth Storage. In 2018 the collection totaled \$2927.00 which brings the total collected to a little under \$50,000.00. The holiday giving tree was continued and toys and games for the new Shalom family shelter were designated gifts.

**Goal #2: To support Congregations to Serve Humanity (CUSH) through financial contributions and supporting their events and task groups.**

Several members serve on CUSH task groups and many members and friends have attended several CUSH rallies during the past year. (see task groups and events under CUSH report). With no annual banquet for CUSH this year, there was no yearbook produced so money designated in our budget for the CUSH ad was donated directly to CUSH in addition to our annual congregational donation.

**Goal # 3: To provide a monthly social justice issue (candle) to raise money for the issue through the "share the plate" monthly offering.**

### 2018-2019 DONATIONS

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July	Kenosha Pride	\$182.00
August	Southern Poverty Law Center	\$251.00
September	Shalom Center	\$120.00
October	Oxford Houses Kenosha	\$183.00
November	National Alliance for Mentally Ill	\$360.00
December	Giving Tree	\$226.00
	Red Sleigh	\$2927.00 (matched by Barth Storage)
January	Women and Children's Horizons	\$240.00
February	Urban League	\$199.00
March	Safe Harbor Humane Society	\$200.00
April	Green Sanctuary	\$158.00
	UUSC Guest at Your Table	\$875.00 (matched by donor grant)
May	Kenosha Pride	\$154.00

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**Total including UUSC, Red Sleigh and matching: \$9,724.00**

**Goal #4: To support the Unitarian Universalist Service committee (UUSC) through Guest at Your Table program.**

Jennifer Burns became coordinator for this collection in the spring of 2019. The amount collected was \$875.00 and the church sent an additional \$150.00 which was the annual membership for Bradford.

## GREEN SANCTUARY COMMITTEE

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**Committee Chair:** Trudy Farrell

**Committee Members:** Barry Thomas, Kay Wikel, Kent Cairo, Joan Wansart

**Minutes recorded & Report Submitted by:** Trudy Farrell

### PROGRESS ON 2018 - 2019 GOALS

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We were able to maintain our membership in Ministry for Earth by submitting a \$100 payment by June, 2019. We did offer a \$28 scholarship to our spring NWEI course although no one made a request for reimbursement.

We worked with Keir Powell of Kenosha Public Works (Trash and Recycling) to convince the city to begin a pilot recycling program at the city parks during special events. We had planned to show two DVD screenings by June, 2019 but were only successful in offering one (*Inconvenient Truth, the Sequel: Speaking Truth to Power*).

We did plan on two field trips, one to the Gateway Earth Day Celebration and the other to Pringle Nature Center. Neither one was attended by anyone outside of our committee. We need to do a better job of advertising next year.

We were very successful in engaging other faith groups interested in environmental action by reviving our Kenosha Green Congregations group. This group also includes Keir Powell of Kenosha's Waste Management Dept. and several citizens from the community.

We worked with Rev. Erik and Intern Denise Cawley on our Earth Day Service. Although a goal was to sponsor one action event in support of Animal Ministry, this we were unable to complete.

### GREEN SANCTUARY SIGNIFICANT SPONSORED EVENTS AND CONTRIBUTIONS

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Our two most significant events were the purchase of the site license for and screening of the film *Inconvenient Truth, the Sequel: Speaking Truth to Power* and our establishment and work involved with the Kenosha Green Congregations. This included working with Keir Powell and meeting with the Mayor and city administrator Katherine Marks to increase Kenosha recycling.

We also met with the Mayor to check on progress made after his signing of the Mayor's Covenant on Climate Change. We reached out to Parkside Professor Ross Astoria whose class took on a project to assess the city's progress in recycling and greenhouse gas emission. Although they were unable to measure our emissions they gave us information for us to pursue further. Those contributing were Barry Thomas, Joan Wansart, Kent Cairo and Trudy Farrell.

### 2019 – 2020 GOALS

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2. To maintain membership in Ministry for Earth by submitting a \$100 payment by June, 2020.
3. To make available a \$28 scholarship by June, 2020 for one of the NWEI courses.
4. To continue to work with the Mayor, Keir Powell and the Kenosha Green Congregations group to improve Kenosha's percentage of recycling, make progress on measuring Kenosha's greenhouse gas impact and present the greater community with more information and education on these issues by June, 2020.
5. Offer two DVD screenings by June, 2020 purchasing at least one site license.
6. Arrange for at least two field trips by June, 2020
7. Reach out to more church communities inviting them to join our Green Congregations group by June, 2020.
8. Create an Earth Day Service by May, 2020.
9. Sponsor at least one action event promoting a goal of Animal Ministry by June, 2020.

## FINANCE COMMITTEE

**Committee Chair:** Carolyn Feldt

**Committee Members:** Mary Jonker; Katie Traxel; Cindy Kick-Harris; Marlene Tack; Warren Leisemann;  
Rev. Erik David Carlson (ex-officio)

**Minutes recorded by:** Marlene Tack and Katie Traxel

### 2018-2019 goals:

1. Maintain endowment re-payment plan – completed and continue in 19-20.
2. Continue to explore building use potential – continue in 19-20.
3. Address audit recommendations – on going and continue in 19-20.
4. Add new person to Finance Committee – completed.
5. Formally cross-train on Quicken and Church Windows – part of audit recommendations.
6. Refine and improve weekly counting – completed.

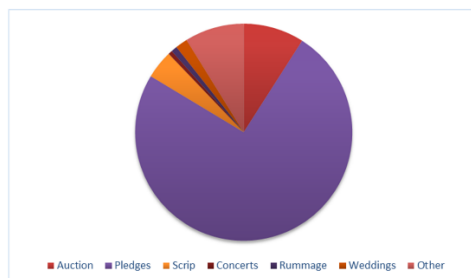
### Significant Events

In order to fund both the new audio system for the sanctuary and the endowment, a special 150<sup>th</sup> Anniversary fund was established in the fall of 2018.

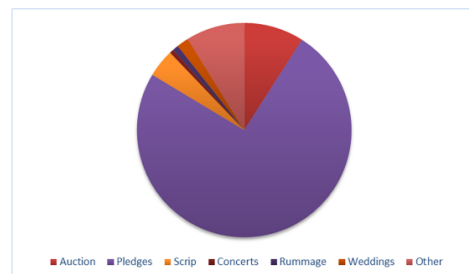
### 2019-2020 Goals

1. Maintain endowment re-payment plan.
2. Continue to explore building use potential.
3. Address audit recommendations.
4. Review and make necessary revisions to all finance policies prioritizing Contingency fund and Record Retention policies.

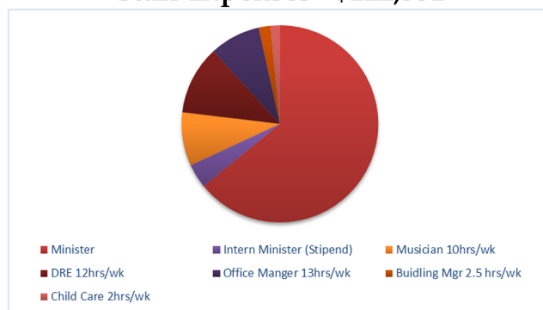
**Budgeted Income - \$162,819**



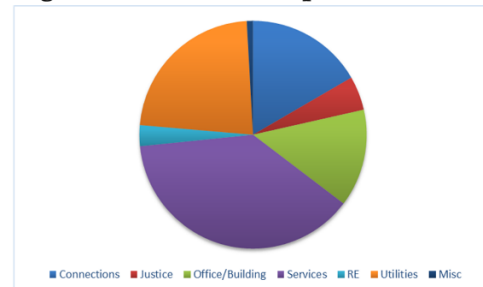
**Budgeted Income - \$162,819**



**Staff Expenses - \$122,531**



**Programs / Facilities Expenses - \$40,358**



## 2018-19 YEAR END FINANCIALS

Account #	Account Name	Period Activity	YTD Total	Annual Budget	100% of Budget
<b>Income</b>					
4.10.002	2018-2019 Pledge to Operating Fund	14,977.23	122,152.00	130,827.00	93
4.10.010	Service Collection for Operating Fund	465.00	3,928.75	5,400.00	73
4.10.015	2018-2019 Gifts	22.00	1,527.00	1,500.00	102
4.10.020	Coffee Collection	3.00	23.00	75.00	31
<b>4.20.000</b>	<b>Fund Raising Income - Net</b>				
4.20.010	Rummage Sale Income	0.00	0.00	0.00	0
4.20.020	Concert Series Income	0.00	637.00	1,000.00	64
4.20.030	Auction Income - Net	0.00	12,788.45	15,000.00	85
4.20.041	Amazon Smile & Goodsearch Rebates	0.00	71.91	75.00	96
4.20.251	Scrip Net Income	1,151.76	6,293.22	6,000.00	105
	<i>Total Fund Raising Income - Net</i>	<i>\$1,151.76</i>	<i>\$19,790.58</i>	<i>22,075.00</i>	<i>90</i>
<b>4.30.000</b>	<b>Program Income</b>				
4.30.010	RE Registration	0.00	0.00	0.00	0
4.30.015	Building Use Income	0.00	1,601.00	1,500.00	107
	<i>Total Program Income</i>	<i>\$0.00</i>	<i>\$1,601.00</i>	<i>1,500.00</i>	<i>107</i>
	<b>Total Income</b>	<b>\$16,618.99</b>	<b>\$149,022.33</b>	<b>\$161,377.00</b>	<b>92</b>
<b>Expenses</b>					
<b>5.00.000</b>	<b>Ministerial Leadership</b>				
5.00.001	Minister's Salary & Housing	4,647.92	55,775.02	55,775.00	100
5.00.002	Minister's Professional Expenses	1,440.11	3,080.12	5,000.00	62
5.00.003	Benefits-Employer Pension Cont-Minister	464.84	5,578.08	5,578.00	100
5.00.004	Employer Payment-In Lieu of SECA	355.58	4,266.96	4,267.00	100
5.00.005	Insurance Minister(Medical/Dental/Disability/Life)	748.67	8,984.04	8,984.00	100
	<i>Total Ministerial Leadership</i>	<i>\$7,657.12</i>	<i>\$77,684.22</i>	<i>79,604.00</i>	<i>98</i>
<b>5.01.100</b>	<b>Vibrant Music and Worship Service</b>				
5.01.101	Aesthetics	0.00	0.00	200.00	0
5.01.102	Guest Speakers-Worship	0.00	1,750.00	1,500.00	117
5.01.104	Music Program Expenses/Supplies	0.00	12.64	100.00	13
5.01.105	Worship Arts	0.00	125.00	125.00	100
5.01.110	Child Care Worker	90.00	1,380.00	1,638.00	84
5.01.125	Music Coordinator	800.00	9,760.00	10,000.00	98
	<i>Total Vibrant Music and Worship Service</i>	<i>\$890.00</i>	<i>\$13,027.64</i>	<i>13,563.00</i>	<i>96</i>
<b>5.01.200</b>	<b>Engaging Religious Education and Social Programs</b>				
5.01.201	DRE Salary	1,030.00	12,823.50	12,360.00	104
5.01.202	DRE Professional Expenses	0.00	29.11	500.00	6
5.01.203	RE Program Expenses	430.32	1,837.13	2,000.00	92
	<i>Total Engaging Religious Education and Social Programs</i>	<i>\$1,460.32</i>	<i>\$14,689.74</i>	<i>14,860.00</i>	<i>99</i>
<b>5.01.300</b>	<b>Deeping Relationship/w One Another, Community, UU</b>				
5.01.301	Stewardship Campaign	0.00	0.00	200.00	0
5.01.310	Communication-Publicity & Public Relations	0.00	40.00	200.00	20
5.01.312	Communication-Website	0.00	0.00	141.00	0
5.01.313	Hospitality	7.18	325.58	600.00	54

Account #	Account Name	Period Activity	YTD Total	Annual Budget	100% of Budget
5.01.315	Special Events	0.00	0.00	250.00	0
5.01.320	Affiliation Dues - UUA	291.33	3,497.63	3,496.00	100
5.01.321	Affiliation Dues - Mid-America Region	83.33	998.29	1,000.00	100
5.01.322	Affiliation Dues - SEWUUC	50.00	50.00	50.00	100
5.01.350	Leadership Dev-Adult Denominational Activities	250.00	250.00	250.00	100
5.01.360	Membership	0.00	0.00	275.00	0
	<i>Total Deeping Relationship/w One Another, Community, UU</i>	<i>\$681.84</i>	<i>\$5,161.50</i>	<i>6,462.00</i>	<i>80</i>
<b>5.02.200</b>	<b><i>Justice-Environmental and Social</i></b>				
5.02.201	Green Sanctuary	200.00	200.00	228.00	88
5.02.203	Social Concerns Expenses	100.00	100.00	100.00	100
5.02.204	CUSH Support Expenses	0.00	500.00	500.00	100
5.02.205	CUSH Yearbook Ad	0.00	200.00	200.00	100
5.02.206	UU Service Committee Support	150.00	150.00	150.00	100
	<i>Total Justice-Environmental and Social</i>	<i>\$450.00</i>	<i>\$1,150.00</i>	<i>1,178.00</i>	<i>98</i>
<b>5.03.200</b>	<b><i>Infrastructure-Contracts and Services</i></b>				
5.03.032	Copier Maintenance	0.00	1,094.90		
5.03.201	Office Administrator-Salary	630.88	7,837.31	9,518.00	82
5.03.202	Employer Taxes - FICA, Socl Security All Employees	195.16	2,626.74	2,723.00	96
5.03.203	Custodial Contract	175.00	2,143.75	2,400.00	89
5.03.204	Furnace Contract	0.00	0.00	425.00	0
5.03.206	Lift Contract	0.00	715.00	700.00	102
5.03.207	Payroll Service	138.96	2,006.58	2,000.00	100
5.03.209	Snow Removal Contract	0.00	490.00	1,000.00	49
5.03.210	Copier Contract	0.00	1,069.55	1,750.00	61
5.03.211	Software Hosting-ChurchWindows Web	0.00	960.00	1,350.00	71
5.03.220	Insurance-Workers Compensation	0.00	930.00	970.00	96
5.03.221	Insurance - Building & Liability	0.00	3,989.00	4,500.00	89
5.03.222	Lift Purchase - repayment to Endowment	250.00	250.00	500.00	50
5.03.230	Building Manager Salary	0.00	2,535.00	2,080.00	122
5.03.299	Fees and Charges (Paypal, etc.)	57.80	1,024.33	500.00	205
	<i>Total Infrastructure-Contracts and Services</i>	<i>\$1,447.80</i>	<i>\$27,672.16</i>	<i>30,416.00</i>	<i>87</i>
<b>5.03.400</b>	<b><i>Infrastructure-Repair and Supplies</i></b>				
5.03.401	General Building	22.99	1,233.58	2,200.00	56
5.03.402	Technology Repair/Replacement	0.00	199.98	150.00	133
5.03.404	HVAC Unit Replacement Loan Payment	105.61	1,267.32	1,270.00	100
5.03.405	Safety Expenses	0.00	134.00	200.00	67
5.03.406	Building Supplies	0.00	462.86	500.00	93
5.03.407	Office	0.00	1,025.08	1,500.00	68
5.03.408	Treasurer	0.00	0.00	100.00	0
	<i>Total Infrastructure-Repair and Supplies</i>	<i>\$128.60</i>	<i>\$4,322.82</i>	<i>5,920.00</i>	<i>73</i>
<b>5.03.800</b>	<b><i>Infrastructure-Utilities</i></b>				
5.03.801	Gas and Electric	351.58	6,830.04	7,280.00	94
5.03.802	Telephone and Internet	129.63	1,528.09	1,525.00	100
5.03.803	Water	92.97	590.37	569.00	104
	<i>Total Infrastructure-Utilities</i>	<i>\$574.18</i>	<i>\$8,948.50</i>	<i>9,374.00</i>	<i>95</i>
5.99.999	Undesignated Expenses	0.00	0.00		
	<b>Total Expenses</b>	<b>\$13,289.86</b>	<b>\$152,656.58</b>	<b>\$161,377.00</b>	<b>94</b>
	<b>Difference</b>	<b>\$3,329.13</b>	<b>(\$3,634.25)</b>	<b>\$0.00</b>	

## 2019-20 BUDGET

Account Name	Year begins 07/19
<b>INCOME</b>	
Pledge Income 2019-20	123,669
Estimated/New pledges	4,000
Gifts	2,000
Service Collection	5,400
Coffee Collection	75
<i>Net Fund Raising Income</i>	
Net Auction Income (all expenses accounted for)	15,000
Goodsearch Rebates	25
Amazon Smile	50
Scrip Net Income	7,000
Concert Fundraiser	1,000
Rummage Sale Income (odd years)	1,500
RE Registration	100
Building Use Income	3,000
<b>TOTAL INCOME</b>	<b>\$162,819</b>
<b>EXPENSES</b>	
<i>Ministerial Leadership</i>	
Minister's Salary/Housing	55,775
Minister's Professional Expenses	4,000
Benefits-Employer Pension Cont-Minister	5,578
Employer Payment-In Lieu of SECA	4,267
Insurance-Minister (Medical/Dental/Disability/Life)	8,984
New Intern Minister Stipend	4,500
New Intern Minister FICA	344
<b>Total Ministerial Leadership</b>	<b>83,448</b>
<i>Vibrant Music and Worship Service</i>	
Aesthetics	100
Guest Speakers-Worship	250
Music Expenses/Supplies/Sheet music	0
Worship Arts (Guest Musicians)	0
Child Care Worker (3 hrs/week)	1,720
Employer Taxes-FICA-Social Security -Childcare	132
Music Coordinator	10,000
Employer Taxes-FICA-Social Security - Music Coord	765
<b>Total Vibrant Music and Worship Service</b>	<b>12,966</b>
<i>Engaging Religious Education and Social Programs</i>	
DRE Salary (12 hrs/week)	12,360
Employer Taxes-FICA-Social Security - DRE	946
DRE Professional Expenses	500
RE Program Expenses	1,200
<b>Total Engaging Religious Education and Social Programs</b>	<b>15,006</b>
<i>Deepening Relationship/w One Another, Community, UU</i>	
Stewardship Campaign	200
New Soul Matters Curriculum	400
Communication-Publicity & Public Relations	200
Affiliation Dues - SEWUUC	50



	<b>Account Name</b>	<b>Year begins 07/19</b>
	Communication-Website	141
	Hospitality	450
	Special Events	250
	Affiliation Dues - UUA & Mid-America Region	4,500
	Leadership Dev-Adult Denominational Activities	250
	Membership	275
	<b>Total Deepening Relationship/w One Another, Community, UU</b>	<b>6,716</b>
	<i>Justice-Environmental and Social</i>	
	Green Sanctuary Dues	250
	Social Concerns Expenses	100
	CUSH Yearbook ad	200
	CUSH Support Expense	500
	UU Service Committee Support	150
New	Black Lives UU	750
	<b>Total Justice-Environmental and Social</b>	<b>1,950</b>
	<i>Infrastructure-Contracts and Services</i>	
	Office Manager-Salary (13 hrs/week)	9,518
	Employer Taxes-FICA-Social Security- Office Mgr	728
	Building Manager (Ave 2 hrs/week)	2,184
	Employer Taxes-FICA-Social Security - Bldg Mgr	167
	Custodial Contract	2,200
	Furnace Contract	470
	Lift Contract	700
	Payroll Service	1,450
	Insurance-Workers Compensation	970
	Building & Liability Insurance	4,500
	Snow Removal Contract	1,000
	Copier Maintenance (toner/copy volume)	1,560
	Fees and Charges (Paypal, etc)	1,300
	Lift Purchase - Repay Endowment \$15,000	250
	Church Windows web-based access	960
	<b>Total Infrastructure-Contracts and Services</b>	<b>27,957</b>
	<i>Infrastructure: Repair and Supplies</i>	
	General Building - Repair/Replacement	1,500
	Technology Repair/Replacement	150
	HVAC Unit Replacement Loan Payment	1,270
	Safety Expenses	200
	Building Supplies (formerly cleaning - now inc paper from Hospitality)	800
	Office Supplies	1,500
	Treasurer/Finance Supplies (Postage)	170
	<b>Total Infrastructure: Repair and Supplies</b>	<b>5,590</b>
	<i>Infrastructure-Utilities</i>	
	Gas and Electric	7,086
	Telephone and Internet	1,525
	Water	575
	<b>Total Infrastructure-Utilities</b>	<b>9,186</b>
	<b>TOTAL EXPENSES</b>	<b>\$ 162,819</b>
	<b>Balance</b>	<b>\$ 0</b>

## STEWARDSHIP TEAM

**Chair:** Mary Jonker

**Committee Members:** Denise Cawley, Kay Wikel, Rev. Erik David Carlson, with support from Carolyn Feldt.



*Engage the Dream...*

*Celebrating our Success; Building our Future.*

The Stewardship Campaign was launched in February using the theme “Engage the Dream” and a fully-catered celebratory dinner featuring the music of the Todd Greene Trio and food by Liz and Pat Ryan.



*Engage the Dream canvass kickoff dinner*

	2018-19	2019-20*
Pledges	64	65
Average Pledge	\$1,997	\$1,903
<b>Total</b>	<b>\$127,827</b>	<b>\$123,669</b>
*Canvas began less than two months after the conclusion of the 150 <sup>th</sup> Anniversary Fund pledge period.		

## ENDOWMENT FUND COMMITTEE

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**Committee Chair:** Wendi Schneider

**Committee Members:** Liz Ryan, Bob Estes, Rev. Erik (ex-officio)

**Minutes recorded by:** Liz Ryan

**Report submitted by:** Wendi Schneider

### PURPOSE – FROM BRADFORD UU BYLAWS SECTION 2.C.1.

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Purpose. The work of the church is strengthened through cash gifts, bequests, assignment of life insurance, and transfers of real, intangible and tangible property. Therefore, Bradford Community Church Unitarian Universalist (BCCUU) has established a separate Endowment Fund (Fund) to be administered, and its monies expended, independent of the annual operating budget. The purpose of the Fund is to assist the Church’s mission in perpetuity and to promote long-term sustainability.

### 2018 -2019 GOALS

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1. **Meet at least quarterly as required.** We met in excess of four times as a committee.
2. **Fundraising for the endowment.** A fundraising event was sponsored in conjunction with the sesquicentennial celebration.
3. **Provide education about legacy giving.** The goal was discussed several times, including identifying resources within the church as well as outside the church. An actual event has not yet been planned or taken place.
4. **Give a year-end presentation to the congregation as an introduction to the Fund.** Rev. Carlson gave the year-end report at the annual congregational meeting.

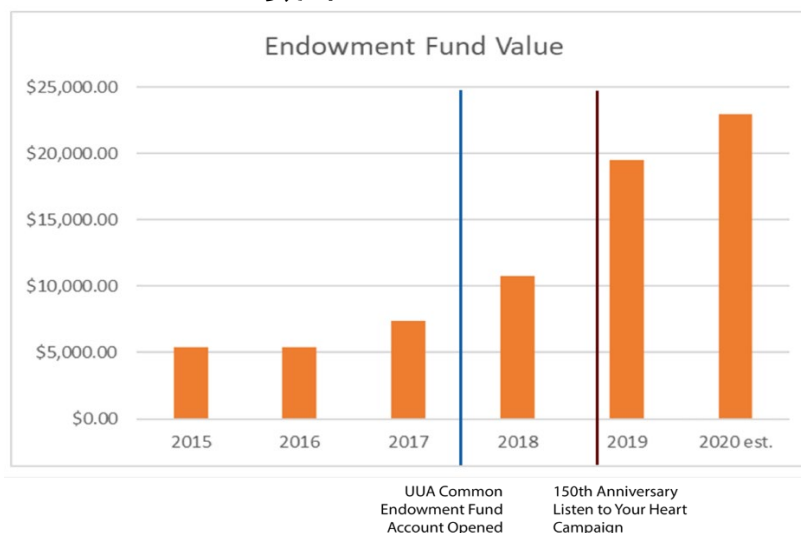
### FUND PROGRESS

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**Beginning balance:** \$13,862.53

**Ending balance:** \$19,602.75

**Growth:** \$ 5,740.22



### SIGNIFICANT EVENTS

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The committee was the official sponsor of the “Listen to Your Heart Campaign,” which raised money for both the new sound system and the endowment fund. Additional funds will come in as a result of that event.

### 2019 – 2020 GOALS

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To be determined by incoming committee members, fall of 2019.

## 150<sup>TH</sup> ANNIVERSARY & “LISTEN TO YOUR HEART” CAMPAIGN



*Attendees of the 150<sup>th</sup> Anniversary Banquet*

2018 marked the 150<sup>th</sup> anniversary of the First Unitarian Society of Kenosha purchasing the property on what is now 8<sup>th</sup> Avenue where our current church stands. Recognizing 150 years of liberal religious sanctuary in Kenosha provided an opportunity to share with the community some of our contributions over the decades and focus on how we might prepare ourselves for the next 150 years.

In November of 2018 we hosted a dinner to celebrate our anniversary complete with an historical slideshow, presentation and speakers from our past and present, including Bradford UU founding member Kay Wikel, former Olympia Brown UU Church minister Rev. Tony Larsen and former Bradford UU minister Rev. Annie Holmes.

During the evening we launched our 150<sup>th</sup> anniversary campaign entitled “Listen to Your Heart” with the goal of raising \$25,000 to be split between the sound system and the endowment.

The campaign ultimately raised \$37,000+ with money still coming in which allowed us to fully fund the sound system and help build our total endowment. Donors to the campaign are recognized on a plaque in our appreciation area in the rear of the sanctuary.



*Rev. Tony Larsen*



## AUCTION COMMITTEE

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**Committee Chair:** Denis Wikel

**Members:** Diane Giles, Ginger Helgeson, Mary Jonker, Dawn May, Kathy Negri, Larry Negri, Liz Ryan, Pat Ryan, Ron Witt, Sharon Witt, Kay Wikel

**Notes taken by:** Denis Wikel

**Report submitted by:** Kay Wikel

### INTRODUCTION

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The success of the 2018 annual Bradford Auction was dependent on a strong auction committee, many volunteers, numerous donors and active bidders.



*Auction participants 2018*

### 2018-19 GOALS

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**Goal #1: To have well defined task assignments for the auction and during the auction and follow-up.**

Tasks included publicity, ticket preparation and sales, pre-registration, contracts (distribution, collection and sorting), booklets (write-ups and assembling), appetizer (solicitation and kitchen coordination on auction night), cash table, beverage/wine sales (purchase city wine permit), pie contest (solicit pies, select judges, organize contest), bakery table (solicit, organize and sell), cash table (sale of small items), drawing (solicit donations, set up table, two people to sell drawing tickets), heads & tails game (secure state raffle license and get two people to sell necklaces), auction set up Friday (room layout & organize live and silent items), prepare live item tags, set up table for ticket sales, bakery table, beverage and cash table, prepare bid sheets for silent items and events, prepare auctioneer's booklet (value of items and events plus times offered), and designate two people to gather silent sheets to get them ready for the auction clerk.

Inform the treasurer to have checks ready for the auctioneers and for their cashier and clerk.

Assign a team to collect auction payments and use of credit cards, and have members of the finance committee remain to count all income.

Have a clean-up crew for restoring the church to the sanctuary seating for the next day's service.

Auction follow-up includes a committee wrap-up meeting and notifying all donors of events of their guest list and the date of their event.

**Goal # 2: To involve the maximum number of members and friends.**

All committee members wore many hats during the planning of and during the auction night. Patti Thomas and Barb Deberge helped organized the silent events, Mary Jonker coordinated the ticket sales, Denis Wikel staffed the wine table, Larry Negri staffed the cash only table, Kathy Negri and her grandson, Will Mortimer, handled the bakery table, Gayle Clark Taylor organized the pie contest, Pat and Liz Ryan organized the appetizers, Heidi and Jeff Helgeson kept the kitchen clean-up going.

Anne Negri, Niki Giles, Amy Twardy, and Jane Ottum sold the 50/50 necklaces and drawing tickets. Merv and Mary Ann Daehler helped with set-up and Mary Ann and Patti Fitchett were runners for the live auction. Warren Leisemann kept the sound systems going.

Jennifer Burns recorded the bid numbers for the live portion. Carolyn Feldt and Cindy Kick-Harris were counters of the income. Other volunteers were John Terhardt and Bernie Suchar.

Rev. Carlson and B. J. VanKammen prepared and printed the booklet.

This list does not include the many who donated to the appetizers and bakery table and who baked pies for the contest. Others donated to the live and silent auction items and events and to the cash table.

In the live auction there were 9 events and 27 items and services. In the silent auction there were 31 items and 7 events.



Prize-winning bakers 2018

Twenty businesses and non-profit institutions donated to the drawing.

There were 45 active bidders. Eleven bidders bid between \$467.00 and \$900.00. Seventeen bidders bid between \$100.00 and \$465.00. Seventeen bidders bid under \$100.00.

**Goal # 3 - To achieve the budgeted amount for the auction which was \$15,000.00.**

INCOME		EXPENSES	
\$5 Tickets	\$400.00	ATM Cash	\$550.00
Live Auction	\$11,580.00	Auctioneers	\$1,158.00
Silent Auction	\$516.00	Auction Clerk	\$75.00
Bakery	\$339.00	Auction Cashier	\$75.00
Beverage	\$120.00	Other Expenses	\$35.55
Cash Table	\$175.00		
Drawing	\$432.00		
50/50	\$410.00		
ATM Redeposit	\$440.00		
Donations	\$225.00		
<b>Total Gross Income: \$14,637.00</b>		<b>Total Expenses: \$1,893.55</b>	

**2018 Bradford UU Auction Net Proceeds: \$12,743.45**

**2019 -2020 GOALS**

1. To have well defined task assignments in preparation for the auction and during the event.
2. To involve the maximum number of members and friends in the auction.
3. To reach the budget goal of \$15,000.00 net for the October 2019 auction.

# SCRIP PROGRAM

HOME ABOUT NEWS EDUCATION JUSTICE NEWCOMERS EVENTS GIVING CONTACT SEARCH

**BRADFORD UU**  
COMMUNITY CHURCH  
*Living Spiritually, Leading Bravely, Loving Boldly*

**Shop with Scrip and support our church!**

Scrip is an ongoing fundraiser at Bradford UU that allows us to raise money for the church simply by using gift cards to pay for everyday expenses such as food and gas. Scrip cards are pre-paid cards for individual retailers that you may order or download. You pay the full price and receive the full face-value of the card. Bradford UU then receives a percentage of the card value. For example, if you order a \$100 gift card from Lowes, you pay Bradford UU \$100 for the card and receive the full \$100 value of the card. However, Bradford UU only has to pay \$96 for the card. The \$4.00 difference is Bradford UU's to keep. There are hundreds of local and national retailers that participate in Scrip. You can order Scrip to pay for almost all purchases you make in Kenosha or online. With everyone's participation, we can literally raise thousands of dollars for Bradford UU!

Order at Church      Order Online      Buy Available Cards

Scrip page at <http://BradfordUU.org/scrip>

Scrip is an ongoing fundraiser for Bradford UU. Congregants order gift cards for numerous retailers and the church receives a percentage of these purchases. Opportunities to purchase and pick up scrip cards is offered weekly. Approximately twenty-two households utilized scrip on a regular basis with another ten households who purchased scrip occasionally.

The Bradford UU staff has begun using Scrip to purchase materials and supplies whenever possible.

**The Scrip program netted \$6,293.22 in 2018-2019 exceeding the \$6,000 budget goal.**

**Our budgeted goal for 2019-2020 is \$7,000.**

**Shop with Scrip**

Safeway      Barnes & Noble      The Home Depot

Walmart      Starbucks      Target      Amazon.com

Apple      Hilton      American Girl      Transitions

Kohl's      Subway      Delta      Gap

## PASTORAL COMPANIONS

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**Committee Chair:** Jim Payne

**Committee Members:** Rev. Erik Carlson, Jeff Helgeson, Harriett Wittert, Karen King, Barb DeBerge

**Report submitted by:** Jim Payne



### 2018 - 2019 GOALS

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1. To encourage all church members to see that everyone has a spiritual ministry of compassionate caring, not just the minister.
2. Keep members aware of the Pastoral Care Team. *The Pastoral Companions are announced each Sunday from the pulpit.*
3. Visit the sick and troubled at home and in the hospital. Offer consolation and support to members. *The team performed dozens of visits and telephone calls to members' homes and care facilities.*

### SIGNIFICANT EVENTS

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- Recruiting new members of the team, establishing better gender balance among Pastoral Companions.
- Initial orientation meeting and exercises in active listening, appropriate boundaries.

### 2019 - 2020 GOALS

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1. Meet regularly with Rev. Carlson to exchange member needs and concerns.
2. Integrate training/leadership from newly affiliated community minister Rev. Dr. Monica L. Cummings
3. Ensure team members follow the limitations in providing personal assistance.
4. Hold 4-6 classes / orientation sessions to support pastoral companions.



## IN MEMORIAM

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### BEA LUNDGREN

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*Bea Lundgren, 1918 - 2019*

Bradford UU suffered two significant losses in the 2018 – 19 church year. In February, we lost founding member and matriarch Bea Lundgren. Bea was memorialized in March with a sanctuary packed with the generations of students and friends Bea cultivated throughout her more than a century on Earth. In accordance with her wishes, portions of her cremated remains were distributed for inclusion in the gardens of her loved ones, including the front garden at Bradford UU.

### PEG POWELL

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*Margaret "Peg" Powell, 1933 - 2019*

In March, the congregation said goodbye to longtime member Peg Powell in a moving service that featured the music she loved as a co-founder of Michigan Womyn's Music Festival and full military honors recognizing her years of service as Military Police for the United States Army.

Both Bea and Peg are dearly missed by the Bradford UU family and all who loved them.



At the Bradford UU Annual Congregational Meeting in June, we recognized tireless Finance Director Carolyn Feldt with the 2019 “Heroes of the Heart” award.

The award is given annually at the June congregational meeting and recipients are selected by the minister for excellence in service to Bradford UU. Carolyn’s plaque is now prominently displayed alongside previous recipients Diane Leisemann and Barry Thomas in our appreciation display in the rear of the Sanctuary.

## APPENDIX A – BRADFORD UU STRATEGIC PLAN

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### EXECUTIVE SUMMARY

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In the 2016 fiscal year, in conjunction with the beginning of the ministry of Rev. Erik David Carlson at Bradford UU, the Board of Trustees entered into a process of discernment and visioning in the hopes of directing the institution for the immediate future.

Through direct consultation with the membership on core values the congregation proposed and approved the new Vision Statement for Bradford UU which became the basis of the Strategic Planning initiative.

Further consultation with the membership on specific programmatic goals resulted in a comprehensive list of potential new initiatives for Bradford UU. Those deemed most important to our membership in terms of votes and congregational response and to our mission and vision statements have been included in this strategic plan.

### ORGANIZATIONAL DESCRIPTION

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Bradford Community Church Unitarian Universalist is a Unitarian Universalist Association (UUA) member congregation, affirms the Principles and Sources of the UUA, is a Welcoming Congregation to the LGBTQ+ community, and committed to living our values of tolerance and dialogue in the public sphere.

As a congregation rooted in both Unitarian and Universalist history, Bradford UU affirms that every individual is deserving of dignity, compassion and love, and that the institution has a responsibility to the marginalized within society as well as within our faith community.

### MISSION, VISION & VALUES

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#### Mission Statement

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*Together we covenant to:  
Seek spiritual growth,  
Practice and promote peace and justice,  
Explore and share our truths, and  
Celebrate diversity.*

#### Vision Statement

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*Bradford Community Church Unitarian Universalist: Living Spiritually; Leading Bravely; Loving Boldly.*

### GOALS AND STRATEGIES

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#### Living Spiritually

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##### **Become a Community of Learning and Teaching**

*Offer regular adult education sessions utilizing volunteer talent from the congregation's members as well as outside educators on socially relevant topics*

Timeline & Responsibility: RE Committee and Church Staff to evaluate interests and available educators to start sessions Fall of 2018 and to be reviewed annually over the summer.

## **Embrace Green Sanctuary and Sustainable Practices**

### *Explore solar / alternative energy for the church*

Timeline & Responsibility: Building manager and Green Sanctuary Team to evaluate energy options including solar panels and/or partnering with a supplier of sustainable energy and pricing and make recommendations to Board of Trustees by June 2019.

### *Engage other religious institutions in promoting sustainable practices*

Timeline & Responsibility: Green Sanctuary Team and church leadership to reach out to other congregations via CUSH and interfaith groups to plan and promote sustainable practices. Explore opportunities for open community events, speakers, movies, etc. Report to Board of Trustees June 2019.

## **Establish Consistently Vibrant, Engaging and Accessible Worship**

### *Establish and maintain a variety of musical styles, instrumentation and involvement*

Timeline & Responsibility: Church staff to work with Worship Arts Team and volunteer musicians to increase the diversity of music during worships, including guest musicians and choral participation. Report to Board of Trustees on progress June 2019.

### *Increase and improve A/V presence in worship services*

Timeline & Responsibility: Board of Trustees and church staff to evaluate and recommend technology upgrade for sound system and assisted listening support in sanctuary by December 2018.

## **LEADING BRAVELY**

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From our Congregational resolution of 4/15/18 which reads: “Bradford Community Church Unitarian Universalist [shall] engage in initiatives and programs to become aware of white privilege, uncover its systemic oppressive structures and policies and work to break down racism in pursuance of a more just world.”

## **Actively Resist Cultures of Domination**

### *Support regular community Courageous Conversations about racism and oppression*

Timeline & Responsibility: Board and Black Lives Matter Task Force to explore options for supporting Courageous Conversations and coordinating with Courageous Conversations leadership by June 2019.

### *Value Cultural Diversity in Leadership*

Timeline & Responsibility: Board of Trustees to review and update Nominating Committee policies and charge to include representation from multiple identities in leadership by June 2019.

## **Become a Visible Advocate for Disenfranchised Populations**

### *Publicly display banner/signage of values, including Black Lives Matter, on Bradford UU building*

Timeline and Responsibility: Black Lives Matter Task Force to prepare and present BLM resolution and options for signage at a special congregational meeting, Spring 2018.

### *Produce Bradford UU apparel for public witness events*

Timeline and Responsibility: Church staff and Aesthetics Team to design and produce Bradford UU-branded apparel for members available at or near cost by June 2019.

### **Welcoming the stranger/newcomer**

*Establish newcomer brunches, chili suppers, community meals*

Timeline and Responsibility: Membership team to work with Hospitality team to plan regular community meals for newcomers, potential new members to start Spring of 2019.

*Actively welcoming newcomers on Sundays*

Timeline and Responsibility: Membership team to work with Hospitality to train greeters, ushers, continue promoting red conversation cups, etc. for implementation Fall of 2019.

### **Practice Tolerance and Dialogue**

*Establish and support a Polyamory discussion and small-group ministry*

Timeline and Responsibility: Volunteers and staff to assist in establishing regular meetings, guidelines and covenant for meetings, provide church space as needed. Group started spring of 2018 should continue to get space and support in the future.

*Establish regular "What Would a UU Do?" discussion groups and educational opportunities*

Timeline and Responsibility: Volunteers and staff to assist in establishing periodic adult learning opportunities about specific social issues presented from a UU perspective.

### **Provide a supportive and encouraging community**

*Organized UU response to community incidents*

Timeline and Responsibility: Social Concerns Committee in conjunction with staff to alert membership to specific actions, demonstrations, campaigns, etc. relevant to living UU values. Establish communication system by April 2019.

*Provide Active Listening Trainings*

Timeline and Responsibility: Volunteer leadership to coordinate trainings and provide either professional or volunteer facilitators, scheduled at least semi-annually starting in 2019.

### **Provide safe space for all identities**

*Offer space for justice-seeking community groups to meet and gather*

Timeline and Responsibility: Congregation to publicize availability to community groups, coordinate with office and facilities staff for hosting meetings, events, effective immediately.

*Establish and Support a Transgender Ministry*

Timeline and Responsibility: By the April of 2019, staff and volunteer leadership to explore possible professional curricula for transgender ministry, assist in training/recruiting leadership.

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### **BOARD AUTHORIZATION**

Board reviewed and authorized at meeting on 9/19/2018, reaffirmed publication at meeting on 12/19/2018.