

# **MONITORING REPORT: Ends Achievement Report**

## **End #1**

**November 2017**

### **END #1:**

**At First Unitarian Church of Wilmington, Delaware, people of all ages feel safe, accepted, and loved—and empowered to be our authentic selves.**

### **INTERPRETATION**

- “At First Unitarian Church of Wilmington, Delaware” means that the programs at the church have a tangible effect on people both within and beyond our church walls. This might include groups such as members, visitors, website visitors, and recipients of social action programs.
- “People of all ages” means that all age groups have at least one program that reaches out to them in order to achieve this End. These age groups are defined as follows: Children (0-10), Youth (11-17), Young Adult, (18-35), Adult (36-60), Young Senior (60-75), Older Senior (75+).
- “Feel safe” means that people at First Unitarian Church have their basic needs met, and do not feel threatened by others.
- “Feel... accepted” means that regardless of who one is, and what differences there may be between people, that these differences are acknowledged and celebrated.
- “Feel...loved” means that people feel that they have found a community that understands them and celebrates them as people.
- “Empowered to be our authentic selves” means that First Unitarian Church is a place where people are able to explore new aspects of themselves and develop their individual strengths and maturity.

### **MEANS ATTACHED TO THE END**

The Executive Team believes that all staff time, all budget, and all of our physical facilities contribute to all of the Ends. For each end we plan to highlight particular programs or events that most specifically address each End. For End #1 we focus on both core programs as well as programs that are new or have experienced significant changes in emphasis and values.

- **Worship** – Our Sunday worship continues to be strengthened by our participation in Soul Matters, by the Worship Associates program, and by the congregation’s acceptance and even embrace of the monthly multi-generational worship services. Our participation in the nation-wide White Supremacy Teach-In last spring marked another step in our progress toward being truly inclusive of people of color. We intend for our participation in “The Promise and Practice of Our Faith” to be similarly illuminating. In order for a majority white congregation to be a genuinely safe place for people of color, the majority needs to become aware of the many ways that micro-aggressions and unintended slights happen. Only then will First U be a truly safe space for people of color.
- **Vespers** – We are delighted with the successful launch of the monthly evening Vespers service. This service offers an alternative form of worship for those who desire a meditative spiritual experience.
- **Pastoral Care** – The Pastoral Care Associates have assessed the ‘PCA of the month’ model and enthusiastically decided to continue using it. Several PCA’s attended a workshop on pastoral care at a local hospital, and almost the entire group, in addition to several new trainees, will attend a week-long training offered by the Central East Region.
- **CYRE** – careful planning has begun to insure a smooth program during the three months of Catherine Williamson’s sabbatical which will take place mid-January to mid-April. Catherine and Scott are working collaboratively to integrate youth musicians and singers into the Sunday worship services.
- **Safety and Security** – This year we added small windows to office doors where needed to meet requirements of the Safer Congregations program. We had CPR training in November 2016 for staff and volunteers. An evacuation drill was held February 12, 2017 and a lockdown drill was held on September 24, 2017. We were pleased with both. Learnings from debriefing after each drill have been incorporated into the Emergency Procedures Manual.
- **Safer Congregations** – The Safer Congregations team has met and plans several programs for this year. An informal after-church conversation on the Safer Congregations program is scheduled for December. We are hoping to sponsor a program on preventing scams aimed at the elderly, and a program on recognizing and preventing child sexual abuse. We discussed the disruptive person incident that occurred over the summer. A number of people in the congregation indicated that they felt threatened by the disruptive behavior. Since the people who behaved disruptively were not members of the congregation and have not returned, we decided not to take any action directly with them. We did, however, request that usher and greeter training include information on how to handle such incidents. The new Usher Coordinator has agreed to incorporate this into the training.
- **Building Safety** - The Building and Grounds team volunteers and staff work together to address safety issues when identified. Elevator and Fire Systems are routinely inspected and maintained. Building and Grounds volunteers and staff are coached to perform projects in a safe manner.