

**MONITORING REPORT:  
Ends Achievement Report  
End #1  
November 2018**

**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 and Music** - just before our Honorary Minister of Music went on sabbatical he hosted an open conversation about future visions for the music program. Out of this conversation he has identified several people who have passion for particular aspects of the program. For example, Richard Speck has agreed to lead a monthly drum circle. We will be implementing a number of changes to the music program this year to make it more accessible to more people. We hope that this will lead to a music program that reflects the contemporary diversity of the congregation.
- **Soul Matters** - the monthly themes continue to inform worship, religious education and small group ministry. It is our anecdotal sense that the themes this year are speaking more powerfully than ever to members of the congregation. We recruited a new team of Soul Matters facilitators who all attended an on-line training offered by Soul Matters. New people are participating in the groups. Four of the groups are now filled to capacity. We will continue to monitor registration and attendance, and will recruit and train new facilitators mid-year if needed.
- **CYRE** - Since returning from sabbatical, our Director of Religious Exploration has been continuing the study she began during the sabbatical on the ways that religious education is adapting to the contemporary needs and expectations of families. We anticipate that in the next few years the program will change to reflect that new learning. A September worship service on a vision for CYRE into the future invited people of all ages and stages to engage with the questions that Catherine and the CYRE team have been asking themselves. The Youth Group continues to be strong and enthusiastic, and we are pleased with the number of social justice themed fund-raisers being planned. The partnership between Social Justice Task Forces and CYRE is being strengthened.
- **Safety and Security** – In the past year we offered an informal training on the use of the AED (defibrillator) attended by greeters, ushers, staff, and interested others. Problems with our office entrance at the Memorial Garden have been challenging. On 10/10/2018 we contracted with a new company to replace the call box and add a signal to notify visitors that the door is open. We hope the new call box will be easier to use and provide improved clarity for both office staff and visitors.
- **Safer Congregations** – Last year we offered a program on Prevention of Child Sexual Abuse. This year we are planning on offering a program on Recognition and Prevention of Elder Abuse. We were also audited by our insurance company to make sure we had good safety policies in place. Although they were impressed with our policies and procedures, they also asked us to begin using a new acknowledgement form with additional language to help prevent physical or mental abuse, sexual misconduct, and sexual molestation. Volunteers and staff alike need to sign this form.
- **Building Safety** - Each year, in the fall, we inspect and restock first aid kits throughout the building. Rose Dickerson is working on this project in October 2018. We also conduct an annual building safety inspection each winter, and make

improvements based on recommendations from that audit. This September, we repaved sections of the back parking lot that did not properly drain, causing icing conditions at crosswalks. Initial results are promising, we need a few more rain storms to monitor how quickly these areas drain.

- **Social Justice** - This year a former church member (who left feeling unloved during a time of need) came to ILYA as a place she could volunteer. She has since not only taken on leadership of one of our projects (strengthening it fantastically) but has also started coming to services (and bringing her husband). Additionally, a new church member who is an accountant has volunteered to take over the team finances as well as taking a student to whom she will send care packages.
- **Art Gallery** - The Art Gallery provides a public space for our church community to express themselves through creative endeavors such as painting, photography, or poetry - i.e. a place to “be their authentic selves”. The September and October 2018 display features works inspired by the monthly Soul Matters themes of Vision and Sanctuary.

*“If I could say it in words there would be no reason to paint.”*

*~ Edward Hopper*

Respectfully submitted,

Rev. Roberta Finkelstein  
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