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Board of Trustees

Dixie Hibner	President
Elizabeth LaPorte	Vice President
Roberta Allen	Treasurer
Priscilla Spencer	Secretary
Kim Clugston	Board Trustee
Tom Darnton	Board Trustee
Becky Hoort	Board Trustee
Paul Morris	Board Trustee
Tom Reischl	Board Trustee
Edward Lynn	Past President

Ministers

The Reverend Gail R. Geisenhainer	Senior Minister
The Reverend Mark Evens	Associate Minister

Program Staff

Sandy Garges	Director of Spiritual Growth and Development
Glen Thomas Rideout	Director of Music
Maria Thomas	Programs Coordinator
Hannah Hotchkiss	Welcomes Ministrys
Meredith Ley	Pastoral Care Program Coordinator
Allison Halerz	Pianist-in-Residence
Debra Golden	Spiritual Growth and Development Program Assistant
Julie Dybdahl	Lead Young Religious Unitarian Universalists Advisor
Sanne Krummel	Lead Nursery Teacher
Erin Dixon	Childcare Coordinator and Lead Preschool Teacher

Building and Office Staff

Thom Bales	Executive Director
Deborah Casamatta	Office Administrator
Venus Gregory	Building Assistant
Arthur Whigham	Custodian

Agenda

**First Unitarian Universalist Congregation of Ann Arbor
Annual Congregational Meeting
Sunday, May 19, 2013**

<u>Agenda Item</u>	<u>Time</u>
Chalice Lighting Responsive Reading	11:15am
Opening Hymn	
President's Chalice Rev. Gail R. Geisenhainer	
Call to Order Dixie Hibner, President	
Declaration of Quorum (15% of Voting Membership) Priscilla Spencer, Board Secretary	
Adoption of Agenda Dixie Hibner, President	
Adoption of Rules and Procedures Dixie Hibner, President	
Elections Dixie Hibner, President <ul style="list-style-type: none">• Board Officers and Trustees• Leadership Development Team Member	11:30am
Announcement of General Assembly Delegates Dixie Hibner, President	11:40am
Announcement of 150th Anniversary Celebration Terry Madden and Sandy Simon	11:45am
Budget Update Dixie Hibner, President	11:50am

State of the Congregation Rev. Gail R. Geisenhainer	12:00pm
President's Report Dixie Hibner, President	12:15pm
Questions for the Board Dixie Hibner, President	12:25pm
Passing the Torch Dixie Hibner, President and Elizabeth LaPorte, President-Elect	12:40pm
Adjourn Elizabeth LaPorte, President	12:45pm
Closing Hymn	

Proposed Rules of Procedure

For each matter coming before the Congregation for discussion and/or action at this meeting:

1. Individuals may speak for up to 2 minutes.
2. No individual may speak twice on the same matter unless there is time remaining, and all who wish to speak have spoken.
3. A time allotment for matters being presented for a Congregational vote or discussion appears on the agenda. Time for discussion may be extended by a majority vote of those present and voting. Any motion for extension on discussion must include the length of time proposed for extension.

Board of Trustees and Leadership Development Nominees

Listed below are the biographical sketches of our nominees for positions on the Board of Trustees and the Leadership Development Team.

Vice President: Ken Clein

"I'm married to Colleen Crawley and have one daughter, Deirdre, who is a sophomore at Michigan. Colleen and I have been members of UUAA since 1998. Prior to that, we were members of First Church in Hyde Park on the south side of Chicago. We first attended the Grosse Pointe Unitarian Church beginning in 1986 and were married there in 1987.

I have served our Congregation in a number of capacities including as RE teacher, Coming of Age Mentor (3 times), Men's Retreat Planning Committee, Small Group Ministries Committee (which developed and launched the Chalice Circles), Men's Circle, Architectural Building Committee (for SGD addition), Leadership Development Team (co-captain, responsible for overseeing transition from nominating committee and developing the Leading with Love program), member of the Chalice Singers, active participant in the Mindful Eating Farm Project and 2013 auction MC.

I am honored to be considered for the VP Board position and look forward to working closely with our leadership team to sustain and grow our beloved community."

Treasurer: Roberta Allen (2 year term)

Roberta recently retired after 36 years from Washtenaw County Government as a Senior Accountant in the Finance Department. Her involvement in UUAA activities since becoming a member in 2007 includes being a good food gardener, a member of Interweave and its planning team, coordinated call to actions for Standing on the Side of Love witnessing, participated in chalice circles, attended IT meetings, annual auction volunteer, served on the finance committee, a 2010 graduate of the Leading with Love class, and Chair of the Denominational Connections Team. She has represented UUAA as a delegate at the last four UUA General Assemblies.

Trustee At Large: Julie Voelck (2 year term)

In 2008, when Julie first gazed upon the large and welcoming rainbow flag billowing in the breeze near the entryway of UUAA, she was amazed and profoundly moved. The very next year, she both signed the member book and married long-time UUAA member Gayle Steiner in Gayle's home state of Iowa. (It was an extraordinary year!) Since joining UUAA, Julie has served on the Social Justice Council and the Pastoral Care Leadership Team. She has enjoyed Chalice Circles and attending programs sponsored by Interweave and other UUAA social justice groups, and she treasures the friendships she has made.

Julie has held academic and administrative positions in a number of universities, ultimately retiring from her position as Dean of Libraries at Oakland University at the end of 2010. Her professional experience includes strategic planning, program and staff assessment,

budgeting, and resource development. Over the years, she contributed to social justice initiatives such as securing health care benefits for same-sex partners at OU, and raising funds for women's shelters through participation in performances of Eve Ensler's Vagina Monologues. She remains committed to service, social justice, and lifelong learning. She believes in the wisdom of working collaboratively and of listening with both head and heart.

Trustee At Large: Paul Morris (2 year term)

Paul has over 25 years of experience in engineering and management, and currently works for an automotive supplier. He has been attending UUAA for over 10 years and has served on the UUAA Board for the past year as Trustee At Large. He has previously worked with other UUAA members on projects like the Renewable Energy wind & solar installations, and the Strategic Planning Task Force. He lives near Saline with his wife Terry, son Erik and daughter Lexi.

Trustee At Large: Ginny Creasman (1 year term)

Since 2009, Ginny has been the Assistant Medical Center Director at the VA Ann Arbor Healthcare System. Prior to her arrival in Ann Arbor, Ginny was the Chief of Pharmacy for the Cincinnati VA Medical Center. Ginny and her family, Jonena (partner) and her two sons, Joseph and Jonah have been attending UUAA for four years, recently joining in 2011. While in Cincinnati, she attended St. John's Unitarian Universalist Church (member since 1992) and was significantly involved in the lay leadership and social activities of the Church.

Ginny served the Congregation in numerous leadership roles, including being a member of the Ministerial Search Committee that called the Rev. Barbara Edgecombe; a Board member in the roles of trustee, secretary and president; chair of the Sabbatical, Bylaws, Personnel, Stewardship, Leadership Development and Strategic Planning Committee. Ginny says, "Once you stumble into one of these roles, there is always another opportunity around the corner. In addition, we were the co-founders of the Lavender Ladies Activities Club (LiLACs), a social group for LGBT women that attend the Church. I have enjoyed my short sabbatical from these roles, but I just cannot help myself. I am looking forward to the opportunity to serve the Congregation of First Unitarian Universalist of Ann Arbor as a Trustee At Large."

Leadership Development Team member: Kathy Edgren (Second 2 year term)

Katherine (Kathy) Edgren has served on the Leadership Development Team for the past two years. She retired a year ago from the University of Michigan where she served as Division Director, University Health Service and Director, Health Promotion and Community Relations. She also worked as a Project Manager, for Community Action Against Asthma in the UM School of Public Health, was an Adjunct Faculty Member in the School of Social Work, and Inmate Project Director through Project Community. She was also an Executive Director of Trailblazers of Washtenaw and Full Circle Community Center, a psychosocial rehabilitation clubhouse for adults recovering from serious mental illness, served on the Ann Arbor City Council from 1983- 1989, and was Development Director of the American Civil Liberties Union Fund of Michigan.

Currently, Kathy sings in the UUAA choir, enjoys a Chalice Circle, and as a part of the old Care Committee, was privileged to visit with member Paul Grady from the time he was 98 until he died recently at the age of 104. She has served on the Board, the Capital Campaign committee, and was a helper with the Farmer Bill project last year.

Kathy lives in Dexter and is married to John Edgren, formerly of the EMU Economics Dept., and has two grown children and one grandchild. She loves retirement and enjoys sailing, gardening, writing, reading, biking, travel, photography, and just being outdoors.

Proposed By-Law Changes

Present Wording

Proposed Wording

Rationale

ARTICLE III. MEMBERSHIP

2.1 The four-month requirement may be waived by a two-thirds vote at a legally called Congregational meeting.

2.1 The four-month requirement may be waived by a two-thirds vote at a duly called Congregational meeting.

Our rationale is based on the notion that while the bylaws, in part, satisfy our legal obligations to the State of Michigan as a not-for-profit corporation, the calling of meetings is not a matter of law but of conformity with our stated rules of procedure.

4.2 The Board of Trustees shall review and approve an updated membership roll at least two months prior to the annual Congregational meeting.

4.2 The Board of Trustees shall review and approve an updated membership roll at least two and no earlier than four months prior to the annual Congregational meeting.

Our rationale for this suggestion is to make it consistent with Section 2.1 of this article, which states that voting privileges “begin four months after” one becomes a member of the Congregation.

ARTICLE IV. MEETINGS

1. An annual meeting shall be held . . . to consider other business that may legally come before it.

1. An annual meeting shall be held . . . to consider other business that may duly come before it.

Same as above. The business of meetings is not a matter of law but of conformity with our stated rules of procedure.

4. Fifteen percent of the Full Members having voting privileges, as defined in Article III, paragraph 4, shall constitute a quorum.

4. Fifteen percent of the Full Members having voting privileges, as defined in Article III, Section 2.1, shall constitute a quorum.

This item is incorrect. It should refer to Article III, Section 2.1.

<p>5. The most recent edition of Robert’s Rules of Order is hereby adopted as the parliamentary authority of this Congregation except as otherwise provided by these By-laws.</p>	<p>5. The most recent edition of Robert’s Rules of Order is hereby adopted as the rules and procedures for official meetings of this Congregation except as otherwise provided by these By-laws.</p>	<p>This is not Parliament.</p>
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Present Wording

Proposed Wording

Rationale

ARTICLE VI. OFFICERS AND GOVERNING BODY

<p>4.1 A Trustee may be removed by two-thirds vote of the Board of Trustees for absence from three consecutive regular Board meetings.</p>	<p>4.1 A Trustee may be removed by two-thirds vote of the Board of Trustees for absence from three consecutive regular Board meetings, for malfeasance, conflict of interest, or any other criminal or unethical act.</p>	<p>It is the consensus of the Task Force that the Board needs formal authority stipulated in the bylaws to empower it to remove a Board member for reasons other than poor attendance.</p>
<p>4.2. A Trustee may be removed by two-thirds vote at a legally called Congregational meeting.</p>	<p>4.2. A Trustee may be removed by two-thirds vote at a duly called Congregational meeting.</p>	<p>Same rationale as above</p>

ARTICLE VII. LEADERSHIP DEVELOPMENT TEAM

<p>2.2 Nominations outside of the Committee’s slate must be received by the Leadership Development Team by no later than</p>	<p>2.2 Nominations outside of the Leadership Development Team’s slate must be received by the Leadership Development Team</p>	<p>The word “Committee” confuses things and is inaccurate.</p>
<p>3.2. A Leadership Development Team Member may be removed by two-thirds vote at a legally called Congregation meeting.</p>	<p>3.2. A Leadership Development Team Member may be removed by two-thirds vote at a duly called Congregation meeting.</p>	<p>Same rationale as above</p>

ARTICLE VIII. MINISTERS

1. A Senior Minister (or Co-Ministers) shall be called upon . . . at a Congregational meeting legally called for this purpose.

1. A Senior Minister (or Co-Ministers) shall be called upon . . . at a Congregational meeting duly called for this purpose.

Same rationale as above

5. Called Ministers may be dismissed by the action of members of the Congregation at a legally called Congregational meeting, . . .

5. Called Ministers may be dismissed by the action of members of the Congregation at a duly called Congregational meeting, . . .

Same rationale as above

6. In the event of a vacancy in the called ministry, . . .three appointed by the Board of Trustees and four elected by the membership of the Congregation at a legally called Congregational meeting.

6. In the event of a vacancy in the called ministry, . . .three appointed by the Board of Trustees and four elected by the membership of the Congregation at a duly called Congregational meeting.

Same rationale as above

Annual Congregational Meeting Minutes

First Unitarian Universalist Congregation of Ann Arbor
Congregational Meeting Minutes
Sunday, May 20, 2012

Royla Furniss and Roberta Allen lit the chalice.

Rev. Gail R. Geisenhainer led the Congregation in *Responsive Reading* #733: "A Place of Meeting."

Glenn Thomas Rideout led the Congregation in Hymn #1018: "Come and Go with Me."

Congregation President Ed Lynn called the Congregational meeting to order at 12:04pm. A quorum was declared with 111 members present, 19% percent of the current membership of 599 full members, achieving the quorum requirement of 15% of the full members.

Motion 12.05.20.01:

Roberta Allen moved and Cindy Krueger seconded the adoption of the Congregational meeting agenda as printed in the meeting packet. Motion carried.

Motion 12.05.20.02:

Phyllis Valentine moved and James Shield's seconded the adoption of the rules of procedure as printed in the meeting packet. Motion carried.

Motion 12.05.20.03:

Barbara Lynn moved and Lynn Raabe seconded the approval of the minutes of the May 23, 2011 Congregational meeting as printed in the meeting packet. Motion carried.

Motion 12.05.20.04:

Barbara Lynn moved and Lynn Raabe seconded the motion to waive the requirement that voting privileges begin after 4 months of full membership. The vote to approve the waiver will require a 2/3 vote. 1 opposed, 0 abstained. Motion Carried.

State of the Congregation – Rev. Gail R. Geisenhainer, Senior Minister

Senior Minister, Rev. Gail R. Geisenhainer, gave her State of the Congregation.

UU Minister Theodore Parker wrote, and Martin Luther King Junior read this quote, "The arc of the moral universe is long, but it bends towards justice."

In this season of annual reports and meetings, our Congregation reflects on the long term. We are doing our part to ensure this Congregation is doing its part. The work of the Board is to set the vision. Our elected leaders commissioned several studies over the past year and we asked the Congregation to help us craft a vision.

Rev. Gail explained how we are growing our practice of creating covenants as a Congregation. Each of our Chalice Circles has a covenant written within that group individually. This past year, the staff wrote a covenant to guide and direct their work, to empower the laity. The Board crafted a covenant this year and a separate covenant was created between the Senior Minister and the Board.

Our work here is to be faithful to justice, compassion, and deeper kindness. For this work, it has been a very good year.

Re. Gail thanked the staff for their efforts and the Board for the privilege of working with them this year. Rev. Gail offered her thanks to Board President Ed Lynn, and said she hopes he and Barbara will get some time together knowing they served this Congregation well.

Presidents Report – Ed Lynn, President

Board President Ed Lynn, provided an update from the Board for the past year. He began by thanking the members of the Board for their diligent and hard work during the past year. He thanked the departing Board members Ginny Preuss, Brian Debbink, and Joan Burleigh for time spent sharing their talents as members of the Board of Trustees.

He introduced continuing Board members, Dixie Hibner, Elizabeth LaPorte, Tom Reischl, Tom Darnton, and Kim Clugston. He also introduced those who would be joining the Board, Becky Hoort, Priscilla Spencer, who were both traveling today, and Roberta Allen and Paul Morris, who were present.

Ed explained that the Board decided to focus on three subjects for the past year:

- Completion of the Strategic Plan.
- Preparation for a Capital Campaign.
- Implementation of the findings of the staffing and governance assessment by the Alban Institute.

The Board commissioned a task force, Faith in Our Future, to have an extended conversation with the Congregation, in support of developing the Strategic Plan. In December, the Board accepted the report of the task force, led by Bruce Gibb and Terry Madden. The report was very detailed and had an abundance of sound recommendations and potential actions for future implementation.

This was augmented in February by a report from the Site Planning Review Team, led by John Erdevig entitled *Our Land for Worship*. The report included detailed recommendations and costs for a stewardship plan for our site over the next five years.

Ed thanked everyone involved in producing these high quality reports. He feels these efforts are a testament of who we are and how deeply members of the Congregation care about our future.

Using this input, and the Alban Institute report, the Board completed the Strategic Plan a week ago. We began by recognizing our long history of being a Congregation of liberal religion and modest size, and that we are now a large regional Church, with all the complexity that entails. We are still coming to grips with that complexity and opportunity.

The theme of our plan is *Strengthening our Connections*, and it includes four objectives:

1. Strengthen our connections to one another
2. Strengthen our connections to our faith
3. Strengthen our connections to our community
4. Strengthen our connections to our home

Almost all of the actions required to achieve these four objectives are included in the work done by the two task forces. The next step will be to publish our Strategic Plan on the Church web site, along with the task force reports.

We can now begin a dialogue with the Congregation about this plan, and after that we need to identify when resources will be available to implement these actions. That will be partially dependent on the second major focus of the Board this year, the Capital Campaign, or Comprehensive Campaign.

Work has begun on the Comprehensive Campaign to allow us to realize the aspirations outlined in our Strategic Plan. Margaret Pekarek and Tim Richards have agreed to co-chair the Comprehensive Campaign. Discussions with members of the Congregation have already started, and plans for the campaign should be final by year end. The focus of the campaign will be conversational and support strengthening our connections. This approach requires more time and effort, but we feel it is worth it.

The final major focus of the Board was a consultant review and report from the Alban Institute that was received in August. The consultant was asked to answer the question: Can we be organized better and be more effective? This applies to the staff, the Board, and the interactions between the two. The short answer was yes. The report provided a series of recommendations to improve our effectiveness and performance. Work has already begun to implement the recommendations.

In addition to the work on these three priorities, we moved ahead on some other issues this year.

- The Board made a lot of progress on the topic of how the Congregation expresses itself.
- The Board approved an improved annual stewardship process, based on a plan from the Leading with Love class. The process was developed by Dave Myers, Laura Bollettino, Elizabeth LaPorte, and Priscilla Spencer.
- The Board updated job descriptions for Board members and officers, and developed a Board covenant, and a Board-Senior Minister covenant.

Ed closed by saying that it has been an honor to serve the Congregation on the Board for two years. He hopes that if any of you are asked to do so, you will agree to serve. It is a very connective experience.

Items for Action – Ed Lynn, President

Election of Board Officers and Trustees

Motion 12.05.20.06:

The Congregation elects the entire slate of candidates to the Board of Trustees as presented by the Leadership Development Team:

- Vice President: Elizabeth LaPorte
- Secretary: Priscilla Spencer, first term
- Trustee at Large: Roberta Allen, first term
- Trustee at Large: Becky Hoort, first term
- Trustee at Large: Tom Darnton, second term
- Trustee at Large: Paul Morris, first term
- The Congregation elects the Leadership Development Team candidates as presented:
 Vilma Mesa (2 year term)

Moved by Kathy Edgren seconded by Nancy Schewe. Motion carried.

Rev. Gail R. Geisenhainer presented the new Board members with their name tags.

Bylaws proposed revisions

Ed Lynn explained the proposed changes to the bylaws using the hand out that describes the changes and why they are being proposed.

Motion 12.05.20.06:

The Congregation adopts the proposed revisions to the bylaws as stated below:

Bylaws changed from	To
<p>ARTICLE III. MEMBERSHIP</p> <p>2.1 The four-month requirement may be waived by a two-thirds (2/3) vote at a legally called Congregational meeting.</p> <p>4.2 The Board of Trustees shall review and approve an updated membership roll at least two months prior to the annual Congregational meeting.</p>	<p>2.1 The four-month requirement may be waived by a two-thirds (2/3) vote at a duly called Congregational meeting.</p> <p>4.2 The Board of Trustees shall review and approve an updated membership roll at least two and no earlier than four months prior to the annual Congregational meeting.</p>

<p>ARTICLE IV. MEETINGS</p> <p>1. An annual meeting shall be held . . . to consider other business that may legally come before it.</p> <p>4. Fifteen per cent (15%) of the Full Members having voting privileges, as defined in Article III, paragraph 4, shall constitute a quorum.</p> <p>5. The most recent edition of Robert’s Rules of Order is hereby adopted as the parliamentary authority of this Congregation except as otherwise provided by these By-laws.</p>	<p>1. An annual meeting shall be held . . . to consider other business that may duly come before it.</p> <p>4. Fifteen per cent (15%) of the Full Members having voting privileges, as defined in Article III, Section 2.1, shall constitute a quorum.</p> <p>5. The most recent edition of Robert’s Rules of Order is hereby adopted as the rules and procedures for official meetings of this Congregation except</p>
<p>ARTICLE VI. OFFICERS AND GOVERNING BODY</p> <p>4.1 A Trustee may be removed by two-thirds vote of the Board of Trustees for absence from three consecutive regular Board meetings.</p> <p>4.2. A Trustee may be removed by two-thirds vote at a legally called Congregational meeting.</p>	<p>4.1 A Trustee may be removed by two-thirds vote of the Board of Trustees for absence from three consecutive regular Board meetings, for malfeasance, conflict of interest, or any other criminal or unethical act.</p> <p>4.2. A Trustee may be removed by two-thirds vote at a duly called Congregational meeting.</p>
<p>ARTICLE VII. LEADERSHIP DEVELOPMENT TEAM</p> <p>2.2 Nominations outside of the Committee’s slate must be received by the Leadership Development Team by no later than . . .</p> <p>3.2. A Leadership Development Team Member may be removed by two-thirds vote at a legally called Congregation meeting.</p>	<p>2.2 Nominations outside of the Leadership Development Team’s slate must be received by the Leadership Development Team . . .</p> <p>3.2. A Leadership Development Team Member may be removed by two-thirds vote at a duly called Congregation meeting.</p>
<p>ARTICLE VIII. MINISTERS</p> <p>1. A Senior Minister (or Co-Ministers) shall be called upon . . . at a Congregational meeting legally called for this purpose.</p>	<p>1. A Senior Minister (or Co-Ministers) shall be called upon . . . at a Congregational meeting duly called for this purpose.</p>

<p>5. Called Ministers may be dismissed by the action of members of the Congregation at a legally called Congregational meeting, . . .</p> <p>6. In the event of a vacancy in the called ministry, . . .three appointed by the Board of Trustees and four elected by the membership of the Congregation at a legally called Congregational meeting.</p>	<p>5. Called Ministers may be dismissed by the action of members of the Congregation at a duly called Congregational meeting, . . .</p> <p>6. In the event of a vacancy in the called ministry, . . .three appointed by the Board of Trustees and four elected by the membership of the Congregation at a duly called Congregational meeting.</p>
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Moved by Carolyn Barber, seconded by Tom Ewing.

John Seeley asked why 4.1 and 4.2 are needed. They seem redundant.
 Ed Lynn responded that one is the Board of Trustees taking action and the other is the Congregation taking action.

Motion Carried

General Assembly Delegates and Congregational Study/Action Issues- Roberta Allen
 Roberta Allen explained that all five Congregational Study/Action Issues will be brought up at this year’s General Assembly (GA). There is a meeting on June 10, after service for anyone interested to come speak to the GA delegates about any of the issues.

Roberta explained that this year GA will be live stream over internet. UUAA will live stream the Ware Lecture by Maria Hinojosa on Saturday, June 24 at 8:00pm in the Fahs Chapel.

Roberta shared the names of UUAA’s list of delegates to this year’s GA.

1. Roberta Allen
2. Jill Baker
3. Laura Bollettino
4. Larry Cooper
5. Royla Furniss
6. Jim Gallas
7. George Garcia
8. Gene Gaunt
9. Dixie Hibner
10. Carolyn Madden
11. Kathy McLean
12. Lynn Raabe

Other attendees

1. Rianna Johnson-Levy
2. Terry Madden

Questions for the Board: The floor was then opened for questions.

Mona Walz: When will we reduce the mortgage?

Ed Lynn: That is one of the main objectives of the Capital Campaign.

Bob Hospadaruck: When is the Capital Campaign starting?

Ed Lynn: Discussions are starting with members of Congregation now, and the campaign will be fully kicked off in January.

Jane Bishop: What is the main focus of this new Capital Campaign?

Ed Lynn: To pay off mortgage. Also, the Strategic Plan has a lot of actions which we can't afford to fund right now as we have the burden of the mortgage.

Tom Darnton: To increase our capacity to do the work we need to do together. There is nothing morally compelling about paying off mortgage, but we need to free those funds to serve in a better way.

Cathy Reischl: I found the presentations by Board members in this morning's Service very helpful (referring to Kim Clugston and Tom Darnton presentations). I want to encourage the Board to keep finding ways to talk to us about the process, using those documents (*Relationship Map* by Joan Burleigh and *Arc of Justice* by Kim Clugston and Debra Golden), referring to them throughout the year. Was really compelled by the presentations, they really pulled it all together.

Ed Lynn: This was a demonstration of the great Board you have.

Kate Hutchens: For those who missed this morning's Service, how do we access these presentations?

Ed Lynn: This morning's Service was taped.

Rev. Gail R. Geisenhainer: We will make PDFs available of Joan's drawing and Kim's vision.

Phil Tuchinsky: There is a lot of room in the Congregation for adult education, of UU principles, history, and how it integrates into community. Not sure if the Board is the right group to ask.

Ed Lynn: The right person to ask is Rev. Gail. Adult Education is also in the Strategic Plan.

Passing of the torch

Ed Lynn told the story of the Arthur Buckminster Fuller Chalice, made by Ingrid Gunderson.

Ed Lynn presented the Chalice to Dixie Hibner, the new Board president.

Dixie thanked Ed for his leadership during last year, his legacy in helping set priorities, and for his patience as we developed our Strategic Plan. She said we are a stronger Congregation because of Ed's efforts. Dixie thanked everyone for the opportunity to serve as president of the Board of Trustees.

We are entering a new era here at UUAA. We have grown from a medium size Church into a large Congregation. We are still growing and learning about the greater complexities that come with being a large Church. I am eager to work with you as we seek, not to regain lost

connections, but to find new and stronger connections to each other, to our community, and to our UU faith. I look forward to working with you as we travel this road together.

Motion 12.05.20.07:

Barbara Picket moved and Bob Hospadaruck to adjourn the Congregational meeting.

Motion carried.

The meeting adjourned at 1:02pm.

Respectfully submitted by Ginny Preuss.

Board of Trustees

Submitted by Dixie Hibner, President

The Board of Trustees used the Strategic Plan developed by the 2011-2012 Board and asked the question: If this is the strategic plan for the Congregation, what are the implications for the Board? Based on this framing question, members of the Board established objectives in four areas of responsibility: Linkage with the Congregation, Leadership Development, Assessment, and Financial Literacy.

Board Linkage with the Congregation

Members of the Board met, in pairs, with the leaders of approximately ten of our program ministries. The goal of these meetings was to help Board members better understand the ministries and to help the program leaders better understand the work of the Board. It was also an opportunity for program leaders to provide specific input to the Board about their program. Discussions centered on the goals of the program ministry, their successes and challenges, and the goals and responsibilities of the Board. Members of the Board are interested in continuing the Board Linkage effort in 2013-2014.

Leadership Development

Specifically, the Board established a goal to work through the Leadership Development Team (LDT) to strengthen the connection between leadership development and the needs of the Congregation. With this goal in mind, members of the Board read and discussed the book, *Serving with Grace, Lay Leadership as a Spiritual Practice* by Erik Walker Wikstrom. Board members also met with the LDT to reflect on Congregational needs and to discuss and clarify their plans for the year. Following that discussion, the LDT submitted a leadership development plan for the year for Board review. In addition, members of the Board discussed the ongoing challenge of recruiting new UUAA leaders and possible solutions to this issue. The Board, Senior Minister, and the LDT will continue to work collaboratively on methods to improve leadership recruitment.

Assessment

The Board of Trustees clarified its role in the assessment of our programs and ministries and read the book, *Completing the Circle, Reviewing Ministries in the Congregation* by David R. McMahill. Members of the Board reflected on this book and established a working team to develop a plan for a pilot assessment project. The pilot assessment will be scheduled during the 2013-2014 program year.

Financial Literacy

After considerable study, reflection, and discussion, the Board set a goal of financial literacy for itself and for the Congregation. Board members believed that a deeper and more thorough understanding of the financial needs of the Congregation would be an asset for all. With this goal in mind, more forthright and transparent conversations and reports became an operational goal.

In addition to these formalized goals, members of the Board also began work on:

- Establishing a comprehensive Board orientation program to assist Board members in understanding their roles and identifying resources to guide their work.
- A process for Board self-assessment and reflection to improve the work of the Board.
- Ministerial and lay leader succession planning.
- The 150th UUAA Anniversary Celebration planning, by establishing a planning team.

Members serving of the 2012-2013 Board of Trustees included:

President: Dixie Hibner

Vice President: Elizabeth LaPorte

Secretary: Priscilla Spencer

Treasurer: Kim Clugston/Roberta Allen

Members at Large:

Roberta Allen/Kim Clugston

Tom Darnton

Becky Hoort

Paul Morris

Tom Reischl

Senior Minister

Submitted by the Reverend Gail Ruth Geisenhainer

Highlights of my year included these events:

- I was invited to preach the canvass kick-off sermon for the UU Church of Fairfax, Virginia.
- The sermon I preached for the 2006 General Assembly Sunday morning was excerpted in the 5th Edition of the UU Pocket Guide and published in the UU World.
- I attended the UUMA Winter Institute and took part in a preaching seminar offered by the Rev. Dr. James Forbes.
- I attended the annual meeting of SMOLUUC (Senior Ministers of Large UU Congregations) and now serve on their program team.
- I worked with three UUAA past presidents to canvass several households for the Annual Pledge Drive and the Comprehensive Campaign.
- I provided programming for the February Interweave meeting.
- For the second year, Celeste DeRoche and I were on a panel with Jim Toy and others to offer direction and guidance for first year medical students at the U of M Hospital in offering effective medical care, taking useful social histories, and simply engaging LGBTQ folks in clinical settings.

The core of my calling with UUAA is my pulpit work.

Highlights from my year in the pulpit include:

In May 2012, Tom Darnton and Kim Clugston joined me in the pulpit where we spoke to “Intentional Cultural Transformation.” This work flowed out of Board of Trustees discussions of the core and purpose of our Congregation. Kim Clugston said, “We get to write this. This is alive. We seek to practice Intentional Cultural Transformation through Community, by hand, face-to-face, one song, one kindness, one relationship at a time.” I also preached “Cooked Seeds and Cracked Pots,” and offered that we each have a story to tell, a hurt to be acknowledged, a purpose to be discovered, and the ability to help one another.

In June 2012, I offered Part One of a reflection on *Building the Beloved Community*. We come each week, we honor the bonds between one another, we teach, practice, manufacture and export TRUST, knowing that Community is in the details, no kindness or compassionate gesture is too small, and we recognize that Diversity begins with who is in the room. In June, we also welcomed our Summer Minister, Ashley Horan.

For August 2012, we bid farewell to Ashley and I offered Part Two of *Building the Beloved Community*: we are most powerful when we match our justice work with our own points of privilege. WE each are charged to create our own “notebook” of inspirational and empowering readings, songs, and stories. We need to do much more than criticize the writings and aspirations of others; we need to claim our own sources of strength and inspiration. We will thrive when we have learned to embrace change, expect change, and plan for change. Planning comes more readily when we have learned to respond rather than to react. And, in community, we each are called to encourage the best from one another. We cannot passively sit by and expect things will be well or get better or that we

will make a real difference in the world. Those things will happen when we each take the risks and actively encourage, expect, and draw out the best from one another. Only then can we offer our strongest selves as gifts to a bruised and hurting world.

September 2012, I was joined in the pulpit by Lucia Heinhold and Carolyn Madden in reflection on being the change we hope to see in our world. "Not alone we conquer, not alone we fall," from Hymn # 114. We installed our Board of Trustees during the Water Communion Ingathering Service. Then I was joined in the pulpit by the voices of our Mindful Eating Coalition, Cathy Muha, Colleen Crawley, Connie McGuire, and Guala Lauzanna as we moved more deeply into our understanding of the justice issues involved in access to fresh, wholesome, and affordable food. And I preached about ministry, accountability, and the counter-cultural nature of lives of service.

In October 2012, we welcomed New Members. I preached about growing past the language and world views that make it possible for us to tolerate slavery, human trafficking, and all forms of "othering." I offered an election eve sermon, "I'm Right and You're Stupid," in the long standing Unitarian tradition where we investigated ways of engaging major political and social differences that do not debase and dehumanize those with whom we disagree.

November 2012 brought the dual Canvass Kick-Off: our Annual Stewardship Drive and our Comprehensive Campaign. I preached from the story of the Good Samaritan where Jesus taught that good intentions are not enough. The Samaritan left money for the injured man's care. Jesus taught the use of money to express compassion, justice, and human caring. I also preached on the use of Gratitude to amplify that upon which we focus. And I offered reflections on Forgiveness as the groundwork for Peace. So many of the world's great religious teachers, Lao-Tse, Jesus, Gandhi, taught that our largest goals, like Peace, are grounded in personal spiritual maturity.

In December, we received the gift of our Holiday Pageant from the children in our SGD program. I offered reflections on the mid-winter festivals of light and hope by encouraging a Hermeneutic of Suspicion where we revisit old religious stories to shed light on new religious questions. And I preached about a Christmas theology as seen through Unitarian Universalist lens.

To accommodate the later than usual Canvass Kick-Off, this year we moved the Annual Service of Remembrance to January 2013. I offered personal reflections on the life of Dr. Beverly Harrison, personal friend, often characterized as the mother of Christian feminist ethics, and author of *Our Right to Choose*, a book that completely rewrote the religious conversation of women's moral agency as seen through the circumstance of abortion and reproductive choices. I also preached on the differences between Hope and Optimism. I named blame as the voice of fear. And I encouraged the cultivation of a resilient and sustaining Hope which begins with looking clearly into the roots of despair. Visions of Peace and Justice are necessary, and they are never enough. We are here to learn the disciplines that empower those visions: Hope, Generosity, Compassion, and Gratitude.

Each February we join with other UUA member Congregations to celebrate *Standing On The Side of Love*, a UU created initiative harnessing the power of love to stop oppression. Laura

Bollettino and Heartland District Executive, Rev. Dr. Lisa Presley, joined me in the pulpit to highlight our Unitarian Universalist heritage where words change as understanding grows. We made a pitch for General Assembly and District Annual Meeting by encouraging us all to be aware and connected as UUs. I preached a sermon about “Love and Liberalism” that celebrated the role of Liberalism in pushing changes in public attitudes toward difference and diversity from Tolerance through Acceptance toward Affirmation. There is a role for Unitarian Universalists in the larger conversations about navigating differences with respect. Especially now, as our country needs to continue the movement from Christo-Centrism, through Ecumenism toward a new age of Interfaith Understanding. Woven together, the power of Love and Liberalism are being called to the aid of a subjugated earth, a colonized climate, and all oppressed people.

All of my work for March 2013 was devoted to the theme of “Story.” I began with a reflection on the need for stories, comparing religious creation stories with Western empirical science creation stories, and a call for leadership in our Congregation’s role in telling a new story. “Once upon a time,” is how we begin a fairy tale. “It was a dark and stormy night,” is how we might start a horror story. “All are welcome here, all are needed here,” is how our New Story is beginning. What part of the story is yours to create? Then I honored the religious holidays of Passover and Easter with reflections on the Exodus story and the resurrection story. It is the task of religious humanism to rescue these universally compelling stories from the confines of literalism. Literalism diminishes wisdom.

In April 2013, we once again welcomed New Members. That day, I preached from a quotation from Desmond Tutu, “A person is a person through other persons. I would not know how to be a human being at all except I learned this from other human beings. We are all made for a delicate network of relationships, of interdependence.” No one is sustainably self-sufficient. Church community is where we can learn how cool we are and where others will hold us accountable to living our values. For Earth Day 2013, we named Donna and Hal Estry as Eco-Heroes, citing their work with our Mindful Eating Coalition. I was joined in the pulpit by Debra Golden who wrote our meditation on sustainability. Debra also directed our SGD youth in the presentation of an Earth Day play, *The Gift*, which taught a clear lesson about sustainability and interconnectedness.

In addition to our clergy staff, this year we heard from:

In May 2012, the Reverend Peter Morales, President of the Unitarian Universalist Association of Congregations, reminded us that in order to survive, Unitarian Universalism must do three things: Get Religion, Grow Leaders, and Cross Borders.

In July and August 2012, Ashley Horan, M.Div., served as our Summer Minister. Ashley’s eight weeks in our pulpit provided the possibility for Rev. Gail R. Geisenhainer and Rev. Mark Evens to each take the month of July as vacation leave. In addition, Ashley’s time here in August provided time for us to have study leave and worship preparation time before resuming our pulpit duties in mid-August.

In September 2012, the Reverend Peggy Garrigues, returned to reflect on how her sojourn with us as our former Assistant Minister had enriched her own theological reflection and broadened her understanding of scriptural stories.

In October 2012, the Reverend Duffy Peet, former Intern Minister in E. Lansing, graciously filled our pulpit with very short notice to allow Rev. Gail to attend Celeste's (her partner) emergency surgery.

In January, 2013, the Reverend Patricia Hart, Co-Minister in Lancaster, PA, joined Rev. Gail in the pulpit to reflect with us on our own part in the unfinished work of the Reverend Dr. Martin Luther King, Jr.

Both our Coming of Age and Young Religious Unitarian Universalists provided worship services of their Credo and reflections, respectively. I am grateful for the careful work of our young UU's and the guidance of their group facilitators for the consistently excellent, challenging and engaging worship services they bring to us each year. With deep support from our Spiritual Growth and Development staff, parents and clergy staff, our younger children brought us both a Christmas Pageant and a play for Earth Day. As our SGD staff grows in experience, I look forward to more involvement of our children of all ages in the worship life of our Congregation.

I officiated at memorial services to celebrate the lives of Nancy Shaffer, William Darnton, and Brenda Casher. I assisted at the service to honor Jane Bishop.

In March 2012, I officiated at a service of Holy Union for Dana Bauer and Tracy Pennington.

As I collect this report, it is exactly five years to the day that this Congregation voted to call me as your Senior Minister. That day, that moment of call and response was a singularly thrilling and compelling time in my life. It continues to be, for me, a rewarding call, a humbling opportunity for service to Unitarian Universalism here, with you all, in Ann Arbor.

My love to each, Rev. Gail

**GOVERNING POLICIES
FIRST UNITARIAN UNIVERSALIST
Congregation
OF ANN ARBOR, MICHIGAN
Board of Trustees**

Core Values: The First Unitarian Universalist Congregation of Ann Arbor, MI (UUAA) has been deeply committed to liberal religious thought and action for over 140 years. We join together in community to encourage and inspire each other's spiritual journeys, to honor and care for the natural world around us, and to join forces in further social justice, in order to make a difference in the world.

We work together to achieve the following ends:

1.1 Spiritual Life

We find inspiration, renewal, and challenge in worship services. Children, youth, and adults are enriched by classes and programs that expand religious understanding and nurture spiritual growth rooted in Unitarian Universalist traditions and values.

1.1.1 We actively support members of this Congregation in their journeys toward spiritual growth and self-knowledge.

1.1.2 We gather in worship to share the power of collective spiritual experience.

Spiritual Growth and Development

Submitted by Sandy Garges, Director of Spiritual Growth and Development

This year we have experienced much growth and development in the Spiritual Growth and Development (SGD) program. Growth in the number of children and youth registered in the program and the development of a stronger, more welcoming program.

Children and Youth Program overview

As of April 15, 2013, 309 children and youth are registered in the SGD Children and Youth Program. This represents a 7.5 percent increase from this time last year. During the regular program year (September-May) children and youth attend 15 different classes which are held every Sunday. Each kindergarten through 9th grade class is led by a four-person volunteer teaching team. Three staff members serve as lead teachers of the other classes: Sanne Krummel (nursery), Erin Dixon (pre-school) and Julie Dybdahl (YRUU). Significant additional support is provided by Debra Golden, SGD Program Assistant for the Children and Youth Program, as well as Maria Thomas, Programs Coordinator.

Each year we strive to grow and strengthen the program. This year's focus was on "Welcoming", being more welcoming to all participants. This goal was demonstrated through the simple act of placing beautifully bright carpet squares in the seating area near the front of the Sanctuary. This space allows children a place to comfortably sit during the service as well as space to move. We also created the Children's Welcoming Counsel (CWC) whose goal is to welcome all children, to facilitate communication with their parents about specific needs they may have, and to support teachers in their efforts to welcome all children into their classroom. Additional information about the CWC can be found in the submission by Michelle Ferguson, a member of the CWC.

The SGD program has also worked to better integrate into the larger Congregation. This process will continue for years to come but made much progress this year. A good example of how this is occurring is the 9th grade Coming of Age participation in the long-standing UUAA Alpha House project. A group of 9th graders organized and facilitated the UUAA Annual Giving Tree in December. Through this program Congregants were able to donate needed items to Alpha House. In the spring, the Coming of Age class planned and provided a meal to those staying at Alpha House. This team effort was both fun for the participants and meaningful to all. The 9th grade Coming of Age class, led by Tom Goodson, Jim Schaefer, and Stephanie Surfus, has provided a good model for us all to emulate.

Summer program

The 2012 summer program marked the third year UUAA has offered a nursery through high school program for the summer. This is something very few Congregations do. The 2012 summer curriculum entitled *UU Super Heroes* was used. This program explored the lives of notable Unitarian Universalists through the use of drama. Plans are underway to utilize a similar and expanded curriculum for the Summer 2013.

YRUU

Rev. Andrew Weber served as the Lead YRUU Advisor until May 2012. After an interview process led by Lissa Oliver and me, Julie Dybdahl was hired as the new Lead YRUU Advisor in August 2012. This program continues to well-serve our tenth, eleventh, and twelfth grade Congregants as more fully described in the YRUU Annual Report submitted by Julie Dybdahl.

Children and Youth Committee

The members of the Children and Youth Committee have dedicated their efforts this year to maintaining the quality of the program and empowering the many program volunteers. Thank you to the committee members who have served this year: Audra Eddy, Cindy Krueger, Lissa Oliver, Christine Pellar-Kosbar, Dave Tumbarello, and Kathi Waters. For more information about the work of the committee, please see the separate Children and Youth Committee Annual Report.

Adult Education

Currently adult education courses are offered on an ad hoc basis. During this past year, we created an Adult Education Advisory Team (AEAT). Current members of the AEAT are Charlie Burleigh, Bruce Gibb, and Terry Madden. Ann Jones also served during the year. The goal of the Adult Education Program is to strengthen the structure and increase the range of adult education offerings.

Denominational Connections

This year, I continued to grow and strengthen my connections within our denomination.

In August, the SGD Program hosted a UUA 7th-9th grade OWL Training. This 3-day training included participants from nine UU Congregations. In December, I also hosted a regional DRE meeting.

In March 2013, I was accepted as a participant in the UUA Religious Education Credentialing Program. This program is expected to be three years in length after which I will be recognized as a Credentialed Religious Educator.

It is with joy that I continue to serve our Congregation as the Director of Spiritual Growth and Development. I look forward to further growth, strengthening, and deepened connections in this coming year.

Young Religious Unitarian Universalists

Submitted by Julie Dybdahl, Lead YRUU Advisor

This has been a year of significant transition for YRUU. For the first five months of 2012, Andrew Weber served our Congregation as the Lead YRUU Advisor, his third year in this role. After a two-month interim period Julie Dybdahl became the new Lead YRUU Advisor in August 2012. Andrew was well-liked by the youth and they were sorry to see him go. Previously, Julie had served as a 9th grade Coming of Age facilitator, so knew many of the YRUU youth well. Julie has facilitated this transition period with dedication and grace. Four volunteer adults (Dan Bair, Kate Hutchens, Leigh Robertson, and Mark VanKempen) formed a successful leadership team, along with the Lead YRUU Advisor.

This year has seen a repeat of many favorite YRUU activities. The YRUU organized a Church rummage sale, which earned funds for the UUAA's operating budget. In July, 14 YRUU youth and three adults traveled to Chicago to work with Habitat for Humanity for five days. This trip was organized by parents and one youth. In September, the youth conducted elections and installed youth leaders. In November, the YRUU made apple dumplings and sold them to the Congregation during four coffee hours. The funds raised by this activity were used to support their annual holiday service project. In December, the youth purchased and wrapped gifts for approximately 20 children which were delivered to the children through Peace Neighborhood Center.

January 2013 brought the annual ski trip to northern Michigan, where the youth enjoyed two days of winter sports. On March 24, 2013, the YRUU youth led the Congregational Services, which were a resounding success. Throughout the past year, the youth had several "Gnomapaloozas," social gatherings on Saturday evenings, some of which were overnights at the Church. While the youth love having overnights and staying up all night, these were limited in number because of the difficulty of finding adult advisors to supervise through the night.

From January through May 2012, youth leaders had the responsibility for much of the programming, with advisors available as support. When Julie Dybdahl became the YRUU Lead Advisor, she met with adult YRUU advisors and youth leaders to evaluate this leadership plan. Both youth and adult leaders felt strongly that this organizational plan did not work as well as hoped. Youth leaders felt overburdened with the responsibilities, and programming suffered. As a result, and at the request of youth leaders, the adult YRUU advisors resumed the primary responsibility for programming for YRUU, with youth leaders serving as consultants.

After much discussion, the youth voted to focus the 2012-2013 meetings on the topic of "Relationships." There was no prepared UUA curriculum on this topic, so the adult YRUU advising team worked hard to create engaging activities about relationships for class meetings. A former OWL teacher led one class and a group of college students working with Safe House also presented on consensual relationships. The months of February and March were devoted to preparing the YRUU-led Congregational Services; these class meetings and

planning were led by youth leaders, with support from advisors and the Rev. Gail R. Geisenhainer, our Senior Minister.

Children and Youth Committee

Submitted by David Tumbarello, CYC Member

The Children and Youth Committee (CYC) consists of four to five dedicated members of the Congregation who serve to support and evaluate the Spiritual Growth and Development program for children and youth. The members of the Committee serve as “cluster coordinators” for the different SGD grades, helping monitor and facilitate growth and development of the teachers, students, and participating families. It is through the CYC that grade level teaching teams communicate with UUAA leadership and other class volunteers in the program.

CYC members are asked to serve for two calendar years plus three months. Terms begin in June. In any given year, half of the members are new and half serve a second year. During the summer, incoming team members meet several times with current committee members, including those who will be leaving the group, in order to build stronger relationships among committee members, and allowing a transition period in which roles and responsibilities will pass from outgoing members to incoming Committee members. Regular meetings are held on the second Tuesday of the month.

During the 2012-2013 school year, Cindy Krueger, David Tumbarello, and Kathi Waters joined the CYC. Lissa Oliver completed her term in August. At the same time, Cindy Krueger stepped down due her commitment to teach 8th grade OWL. In January, Kathi Waters also stepped down. Currently the members are Audra Eddy, Christine Pellar-Kosbar, and David Tumbarello. Audra and Christine’s term will end in August 2013. Recruitment is underway to fill their vacancies.

The Teacher Appreciation Brunch took place on Sunday, April 15, 2012 and this year on April 28, 2013. Keely Kaleski oversaw the planning for the 2012 brunch and provided framework to use for future brunches.

Beginning this year, the CYC will support Advisor recruiting for YRUU.

In July 2012, the CYC engaged in a half day retreat for planning and team building. They enjoyed a lunch with members of the Board of Trustees and Rev. Ashley Horan, Summer Minister. During the lunch, members of the CYC and the Board discussed their respective roles to gain a better understanding of each other’s ministries.

Children's Welcoming Council

Submitted by Michelle Ferguson, CWC Member

The Spiritual Growth and Development program has established a new council to respond to the growing numbers of children and youth with special challenges who are entering our program, as well as queries from families interested in the program, but concerned about how their children will be received and supported within the SGD Program. In keeping with the deeply held value of our beloved community, this council has been named the Children's Welcoming Council to communicate our goal of making the UUAA a welcoming place for all children.

The members of the council are available to provide support and resources to SGD teachers and to facilitate communication between program participants. Sandy Garges, Director of SGD, Debra Golden, SGD Program Assistant, and Michelle Ferguson, K-1 SGD teacher and parent of a child with special needs, currently serve the Congregation through the Council.

In Memoriam

James Lee Embree
November 28, 1946 - April 14, 2013

Barbara Ann Peacock
June 6, 1931 - March 14, 2013

Lael Cappaert
May 31, 1927 - March 6, 2013

Paul Grady
May 21, 1908 - January 25, 2013

William Joseph Hahn
October 26, 1963 - December 21, 2012

Jane Bishop
December 8, 1932 - October 27, 2012

Brenda Kay Casher
December 7, 1957 - October 7, 2012

William Byron Darnton
January 13, 1919 - August 19, 2012

Janeth Ruth Ream
January 13, 1927 - July 10, 2012

The Reverend Nancy Morgan Shaffer
August 11, 1950 - June 5, 2012

Donald J. Portman
April 25, 1922 - May 12, 2012

Naomi Donaldson
March 6, 1915 - August 6, 2011

Memorial Reception Hosts

Submitted by Bob Heinold and Sara Matthews, Co-Hosts

Mission Statement: The Memorial Reception Host team serves celebrants and the UUAA by helping to organize, operate, and clean up memorial receptions in a healthy, safe way, and by having the kitchen and its supplies ready for the next scheduled function.

During the calendar year of 2012, we served people celebrating a life and the UUAA by hosting six receptions. In 2012, fourteen member volunteers were “on call” to serve as hosts, co-led by Sara Matthews and Bob Heinold.

Our roster of current host volunteers are: Pat Appleberry, Carolyn Barber, Joan Burleigh, Dick Duke, Marie Duke, Janet Duncan, Beverly Fish, Lucia Heinold, Judith Lintott, Fran Lyman, Margaret Pekarek, Betsy Price, John Seeley, Bruce Shields, and Deana Shields.

Sanctuary Audio Tech

Submitted by Dick Barber, Chair

Current Active Members: Dick Barber, Skip Tucker, Tim Romlein, Rich Child, Jeff Banet, and Matt Honig.

The Audio Volunteer Committee consists of Congregant volunteers who operate the Sanctuary and Social Hall sound system for Sunday Services and other events like lectures and memorial services. Generally, only the sermons are recorded on digital MP-3 for possible transfer to the UUAA website. Since cassettes have become archaic, many people are asking if complete Sunday services and memorial services could be made available digitally via the MP-3 technique. While this is technically feasible, it does raise some questions about what should and shouldn't be immediately available on the website and what copyright concerns there are with the music that the Chalice Singers perform.

This committee is somewhat unique in that it does not currently hold committee meetings. The members volunteer for specific events/services on a Google scheduling website that is under the control of both the Church Office and the active volunteers. The committee has no major future plans, other than continuing to discuss with the administration and Board how best to establish a specific committee budget and budget line item to better prepare for repairs to the sound system components and expenses related to supplies, like cassette tapes. We do expect to participate in discussions with the administration, et al, about possible improvements/modifications to the Sanctuary sound system, since the current wireless microphone system is out of date (the frequency is no longer supported by suppliers) and has some specific mechanical deficiencies that may become “terminal” at some point.

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We work together to achieve the following ends:

1.2 Social Justice and Environmental Action

We live our beliefs by creating, sustaining, and enhancing programs that actively engage Congregants of all ages in projects that promote peace, justice, and positive environmental action locally and beyond.

- 1.2.1 This Congregation acts in concrete and substantial ways to promote social and economic justice in the larger community.
- 1.2.2 This Congregation acts in concrete and substantial ways to protect the natural environment.
- 1.2.3 This Congregation participates in programs that promote peace and understanding in the world.

Social Justice Council

Submitted by Kate Warner, Co-Chair

The Mission and Objectives of the Social Justice Council

The mission of the Social Justice Council (SJC) is to coordinate and inspire the Congregation's efforts to advocate, educate, organize, serve, and witness for social action and to establish UUAA as a leader for social justice. The work of the SJC is inspired by the Ends Statements from the UUAA's Governing Policies.

The objectives of the SJC are 1. to strengthen the involvement of the Congregation in social justice ministries, 2. to nurture and support the social justice work of our Congregation, and 3. develop and maintain policies and procedures for review, approval, and oversight of initiatives and actions of social justice programs that are conducted in the name of our Congregation.

Organizational Structure of Social Justice at UUAA

See the diagram on page 38 which presents the UUAA's Social Justice Context.

Formulating the SJC's Policies and Procedures Document

The Social Justice Council spent most of the year researching and formulating Policies and Procedures to guide the work of the SJC. The process included building on the UUAA's recently completed Strategic Plan and calling the social justice coordinators of a number to large UU Congregations, such as Atlanta, Portland, and Madison. A social justice technical assistance handbook put out by the UUA was also very helpful.

In addition, the Social Justice Council held a workshop on June 2, 2012 with leaders of 11 Congregational social justice groups to share their missions and accomplishments and to elicit their expectations and ideas for the SJC. A total of 21 people attended the workshop which was facilitated and summarized by Ann Jones.

Based on this extensive input, the SJC spent the next 4-5 months drafting and revising the Policies and Procedures. In January, the final version was presented to the UUAA Board of Trustees for their information and comments. (<http://www.uuaa.org/social-justice/faith-in-action/council>.)

Highlights of the Policies and Procedures Document

The document defines the Mission and Objectives of the Social Justice Council and effective social justice ministry. Criteria and responsibilities to be recognized and eligible for funding as a UUAA Congregational ongoing Social Justice Action Group and shorter term Social Justice Action Group are presented.

The SJC Policies and Procedures describe in detail the activities and functions of the Social Justice Council. The document outlines a structured process for applying for

and receiving social justice funding. It is hoped that the Policies and Procedures will establish a foundation for more effective and supported social justice ministries at UUAA.

Breaking Down Silos: The Social Justice Council Co-Sponsoring and Working Collaboratively With Other SJ Groups at UUAA to Inform, Educate, and Advocate

- Planning and holding a six session immigration course (in conjunction with DCT).
- Saturday morning workshop on UU's and social class with Doug Muder (in conjunction with the Men's Council).
- Publicizing book and co-sponsoring Sunday workshop on the social justice work of ROC (Restaurant Opportunities Center) in conjunction with UUSC and Mindful Eating.
- Publicizing and co-sponsoring Congregational film showings and discussions in conjunction with various UUAA social justice groups such as Challenging Racism and Justice in the Middle East (e.g. *Roadmap to Apartheid*).
- Jointly operating a Social Justice Table in the Social Hall following Sunday Service(s) in conjunction with the DCT and Challenging Racism.

Social Justice Council goals for next year

- Operationalizing the new Policies and Procedures.
- Enhancing and expanding social justice communications through revisions to UUAA's Website, Facebook and publications.
- Expanding and promoting social justice volunteer service and advocacy opportunities within our Congregation.

Members of the Social Justice Council

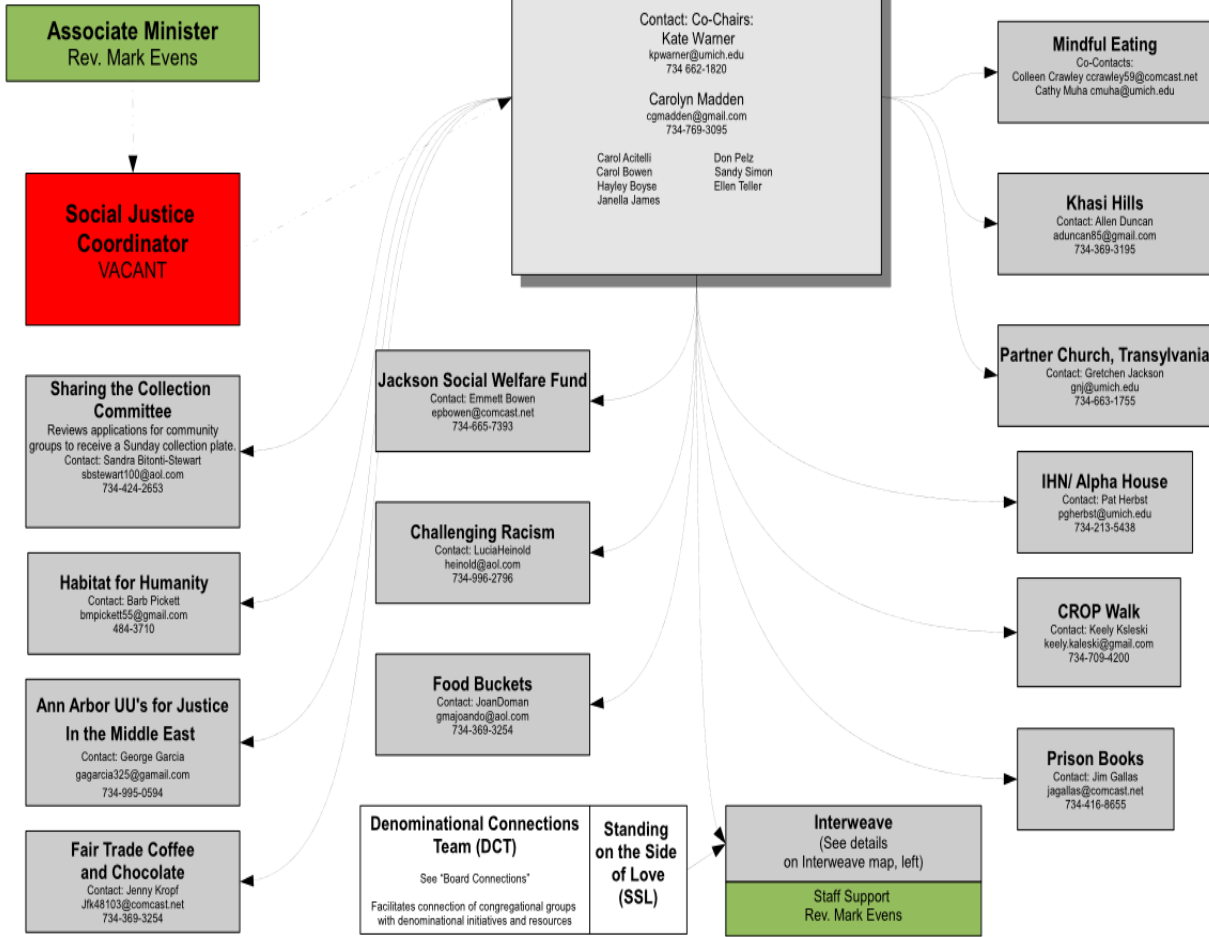
Current Membership: Co-Chairs: Carolyn Madden and Kate Warner; Carol Acitelli, Hayley Boyse, Janella James, Don Pelz, and Ellen Teller.

Recent Alumni Member Participants: Former Co-Chair Sandra Stewart, Julie Voelck, Margo Duley, Lucia Heinold, and Carol Bowen.

Social Justice Council



Rev 02.07.2013



Unitarian Universalist Service Committee

Submitted by Jenny Kropf, Co-Chair

The UUSC Coffee Project is an ongoing fundraiser for our Church and for the UUSC Small Farmer Fund which supports the struggle for human rights.

On most Sundays, we sell authentic Fair Trade products from Equal Exchange (EE), a democratic worker-owned co-operative, and who are in partnership with UUSC.

For every pound of coffee, tea, chocolate, and olive oil we purchase from EE, they donate 20 cents to UUSC. This helps support UUSC economic and social justice programs to securing basic human rights both locally and world-wide.

In the past year, UUSC profited over \$15,000 from UU Churches nationally who are part of the Coffee Project.

With EE products purchased by our Congregation in 2012, we were able to fundraise \$4000 for the Church - the best we have ever done since the program began in 2001.

We hope to continue to serve the Congregation with selling authentic Fair Trade products that support small-scale farmers in creating a creative economy, social justice and environmental sustainability, as well as being an ongoing fundraiser for the Church. We are always looking for volunteers to help keep this program going.

Our dedicated team: is Cathie & Hal Breidenbach, Lynn Dwyer, Connie Frederick, Nancy Harter, Shireen Jones, Jenny Kropf, Lauren Sargent, and Cathy Whitaker, who all wish to thank the Congregation for supporting A TASTE OF JUSTICE!

Challenging Racism

Submitted by Edie Croake, Kathy Friedrichs, and Lucia Heinold, Co-Chairs

Challenging Racism supports members of this Congregation in their journey toward spiritual growth and self-knowledge about their own racial, ethnic, and class privilege. We present programs that affirm the worth and dignity of all and build meaningful connections with others.

Our evolving mission is to assist UUAA by engaging in conversations about race, ethnicity, and class; and to providing opportunities for reflection.

Edie Croake, Kathy Friedrichs, and Lucia Heinold are current co-chairs. Many others design and facilitate our programs.

Members partner with the Social Justice Council, Spiritual Growth and Development, Sunderland Library, Interweave, and QUUest Bookstore at UUAA. In Washtenaw County we work with the Interfaith Council for Peace and Justice, the U of M RACE Project, and other community allies.

2012

This 2012 section begins with our 2012 summer work

- We publicized the African American Cultural Heritage Museum Freedom Journeys and had at least 20 UU's take the tours over the summer. This led to member attendance at their art and literary cultural events last year and about 10 of us attending their annual December celebration.
- Several members marched with other UU's in the July 4 Parade.
- We had a large meeting in September to reflect on what we had learned and experienced of race over the summer. About 20 people were there, with interesting observations that helped shape fall programs.
- In October, we sponsored an Interfaith Council for Peace and Justice (ICPJ) showing of the documentary film *AbUSed: the Postville Raid* to raise awareness of racial injustice in immigration policy (attended by about 45 people). Then we collaborated with other UU social justice groups to teach a 5 week course on Immigration in the fall. Challenging Racism was responsible for 2 of the classes: History of American Immigration Policies and Current Immigration Problems in Washtenaw County (with guest speaker, Laura Saunders of WICIR). Attendance ranged from 15-25 each evening.

2013 is off to a strong start.

1. On January 13, we showed the film documentary *DeForce: America's Past, America's Future, Detroit's Present* to an audience of about 48 people. One of the producers attended and answered questions from an engaged audience that included at least 15 non- UU's, most of them under 40.
2. On January 21, nearly 30 UU's attended the MLK Symposium keynote address and 23 met for a reflective brunch at the nearby Panera's afterward. About 15 of us went to hear

Angela Davis talk about the prison-industrial complex after that while others attended the Prisoner Creative Arts program.

3. On January 27, we facilitated a discussion of *The Arc of Justice*, which fills in Detroit history before *DeForce* begins. About 15 people came, at least 6 had never attended one of our events before. They really wanted to understand what had happened to Michigan's great city.
4. Our Congregation was one of the sponsors of *Unstuck: Reviving the Movement for Social Justice, Human Dignity and the Environment* on March 16. Challenging Racism did some of the publicity and staffed the UU table at the event. We counted at least 25 UU's in attendance, including YRUU's.
5. This March, we also worked with Rev. Mark to organize a discussion of the Ann Arbor Reads book, *The New Jim Crow* with emphasis on theological reflections. Approximately 23 people attended. Part two will be scheduled later this spring.
6. On March 24 and 30, Challenging Racism partnered with the Justice in the Middle East Committee to present the film, *Roadmap to Apartheid*, about the similarities and differences between apartheid in South Africa and in Palestine.
7. This spring Challenging Racism is partnering with our UU Mindful Eating Coalition and ROC Michigan to build understanding and advocacy for the people who work in our restaurants, starting with discussions of *Behind the Kitchen Door*. The first of these meetings was held on April 7.

Watch the Monthly Newsletter and Weekly Bulletin for upcoming events, including more Journeys to Freedom and a group discussion of the Performance Network play, *On the Mountaintop* (May 19 matinee).

Mindful Eating Coalition

Submitted by Colleen Crawley, Co-Chair

Food Gatherers Farm Project

We began this project in 2012 with a goal to save 1,200 pounds of fresh produce grown annually in a garden where the owner is unable to continue farming due to health issues. The property, owned by Bill Schmid, is right around the corner from our Church, on S. Maple, between Ann Arbor-Saline and Ellsworth. Because Farmer Bill has been splitting his harvest with Food Gatherers for many years, this project helps low-income families in Washtenaw County gain access to fresh produce. Food Gatherers has an annual distribution goal of 5.7 million pounds of food, of which two million is produce.

Over 60 volunteers signed up to participate in the project, helping on the farm from April through November 2012. This was a diverse group, representing a cross section of our Congregation. We handled all aspects of farm chores, from soil prep, seed sprouting, and crafting raised beds, to planting, watering, weeding and harvesting tomatoes, peppers, corn, potatoes, and many more vegetables. We raised more than 2,600 pounds of produce (goal was 1,200 lbs.), and almost \$2,000 was raised from sales at the roadside stand (goal was \$1,000). In addition, we were awarded a \$1,000 grant from the Local Food Summit to construct a fence at the perimeter to prevent rodents and deer from destroying the crops. Our team also received the Beacon of Light award from the Michigan Food Bank Council.

We are now in our second year of this project, and it has grown. Not only has the garden expanded, but so has our volunteer team which this spring included a Chalice Circle completing their service project. Already, there are potatoes in the ground and many more crops will follow later in May. We've also been invited to speak about the project by our own SGD 7th grade class and by the YRUU, as well as by the MUUSJN at a conference in Lansing, giving us a chance to educate others on local hunger issues and solutions. Together, with Farmer Bill, the MEC is making a difference.

Prison Ministry

Submitted by Jim Gallas, Chair

Prison Books continues in a successful mission to deliver reading materials to confined readers. We were able to deliver over 15,000 books to our readers during 2012, our seventh year of operation.

Some initiatives that were highlights during 2012 :

1. Introduced magazines, books-on-tape and craft yarn to our delivery menu. (Some facilities are looking for new mediums for their residents).
2. Continued emphasizing children and youth books for our targeted facilities. (These materials are useful in reception areas for visitors and the youth books provide easier reading materials for some readers).
3. Added four new prison facilities: The Ionia Cluster: Richard Hanlon, Michigan Reformatory, Ionia Correctional, and Bellamy Creek Facilities. We continue with 12 other prison facilities
4. Added two new donation sources: A2 Internet Bookstore and IICD Michigan. We continue with nine other sources, including our own Congregation.
5. We continue to offer guidance to other organizations attempting to start a Prison Books Program. We have reached out to UUA Congregations in Brighton, Muskegon, Marquette, Birmingham, and most recently South Bend, Indiana.

Prison Books continues to collect books from Congregants and outside organizations while distributing these “valuable” commodities to different prison facilities. Through the work of the Prison Books Ministry our program continues to prosper/sustain with as many as 17 UUA members participating during the year.

Prison Books is grateful for your continuing contributions of books to this worthy cause (donation site is in SGD Wing upper corridor) and for the wonderful efforts provided by members. Thank UU.

**GOVERNING POLICIES
FIRST UNITARIAN UNIVERSALIST
Congregation
OF ANN ARBOR, MICHIGAN
Board of Trustees**

Core Values: The First Unitarian Universalist Congregation of Ann Arbor, MI (UUAA) has been deeply committed to liberal religious thought and action for over 140 years. We join together in community to encourage and inspire each other's spiritual journeys, to honor and care for the natural world around us, and to join forces in further social justice, in order to make a difference in the world.

We work together to achieve the following ends:

1.3 Community

We create and foster community by providing an intentionally welcoming and safe environment where all feel valued and cared for, and where all are given opportunity to form meaningful connections with one another. We foster a climate of purposeful inclusion of all. We cherish the diversity of gender, age, race, ethnicity, national origin, range of abilities, sexual orientation, gender identity, financial means, education, and political perspective. We live together in peace, search for truth in love, and help one another.

1.3.1 We welcome all who enter into this religious community in which members and friends both value and respect their differences and support and care for one another.

1.3.2 We actively reach out to our surrounding communities to offer our salvific message of the power of love and to offer a place in our religious community to all who share UU values and beliefs.

Associate Minister

Submitted by the Reverend Mark Evens

Creative love, our thanks we give
that this, our world is incomplete,
that struggle greets our will to live,
that work awaits our hands and feet.

~ William DeWitt Hyde, 1857-1917; v1
#289 in Singing the Living Tradition

It has been another very full year since our last Annual Meeting. We have accomplished much, and I'm truly glad there remains much to do.

Our work of gradually becoming the large Church we aspire to be remains ongoing. This year we made progress in articulating how an exciting, promising idea that is aligned with our Congregation's "ends" or purposes, when shared by at least three Congregants, can move forward. We sustained and developed many fine on-going programs like Interweave and Chalice Circles.

June 17, 2012 we celebrated the life and mourned the passing of our former Associate Minister, my friend and colleague Rev. Nancy Shaffer.

On-Going Work

My work leading and supporting our Pastoral Care program with Pastoral Care Coordinator Meredith Ley and welcoming ministries with Welcome Ministries Coordinator Hannah Hotchkiss continues. I continue to provide support to Interweave, the Men's Council, the Humanist group, the newly revitalized 20's - 30's group and our other identity-based groups.

Multi-Generational Fellowship

- I'm very pleased to have helped a new group of leaders led by Jon Thomas-Palmer and Ed Norton, come together to re-start our long-August-weekend everybody-welcome "Family" Camp this summer (August 23-26th).
- We had three large multi-generational parties this past year: the Founders Day picnic in May, a Halloween Party, and a December Christmas Tree trimming party.
- Currently there is a newly emerging group, including Sandy Eyl in leadership, working to organize monthly multi-generational potluck dinners followed by activities to the calendar.
- Monthly all-ages game days on the first Sunday afternoon of each month have become an established offering.

Social Justice / Social Witness / Public Witness and Ministry

- I gave the invocation at the annual Washtenaw County Democratic Party dinner May 20th 2012.
- July 4th I marched with our Congregational contingent in the Fourth of July parade with Jennifer and Emma (melted in a stroller).
- In October I again joined our contingent in the annual CROP Walk fund raiser against hunger. We had great weather and great conversations along the route.
- In December I helped plan and lead our annual Service of Affirmation, co-sponsored by our Congregation's Interweave group and several other open and affirming Congregations in Ann Arbor.
- In April I led a theological reflection conversation on the justice challenges laid out in Michelle Alexander's book "The New Jim Crow."

Stewardship

I helped organize our new Stewardship Umbrella Group, starting with a three "Chalice Circle" style meetings of the Stewardship leaders to get to know each other by reflecting on our formative experiences around money in our families growing up and in our lives since then. I have also consulted, helped train canvassers, and helped develop administrative infrastructure. I even got to enjoy having some canvass conversations myself.

Worship

This past year I preached thirteen times, and lead, hosted, or facilitated worship on seven other occasions. Some highlights were:

- October 7, 2012 - "Memories of Love." Steve Kuzma, Denise Frick and I each shared a story of how different kinds of loving attention shaped us for good.
- December 30, 2012 - "Courage" We considered a saying of Lao Tse: "Being deeply loved by someone gives you strength, while loving someone deeply gives you courage."
- February 24, 2013 - "Economics for People" We looked at measures of human wellbeing in use and under development by Bhutan and various other countries, states, and cities as a means for promoting actual human flourishing rather than mere growth for growth's sake.
- May 5, 2013 - "Divest from Oil" After looking at the evidence I urged us to divest from ownership of fossil fuel companies as the only remaining way to get sufficient motion toward a sustainable climate future.

Life Passages and Pastoral Care

I officiated at seven weddings, and eight memorial services. I currently average 8 pastoral visits and 45 phone calls a month.

Denominational Connections / Professional Development

I am pleased to share as of this spring I have been granted final fellowship by the Unitarian Universalist Association of Congregations as a Unitarian Universalist minister.

This April, I completed my first year of a two-year term of service as President of the Heartland UU District minister's chapter. Other highlights of my ongoing denominational service, connections, and professional development this past year:

- Fall 2012 Heartland UU Minister's retreat: Barb Weber presented on Clergy Wellbeing/ Self Care, and Rev. Kathryn Bert and Rev. Cindy Landrum led a discussion on our UU Minister Guidelines changes which are pending regarding clergy sexual ethics.
- Winter 2013 Retreat: Regional staff person Phil Lund presented on Digital Spiritual Literacy – how our Congregations can and should adapt to the changing landscape of electronic social media.
- Spring 2013 Meeting: Rev. Debra Haffner presented on Being a Sexually Healthy Religious Professional and Building Sexually Healthy Congregations.

I look forward to attending General Assembly in Louisville, KY with fifty or so others from our Congregation.

Community Connections

I have now completed my second year of service as a member of the Institutional Review Board for Cancer Research at the University of Michigan Medical School. The Board meets for an hour and a half most Friday mornings to oversee research involving human subjects. We help ensure that participants are given sufficient information about the research so that they can make informed decisions about participating, and to ensure that all possible steps are taken to minimize risk and balance necessary risks against likelihood of useful outcomes in terms of useful information and benefits to the involved subjects. We also watch to be sure that risks and benefits are distributed equitably across all segments of our society. The rapid pace of change, particularly in the area of genetic testing and personalized medicine keep the work interesting and challenging.

Special Thanks

Special thanks to Cathy Olson for completing two dynamic creative years as Co-Chair of the Chalice Circles program, first with Sally Hattig and then with Ginny Preuss.

Special thanks to Jeff Surfus for stepping up to chair the Men's Council for 2012, and thanks to Ken Powell for taking over the leadership this January for the 2013 year.

Special thanks to Bruce Shields, who completed his service in January, for his outstanding contributions to the Annual Fund Stewardship efforts this year. I also want to voice special appreciation for the ongoing work of continuing Stewardship Umbrella Group members Tim Richards, Margaret Pekarek, Ed Lynn, Tom Darnton, and Neal Foster.

Since what we choose is what we are,
And what we love we yet shall be,
The goal may ever shine afar—
The will to reach it makes of free.

~ William DeWitt Hyde, v4
#289 in Singing the Living Tradition

Welcome Ministries

Submitted by Hannah Hotchkiss, Welcome Ministries Coordinator

The mission of Welcome Ministries, working with the Membership Team, is to warmly welcome all who enter UUAA, provide information about Unitarian Universalism and our Congregation, and integrate visitors and new members into our spiritual community.

Welcome Ministries and Membership strive to uphold our third Core Value, Community, which states the following:

We create and foster community by providing an intentionally welcoming and safe environment where all feel valued and cared for, and where all are given opportunity to form meaningful connections with one another. We foster a climate of purposeful inclusion of all. We cherish the diversity of gender, age, race, ethnicity, national origin, range of abilities, sexual orientation, gender identity, financial means, education, and political perspective. We live together in peace, search for truth in love, and help one another.

Welcome Ministries and the Membership Team oversee the coordination and training of the Sunday Welcome Teams, which include greeters, ushers, Involvement Table staff, Newcomer Welcomers, and the Sunday Social Hour team. Each month eighty volunteers contribute their warmth and hospitality to provide a positive, welcoming experience for our Congregants.

Vital Signs 2012

- Total active membership: 592
- New members in 2012: 40
- Visitor cards in 2012: 223
- Visitor returns 2012: 187
- Introduction to Our Faith workshops: 6 with 86 participants registering.

Accomplishments in 2012

- Conducted Sunday Welcome Team safety workshops, which deepened the commitment of Sunday Welcome Team volunteers.
- Working with SGD, devised better ways to welcome and track new families with children.
- Implemented a new system to track returning visitors, which enables better follow up.
- Completed new Interest and Talents Survey.
- Expanded knowledge of database to better track membership and participation.

Future Opportunities

- Expand the role of the Membership Committee and increase the number of members.
- Offer more frequent and consistent Sunday Welcome Team training.
- Foster greater collaboration with existing groups and support in creating new ones to provide more avenues for social connection.
- Devise better system of tracking attrition or resignations (deaths, resignations, relocations, etc.).
- Offer more in-depth follow-up of new members.

Chalice Circles

Submitted by Catherine Olson and Ginny Preuss, Co-Chairs, and Rev. Mark Evens

The Chalice Circle program has completed another successful year as it continues to provide meaningful facilitated discussions. The participants, facilitators, and leaders engage in facilitated sessions that offer opportunities to grow spiritually as individuals and build community within the Circles and the larger program. This year, the program gained more maturity, building off the robust structure previously put in place. We added a facilitator session structured like a chalice circle to explore servant leadership. All of these improvements enabled the Chalice Circle program to enrich the work of small group ministry at UUAA. Chalice Circles provide spiritual deepening, leadership skills development, and communicate some deep and essential truths about Unitarian Universalist values.

The program was led by the Leadership Council: Rev. Mark Evens, Catherine Olson and Ginny Preuss. The Council is responsible for oversight and program development. The Steering Committee was responsible for the operations and program implementation. This key committee was led by the co-chairs and comprised of Kathy McLean (writing team), Phil Tuchinsky (registration), Ginny Preuss (program feedback), Anne Ramsey (service projects) and Royla Furniss (One Time Chalice Circles).

The primary goal of the Chalice Circle Program remained the same—to engage the hearts and minds of its participants. We strive to provide a safe community for individuals to explore their beliefs and attitudes, while sharing their personal experiences without fear of judgment.

The 2012-2013 program year realized the following:

1. We offered 7 Chalice Circles through the Church. Five were held at First UUAA. We also continued for the third year providing a “satellite” Chalice Circle in Tecumseh, and this year added a second satellite Chalice Circle that met in Plymouth.
2. We continued to offer One Time Chalice Circles on selected Sunday afternoons at the Church as a way to introduce people to the program without a 14 week commitment. This also provides an opportunity to experience a chalice circle to those who are not able to participate in the regular program.
3. The registration process was very effective, managing waiting lists on top of supporting the full registration of available sessions.
4. An investiture of the facilitators was held in October in recognition of their lay leadership role and responsibilities to the Congregation.
5. Two facilitator training opportunities were provided. New facilitator training was held in June and training for all facilitators was held in September.
6. New session content was developed by the writing team for the upcoming program year. In the coming year, additional program enhancements will be explored including additional outreach opportunities and innovative program offerings.

The program's continuing success is due to the passion and integrity of its participants and lay leaders. It would be difficult to continue the program without their dedication and commitment to Chalice Circles. Without them, we would not be able to achieve the program's goals and meet the needs of the larger faith community at UUAA.

CHALICE CIRCLE VISION STATEMENT

This document expresses the difference we hope to make through the Chalice Circle program using the First Unitarian Universalist Congregation of Ann Arbor (UUAA) Board "Ends Statements" as an organizing framework. Section numbers refer to that document.

1.1 Spiritual life

1.1.1 Chalice Circles actively support members, friends and visitors of this Congregation in their journeys toward spiritual growth and self-knowledge. They provide small groups in which individuals can share and reflect on their own experiences, and benefit from hearing the experiences of others.

1.1.2. The participants find Chalice Circles to be important spiritual experiences in which they share the power of collective spiritual experience and have opportunities for personal transformation.

1.2 Social Justice and Environmental Action

The Chalice Circle curriculum developed for each program year includes at least one topic that encourages the development of participants' social justice consciousness.

1.2.3 Chalice Circles develop people's skills at listening, understanding and speaking their truth in a group united by a mutually created covenant. All of these skills contribute to the development of peace and justice in the wider community.

1.3 Community

Chalice Circles create and foster community by providing an intentionally welcoming and safe environment where all feel valued and cared for. Participants are given the opportunity to form meaningful connections with one another. Chalice Circles foster a climate of purposeful inclusion regardless of gender, age, race, ethnicity, national origin, disability, sexual orientation, gender identity, financial means, education, or political perspective. We live together in peace, search for truth in love, and help one another.

1.3.2 While we have not yet publicized the Chalice Circle program outside the Congregation, we do actively welcome and include visitors. Chalice Circles are one of the strongest mechanisms for incorporating new entrants into the community of the Congregation. They thereby promote and make Unitarian Universalism available to those who request it.

1.4 Stewardship

1.4.1 The Chalice Circle program supports wise stewardship through its recruiting, training, and support of leaders during their period of service.

Recruiting – We require that Chalice Circle facilitators be members of the Congregation (though exceptions may be granted). This requirement promotes the importance of

membership and the increased emotional and moral commitment members have made to the values and practices of the UUAA community.

Training – We make good use of our facilitators’ time by providing a well thought out, well presented training that prepares them to succeed in their work. Training and experience in the Chalice Circle program also equips lay leaders for effective service in other areas of Congregational life.

Support – We provide ongoing practical support and community for our facilitators through monthly meetings patterned after the Chalice Circle meetings as well as one-on-one conversations with the program co-chairs and/or supporting minister. The Chalice Circle program deepens the facilitators’ sense of connection and commitment to the Congregation and Unitarian Universalism through service projects and volunteer appreciation.

Service Projects – Each Chalice Circle performs a service project that enhances the well-being of the wider Congregational community. With gratitude, we appreciate the Chalice Circle for their service project work and model mutual appreciation of all contributions to the good of the Congregation.

Volunteer Appreciation - We regularly and formally appreciate our facilitators and other leaders. We support their spiritual development, the development of their skills for use elsewhere, and their ability to express appreciation of others. This recognition also extends to the overall program.

Active Continual Program Evaluation – We consistently and frequently seek feedback from program leaders and participants. This insures that the Chalice Circle program is responsive to the needs of the Congregation. We have identified the need to seek program feedback from people not participating in the program.

1.5 Culture

In their design and functioning, Chalice Circles embody the core principles and values of this Congregation and Unitarian Universalism. The core truth of Chalice Circles is that we learn and grow from our differences. The curriculum intentionally includes at least one session overtly focused on one of the UU Principles or Sources. Through this we express the value we place on our connections—past, present and future, to the Unitarian Universalist world network.

Bridge Mix

Submitted by Bert Ramsay, Chair

The Bridge Mix is open to members and non-members and provides a monthly opportunity to play social bridge. We normally meet on the second Sunday of each month for about four hours. There were about 32 participants in 2012-2013 program year. A modest contribution of \$25 toward the UUAA General Fund is requested from each participant.

Wednesday Morning Readers

Submitted by Joyce Phillips, Chair

The Wednesday Morning Readers are a casual group that meets the second and fourth Wednesdays of each month from 10:00 to 11:30am. Books for discussion are suggested and chosen by the group members. Current selections are always available in QUUest Bookstore and members often make their purchases there in support of the Church. We have a core group with others joining in when a particular book is of interest. Our discussions are open to all members and friends of the Church.

Humanist

Submitted by the Humanist Group, Ellen Teller, Chair

The mission of the Humanist group is to provide a forum for members and non-members of the Congregation to meet and have open discussions about their core beliefs from a humanist perspective. This mission is consistent with the UUAA Principle number four: "A free and responsible search for truth and meaning."

The group continues to meet the first and third Thursdays of the month. The agenda has recently changed to include three segments: 1. an open presentation of ideas, issues, and concerns brought by members; 2. a discussion about a topic from a rolling list of topics (see list below); and 3. a more in-depth dialogue of a particular reading, article, or book usually led by the person who suggested it.

There are 29 members of the group but meeting attendance ranges from a low of 7 to a high of about 14. Several members, although they are not formally affiliated with the Congregation, are active, engaged in and contribute to the group. Others, while they do not attend the meetings, have expressed their appreciation for the mailings sent out by the more active members.

One of the benefits group members value is the complete freedom to express whatever they think and believe without judgment. The emotional bonding which comes from the honest expression and thoughtful responses has developed a strong feeling of belonging and affiliation.

Based on reading of analysts, philosophers, and psychologists regarding why humans have consistently sought participation in religions, the group wrote a letter, titled "Strengthening Interpersonal and Group Building Practices at UUAA," to the Senior Minister and Board President, recommending greater involvement of Congregants in the Sunday morning services. The letter was signed by eleven members of the Humanist group. We also met with the Senior Minister to explore these recommendations.

Ellen Teller continues to serve as the coordinator of the group. Her partner, Louie Leedle passed away this year and we miss his active participation. Others in the group have stepped up to facilitate the discussion of topics. Members who attend are engaged and contribute to the conversations. The books and articles we have considered this year are listed below:

Books, Articles and Topics Read and/or discussed by the Humanist Group in 2012.
(Listed from most recent to oldest)

If the Dalai Lama Were Pope.

The Riddle of the Human Species by E.O. Wilson.

Attack on Church-State Separation.

Spiritual but not Religious-Or lazy.

Thinking Fast and Slow by Daniel Kahneman
Farewell to an Uninspiring Pope.
A Spirituality for the 21st Century.
The Blessings of Atheism.
New Research Links Spiritual NONES and Mental Health.
Why, God.
In a Crisis, Humanists Seem Absent from the New York Times
The Moral Animal by Oliver Sachs.
How Religion Is Making a Comeback on College Campuses.
Selfishness vs. Altruism.
Twelve Cool Holiday Traditions.
The God Glut.
The Demographic that Should Keep Rove Awake at Night.
West Point Dominated by Christianity.
Out with Christmas, in with Yule.
Hell Raiser from *The New Yorker*, Nov 26, 2012.
Did the Dalai Lama Just Call for an End to Religion?
A Year in Jail for Not Believing in God.
Why are Religious People Happier.
Chapter 8 of *The Swerve*.
History of the Unaffiliated-Spiritual not Religious.
Atheism's Growing Pains.
In Praise of the Clash of Cultures.
From Bible-Belt Pastor to Atheist Leader.
Atheists are just like Christians by Chris Bolt.
Study Finds More Than 20 Percent of Scientists are Atheist.
Eight Atheist and Agnostic Scientists Who Changed the World.
Five People Who Bravely Fought Christian Takeover of America.
Ingersoll's Vow.
Five Ways Churches Get Preferential Treatment and Benefit from Legal Loopholes.
Culture Changers.
The Biggest Threats We Face From Conservative Religion.
Six Reasons Progressives Need Religion.
"Human Rites" from *Talking the Enemy*, by Scott Atran.
The Loch Ness Monster Is Real. . .
The Truth About Religion in America.
Seven States which Ban Atheists from Holding Public Office.
In U.S., 46% Hold Creationist View of Human Origins.
Eight Ways Christian Fundamentalists Make People Convert.
No Religion: Seven Types of Non-believers.
Nine Great Freethinkers and Religious Dissenters in History.
Anti-religious Elements.
Altruism Gene by E.O. Wilson.
The Altruism Gene by Lehrer.
Should Atheists Slam Religion or Show Respect.
Can BillBoards Kill Religion.

“The Hive Switch” from *The Righteous Mind* by Johnathan Haidt.
 “Religion is a Team Sport” from *The Righteous Mind* by Johnathan Haidt.
Cohesion in Five Religions by Bruce Gibb
Religion and the 'rise of the nones' from the *Los Angeles Times*
Learning to Respect Religion.
A Spiritual Crisis in the Humanities from Religion Dispatches
How Religions Demand for Obedience Keeps Us in the Dark Ages.
Class Matters.
Five Signs of Spiritual Progress by Straube
God and Caesar in America.
All machine and no ghost.
Church, State and Christianity.
Who Is a Humanist? by Harwood

Humanist Group 2013 List of Questions for Discussion

- What does it mean to be a humanist? What does one believe, how does one act; what does the “human” mean in humanist; what does it mean to be human? What is the humanist’s contribution beyond believing that humanists are concerned with making this world better? What are the sources of humanist thought and belief?
- Education in the future about humanism for young (and old) humanists. What would a humanist curriculum contain? What methodologies would be used? Where are humanists educated?
- Community: What constitutes a community? How does one build a community? What distinguishes the “loving community” from other types of community? (References to: Alain deBotton, *Religion for Atheists*; Peter Block, *Community*; *Growing a Beloved Community* by Owen-Towle; and *The Community called Church* by Segundo.)
- How to interact with dogmatic individuals; how to find common ground; how to retain a relationship in the face of deep ideological differences?
- What is morality for a humanist? Where does it come from? Why are moral principles both common and different across cultures? Would or can morality exist without a divine source? (Reference: Houser, *Moral Minds*)
- What is worship? What forms does it take? Can and do free thinkers worship? If so, how and where?
- What is faith? How does it differ from belief? How do we as humanists use the word?
- “God,” the meaning of the term. How has the meaning evolved over time? Do atheists have a god? Where is s/he located? (Tolle’s definition).
- What do we mean by “critical thinking”? What skills does it require? Why is it being outlawed in some States (Texas)? Is it a code word for secular undermining of faith?
- How do we address each other? By title, social status, family name, marital condition, educational degree, given name, or by fictive family? Why and where? What do our means of addressing each other imply? What values does it reflect?
- Abortion and reproductive rights.
- Separation of Church and State. US, House of Representatives Resolution: HR592, which allocates money to be granted to religious organizations.
- The Catholic Church: role of priests, transitions its future, its growth and decline, its internal diversity.

- Privatization of public functions: schools, prisons, military, police, etc. (Reference to *What Money Can't Buy* by Sandel and *Systems of Survival* by Jane Jacobs).
- The Philosophy and Politics of Selfishness: Ayn Rand and Others.

20's & 30's (+/-) Affinity

Submitted by Hayley Boyse and Angelina Zaytsev, Members

The 20's & 30's group was rekindled at the end of the summer by Hayley Boyse and Angelina Zaytsev. The group intended to bring together young adults (and the young at heart) to provide a network for this age group. When revitalizing this group, our primary goal was to connect newcomers and young adults with others in their age group and to help young adults feel more connected with the larger Congregation. A secondary goal was to increase the visibility of the 20's & 30's group in the Congregation.

Working towards these goals, our events are primarily social in nature. Our regular events include twice-monthly happy hours at Arbor Brewing Company and once per month after-service Sunday brunches. In addition, various group members have hosted parties or planned other social activities. One memorable occasion was the Valentine's Day potluck, which was open to the entire Congregation and celebrated the theme of the *Beloved Community*. This potluck brought together over 70 Congregants of all ages for a night of fun and food. Several other Church organizations had representatives who spoke such as the Auction Committee, Interweave, and Social Justice.

In addition to social activities, this group has been, and will continue to attempt to be, a conduit to involvement in the Congregation for young adults by announcing volunteer opportunities to the group and encouraging group members to get more involved in the Congregation's work. Group members have been involved in the Decorations Committee for the Auction and regularly participate in Welcome Ministries the first Sunday of every month.

Group membership consists of ten core members who attend events regularly and a larger group who attend events occasionally and a larger number of less frequent attendees. Our Facebook group, <https://www.facebook.com/groups/uuaa20s30s/>, which was created to support communication, has 58 members as of the writing of this report.

Our future goals include the following:

- Continue providing a welcoming space for current members and interested individuals.
- Encourage participants to become more actively involved in attending or planning events.
- Explore and, if determined necessary, implement a more formal group structure in order to ensure continuity of the group and ongoing leadership development and support.
- Diversify leadership roles and styles.

We hope to continue organizing social events such as potlucks, happy hours, brunches, and volunteering as a group.

Social Hour

Submitted by Kenji Yano and Karen Kerr, Members

Each week the Social Hour team serves over 200 donuts, 60 bagels, 200 cups of coffee, vegetable trays, and more. These weekly Social Hours after each Sunday service are hosted by our dedicated group of Social Hour Volunteers.

Our Social Hour team has steadily grown over the last year. The first goal of breaking up the tasks into more manageable and volunteer-friendly jobs has been mostly achieved. Currently, six to eight members are regularly rotating shifts. On average, we get several new volunteer sign-ups monthly.

Our next goal is to double the size of the core group of volunteers to supply several people per shift, to cover roles such as early morning coffee preparation, maintenance of the volunteer sign-up database, and outreach. By increasing the number of core volunteers, we will free up staff time that is currently being dedicated to these tasks.

Operationally, this past year we have largely maintained a streamlined approach and have not expanded our offerings very much. Although we have received requests and new ideas from Congregants (e.g. espresso machine, ice tea), we have not been able to incorporate all of these ideas as we remain focused on building our core team of volunteers. Examples of new ideas we have incorporated include: raw vegetables & dip, coconut milk, sugar alternatives using natural ingredients, and buying our milk from a local dairy. We should be able to explore more ideas as we get more participation.

Women's Breakfast

Submitted by Judy Slater, Member

We are a small, loyal bunch who meet at 8:15am on the third Saturday of each month at Classic Cup Café at 4389 Jackson Avenue. Friendships have developed, good food and hot coffee abounds, stories are told, and laughter and tears are shared. Newcomers find us delightful, so come find out for yourself.

Pastoral Care

Submitted by Meredith Ley, Pastoral Care Coordinator

Pastoral Care is provided by the Ministers in the form of informal hallway conversations, office conversations, hospital, home and rehabilitation center visits, phone calls, emails and sometimes even through Facebook. Pastoral Care could be described as helping members and friends of the Congregation develop and maintain spiritual wholeness through all the challenges and blessings of life. Spiritual wholeness includes being connected to yourself, your friends and family, the wider circle of community, nature, and even the totality of existence which some name as God. Spiritual wholeness includes having hope, meaning and love in our lives.

This is a shared ministry with caring and being present to and with one another at its core. Our ministers lead and participate in this effort and strive to equip everyone in the Congregation to participate to the level of their interest and capacity. We encourage and support grass roots caring among Congregants in the many small groups, both formal and informal, in our Congregation. Our Pastoral Care Assistants program selects and trains volunteers to be caring listeners and visitors with those in difficult life transitions or times of stress. We maintain lists of volunteers willing and able to provide practical support such as meals and help with household chores. Our goal is to provide a presence of caring and assistance to complement the support offered by friends and families.

The Pastoral Care Leadership Council provides input to help shape, support, develop and evaluate the program. The council now includes: Joan Burleigh, Laura Bollettino, Kathy Friedrichs, Terry Madden, Julie Voelck, Meredith Ley, and Rev. Mark Evens.

Program goals for the current year include these primary objectives: to provide quality care, maintain integrity of service, ensure sustainability of the program, and align program goals with current community resources (budget, staff, and volunteers). Additional key goals for 2012-2013 were:

1. To increase awareness among Congregants of the Pastoral Care program, and to have it known, used, and valued.
2. Continue the yearly investiture of Pastoral Care Assistants.
3. Design a tool and collect data about use of the Pastoral Care services provided by Ministers, the Pastoral Care Coordinator, and Care Assistants.
4. To recruit a Team Leader to establish an educational program on Pastoral Care related topics.

The following significant results have been realized during the 2012-2013 program year:

1. The Job Seekers Group has changed its structure in order to meet the needs of the job market and the group, which averages 13 people at each meeting. Five guest speakers were brought in for discussion of résumé preparation, opening a business, recruiting procedures, and other key concerns of job hunters. Job search skill training was provided. Largely, group members provided key support to one another during their searches.

2. Senior Lunches continued to provide people of all ages an enjoyable and informative time together. Average attendance was 45. A group of volunteers set up for the lunch and then cleaned up. The enthusiasm is high based on the conversations and laughter.
3. The Pastoral Care telephone line, 734-506-8822, is now monitored by a UUAA Minister or the Pastoral Care Coordinator 24 hours a day, 7 days a week for Pastoral Care updates or concerns. Our goal is to respond appropriately to all calls within three hours.
4. In our ongoing effort to make the Pastoral Care program and resources visible and accessible to all Congregants, Pastoral Care co-sponsored the April 2013 All-Church Retreat with Interweave, we started a lending library of books on Pastoral Care topics, Newsletter articles have focused on various areas of interest, and we have initiated an ongoing educational program.
5. We established a data collection tool to track Pastoral Care service delivery. In the past year we provided pastoral care contact to an average of 275 Congregants per month. Further work will be done in the next program year to create a more precise measure.

Reports of the two major Pastoral Care programs, the Care Assistance Team, led by Kathy Friedrichs, and the Education Task Force, led by Terry Madden. Reports appear below.

Pastoral Education Task Force

Submitted by Terry Madden, Team Lead

To help make our members more informed concerning quality of life health issues as well as identifying resources available in Ann Arbor/Washtenaw County, Pastoral Care added a new component, namely "Pastoral Care-Education." The objective is to develop an annual slate of regularly scheduled presentations on a variety of health-related topics for care givers and care receivers, to be implemented during the 2013/14 Church year. In addition to publicizing the Pastoral Care program, this series of offerings will combine presentations by "outside experts" as well as "inside experts" sharing both their expertise and experiences dealing with various life issues of concern as we age.

Pastoral Care –Education provided a preview of the intended mix of experts by organizing two events:

1. A panel discussion on March 17 entitled, *Living Our Values at the UUAA – End of Life Care* in which caregivers Russ Blaesing, Pat Kuessner, Tim Richards, and Priscilla Spencer described the end-of-life care provided by the Community and Pastoral Care team to deceased members Brenda Casher, Louie Leedle, Meg Lynch, and Kevin Sullivan.
2. A scheduled June 10 presentation by Marie Pierce, Community Outreach Representative from Arbor Hospice, entitled *Five Wishes Advance Directives: Making Your Wishes Known*.

Task Force members preparing for the 2013 – 2014 Pastoral Care-Education series are: Sandra Breck, Meredith Ley, Terry Madden, Marilyn Tripp and Eileen Wright.

Pastoral Care Assistants

Submitted by Kathy Friedrichs, Team Lead

I've seen and met angels wearing the disguise of ordinary people living ordinary lives. The "angels" in our Church are you - the people who generously reach out to others in need, say a kind word, or project a friendly face to our Congregation, and also the Pastoral Care Assistants. Thank you to the wonderful Care Assistants I have had the privilege to work with this past year: Terry Butcher, Sara Gibb, Marion Holt, Tom Longworth, and Eileen Wright.

The Care Assistants (CA) provided care and support to members of the Congregation in need during times of illness, loss, or transition. We also provided training and support to each other, and are always looking for others to join us – people who have a passion for caring.

This year, we worked on improving our internal structure (our mission statement, covenant, and the database that keeps track of the support we give). Increasing the awareness of the Pastoral Care program in the Church is a major goal. We envision a day soon when every member of our Congregation knows where to go and the number to call if they need help in a time of need.

The leadership team will focus on establishing attainable goals for the 2013-2014 program year. Key elements will be educational programming, updating Pastoral Care materials such as the website and communication tools, and continuing to provide quality service.

The Leadership Team appreciates all of you for making this year a success.

Pastoral Care Core Values **Revised 9/15/2010**

1.1.1. **Pastoral Care services** actively support members of this Congregation in their journeys toward spiritual growth and self-knowledge.

Pastoral Care is committed to a *shared ministry* through service, action and mission. Traditionally the spiritual, social and emotional needs of Congregants have been provided for by the Ministers. The Pastoral Care program seeks to integrate the Ministers, Congregants, and friends in providing support for those seeking assistance. All those participating are pursuing their passion and fulfilling their personal ministry.

1.1.2. We gather in worship to share the power of collective spiritual experience.

“The Chalice symbolizes the spirit of community, fire of compassion and commitment to be with others in community”. The Pastoral Care team embodies this spirit, compassion and commitment, dedication to being of service to the UUAA community. Pastoral Care is the heart of UUAA and looks after our members and friends in times of need.

1.2 Social Justice and Environmental Action

Pastoral Care team members show up, listen with an open heart, speak their truth and let go of judgment or assumptions. It is the embodiment of the “Sacred Art of Listening” which can only result in understanding and a more peaceful world.

1.3 Community

Pastoral Care team participants receive training to help them understand the dynamics of discrimination and social marginalization so they may better meet the pastoral needs of a diverse Congregation.

Through our service to each other we speak of our values to the surrounding communities. We have enhanced a community resource reference guide to refer people to local community support networks when we are unable to meet specific needs. The Pastoral Care program exemplifies our Words of Affirmation: The spirit of the Church is love and service is its law. This is our covenant with each other to dwell together in peace; to search truth in love and *to help one another.*

1.4 Stewardship

Pastoral Care volunteers are all active stewards, serving our Congregation and pursuing our ministries through prudent and creative use of our resources, whether physical, environmental, financial or human. We show respect and care for our beautiful building and grounds, for our staff, and for one another. We cultivate right relationships among members of this Congregation and with the wider world.

1.4.1 **The Pastoral Care teams provide care to all those who ask within the scope of our resources and services. Our vision and goals are created within a practical and**

realistic framework of UUAA and are managed within the concepts of right relationship and respect of all that this Congregation strives to maintain.

1.5 Culture

The purpose of the Pastoral Care team is to serve the needs of UUAA members, visitors and friends in times of need with love, caring and compassion. In all the services we provide, we support and demonstrate the covenant of this community. The services we provide support the inherent dignity and worth of each person asking for assistance. We give services with compassion and an open heart. We accept each other with no assumptions or judgments of another's belief. All lay volunteers seek their own truth and meaning through service to others. We respect the interdependence of the Ministers, social networks, and supportive services in our beloved community. Pastoral Care is one of the main pillars of creating and maintaining a beloved community.

**GOVERNING POLICIES
FIRST UNITARIAN UNIVERSALIST
Congregation
OF ANN ARBOR, MICHIGAN
Board of Trustees**

Core Values: The First Unitarian Universalist Congregation of Ann Arbor, MI (UUAA) has been deeply committed to liberal religious thought and action for over 140 years. We join together in community to encourage and inspire each other's spiritual journeys, to honor and care for the natural world around us, and to join forces in further social justice, in order to make a difference in the world.

We work together to achieve the following ends:

1.4 Stewardship

We are all active stewards, serving our Congregation and pursuing our ministries through the prudent and creative use of our resources, whether physical, environmental, financial, or human. We show respect and care for our beautiful buildings and grounds, for our staff, and for one another. We cultivate right relationships among members of this Congregation and with the wider world.

1.4.1 Members and staff of this Congregation share and make prudent and creative use of the resources that are available to them in service to the work of the Congregation.

Executive Director

Submitted by Thom Bales, Executive Director

Building & Office Team

The Many and the One. Individuality and Interconnectedness. Diversity and Unity.

Understanding how to make safe and wise passage back and forth between these two living poles of existence has been an age-old task of many a philosopher, theologian and person on the street alike. It is very hard work.

Genesis, the first book in the Bible, remembers a time when humanity spoke the same language and lived with enough inspired and collaborative unity to attempt the building of a Donald Trump-style high-rise, much to God's dismay. The resulting intervention introduced babel/confusion/noise and the subsequent eruption of diversity. Evidently, the intent (which might even tease a chuckle out of George Will) was to make any grand, unified purpose impossible to accomplish.

Some Buddhists and Hindus go a different direction, inviting the metaphor of the individual self as a drop of water in the cosmic ocean, seeing our lives as trapped in an illusion of separateness. From this point of view, the sacred human task is to see through this veil of individuality and make a return to this vast ocean of oneness. Although we might rightly give priority to the ultimacy of oneness for some purposes, I now know when I wish to keep my child from running in front of a car; it is more useful to think in terms of the many.

Because both historical strands of our religious movement, Unitarianism and Universalism, begin with "uni" (Latin for "one"), it would be easy from the outside looking in to assume that we perhaps give primacy to some unified belief, focus, program or outreach. Yet, I dare say, when folks unfamiliar with our lived reality visit our Congregation for the first time, it is far more likely for them to be impressed with the diversity of belief, focus, program or outreach at UUAA.

I do not see the diversity of the world as an illusion to be escaped, but simply as something to be understood and appreciated. The philosopher Alfred North Whitehead, whose thought has helped me better understand and balance unity and diversity, once wryly observed, "There are simplicities connected with the motion of a bar of steel which are obscured if we refuse to abstract from the individual molecules" (*Process and Reality*, p. 16). Perhaps if I had read Whitehead at age 13, I would have avoided being whacked in the mouth with a golf club by my sister when I was 14.

The Many and the One. Individuality and Interconnectedness. Diversity and Unity.

As the head of the Building & Office Team, I can tell you that navigating the terrain between these two poles is a fundamental and ongoing task. My job seems to be making sure we (the many) are all rowing our boat together (the one). And hopefully, that is NOT upstream. All

things considered, I surmise we did that pretty well rowing together during the 2012-2013 program year

I would like to recognize and thank my colleagues on the Building & Staff Team, who show deep daily commitment and care for the people here –

- Debby Casamatta, Church Office Administrator
- Venus Gregory, Building Attendant/Office Assistant
- Arthur Whigham, Custodian

I would also like to express my gratitude to the committed and capable lay leaders in our assigned areas of responsibility -

- Ann Jones, Archive & History Team. Our Land for Worship Team
- Bob Heinold, Memorial Reception Hosts
- Dick Barber, Sanctuary Audio Techs
- Don Winsor, Internet Technologies Group
- Jim Gallas, Goods & Services Auction Planning Team
- Sara Matthews, Memorial Reception Hosts
- Tom Darnton, Planned Giving Committee
- Office Volunteers

My goals for 2012-2013 and some comments on where we stand relative to them:

- Develop greater access to land. A worship/reflection trail has been created, along with a related reflection guide and map. Volunteers have made significant trail improvements and we have formally added ongoing trail maintenance to our land and lawn care contract.
- Support the development of an Archive & History Team. Ann Jones has spearheaded the development of a lay volunteer team to further develop and promote the Church's archives. A careful survey of potential archive materials has been carried out. Plans for access and presentation of our history are being developed and considered.
- Develop plan for deferred maintenance. We caught up a tiny bit last summer and fall when we repainted the Fahs Chapel, performed some work on the heavily used Social Hall floors and replaced 22 damaged chairs. Several larger needs, such as resurfacing the parking lot have been identified; however, future work will be directly dependent on resource allocation in the coming years.

Here are a few other highlights I want to note from the past year:

- We navigated the 2012 fiscal year with consistent cash flow and maintaining a positive Operating Fund balance and year end.
- We put on another successful Goods & Services Auction, netting approximately \$16,000 for the Operating Fund.
- We reduced UUAA's property taxes from about \$3,800/year to \$0.

Comprehensive Campaign

Submitted by Margaret Pekarek and Tim Richards, Co-Chairs

We were asked in late 2011 to serve as co-chairs of a “Capital Campaign” to reduce the size of the Congregation’s mortgage debt. We held our first meeting as newly appointed Co-Chairs on January 3, 2012 to deliberate the scope of our charge and strategies for accomplishing that charge. We invited Congregation member Bill Tyler and former Interim Associate Minister and currently active Friend of the Congregation, the Reverend Fran Dew to join us as members of our Steering Committee to advise us and to help us do our work. Their advice and substantial effort have been invaluable to our success.

We quickly concluded that, to be consistent with the values and culture of this Congregation, it was vitally important that our efforts must focus on stewardship, not fund-raising. This awareness led us to understand that the larger purpose of the Comprehensive Campaign is to support this Congregation’s movement toward a culture of abundance and away from a culture of scarcity. We have attempted to model the qualities of a culture of abundance in our communications and in our efforts by expressing gratitude to all who have assisted in this campaign and to those who have contributed to the campaign

During our deliberations about strategy and process, we decided to use the term “Comprehensive Campaign” rather than “Capital Campaign” to emphasize that the purpose of the campaign is to apply the funds raised to reduce an existing mortgage and not to fund new capital projects. The Board of Trustees accepted our proposal that we conduct a three year campaign and on a “goal” of \$1,500,00.

We elected to partner, beginning in the spring/summer of 2012, with the Annual Operating Fund Pledge Campaign to conduct a joint campaign in November 2012. This joint effort included our participation as members of the newly formed Stewardship Umbrella Group (SUG), which included Steering Committee member Rev. Fran Dew and worked under the guidance of Rev. Mark Evens. A noteworthy result of this collaboration was the Group’s decision to attempt to personally contact every member and pledging friend and to organize an extensive canvasser training program. This was developed and conducted by Reverend Dew, assisted by Board Trustee member Tom Darnton, who conducted four training sessions for approximately 68 Canvassers. Starting in August 2012, we ran a regular *Comprehensively Speaking* column in the Monthly Newsletter as well as regular updates in the Weekly Bulletin during the Fall combined campaign to publicize this campaign.

Results:

To date, we have received pledges for just over \$1,100,000. Approximately \$265,000 has been received in payment and approximately \$250,000 has been applied to the mortgage, thereby reducing the monthly mortgage payment to \$10,500.

Annual Operating Fund Stewardship Team

Submitted by Bruce Shields, Co-Chair

The 2013 pledge drive was the result of the efforts of a large group of dedicated Congregants. In a departure from the previous year, the Stewardship Umbrella Group decided to conduct a combined All-Congregation canvass for both the Annual Operating Fund Campaign and a Comprehensive Campaign designed to free up financial resources by reducing the Congregation's debt load.

We received 416 pledges for \$873,556, the second highest amount in the history of our Congregation and almost \$4,000 higher than the previous year. In addition to the group of more than 60 canvassers who conducted hundreds of in-person conversations to develop and deepen connections within the Congregation, many thanks are owed to the Stewardship Umbrella Group members who planned the drive. Those members are Margaret Pekarek, Tim Richards, Tom Darnton, Rev. Fran Dew, Neal Foster, and Ed Lynn. Additionally, many thanks to Rev. Mark Evens for his tireless staff support.

The table on the next page provides a comparison of the pledge patterns compared with the 2012 campaign.

Pledge Amounts	2012 Campaign			2013 Campaign		
	Pledge Units		Cum \$ Pledge	Pledge Units		Cum \$ Pledge
	Number	Cum	Amount	Number	Cum	Amount
\$20,000 or more	1			2		
\$10,000 to \$19,999	9	2.4%	15.6%	7	2.2%	15.2%
\$8,000 to \$9,999	4	3.4%	19.5%	4	3.1%	18.9%
\$6,000 to \$7,999	11	6.0%	27.9%	14	6.5%	29.4%
\$4,800 to \$5,999	22	11.2%	40.9%	18	10.8%	39.9%
\$3,600 to \$4,799	25	17.2%	52.5%	27	17.3%	52.3%
\$2,400 to \$3,599	58	31.0%	70.5%	51	29.6%	68.4%
\$1,200 to \$2,399	110	57.2%	89.4%	115	57.2%	88.9%
\$ 600 to \$1,199	88	76.7%	96.8%	88	78.4%	96.9%
Less than \$600	90	100.0%	100.0%	90	100.0%	100.0%
Total	412			416		

If you analyze the above data, there is a concern. The distribution is weighted too heavily towards the relatively few large givers. The average pledge is \$2,100, but median pledge is \$1,200. In a healthy distribution, these would be equal.

Wayne Clark, the director of Congregational Stewardship Services for the Unitarian Universalist Association of Congregations, posits a healthy distribution of financial giving, shown in the first column. The typical distribution found in UU Congregations appears in the middle column and our current giving distribution at First Unitarian Universalist Congregation of Ann Arbor is shown in the right column:

	<u>Healthy</u>	<u>UU Standard</u>	<u>UUAA</u>
First Quartile	10%	5%	5%
Second Quartile	15%	10%	11%
Third Quartile	35%	25%	20%
Fourth Quartile	40%	60%	64%

In a healthy distribution, 25% of pledge money is raised from the top 10% of pledges, the next 25% of money from the next 15% of pledges, etc. Although UUAA aligns with the UU Standard, he points out that:

With this [unhealthy] distribution, the Congregation is more vulnerable. If just a few top contributors stop giving, the consequences to the Congregation’s fundraising efforts are severe.

In our case, if the top 10 pledge units (just 2.4% of the total pledge units) stopped giving, there would be a hole in our budget of about \$141,000, or 16% of our total pledges.

We centered our stewardship efforts this past year on deepening our connections with one another through face-to-face conversations. These conversations strengthened the fabric of trust and relatedness that are foundational elements of our Congregation. We will do more of this in the future. Learning to support our aspirations with the resources to make them possible is the opportunity at hand. Together we will move forward.

Goods and Services Auction

Submitted by Jim Gallas, Chair

The theme for the 2013 UAAA Auction was *Irish Blessings*. The event was held on Saturday, March 16 from 4:00 to 7:00pm with a pre-review entry at 3:30pm. Tickets were available at the door for \$25/person and through advanced sales of \$20/person. Volunteers to the event were provided discounted tickets at \$15/person. And, free childcare was available for those attendees with small children.

The evening included hot/cold hors d'oeuvres, beverages, live entertainment venues, and a large collection of "silent" biddable items. A cash/carry room was also provided for many fixed price entries. Door prizes and 50:50 raffle prizes were also introduced to make the evening exciting and lively. A master of ceremonies was included to alert attendees on impending events, announce winners of door prizes and raffle drawings, and help celebrate the evening.

By all the basic metrics, the evening was a success. Net revenue to UAAA was slightly more than \$16,500. Ticket sales were \$216. The "party" started on time and was done by 9:00pm (done means: clean-up complete, lights out, and the Church ready for Sunday services promptly at 9:30am). The "softer metrics" were also very positive: great amounts of positive feedback on how well the evening proceeded...and our overarching goal: everyone in attendance had a great time.

We register the 2013 Auction as a success.

The Auction did not "just happen." Preliminary planning began in June 2012. Team Leaders were in place in October 2012, action planning/implementation was in progress for months prior to the event, and the hectic last few weeks (and days) brought everything to a successful conclusion. The leadership efforts of 13 leaders and co-leaders combined with the contribution of 120 total volunteers made the effort seem easy and simple. Thank UU for your tremendous efforts to make this important fundraiser event successful and fun.

Our Land for Worship

Submitted by John Erdevig, Chair

The Our Land for Worship Team achieved its number one objective for 2013. We obtained a tax exempt status for our land. John Erdevig, Dave Friedrichs, Charlie Burleigh, and Thom Bales, Executive Director, worked with Lodi Township in achieving this goal. This means a savings for us of \$4,000 annually.

Other accomplishments included the development of the Worship Trail on the “back 40”. John Erdevig, Ricardo Wyatt, and Bob Lippert oversaw the establishment and maintained the trails with help from the Men’s group. Eighteen Trail markers were established. Charlie Burleigh, who conducts the meditation classes for UUAA, developed a meditation guide for each post. You can pick up a guide at the trailhead and replace it after you had visited the 18 trail markers.

Paul Forringer and Jo Anne Diehl were dedicated to creating job descriptions for our 30 Land Stewards. Paul also created a new streamlined organizational chart for the Land Stewards. We were saddened to lose Kim Clugston who had been the Land Steward for the Memorial Garden since its inception. We have a need for many new Land Stewards and if you are interested, please contact John Erdevig.

John Seeley has been very instrumental in developing communications with the Congregation. He has informed them of the many events and dimensions of Our Land for Worship. John created our seasonal newsletter, titled *Our Land for Worship*, which comes out once each quarter. Through the Newsletter, he involves Congregants in the land, nature appreciation, and stewardship. John also started a Social Hall table staffed by the team and friends. Come visit us for a couple weeks each quarter.

We have established a process for any Congregant wishing to develop a land project. A few months ago, Rev. Mark Evens developed a process, called a *Team of Three*, for Congregants wishing to develop any project for the Congregation. Our Land for Worship Team has adopted Rev. Mark’s approach and added it to our *Implementation of Land Projects* found on page 16 of Our Land for Worship 5-year Master Site Plan. If you have an idea to develop a land project on our 45 acres, first create your team of 3 who support you. Next, go to page 16 and follow the flow chart. There needs to be a Project “Champion”; a Plan as to what you are going to do; support in the Congregation (usually done by running a forum). Then submit your proposal to the Our Land for Worship Team by giving it to Thom Bales. Thom will put it on our agenda. .

The Our Land For Worship Team includes: Jo Anne Diehl, John Erdevig, John Seeley, Paul Forringer; Roberta Allen, and Thom Bales, with Ann Jones facilitating. If you are interesting in joining, please contact John Erdevig or Thom Bales. We meet the second Monday of each month from 6:00 to 8:00pm.

Scrip Sales and Grocery Certificates

Submitted by Carolyn Barber, Chair

Under the aegis of the Stewardship Umbrella Group, the Scrip Program empowers Congregants to take advantage of the over 600 retailers who are willing to give us money for shopping at their stores. Please continue to read the next paragraph to learn about important changes in the Grocery Scrip program.

This past year, we contributed \$13,322 to the General Fund, not quite hitting our \$15,000 budgeted income. We continue to be challenged by meeting the Kroger program annual re-enrollment requirements each April, to the point that our income from them has dropped from \$800 per quarter to under \$200 per quarter. On the other hand, Arbor Farms and Busch's are giving us about \$200 per month. Busch's contributions could be maximized if all reloads were done by cash, check, or debit card. Using a credit card to reload drops the contribution from 5% to 3%. Meijer added regular Scrip (3% on all purchases) this year, and has been a very popular item. Just in April, Arbor Farms has moved to a new program. Use up whatever amount you currently have on your Arbor Farms scrip card. From now on, pay however you want – just tell the cashier you are supporting First UU. We do appreciate all those who regularly shop at Hiller's and Meijer using their registered scrip cards – every bit helps!

Participation in the Great Lakes Scrip (GLS) program is developing nicely and is slowly growing to fill the gaps left by the Grocery Scrip programs. We currently have about 100 people who make regular purchases at the Scrip table or are ordering Great Lakes Scrip online

With regular participation by Congregants, this program can have a major impact on the operating budget. With Congregation-wide participation, this program could add tens of thousands of dollars to our income (multiply \$13,322 by 5!).

Having coupons on sale after each service requires two teams of two sellers every Sunday, except for the single-service months. I am so grateful for the 10 reliable regulars: Lise Anderson and Miles Peterle, Barb and Bob Dinan, Sara Gibb, James Johnson, Ruth Lamphiear, Sara Mathews, Peggy Shearer, and Becky Swank. They make sure the table is staffed each week. In addition to grocery Scrip, we keep an inventory of the more popular GLS cards on hand.

I am especially grateful for the loyal efforts of Becky Swank, who makes sure that Scrip table news gets into the Weekly Bulletin and Monthly Newsletter and Elsie Dyke, who picks up the local grocery Scrip orders and brings the Scrip to Church on Sunday.

As coordinator, I maintain the spreadsheet for inventory, purchases, and sales; determine and place weekly orders with GLS; determine quantity, request checks, and place orders

every other week for whatever grocery Scrip needs restocking; keep physical custody of the inventory; fill in at the table when needed; and coordinate staffing when necessary.

For the year 2012, we were responsible for contributing a total of \$13,322 (of which \$6582 was from the GLS program) to the General Fund. A special promotion this year encouraged folks to order GLS online. The Congregation owes many thanks to the anonymous donor who donated the \$200 for gift card prizes for a drawing. An entry was earned for every purchase of \$200 GLS online or \$250 at the Scrip Table during the promotion.

It is my fervent wish that more people would investigate ways that they can use Scrip – free money for buying the things they need to buy anyway, and especially to help with the budget deficit, when they are not able to just chip in to the “Bridge Campaign.”

QUUest Bookstore

Submitted by Lucia Heinold, Co-Chair

The QUUest Bookstore's ministry is to support members' and visitor's spiritual journeys by providing a welcoming center with a stimulating selection of UUA theological publications from Skinner House and general books addressing personal spiritual growth, social and environmental justice, and other common interests.

We offer books supporting UU classes, group reading selections, and events. QUUest places individual special orders.

Profits are contributed to the UUAA General Fund. Book sales in 2012 were \$17,346.30. Transfers to the UUAA General Fund for the year were \$3600, a 16% increase over the previous year.

Three people staff the book selling table, two for both Social Hours and one to help close the store after the second Service. QUUest Bookstore is open every Sunday, year round. There are thirteen booksellers now. We always welcome more. Schedules are flexible. Attending monthly meetings is optional.

In 2012, QUUest continued to support UUAA reading initiatives such as the Wednesday Morning Readers, the Social Justice Council's Immigration Study Project and wide readership for *The Unitarian Universalist Pocket Guide: Fifth Edition*, which includes an essay by our own Rev. Gail R. Geisenhainer.

We continue to recruit new booksellers and ideas. Interested? Give your contact information at the QUUest bookstore table or contact Lucia Heinold at Heinoldcia@aol.com. We will follow-up quickly.

Treasurer's Assistants

Submitted by Royla Furniss, Member

The members of the committee assist our Office Administrator, account for the offering collected on Sundays, as well as moneys collected by groups like the QQuest Bookstore, Equal Exchange Coffee Sales, and Scrip. Special Events like the Goods and Services Auction and the Service of Affirmation proceeds are also accounted for by this group. The cash and checks are counted and then credited to the correct Congregational accounts. This is done each week, normally on Monday mornings.

Committee members include: Roberta Allen, Marie Duke, Royla Furniss, Phyllis Valentine, Dorothy Wilson, Gretchen Jackson, and Dick Duke.

This committee has a direct effect on the Core Values of Stewardship and Community.

Stewardship

This is the group that insures that any monies collected are accounted for correctly. Offerings are counted and offerings and pledges are credited to the correct members.

Community

Like most groups we go about our job, but support each other through celebrations and food! We have fun and are proud of our contribution to the Congregation.

Office Volunteers

Submitted by Keeley Kaleski, Office Volunteer

Office volunteers serve the Congregation by providing staff support. Volunteers answer phones during staff meetings, and take messages. This is important because people call the Congregation for a variety of reasons: to ask questions about their pledge, submitting an item for the bulletin or newsletter, to request a room for an event, for information about planning a wedding or memorial service, or to confirm a scheduled event. Having someone to talk to, instead of being put through to Voice Mail, is comforting and reassuring. Volunteers support the strategic plan by serving as a resource to Congregants seeking information and being an additional resource on busy days when there are memorials and other activities taking place. They serve as welcoming ambassadors to help Congregants and guests make connections, find the information they're seeking, or the right person to talk to.

The office volunteers for this program year were: Jane Ferguson, Scott Ferguson, and Keeley Kaleski.

Answering the phone, and helping Congregants and guests connect, keeps me connected with the big wide world while I'm in transition. Having a place to go, a desk to sit at, things to do, and the satisfaction of knowing my presence helped the day go a little smoother for the staff are reasons I volunteer in the office. There's never a dull moment, and at the end of my shift, I feel a sense of accomplishment.

The staff gives me the confidence to persevere with my job search, stay confident, a reason to get up and go, especially on days when I don't feel like it. When I find my new job, the desk will be waiting, maybe for you. Volunteering is easy – and fun. It's an excellent way to serve the Congregation, make new friends, and feel useful. Four-hour shifts are available on Thursday mornings, and Monday through Thursday in the afternoon.

Planned Giving

Submitted by Tom Darnton, Chair

Names of Current Members

Kim Clugston
Karen Eisenbrey
John Erdevig
Tom Darnton

Activities

The Planned Giving Committee has had a quiet year due to a transition in leadership and the fact that I was diagnosed with a recurrence of cancer shortly after assuming the chair of the committee. We have met regularly and continued to maintain the Sunderland Society list. As committee chair, I have also been active on the Stewardship Umbrella Group. Kim Clugston is coordinating the Planned Giving Sunday activities and John Erdevig is working on recruiting new members for the committee. I have recently completed another round of treatment and expect to resume a more active leadership of this committee.

Goals for upcoming year

In the coming year, we will need to revitalize the committee by adding at least two new members and then review our policies and procedures to insure they are current to meet the needs of the Congregation. We will also want to plan a more active campaign to bring Planned Giving to a more visible part of the Congregations stewardship objectives with a plan to “go public” with this campaign in January of 2014.

Budget

We have no specific needs for a budget line item anticipated for the balance of 2013.

**GOVERNING POLICIES
FIRST UNITARIAN UNIVERSALIST
Congregation
OF ANN ARBOR, MICHIGAN
Board of Trustees**

Core Values: The First Unitarian Universalist Congregation of Ann Arbor, MI (UUAA) has been deeply committed to liberal religious thought and action for over 140 years. We join together in community to encourage and inspire each other's spiritual journeys, to honor and care for the natural world around us, and to join forces in further social justice, in order to make a difference in the world.

We work together to achieve the following ends:

1.5 Culture

We are nourished by the culture that has evolved in this Congregation throughout our rich liberal religious heritage in Ann Arbor; a culture rooted in our core belief in the inherent worth and dignity of every individual. We learn and grow from our differences. We value our connections, past, present, and future, to the Unitarian Universalist world network.

1.5.1 Members of this Congregation are supported in substantial ways to live our values and principles, to learn and grow from our differences, to value our history, to participate in regional, national, and international Unitarian Universalist programs and to promote awareness of Unitarian Universalism in the wider community.

Interweave

Submitted by Royla Furniss, Interweave Member

Planning Team Leader (2 years) Royla Furniss
Program Coordinator & Incoming Planning Team Leader (2 years) Leigh Robertson
Membership Coordinator (2 years) Open
Social Networking Coordinator (2 years) Roberta Allen
Education Group Leader (2 years) Mark Jagner
Social Event Group Leader (2 years) Victor Hola & Scott Ferguson
Social Justice Group Leader (2 years) Joan Burleigh
Spiritual Group Leader (2 years) Margaret Pekareck
Pastoral Care Liaison (2 years) Charley Pekareck
Ex Officio - Rev. Mark Evens

Interweave is a meeting place for lesbian, gay, bisexual, transgender, and queer people, their families and straight allies. It is a vibrant group within the UUAA Congregation. Participation and attendance attracted from 25 to 50 people at monthly meetings and approximately 120, including community members, to the annual Interfaith Service of Affirmation in December.

Interweave's mission is to:

- nurture social connections and build the beloved community;
- support spiritual growth;
- educate ourselves and others; and
- advocate for social justice.

Our mission ties well into the UUAA's End statements of:

1. Spiritual life – Support spiritual growth
2. Social Justice and Environmental Action – Advocate for social justice
3. Community – Nurture social connections and build the beloved community
4. Stewardship – Educating ourselves and others
5. Culture – All of the above

This year, Interweave continued a new shared leadership structure, the Interweave Planning Team developed as a part of the "Leading with Love" class. We have found it collaborative, efficient, and an effective way to share the decision making and work of our group. It has also been an effective way to develop new leaders and extend the activities and outreach of our program. We amended the terms for the Planning Team Leader and Program Coordinator to 2 years rather than 1 year for 2012-2013.

Planning for the 2012-2013 Year

Planning for the year began at the May 2012 Interweave meeting where everyone present brainstormed and prioritized program ideas for the coming year.

Achieving Our Mission/UUAA End Statements:

Nurture Social Connections and Build Beloved Community/Community

Through monthly meetings on the 3rd Tuesday of each month from September to May, which begin with a potluck dinner, Interweave members have created a strong sense of community. All members of our Congregation are welcome to attend our meetings and many have participated. The monthly programs include a presentation followed by time for small group discussion. This gave an opportunity for members to know one another better. The Interweave table in the Social Hall is staffed each Sunday by rotating Planning Team members to extend special welcome to folks new to our community. The table is stocked with information to share as well as upcoming programs for Interweave and other community organizations. Brandy Sinco updates the Interweave list serve that keeps our communication strong and is a vehicle for a monthly Interweave newsletter. There is also follow up with new Interweave members.

Support for Spiritual Growth/Spiritual life

In December, Interweave invited the Congregation and local faith communities to join in an Interfaith Service of Affirmation, “Renewed in Love: Honoring the Tapestry”, led by Rev. Mark Evens and Rev. Deborah Dean Ware, Pastor of the Church of the Good Sheppard UCC with other worship leaders from many different denominations and traditions. One hundred twenty people gathered for the service and lively reception that followed in the Social Hall supported by Interweave, Rainbow Crossing (from the First Methodist Church of Ann Arbor), a new LGBTQ group at Trinity Lutheran, and OASIS (from the Episcopal BLGT ministry).

Educating Ourselves and Others/Stewardship

Two monthly meetings focused on our goal of educating ourselves and others. We had a new Service of Remembrance for Transgender Day in November, where Rev. Dr. Julie Nemecek told her story. Ann Jones facilitated a meeting called the Human Sexual Response Cycle.

Advocating for Social Justice/Social Justice and Environmental Action

In February, Rev. Gail spoke about using our privilege to advocate for others at our “Standing on the Side of Love Day” meeting.

Interweave has been increasingly active in the greater community to spread our message of welcome and inclusion, and to advocate for equal rights of the LGBTQ community. These activities included:

- Providing planning, support, and participation with an information table at Ann Arbor’s pride event “Outfest”.
- Active membership in the MUUSJN Social Justice Network’s Equal Rights Task Force, a priority issue for their work in Michigan.
- Three Interweave members: Margot Duley, Roberta Allen, and Joan Burleigh, served as Board Members of the non-profit organization, Inclusive Justice, whose mission is “to build an interfaith coalition for the human and civil rights of all in Michigan, particularly for

sexual, gender, and sexual orientation minorities - inclusive of all faith traditions, all races, and all ages.” They have been active in planning an April 13th statewide conference “Soulforce Training.”

Culture

Interweave had a direct influence on the culture at UUAA co-sponsoring the second annual All - Church Retreat with Pastoral Care. We had over 70 people registered for workshops, small group discussions, worship, and ritual. It was held on April 20, 2013.

Planning for Coming Year

The Interweave Planning Team met in the March to assess our successes and concerns. With sustainability as a major concern, we plan to adjust the schedule for next year (2013-2014). Tentative plans include: “Potluck and Program” meetings only 4 times during the year (October, December, February, and April) with “Monthly Coffee Chats” on Sundays during the off months. And, finally, it’s anticipated that several Interweave members will be attending the General Assembly in Louisville, KY.

Leadership Development

Submitted by Royla Furniss, Leadership Development Member

The Leadership Development Team is described in the By Laws of the Congregation as:

Article VII. Leadership Development Team

1. There shall be a standing Leadership Development Team, which is charged with preparing a slate of nominees for positions to be filled by election at the annual Congregational meeting. The Committee shall consist of the following five full Members: One Trustee appointed by the Board of Trustees; a recent past Trustee appointed by the Board of Trustees; one Congregation Member appointed by the Board; and outside of the Board, two full Members elected by the Congregation.

Committee members include: Kathy Edgren, Connie Mcguire, Royla Furniss, Vilma Mesa, and Paul Morris as our Board of Trustees Liaison.

This committee has a direct effect on the Core Value of Stewardship.

Stewardship:

This is the group that ensures there are Congregation members willing and qualified to be elected to the Board of Trustees and the LDT to husband the most precious of resources, our leaders.

Accomplishments

This year LDT has addressed the responsibility of developing and supporting leaders in the Congregation in a different way than in the past. Instead of the previous offering of a Leading with Love Class, we've started to create new leadership development opportunities with Swarms, Workshops, and Meet & Greets.

The first Swarm was held in December 2012 with the topic of *What does it mean to be a large Church*. It was led by Terry Madden and was attended by over 20 leaders. The Swarm topic will be offered again.

The Workshop, *Building your Dream Team* was held in February 2013, was led by Ann Jones. The workshop, attended by over 45 people, provided information to help leaders recruit, train, manage, and retain their volunteers. The LDT received wonderful feedback from participants, and it will be offered again.

The first Meet & Greet will be held in May, 2013. The idea is to develop leaders who will mentor each other in topics of mutual concern. It will be facilitated by LDT members.

The LDT is creating these opportunities to meet the many needs of leadership in our Congregation, to increase our leadership capacity in ways that we better accomplish our larger spiritual and social goals.

Denominational Connections

Submitted by Roberta Allen, Co-Chair

The Denominational Connections Team (DCT) serves as a conduit for the exchange of information between the First Unitarian Universalist Congregation of Ann Arbor (UUA) and the wider Unitarian Universalist (UU) community, providing our Congregation and the denomination with a vibrant means of co-operating together and strengthening our identity as UU's. The DCT is approaching the end of its third year. We continue our mission due to the energy and dedication of team members: Laura Bollettino, Royla Furniss, Carolyn Madden, Kate Warner and chair Roberta Allen. Ellen Teller has recently joined the team and so has Marina Brown, to offer her expertise on Reproductive Justice.

During its third year, the DCT maintained its attention on the annual General Assembly (GA) of Unitarian Universalist Association. A total of 12 adults and one youth attended Justice GA 2012, in Phoenix, Arizona. A post GA debriefing meeting with the summer minister, Ashley Horan, led to a worship service that brought the GA experience home to the Congregation.

The DCT brought the work of the national denomination closer to UUA with the work we did on the Congregational Study/Action Issue (CSAI) on 'Immigration as a Moral Issue'. With the recommended resource guides from UUA we organized the six week class on Immigration as a Moral Issue. Carolyn, Kate, Royla, and Roberta each took responsibility for a topic and led a class. Terry Madden and Dean Yang also helped us with a class, as well as our community partner, Washtenaw Interfaith Coalition for Immigrant Rights (WICIR). In September 2012 we co-hosted the showing of the documentary film 'AbUSed' with a following discussion on immigrant abuses.

The DCT coordinated work on the draft Statement of Conscience (SOC) published by the Commission on Social Witness with input from community partners. The results of that work were approved at the Congregational meeting in January 2013. We will see if the CSW will take some of our suggestions at GA in Louisville when the delegates vote on the SOC.

We are currently gathering names of those interested in attending GA 2013 during the social hour at the Social Justice table. There are 56 people who are interested. Twelve of those names will be selected to be delegates.

The DCT held a forum on GA 2013 in February 2013 with Jill Sampson from the GA planning team as our guest. Since she lives in Louisville we heard what Louisville has to offer.

Future goals of the DCT include:

- Continue our ongoing mission to educate our Congregation on what to expect at GA by holding a pre GA meeting in June.
- Host a post GA meeting in July to share what we learned at GA.
- Help with a six session class in the fall of 2013 on the CSAI "Reproductive Justice".

Library

Submitted by Edie Croake, Chris Farnum, Kate Hutchens, Becky Swank, and Ellen Teller

In the past year, April 2012 to April 2013, the Library Committee continued our work of keeping our collection organized, improving and expanding our online catalog, and supporting groups within the UUAA community.

The books on the Sunderland Library shelves speak volumes about our Congregation. A newcomer can gain a sense of our values and pursuits (and the diversities and dialogues therein) by browsing the titles. A long-time member can find a book they didn't know they wanted to read, a book given by another member of the Congregation so that others might read and consider. The Sunderland Library is a room dedicated to the search for truth in love.

Cultivating the Collection and Our Catalog

In last year's annual report, we reported a count of 830 books in our LibraryThing catalog (<http://www.librarything.com/home/UUAALibrary>). By April 2013 our count increased to over 970 items in the catalog. We used our budget of \$400.00 (approx.) to:

- Expand our reference collection with foundational texts of world religions
- Add books requested by members of the Congregation, for example, *The Underground Railroad in Michigan* by Carol Mull.
- Expand our offerings class and race with titles such as *Elite: Uncovering Classism in UU History* by Mark Harris, *Black Pioneers in a White Denomination* by Mark Morrison-Reed, and *The New Jim Crow* by Michelle Alexander.

We were also able to grow in a number of ways without expending money by:

- Receiving donations from other UUAA groups, such as materials exposing the social justice issue of human trafficking and also justice in the Middle East.
- Receiving donations through our book donation box in the Sunderland Library.
- Working on our backlog of past donations.
- Adding items from the children's collection to our catalog.

We are very grateful for all the thoughtful donations that we receive. We review all items donated and select the ones that fit our mission. So that there is enough shelf space, we donate the ones that don't fit our criteria to the Prison Book program in order to ensure that the donations are still used in support of the Congregation's social justice work. This year we have also begun reviewing and weeding the children's collection shelves, with an eye toward making it more selective and current.

Much of our meeting time this year has been spent working on cataloging donated books getting them ready for circulation.

Supporting the UUAA Community

The Library Committee continues to explore ways to connect with more groups in the Congregation, and we aspire to develop partnerships with any groups to support their work and ministry. The library also continues to provide space in our collection for materials that support Chalice Circles, Justice in the Middle East, and the Humanist Groups. We welcome proposals from any group, committee, coalition, etc., in the UUAA community.

Our Group

This year Kate Hutchens rejoined our group and assumed the role of group coordinator. We currently also includes the following members:

Eddie Croake

Chris Farnum

Becky Swank

Ellen Teller

We certainly welcome any members of the Congregation who would like to be involved in the group.

Partner Church

Submitted by Gretchen Jackson and Phyllis Valentine, Co-Chairs

The Unitarian Church of Kézdivásárhely, Romania (Transylvania) is a partner Church with UUAA. Our relationship with our partner Church formally began by Congregational vote in 1997; our partnership is under the Unitarian Universalist Partner Church Council program.

Transylvania was the birthplace of Unitarianism in 1565 and the Unitarian Church has persevered through centuries of hardships. Ethnically Hungarian, Transylvanians have suffered under the Romanian governments of the past decades. Our partnership supports all five core values of our Congregation: spiritual life, social justice, community, stewardship, and culture. We share many of the same values, but are different enough we both can learn from each other. There are many possibilities for mutual effort on similar social and political issues.

We maintain communication between our Congregations, personally, through newsletter articles, and more means. We operate on a three year cycle and are currently in the second year of that cycle. Year Two involves a visit from our partner Church Minister, typically in the fall. We use that visit to get to know more about Transylvanian Unitarianism and our Minister, as well as beginning planning for our next trip to Transylvania. Year Three will include continued planning and preparation for the trip by a group in the summer. Year One is typically an assessment year.

This past fall, the regular salary supplement was not provided to the Minister, as the Rev. Maria Pap left the Congregation in August 2012 for a new post as secretary of the Bishop's office in Kolozsvár. Her husband, Laszlo Marko, is now the Church media coordinator. His job is making the Church and the Congregations work more visible inside and outside. Their daughter, Abigel, began high school at the Unitarian School there. We maintained support for two college students, providing stipends for room and Board at the Unitarian University; one began graduate studies this fall.

The new Minister of our partner Church, the Rev. István Buzogány-Csoma, began his work on November 1, 2012. His wife, Csilla, is a hospital minister in neighboring Sepsiszentgyörgy. They have two daughters, Boglárka, 4½, and Eszter, 1½. We look forward to welcoming Istvan on a visit here in late summer or early fall 2013.

Khasi Hills Sponsor a Student

Submitted by Allen Duncan and Cathy Doherty, Co- Chairs

The objectives of the Khasi Hills Sponsor a Student (SAS) Program Committee include: supporting a Unitarian primary school in the Khasi Hills; supporting the students, alumni, families, faculty, and staff associated with this school; and building relationships among all of the involved parties.

During the 12th year of the program, the Committee continued to organize the support of the Unitarian Lower and Upper Primary School at Mawkisyiem. This effort provides financial support for the school (through UUAA members sponsoring students) and works with the Unitarian Union of North East India (UUNEI) to direct this support to the Mawkisyiem school.

During the past year, the Committee engaged in the following activities:

- Provided direct financial support to the School, which enrolls approximately 100 students. This support was used to fund the salaries of teachers, pay for supplies, offset tuition costs, and improve the physical facilities of the school.
- Provided a payment of \$1000 toward the Church reconstruction project, representing the next-to-last anticipated payment for that project.
- Planned a Sunday lunch and forum to held April 14, 2013. The Committee will make its annual report to sponsors and discuss the future during this Forum.

Based on recent communications with representatives of the UUNEI:

The Education Committee of the UUNEI would like to continue the partnership with us as long as the SAS group in Ann Arbor is willing to continue.

The current goal for the management committee at Mawkisyiem is to raise the teacher salaries. They consider the bare minimum for a teacher to be \$32 per month. They would like to be able to pay all teachers \$36 per month. Currently the Lower Primary teachers at the school are paid \$22 per month. Money from the SAS program goes to supplement the UP teacher salaries at a level of \$36 per month. As a comparison, we were told that in government schools, teachers of a comparative level as those at Mawkisyiem would be earning \$180 per month.

Current members of the Khasi Hills Sponsor a Student Program Committee include: Laura Bauman, Mary Ann Camron, Barbara Cherem, Cathy Doherty, Allen Duncan, Janet Duncan, Deborah Golden, Rick Johnson, Hashen Sohtun, John Seeley, and Bob Treadway.