

First Unitarian Universalist Congregation of Ann Arbor

UUAA ANNUAL REPORT 2013-2014

June 1, 2014



The Mightiest Word of All
Is Love

Peace Is Every Step



For a community in
which every person's
potential may be fulfilled

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Board of Trustees

Elizabeth LaPorte	President
Ken Clein	Vice President
Roberta Allen	Treasurer
Priscilla Spencer	Secretary
Ginny Creasman	Board Trustee
Tom Darnton	Board Trustee
Becky Hoort	Board Trustee
Paul Morris	Board Trustee
Julie Voelck	Board Trustee
Dixie Hibner	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 Ministries Coordinator
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	Weekend Custodian
Dewon Lewis	Weeknight Custodian

Agenda
First Unitarian Universalist Congregation of Ann Arbor
Annual Congregational Meeting
Sunday, June 1, 2014

Agenda Item	Time
Chalice Lighting	11:15am
Opening Hymn	
President's Chalice: Reverend Gail Geisenhainer	
Call to Order: Elizabeth LaPorte, President	
Declaration of Quorum (15% of Voting Membership): Priscilla Spencer, Secretary	
Adoption of Agenda, Rules and Procedures, and Minutes from 2012 and 2013 Annual Meetings: Elizabeth LaPorte, President	11:30am
Introductions:	
<ul style="list-style-type: none"> • Members of the Board of Trustees - Elizabeth LaPorte, President • UUAA Staff - Reverend Gail Geisenhainer 	
Elections: Elizabeth LaPorte, President	11:45am
<ul style="list-style-type: none"> • Board Officers and Trustees • Leadership Development Team Members 	
Marriage Equality Affirmation: Roberta Allan and Roylea Furniss, Victor Hola and Scott Ferguson, and others from Interweave	
Announcement of General Assembly Delegates: Elizabeth LaPorte, President	12:00pm
150th Anniversary Update: Terry Madden and Sandy Simon	
UUAA Accessibility Initiative: Els Nieuwenhuijsen	
Senior Minister's Update: Reverend Gail Geisenhainer	12:30pm
President's Report: Elizabeth LaPorte, President	
Questions for the Board: Elizabeth LaPorte, President	
Thank you: Tom Darnton	
Passing the Torch: Elizabeth LaPorte, President and Ken Klein, President-Elect	
Adjourn: Ken Klein, 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 two 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.

Marriage Equality Affirmation

Submitted by The Social Justice Council

About Marriage Equality:

Marriage Equality is an important social issue. This issue impacts lesbian, gay, bisexual and transgender (LGBT) individuals and families with and without children. Although the Supreme Court ruled that legally married LGBT couples may now receive federal benefits, many states, like Michigan, still do not recognize marriages for LGBT couples. This is the time for UUAA to make a public statement supporting Marriage Equality. We ask all of you to vote in support of the following affirmation.

Marriage Equality Affirmation:

As Unitarian Universalists, we affirm the inherent worth and dignity of every person. As individuals, we speak out to ensure equal justice for all who live and love in Michigan and beyond. As a Congregation, we support efforts to strengthen families and protect children. As a Welcoming Congregation, we support an end to discrimination based on sexual orientation, gender identity, and gender expression. And, because marriage is held in honor among the blessings in life, we, the First Unitarian Universalist Congregation of Ann Arbor, stand on the side of love in support of Marriage Equality.

Please join the Social Justice Council, the UUAA Board of Trustees and Interweave in support of this important affirmation.

Questions? Contact the following:

Carolyn Madden at cgmadden@gmail.com, Kate Warner at kpwarner@umich.edu, Leigh Robertson at leigrobe@umich.edu, Margaret Pekarek at mdawsonpekarek@gmail.com, Elizabeth LaPorte at elzlap@gmail.com, Julie Voelck at jvoelck@gmail.com, Roberta Allen at bert71allen@gmail.com, or Roylea Furniss at xenaphan2000@yahoo.com.

Board of Trustees and Leadership Development Team Nominees

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

Nominees for Board of Trustees - Officers

For Vice President to President: Beth Hospadaruk

“My husband Bob and I have been members of this Congregation since 1992. We started attending in 1990 when our children were three and four and wanted a religious home for us all. Bob grew up UU in the Detroit area so he ‘converted’ me from my long ago abandoned Catholic faith. Over the years I have been very active and involved, mostly in Religious Education, teaching 2nd, 5th, 6th grades, two years in the Coming of Age program (several years as a mentor) and five years in the high school YRUU program. I have also served this Congregation in various other capacities; taught adult RE, Women’s Retreat committee, Auction Committee, Annual Pledge Drive Committee, Caring Committee, and spent four years on the Board prior to Policy Governance as the Fundraising Liaison. In 2004, I decided to go back to school and spent the next five years earning a special education teaching degree while working full time. In 2009, I was hired by AAPS and currently teach at Wines Elementary School in a self-contained classroom and LOVE IT!!! In 2011, I started a Masters Program and just finished this spring. During those years I took a necessary hiatus from any Church committees or commitments so when I received the call to serve again, I felt the time was right to say yes. I am humbled and honored to be considered for a position on the Board of Trustees.”

For Secretary (second 2 year term): Priscilla Spencer

Priscilla has been active with the Congregation since 1989 and became a member in 2001. She has served as Secretary of the Board of Trustees since May 2012. Over the years she has been very involved with the Congregation, including as a 4th grade Religious Education teacher, member of the Religious Education Advisory Committee, Coming of Age mentor, and was a “Leading with Love” program participant. She is active with the UUAA Accessibility Initiative and is a member of the Lotus Circle women's group. She is married to Rajeev Batra. Their two sons, Neale and Ray, both enjoyed the religious education program from early childhood through high school. Priscilla has worked professionally for fifteen years with Formative Evaluation Research Associates, Inc. (FERA) as a program evaluator for non-profit organizations. She has earlier professional experience in the areas of nutrition and adult/higher education administration. She loves her volunteer activity at Matthaei Botanical Gardens, loves outdoor activities, and is an avid news reader.

Nominees for Board of Trustees - At Large (2 year Term)

Tricia Mooney

Tricia is a life-long Michigander. She attended the University of Michigan, where she majored in mathematics and met her husband Pete. Trish currently works as an actuary/computer programmer, specializing in software used in calculating employee benefits.

Trish and Pete have been attending the Church regularly since 2001 after going on a several month long "church crawl". Trish has taken various adult classes at the Church. She began teaching Sunday School around 2005 and enjoys spending time with the children (ages 7 – 10) in her classes. She has also been on the Webtech committee since 2003, which involves helping to maintain and design the Church's website. Most recently, she has served as entertainment chair for the church's annual auction fundraiser.

Outside of work and the Church, Tricia loves music – both playing the piano and attending performances of various styles of music. She creates stained glass and mosaic artwork, and enjoys old-fashioned wood jigsaw puzzles. She's a fervent animal lover, supporting the Humane Society and other animal charities. Her greatest passion, however, is for the Michigan's men's basketball team – she attends every home game and watches every away game. Go Blue!

Allen Duncan

"My wife, Janet, and I were married in the Unitarian Fellowship of College Station, Texas in 1991. After stints in College Station, Chicago, and Milwaukee, we moved to Ann Arbor in 2001, began attending UUAA in 2003, and joined in 2005. I have been an active member of the Khasi Hills Sponsor-a-Student Committee since 2006 and had the privilege of representing our Congregation in India with fellow Committee members. I truly appreciate the opportunity to serve our Congregation on the Board of Trustees.

Ginny Creasman

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 First Unitarian Universalist of Ann Arbor for four years, however recently joining in 2011. While in Cincinnati, we attended St. John's Unitarian Universalist Church (member since 1992) and were significantly involved in the lay leadership and social activities of the church. It all started with a visit from the Alban Institute, but I digress. Ginny served the congregation in numerous leadership roles, including being a member of the Ministerial Search Committee that called the Rev. Barbara Edgcombe; a Board member in the roles of trustee, secretary and president; chair of the Sabbatical, Bylaws, Personnel, Stewardship, Leadership Development and Strategic Planning Committee. 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.

Nominees for the Leadership Development Team

Appointed by Board (2 year Term)- Kathy Friedrichs

“My family joined the UUAA in 1982. In the next 30 years I worked with religious education, the Personnel Committee, served on the Board of Trustees, and have a long-time involvement with Social Justice. Currently I work on the Pastoral Care Leadership Team, and co-chair the Challenging Racism group. I retired from U of M in December 2013 and am now busy with creative writing, our two grandchildren, gardening, meditation, Restorative Justice, and keeping physically fit. The UUAA has been an important part of my family's lives and we are very grateful for the opportunities and wonderful people we have met there.”

Elected by Congregation (2 year Term) – Dee Dishon

“I started attending UUAA in February 2011 after moving back to Michigan from the DC area. I joined the Church in May of that year and was a member of the Chalice Singers for two years. I have been on the Alpha House planning committee as well as the Auction Planning Team.

I grew up in the Baptist and Methodist churches. My experience in leadership in the Unity and the UU Congregation of Fairfax included the choir, Board of Directors, as well as leadership roles in auctions, fellowship, and welcoming of new members. I bring skills of communication, cooperation, group process, and presentation skills not only from my career as a teacher and an educational consultant but also from my 13 years of living in cohousing. I am now retired and devote a great deal of my time to various areas of leadership within the Touchstone community.

I am honored to be asked to be a member of the Leadership Development Team and hope that my participation can strengthen my own and others' leadership skills.”

Annual Congregational Meeting Minutes

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

Opening Hymn

President's Chalice

Rev. Gail Geisenhainer explained the history of the Arthur Buckminster Fuller President's Chalice which President Dixie Hibner lit when calling the meeting to order.

Call to Order and Chalice Lighting

President Dixie Hibner lit the chalice and called the meeting to order at 11:43 am.

Introduction of Board Members

The President introduced the current Board Members present: Vice-President Elizabeth LaPorte, Treasurer Roberta Allen, Secretary Priscilla Spencer, and Trustees-at-Large Kim Clugston, Tom Darnton, and Paul Morris (Tom Reischl not present).

Declaration of Quorum (15% of Voting Membership)

A quorum was declared by Board Secretary Priscilla Spencer. There were 113 members present, more than the required 15% of the full membership.

Waiver of Four-Month Membership Requirement for Voting Privileges

Motion 13.05.19.01 Ed Lynn moved to waive the by-law requirement that voting privileges begin after four months of full membership. The motion allows new members to vote. Ken Clein seconded. One abstention. Motion carried.

Adoption of Agenda

Motion 13.05.19.02 John Frank moved to adopt the agenda. Don Duquette seconded. Motion carried.

Adoption of Rules and Procedures

Jim Lee agreed to be Parliamentarian. Motion 13.05.19.03 Tim Richards moved to adopt the rules of procedures as printed in the meeting packet. Dan Ayres seconded. Motion carried.

Elections

a.) Adoption of the Board of Trustees slate of candidates

President Dixie Hibner reviewed the list of candidates to the Board of Trustees:

- Vice-President: Ken Clein (one year term as Vice-President, one year as President, and one year as Past-President)
- Treasurer: Roberta Allen (two year term)
- Trustees at Large: Julie Voelck (two year term); Paul Morris (two year term); Ginny Creasman (one year term)

Motion 13.05.19.04 Steve Camron moved to adopt the slate of candidates for Board of Trustee officers and trustees. Bob Hospadaruk seconded. Motion carried.

Rev. Geisenhainer congratulated the newly-elected Board members and presented them with their Board name tags.

b.) Adoption of candidate for membership in the Leadership Development Team
Kathy Edgren was nominated for a second two-year term as a member of the Leadership Development Team.

Motion: 13.05.19.05 Cathy Muha moved to elect Kathy Edgren for a second two-year term on the Leadership Development Team. Vilma Mesa seconded. Motion carried.

Announcement of General Assembly Delegates

President Hibner noted that more than 50 people from this Congregation intended to attend General Assembly (GA) in Louisville, KY this year. The Denominational Connections team selected the following UUAA 2013 GA delegates and alternates.

Delegates: Roberta Allen, Laura Bollettino, Roylea Furniss, George Garcia, Dixie Hibner, Becky Hoort, Rianna Johnson-Levy, Sara King, Carolyn Madden, Terry Madden, Leigh Robertson, Spencer Thomas, and Alexandra Todd.

Alternates: Joan Burleigh, Jim Gallas, and Elizabeth LaPorte.

Ministerial Delegates: Rev. Gail Geisenhainer, and Rev. Mark Evens

Announcement of 150th Anniversary Celebration

Terry Madden and Sandy Simon are co-facilitators of the 150th Anniversary Celebration. Terry noted that almost two years from today UUAA will mark the 150th anniversary of the signing of our original Articles of Association. Terry and Sandy intend to involve the whole Congregation in the celebration during its period of September 2014 – June 2015.

Terry read the Board's charge to the celebration task force. He explained that the celebration's goal is to tell our UUAA stories and that the celebration will 1) promote UUAA mission and core values; 2) engage and inspire; 3) publicize past achievements, current accomplishments, and our vision; and 4) recognize and honor those who have contributed to the well-being of UUAA.

He also shared two relevant quotes, offered ideas on how we might celebrate, and gave a general overview of the celebration's timetable.

Budget Update

President Hibner reminded the Congregation that in early April she reported that we needed to raise more money to avoid laying off staff. She reports that we raised approximately \$56,000 through the Bridge Campaign. That money, along with additional pledges, allows us to retain all our staff.

From the start of the Comprehensive Campaign through April, we have paid down the mortgage by \$340,000. About \$2 million was pledged for the combined Comprehensive Campaign (thus far) and for the Annual Operating Fund campaign. About \$85,000 of that is designated for this year's operating fund, allowing us to maintain basic services.

At the Board's request, Rev. Geisenhainer provided a \$1.3 million "realistic" budget proposal that reflected our goals and aspirations, not just covered basic services. However, our actual budget to work with (from pledged funds) equals only a little over \$1 million. President Hibner outlined the compromises made:

- We continue to be unable to fund the expansion of our program ministries.
- For the sixth straight year we have not given our staff a raise.
- In 2013 our staff is paying a higher percentage for their healthcare benefits.
- We continue to delay necessary repairs and maintenance, leading to greater eventual costs.
- We can't afford to implement our strategic site plan "Our Land for Worship".
- We are again unable to pay our Fair Share to our denominational support organizations.

She closed by noting that the choice is *ours* whether to sustain our Congregation well and secure our future in a robust way, or to continue to struggle with the basics.

State of the Congregation

Rev. Geisenhainer began by saying she wanted to share something that speaks of what is right, strong, and important about our Congregational work. She told how last week our Congregation hosted a very difficult, painful memorial service for a 34-year old woman whose family turned to us in their grief as a place to pay tribute to her.

Following that service Rev. Gail received a note from someone who wrote that our Church had been a great place to hold the memorial service. The writer praised our staff for being very accommodating and helpful and said our Church was ideal for the service because of its tolerance, inclusiveness, and sense of humanity as a community.

Rev. Gail also read parts of a note written by the deceased woman's mother who thanked our Congregation for allowing the service to be here. The mother wrote of Gail's personal kindness and guidance in preparation for the service and expressed gratitude for the kindness and helpfulness of the staff and volunteers. She commented that the surrounding natural beauty here helped honor her daughter.

Rev. Geisenhainer noted that that event was a rental event. For this occasion a team of nine staff and volunteer lay people worked on our Congregation's behalf to guide the family and be present to the family – one example of how we bring our values alive to each other and the community.

She then identified all our staff members, expressed her gratitude to them, and told of her pride in their work. She also thanked the Board of Trustees and mentioned how those leaving the Board have contributed in their individual ways to her own life.

President's Report

President Hibner shared her pleasure in working with the Board members and told of their commitment to the Congregation. She read aloud their covenant with one another. She explained that the Board has worked to move more fully into policy-based governance, remembering that its task is to keep the vision (the Ends), while the staff is responsible for *how* we reach that vision (the Means). The following summarizes her update on the Board's Implementation Plan:

- 1) Board linkage with the Congregation: Board members met with about 10 program ministries to learn about them and to share Board goals with them. They also attended and sometimes gave presentations at programs and events.
- 2) Leadership development: The Board used ideas from Erik Walker Wikstrom's *Serving with Grace, Lay Leadership as a Spiritual Practice* to strengthen its leadership practices and support the training by the Leadership Development Team.
- 3) Assessment of ministries: The Board established a task force to design an assessment process based on ideas in the book *Completing the Circle, Reviewing Ministries in the Congregation* by David R. McMahill. The task force will implement a pilot assessment program over the next year.
- 4) Financial literacy: The Board improved its understanding of UUAA's needs and finances and how they relate. It committed to providing informative, useful and transparent reporting, and strived to offer such reporting in the January Congregational meeting, in the April budget update, and at this meeting.

This year the Board also developed a comprehensive Board orientation program, conducted a self-assessment to help improve its own work, and named co-chairs of the 150th UUAA Anniversary Celebration planning team. President Hibner thanked the Congregation for the opportunity to serve as President and thanked UUAA's dedicated staff for its support of the Congregation.

Questions for the Board

Brandy Sinco asked if giving everyone on staff a raise is a top priority for the next year. President Hibner responded that "if money is available we will certainly look at that," adding that we would love to give staff a raise and that they certainly deserve one. She noted that this is a "means" issue.

Doug Kelly asked about the current status of the master plan. Rev. Geisenhainer explained that all Board and senior staff decisions align with the priorities set in the Congregation's core planning documents. Elements of the plans that do not require funds are being done, or have been done; elements requiring funds are on hold. Financially we are not in a "moving-forward" mode. All our strategic planning, our written aspirations, are designed to expand or add-on to our current activities. As soon as we fund these expansions we'll bring them online sequentially.

Cindy Hegg-Krueger asked how much we originally hoped to pay down our mortgage and how much we have already paid down. President Hibner noted that the goal of the Comprehensive Campaign was to pay down \$1.5 million of our \$2 million mortgage balance. We've paid \$340,000 towards the mortgage since beginning the three-year campaign. Tim Richards, co-chair of the Comprehensive Campaign, said that he and Margaret Pekarek will be working for the next two years to generate more money towards the goal. Rev. Geisenhainer confirmed that we are in Year I of the campaign, with pledges made for a little over half of the existing mortgage.

Phil Tuchinsky asked for details about the roof damage/maintenance issue, the estimate of the repair cost, and the consequences of the damage to the roof. Rev. Geisenhainer explained that the Sanctuary roof has been leaking for at least five years. She said she can provide the information about the overall roof situation that has been previously distributed by Executive Director Thom Bales.

Rob Northrup expressed hope that the Board will be more present to the Humanist Studies Group and the Congregation overall. President Hibner explained that the Board's goal to improve linkage with the Congregation will likely continue. The Board is aware of the great interest in Board presence and listening. Members of the Board are aware of the responsibility to understand the needs of ministry groups. Cindy Hegg-Krueger suggested that each Sunday a Board member stand in front of the congregation or be available in the Social Hall. Rob asked that during each service a Board member welcomes the Congregation and be available to speak individually with people after the service. President Hibner thanked Rob and Cindy and noted that their suggestions have been heard.

Passing the Torch

President Dixie Hibner reiterated her gratitude to the Board, mentioning contributions of individual Board members. She wished the Board well, and then presented the President's Chalice to the new Board President, Elizabeth LaPorte.

President LaPorte expressed appreciation for the support of Rev. Gail and fellow Board members. After welcoming the new Board members she strongly encouraged others to consider volunteering as a Board member or in a fundraising role. She also thanked staff members Thom Bales, Debby Casamatta, Arthur Whigham, and Venus Gregory for their help to the Board throughout the year.

Adjournment

Motion 13.05.19.06 Colleen Crowley moved to adjourn the meeting. Joan Burleigh seconded. Motion carried.

Meeting adjourned: 12:50 pm Closing Hymn

Board of Trustees

Submitted by Elizabeth LaPorte, President

The Description of the Board

The Board serves as the governing body for the Congregation. In the course of meeting bi-monthly, the Board considers new policies, reviews existing policies, approves the annual budget, and monitors compliance with the Bylaws and other guiding documents, such as the strategic plan.

The Congregation elects lay leaders at the annual meeting to serve on the Board of Trustees, including four officers and five members at large. Terms of service are rotated to ensure stability. Each year, the Congregation votes on a slate of 3-4 people, presented by the Leadership Development Team.

In addition, the Past President and the Senior Minister/CEO advise the Board and serve as non-voting members.

Members of the Board of Trustees (June 1, 2013 – May 30, 2014)

- Officers: Elizabeth LaPorte (President), Ken Clein (Vice President), Roberta Allen (Treasurer), Priscilla Spencer (Secretary)
- Trustees at Large: Tom Darnton, Julie Voelck, Ginny Creasman, Paul Morris, Rebecca Hoort
- Past President: Dixie Hibner
- Senior Minister/CEO: Reverend Gail Geisenhainer

UUAA Values Addressed by the Board:

- Spiritual Life: Supporting lifelong learning and leadership
- Social Justice and Environmental Action: Appointing a Board member as new Social Justice Council liaison
- Community: Supporting the 150th Anniversary Celebration
- Stewardship: Helping foster a comprehensive Stewardship effort
- Culture: Working in covenant with one another:
“To work together to lead the Congregation according to our established Core Values. We commit to achieve this by: working together collaboratively; working from our minds and our hearts; and embracing the Congregation we serve.”

Activities and Accomplishments

A. Leadership Development

Accomplishments:

- The President and Senior Minister drafted the concept for a new team to help fill the gap between lay-led ministries, staff, and the Board. The Board President facilitated a group of lay leaders to establish the foundation for a new Communications and Collaborations Team. This new team will have a working document that included a draft charge, an action plan, and a well-crafted set of goals to address key

communications issues. Contributors: In addition to the Board President and Senior Minister, members of this team include Joan Burleigh, Becky Hoort, Paul Morris, Cathy Olson, Tim Richards, and Julie Voelck.

- The Board strengthened the working relationship with the Leadership Development Team through discussions, new communication tools, and the development of a new workshop: Discernment and Decision-making. A team developed the first workshop framework facilitated in April 2014. Contributors: Tom Darnton, Becky Hoort, and Janella James developed the workshop framework and Vilma Mesa assisted with the implementation at the first workshop in April 2014.
- The Board President and members of the Leadership Development Team (LDT) worked on revising the UUAA website to better reflect both the Board recruitment and leadership efforts of the LDT. The Board will continue working with the LDT to assist with communicating about leadership.

B. Assessment

Accomplishment:

- Five Reflective Conversations were held, four on Sunday worship services and one on Interweave. Congregants volunteered to participate in these small group sessions to provide feedback on our ministries. This pilot has the potential to become the model for routine assessment and quality improvement of all UUAA ministries.

During this pilot year, the task force is also scrutinizing the process to determine the efficacy of the assessment efforts. The task force is reviewing and analyzing the data that will be reported to the program leaders, Senior Minister/CEO, and the Board. A report with recommendations will be submitted to the Board prior to the end of the program year. The Board will report to the Congregation in January 2015.

Contributors: Dixie Hibner (chair), Becky Hoort, Fran Dew, Carolyn Madden, John Seeley, Jim Lee, and Theresa Rohlck.

C. Board Linkage

Accomplishments:

- Members of the Board facilitated six small group meetings with lay leaders to discuss issues and listen to concerns. In the process, Board members had an opportunity to become more familiar with the goals of small groups and the people leading these ministries. Also, participants had an opportunity to get to know members of the Board and learn more about how the Board operates.
- Liaisons: The Board President appointed Julie Voelck as the first liaison to the Social Justice Council. Liaisons provide a direct, efficient, and mutually supportive information-sharing link between UUAA small-group ministries. Board liaisons participate in additional meetings and events. Other liaisons include Paul Morris (Leadership Development Team), Roberta Allen (Denominational Connections

Team), Tom Darnton (Stewardship Team), and Becky Hoort (Reflective Conversations Team).

D. Financial Literacy

Accomplishments:

- The Treasurer developed a plan to improve accounting procedures, in collaboration with the Executive Director and others, and delivered an overview of monthly budget reports at the Board orientation in 2013.
- The Board initiated a budget planning process to allow time to discuss priorities, review draft budget, and approve a final budget before the end of the fiscal year.

E. Policy Review and Communication

Accomplishments:

- Improved the UUAA web content about governance, focusing on shared leadership, see: [How We Govern – Shared Leadership](#).
- Reviewed and commented on proposed changes to the Bylaws, ongoing through 2014.
- Reviewed and commented on proposed changes/updates to the Governing Policies, ongoing through 2014.

Future Plans and Goals

- Revise the Annual Board Strategic Work Plan, June-July 2014.
- Fully implement the new Communications and Collaborations Team by October 2014.
- Conduct additional Reflective Conversations with different ministry programs; determine how ministries may be improved, based on the data collected; and implement a process for sustained assessment, 2014-2015.
- Improve financial tools for the Treasurer and the Board; continue refining financial literacy education for the Board; and continue to communicate the financial health of UUAA to the Congregation, 2014-2015.
- Establish a plan for periodic financial reviews, focusing on improving procedures and increasing efficiencies, 2014-2015.
- Implement a plan for the Senior Minister's Sabbatical, 2015.
- Support the 150th Anniversary planning and implementation, 2014-2015.
- Propose changes to Bylaws for approval at the next Congregational meeting, 2015.
- Implement changes to the Board of Trustees Governing Policies, 2014-2015.
- Implement improvements to the Leadership Development Team website by July 2014.

Senior Minister

Submitted by the Reverend Gail Ruth Geisenhainer

“There are years that ask questions and years that answer.”
Zora Neale Hurston

Highlights of my year included these events:

General Assembly 2013: I was invited to provide “the Ask” for the Living Tradition Fund at the Annual Service of the Living Tradition. The fund provides assistance and protection for clergy and clergy families. The Service itself honors clergy and their transitions. We recognized clergy receiving Fellowship, retiring, and those who have died. I was invited, also, to spend time with Rev. Nancy Shaffer’s father, Lee Brooks.

My devotion to a learned, skilled, and robust ministry for Unitarian Universalism calls me, as well, toward the work of being a Teaching Pastor for Meadville Lombard students, mentor for clergy in preliminary Fellowship, and a member of the first round of trained “Lead Mentors.” The Lead Mentor program was designed to “train the trainer” and will send us out to encourage other clergy in the craft of mentoring new clergy.

Pursuant to my call to support the well-being and professional development of UU clergy, I served on the Program Team for the Annual Retreat of the Senior Ministers of Large UU Congregations. I also have become certified to administer the Intercultural Development Inventory, a cross-culturally valid assessment for building cultural competency.

We hosted two major events for the UUAA MidAmerica Region, a cluster workshop and one of four locations for the Annual Regional Meeting. We hosted the 20th Annual Interfaith Roundtable (of Ann Arbor) community Thanksgiving Worship Service. I represented the hard work of many, many folks from our Congregation when I stood up to receive a service award from Habitat for Humanity. I was invited to preach for the Dallas Unitarian Church.

On-Going Projects:

Some larger-scope projects whose life spans and development time exceeds one program year:

Reflective Conversations:

The launch year of our conversations to reflect and assess the major ministries of our Congregation were focused on Worship and the Interweave Group. These conversations will be summarized and reported to our Board over the coming year. New conversations will be launched. In this long and careful conversation, we will listen to one another, reflect with one another, and assess the ministries of our Congregation.

CCT: Communications and Coordination Team:

We spent most of this year in discernment about purpose and formation to create a council-type forum where church leaders can communicate, coordinate, reflect, and encourage the ministries and programs of our various groups. I am in debt to our Board of

Trustees, our Leadership Development Team and many individual lay leaders for their guidance in shaping this important opportunity in our governance structures.

150th Anniversary Planning team:

I have been meeting with Sandy Simon, Terry Madden, and Dixie Hibner to shape and guide the scope, focus, communications, and calendar for this most wonderful year of celebration. We are planning a full program year of activities. September 28, 2014, we are asked to gather in UUAA 150th T-Shirts for Worship, SGD, celebration, a Church-wide photograph., and cake! Activities and special Worship Services are planned from September 2014 through May 2015. In May, 2015, we honor the founding of our Congregation and we launch the visions for the next 150 years of Reason and Compassion in Action!

Pulpit Guests this year included:

May 2013: Terence Madden and I are celebrating the 80th Anniversary of the Humanist Manifesto and the role of the Ann Arbor Church in supporting that original event.

June 2013: Rev. Greg Martin challenged us to consider if there might be “a role for invitational Unitarian Universalism today?” Our Coming of Age group offered their Annual Credo Service. And the 2013 General Assembly experience was rekindled for us by Julie Dybdahl, Leigh Robertson, Addison Coleman-Brewer, Rennie Cotner, Sarah King, and Rianna Johnson-Levy under the title, “This Is How We Roll.”

July 2013: Rev. Fran Dew offered “A New Story of Salvation.” And Rev. Tom Schade reflected on why we hold back from joining in.

August 2013: We heard “GA 2013: Reflections Part Two” from Alma King, Becky Hoort, and Laura Bollettino.

September 2013: Seminarian Cassandra Hartley offered “Tis A Gift to Be Simple,” how simplicity can become the basis for a rich spiritual practice.

October 2013: Rev. Dr. Galen Guengerich spoke to “The New World Order,” questioning when and how we should step in to help with other countries. Dr. Guengerich also provided presentation on his book *GOD REVISED: How Religion Must Change in a Scientific Age*. Our MidAmerica Region congregational Life Consultant, Rev. Dr. Lisa Presley asked about the glue that holds us together as congregations and an Association with the title, “In ____ We Trust.”

November 2013: We welcomed into our pulpit our newest Partner Church minister from Transylvania, Rev. Istvan Buzogany-Csoma. In addition to preaching for us on “The Light That Connects Us,” he played guitar and led us in singing “Blowin’ In the Wind.”

December 2013: Our Spiritual Growth and Development ministries gathered and offered “A Winter Light Pageant” to explore the origins and purposes of winter holiday traditions.

January 2014: Congregational Meeting Sunday we heard from Rev. Dr. Cynthia Landrum, preaching “Spread Like a Squash Plant” who challenged us to think about how churches need to change to succeed in a new religious landscape.”

March 2014: We welcomed our YRUU group. Our Young Religious Unitarian Universalists provided a carefully crafted series of reflections on the theme of “Finding Fulfillment.”

April 2014: The Annual Unitarian Universalist Service Committee’s Justice Sunday was celebrated as “JUSTICE SUNDAY: Learn and Engage” by Carolyn Madden, Kate Warner, and Jenny Kropf.

Rites Of Passage:

I officiated at memorial services to celebrate the lives of Daphne Grew, Alexander Petko, and Mildred Darnton. At General Assembly, I attended the “Annual Survivors Lunch” with Rev. Nancy Shaffer’s father, Lee Brooks.

Over the year, I offered marriage services for Rina Miller and Andy Thomas, Laura Bauman and Glenn Kime, Karen Spangler and Joshua Traylor, Danielle Whitehead and Eben Joslyn.

On March 22, 2014, in the office of the Washtenaw County Clerk’s Office, I presided over marriages for ten couples. In the rush of excitement and hurried paperwork, I was unable to collect complete names of all the couples joined by me that day. In tribute to the incompleteness of the state of Marriage Equality in Michigan, I offer here first names. I will also include the number of years these couples had been together prior to entering into legal marriage. There is much to celebrate. There is much, yet, to be done.

Joined in marriage, March 22, 2014; Keith and Martin (27), Connie and Diane (17), Royle and Roberta (10), Amy and Callie (6.75), Donna and Jules (11), Stephanie and Nancy (14.5), Beth and Karen (20), Jennifer and Virginia (8.5), Deborah and Lena (2.5), Christine and Amy (17).

Child dedication services were conducted to welcome Cooper Michael Halerz, Lilliana Marley Barstad, Benjamin Hanley Lisse, Brooklyn Marie Debbink and Wesley Dirk Debbink.

For me, the 2013-2014 program year has been, to quote Zora Neal Hurston, “a year that asks questions.” Much of my own preaching has been in response to the questions raised by considering our up-coming 150th Anniversary celebrations. Who are we for the next 150 years? What is the role of the religious life, congregational life, even religion itself., for these times of such great social change and organizational upheaval? I consider myself fortunate indeed to be working in a community where I am encouraged to question widely and supported deeply in the process.

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.

Music

Submitted by Glen Thomas Rideout, Director of Music

In the last year, approximately 113 volunteers contributed more than 5500 hours to the musical growth of the Congregation. The singing, ringing, drumming, filing, feeding, and caring that fuel our work has meant a growing, successful year of music. I have asked several music leaders to reflect on the past year and offer a perspective into the complex and beautiful community of music that abides here.

Handbell Choir

One of the highlights of our Congregation's winter music comes from our Handbell Choir, a fixture of Christmas Eve at UUAA. Ringer Theresa Rohlck offers this report of our bells:

"Another musical addition to worship at UUAA comes from the ringers of the Handbell Choir. In fall 2013, the Handbell Choir rehearsed and presented selections for the Christmas Eve services. The group of 12 ringers is made up of members of the Congregation, many are also members of the Chalice Singers, and who span a wide breadth of experience levels. In fact, the Handbell Choir offers an enjoyable, approachable entry into the Congregation's musical leadership for music enthusiasts of most experience types and levels. Looking ahead, the ringers are working to increase its membership and hold a more regular rehearsal schedule, which would allow the group to contribute to worship Services at more frequent intervals during the year."

The Chalice Singers

The 60-member adult choral ensemble, the Chalice Singers, explore the world of music, bringing the Congregation to the doorstep of countless cultures, peoples, and tongues. In addition to its regular calendar—leading in worship through song—the Chalice Singers have engaged a particularly interesting act of singing this year, participating in a 200-member UU festival chorus. Alto Barbara Pickett and bass Karl Sikkenga offer this reflection of the great singing event:

"Every two years, choirs from Michigan and Canada gather for a great festival of singing. The planning for this year's festival, held on March 3, 2014, began last September. Of the ten participating choirs, nine come from southeastern Michigan and one choir travels from Olinda, Canada. Each choir director selects a piece to sing. Each choir then learns the collection of ten songs in their own rehearsals. The ten choirs meet for the first time on the day before the concert, forming the collective sound in mere hours. Our Congregation's choir comprised a plurality of the singers at the sixth festival, sending 50 of the 200 festival singers.

2014's festival was hosted by the First Unitarian Universalist Church of Detroit. Their church is a small cathedral with tall columns front to back equally distanced among the wooden pews. The pipes of the 99-year-old Skinner pipe organ make the backdrop of the altar, and a beautiful stained glass window is placed high in the wall of the small balcony. In fact, this Festival was founded in 2003 by Todd Ballou, director of the choir at First UU

Detroit. Todd continues to mastermind the project, and we were honored to help realize his vision again in 2014.

After attending the first mass choir rehearsal, Glen Thomas himself was absent from the concert for the best of reasons: as winner the Student Conducting Competition of Manhattan Concert Productions, he was away in New York conducting the Manhattan Chorale in St Paul's Cathedral in New York. Brianne Boyd deputized flawlessly in Glen Thomas' place, conducting the mass choir and a choir of music directors in a complex a cappella rendition of Jabula Jesu. It was important for the Chalice Singers to see that we could carry on the aspirations and vitality of our Congregation's music, even in his absence.

The Chalice Singers were particularly intrigued to see how our music ministries compare with and differ from those of our neighboring churches. Highlights included the charismatic direction of Abha Dearing from the Birmingham Unitarian Church and the athletic conducting of Ken Hermonat (Northwest Unitarian Universalist Church) on the lyrical Angel Breathing Out. We are, of course, biased, but Sing Me to Heaven, Glen Thomas' selection, was both ambitious and beautiful. Lori Fithian and friends volunteered their talents to deepen the sound of the massed choir. The hymns were complemented by a reading from Naomi Long Madgett, the Poet Laureate of the city of Detroit.

The Festival itself was a source of true joy for all 150 members of the 'über-choir.' We had the pleasure of meeting singers from congregations all over metropolitan Detroit, of singing in a historic church in a resurgent Midtown, and of feeling the plangent power of all those voices raised together. We hope and expect to continue our wholehearted participation in this wonderful event for years to come."

The Chalice Sparks

Efforts to strengthen the musical environment for our Congregation's children remains of high priority. The Chalice Sparks children's choir is a shining example of the beginning successes of those efforts. Director of the Chalice Sparks Brianne Boyd offers this look into the second season of the re-launched ensemble.

"The Chalice Sparks children's choir welcomes young singers from grades 3-8, rehearsing weekly from September-May and leading Congregational worship with song up to eight times per year. Its mission—to provide an opportunity for children to learn about group dynamics, develop musicianship and performance skills, nurture their spirit through song, and enrich the worship experience of our Congregation.

The Chalice Sparks contribute to the wellness and thriving of the Congregation, focusing on three of the Congregation's core values:

Core Value One: Spiritual life – The Sparks repertoire is chosen to highlight and foster discussion of our Unitarian Universalist principles. When leading through song, we strive for a connection to the Divine and to our Congregation, and the children get an opportunity to observe worship services and actively participate.

Core Value Three: Community – In the choir, kids of different ages and abilities have fun together, bond over singing, and form friendships. It's a great opportunity for kids to respect and support each other and learn teamwork.

Core Value Five: Culture – The choir performs songs from different religious traditions and different cultures, including songs in other languages than English. This year we performed songs with words in Hebrew, Swahili, and Navajo; we learned freedom songs; we sang twice with the Chalice Singers; and students had opportunities to sing processions as well as anthems, play instruments, and sing solo and in small groups.

The achievements of this growing ensemble are admirable. Particularly notable is the growth of the choir's singing tone and musicianship. Over the course of the year, the Sparks have demonstrated a remarkable amount of success with music of increasing difficulty (including several collaborations with the Chalice Singers). Our collaboration extends also to members of the Congregation—this month, we offer a song in worship, written for us by congregant Charlie Pekarek. Our efforts to increase the roster have proven successful, with an increase from 8 to 17 members. We have also made significant inroads into establishing a supportive parent network for the ensemble. Special thanks to Rick Witten, who has led this effort and provides continual assistance and leadership.

In the next year, we will continue to recruit and add to our singing roster, with a goal of 20 singers, to better coordinate and communicate with the SGD programs, to increase our collaborations with the Congregation's other ensembles and musicians, and to develop incentives for our older students as they transition into roles of leadership in the ensemble."

Community Music

Jean Chorazycewski and Lori Fithian are enthusiastic ambassadors in our music leadership team. Their focus is to encourage "everyone"—all ages, any and/or no experience, all abilities—to engage music in a more recreational way, with drop-in drum circles, folk song circles, and other seasonal interactive/participatory music events.

"Monthly family drum circles happen year round, on third Sundays, between Services. We put the drums out in the Fahs Chapel and folks are welcome to drop in and play together. We encourage listening, cooperative play, exploration, and fun. Parents with teeny ones come in and enjoy time together, as well as the school-age kids who come in and often drag their parents along to join in the music!

We also host monthly folksong sing-alongs, inviting all members of the community to join us in the Social Hall on fourth Mondays. We sing and/or play popular folk and pop tunes, with lyrics projected on a screen. We have averaged about 15-20 people over the year.

We offered a second annual Winter Solstice Sing, with friends Jeanne Mackey, Eric Fithian, Tom Voiles, and Linda Teaman joining us to lead a wonderful evening of songs for Peace and Solstice. We estimate nearly 200 in attendance. We hope to keep that a tradition each December.

This year, we also began an Earth Day Sing for all ages to sing love songs for the earth on each Earth Day (April 22). This was a simple musical service, celebrating our connection and love for the earth through song, poetry, and short stories/readings. All were invited to share in fun and reverent songs and chants, to praise the beauty and miracle of the natural world.

We also put out an electronic newsletter called "Music@UUAA". Folks who sign up to receive it will get updates about musical events of interest to the community, happenings at Church, events offered by UU members, and reminders of drum circles, Chalice Singers and Sparks performances, etc. in and around the Church. A signup sheet for the newsletter can be found at the Social Hall involvement table."

Notes and reflections by:

Theresa Rohlck, alto - Chalice Singers, handbell ringer

Barbara Pickett, alto - Chalice Singers, handbell ringer

Karl Sikkenga, bass - Chalice Singers

Brianne Boyd, director - Chalice Sparks children's choir

Jean Chorazyczewski, volunteer percussionist, community music leader

Lori Fithian, volunteer percussionist, community music leader

Spiritual Growth and Development

Submitted by Sandy Garges, Director of Spiritual Growth and Development

This year's focus has been to strengthen the structure, and thereby sustainability, of the SGD program. This focus on structure and sustainability shows through in many ways and is intertwined throughout the SGD program. Some examples are described below, as well as in the annual reports of individual SGD groups. The result of these efforts is expected to be a more welcoming program in which Congregants can live out their UU principles and bring their best selves into community. This report uses as its foundation sections 1.1 through 1.5 of the UUAA Governing Policies.

Children and Youth Program

One significant change to the Children and Youth Program is that the Children and Youth Committee is dividing into two separate leadership groups, specifically, the Children's Ministry Team (CMT) serving nursery – 5th grade programming, and the Youth Ministry Team (YMT) serving 6th grade – 12th grade programming. This structural change was inspired by the noticeable difference in needs of the children, youth, and adults engaged in these age groups. The preschool through 5th grade multi-age classes are grouped together because they share similar support needs and goals. Parents and caregivers generally make the decision for their child to participate in these programs. The 6th through 12th grade teaching teams have different training and support needs and the transitions between these individual grades offer distinct opportunities for engagement. During the middle and high school years it is often the youth who makes the decision to participate.

The Children's Ministry Team is served by Lisa Kohn, Gregg Peterson, and David Tumbarello. The Youth Ministry Team is served by Stephanie Surfus (chair), Christine Pellar-Kosbar, and Craig Van Kempen. The YMT is currently recruiting a YRUU youth to serve on this leadership team.

The 9th grade Coming of Age team incorporated many changes this year, including the invitation of mothers and other female caregivers to the Boys' Overnight Ceremony. In previous years, only fathers and other men were invited. This new gender-neutral invitation offers a significant change to the program. The Girls Overnight Program incorporated this gender-neutral invitation in 2013. Also, a new Sweat Lodge Permission Form was utilized this year to provide additional information about the sweat lodge tradition to the parents of 9th grade youth to better support a meaningful experience for all youth. The 9th grade teaching team is: Tom Goodson, Beth Hospadaruk, Jim Schaefer, and Stephanie Surfus.

As of May 1, 2014, 316 children and youth are registered in the SGD Children and Youth Program. The SGD program is served by the following staff members: Erin Dixon, Lead Pre-School Teacher, Julie Dybdahl, Lead YRUU Advisor, Debra Golden, SGD Program Assistant for the Children and Youth Program, Sanne Krummel, Lead Nursery Teacher, and Maria Thomas, Programs Coordinator.

Summer Program

A nursery through high school summer program was offered in 2013 and will be offered again this summer. New this summer will be a three-week intersession. This program will enjoy the theme “Service, Song and Story” and will be offered during the final Sunday in May and the first two Sundays in June. This change acknowledges the significant transitions taking place for families and the UUAA during this three-week period. During this time, UUAA transitions to a one-service Sunday schedule while most children and youth are still in school. The shortened 12-week summer session will begin during “true” summer, June 15 through August 31, when schools are out for the summer and families are engaged in their summer schedules. Debra Golden will facilitate the summer program.

YRUU

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, Lead YRUU Youth Advisor.

Childrens’ Ministry Team

For more information about the work of this team, please see the separate Childrens’ Ministry Team Annual Report submitted by Lisa Kohn.

Adult Education

Last year our adult SGD classes were offered on an ad hoc basis. This year has included much change and growth in this area! A structured program is now in place, led by the Adult Education Advisory Team. Please see the Adult Education Advisory Team report submitted by Charley Burleigh for more information about this important work.

Inter-Congregational Activities

The SGD Program is hosting a two-tier Our Whole Lives (OWL) facilitator training in August 2014 to support congregations in our district as well as the wider UUA. This program will train Unitarian Universalists to lead elementary school, middle school, and high school OWL programs in their own congregations.

The SGD program joined with other southeast Michigan UU congregations to offer a Volunteer Appreciation Event at the Detroit Institute of Arts on March 8. UU’s from as far away as Grand Rapids and Traverse City, and from Lansing to Grosse Pointe, attended the event. Plans are underway to offer this opportunity again next year.

Children's Welcoming Council

Submitted by Michelle Ferguson, CWC Member

The Spiritual Growth and Development program established the Children's Welcoming Council in 2012 to respond to the growing number of children and youth with disabilities entering our program, as well as inquiries by families who are interested in the program, but concerned about whether their son or daughter will receive the support needed to feel welcomed and accepted. The Council's intent is to give our SGD teachers the resources they need to actualize our first and third Principles each time our children and youth gather. In our simpler, children's version of the Principles: we accept one another and we learn together; and, we believe that each and every person is important.

Children and youth with invisible disabilities are entering the SGD program in increasing numbers. During the past year, SGD has expanded its support for children and youth with disabilities, especially those with invisible disabilities such as Autism Spectrum Disorders, Attention Deficit Disorder (ADHD), and mood disorders. The Council has provided consultation and support to SGD teachers and contributed to curriculum planning and teacher training.

The Council has also worked closely with the Policy and Programs Task Force of the DisAbility Certification Pilot Program to address issues of accessibility within SGD, with the purpose of removing barriers to full participation for children and youth. This collaboration has encouraged us to more closely examine how we operate and has been the catalysis for new ideas and fresh prospectives. In the next six months, we'll be inviting parents of children and youth with disabilities to participate in discussion groups to gather information on how well we are meeting our goal of creating a welcoming environment for all children and youth, and to determine whether there is a need for more family support.

The Children's Welcoming Council has many projects in process for the coming year. Plans for a new sixth grade class are underway to respond to accessibility needs. Work has begun to develop and refine policies affecting children and youth with allergies and medical conditions. The Council will continue to search for compassionate individuals with relevant knowledge, experience, and/or expertise to participate in its endeavors.

Sandy Garges, SGD Program Director, Debra Golden, Children and Youth Program Assistant, and Michelle Avery Ferguson, K-1 Teacher and parent of a child with disabilities, currently serve the Congregation through the Council.

Children and Youth Committee

Submitted by Lisa Kohn, CYC Member

The Children and Youth Committee (CYC) envisions, develops, supports, represents, and evaluates the Spiritual Growth and Development (SGD) Program for children from nursery through 12th grade at UUAA under the guidance of, and in collaboration with, the Director of Spiritual Growth and Development. The current structure of the group consists of 4 – 6 members who serve a two year and three month commitment with current members listed : David Tumbarello (2nd year) , Gregg Peterson, and Lisa Kohn (both in first years). Another member stepped down from the group in October due to schedule conflicts. The group meets monthly for 1.5 hrs on the second Tuesday, 11 months out of the year. There is also a half day retreat in July.

The members of the CYC serve as classroom liaisons for the different school age grades, helping monitor and facilitate growth and development of the teachers, students, and participating families. An important function of the group is the recruitment of SGD teachers and volunteers. The committee developed a Volunteer Recruitment Process Tool to establish monthly benchmarks for recruitment. Beginning in April and through September, group members staff the SGD table during Social Hour each Sunday, submit announcements in the Weekly Bulletin and Monthly Newsletter, and actively reach out to Congregants on a personal level to discuss the SGD programs. The group also serves to establish policies and goals to guide our SGD programs. In the past year, policies have been refined to support our Safe Congregations commitment. The group also serves to select and evaluate curriculum. Our SGD program had a robust enrollment this fall with over 300 registered youth and approximately 50% regular attendance by those who were registered.

In the next several months, the CYC will expand into two groups: the Children's Ministry Team (for K-5th grades) and the Youth Ministry Team (6th-12th grades). Both groups will feature a chair person as well as 4-6 committee members serving in a similar capacity as the current members of the CYC. The decision to divide the committee into two groups emerged from the recognition that the youth programs (Neighboring Faiths, 7th grade leadership and social justice program, OWL, Coming of Age, and YRUU) provide different opportunities than those offered in the nursery through 5th grade classrooms.

Highlighted activities that took place over the last year include our July retreat with outgoing members (Audra Eddy and Christine Pellar-Kosbar), incoming members as well as with Rev. Gail Geisenhainer. Another activity coordinated by the CYC was the volunteer appreciation outing at the Detroit Institute of Arts on Saturday, March 8. SGD teachers and volunteers were invited, along with their families, to free attendance at the DIA while sharing the company of other UU SGD volunteers from congregations in Michigan. The Teacher Appreciation brunch took place on April 27.

The November meeting featured a guest presenter, Christine Pellar-Kosbar, who discussed current copyright requirements and how our SGD classrooms can operate to be respectful of those requirements. Christine will be meeting again with the committee to provide instruction and information to guide future policies.

Young Religious Unitarian Universalists

Submitted by Julie Dybdahl, Lead YRUU Advisor

The Young Religious Unitarian Universalists (YRUU) is the name our denomination gives to the high school groups in UU churches. We enjoy a large and vibrant YRUU group, currently with over 25 active members in the 10th through 12th grades. Sunday morning attendance is typically approximately 20 youth, and attendance varies for extra (other than Sunday mornings) activities.

The mission of YRUU is to provide a spiritual home for our youth, where we can

- Learn about and put into practice our UU principals.
- Learn about other topics such as ethics, values, and healthy personal relationships.
- Build a safe and welcoming social community for all.
- Encourage leadership development.
- Worship together.

The core values of our Congregation help define our group's activities.

Spiritual Life:

Many of the youth hunger for worship that is comfortable and personally relevant. We begin each class with an inspirational opening reading, from the hymnal or the Internet. In June, we welcome the Coming of Age graduates into the YRUU with a worshipful "bridging-in" ritual. At each of our evening social events (Gnomapaloozas) we have a time for group worship. In March, the youth created and provided worship services for the whole Congregation in a youth-led service on the topic of "Finding Fulfillment."

Social Justice and Environmental Action

In the past year, the youth have chosen to organize and participate in the following activities: Greening of Detroit; through the Mindful Eating Committee, helping Farmer Bill in planting and tending his produce for Food Gatherers; helping sort food at Food Gatherers' warehouse; raising funds for and purchasing gifts for children at Peace Neighborhood Center; and volunteering for four days with Habitat for Humanity in the Chicago area.

Community

The YRUU has been especially successful in building a welcoming community this year. Strong bonds and new connections were forged during last summer's service trip, which included rising 10th graders who were new to the group. The classes and ingathering Gnomapalooza in September focus on community-building activities. In most Sunday classes, we continue this through playing a cooperative or community building game. Our Gnomapaloozas and overnights are opportunities for youth to relax and be social together. A new activity for YRUU this year was to send care packages to last year's seniors in early December, to remind them that they are remembered at UUAA.

Stewardship

The YRUU youth recognize that they are a part of the greater Congregation. They are respectful of our Church's resources. This year the YRUU has avoided using disposable items such as paper plates and plastic cutlery, as much as possible. Instead, they use the Congregation's china and silverware and take responsibility for cleaning these and restoring them to their correct locations. The YRUU participated in the All-Church Halloween Party by creating a very spooky haunted house for the younger children.

Culture

In YRUU we seek to develop a culture that is welcoming and respectful of all. Because this is such an important value, we have an elected position of Right Relations Coordinator, who is responsible for ongoing assessment of social relations and balance within the group, and who addresses problems in relations or emotional climate within the group. If an individual is uncomfortable with some aspect of the group, he or she can bring this to the attention of the Right Relations Coordinator, who will then help address the problem in the group.

Highlights of the year May 1, 2013 to April 30, 2014 include:

- Honoring 15 graduating seniors in a June Service
- Bridging-in approximately 15 rising 10th graders
- July service trip to Habitat for Humanity in Chicago
- Purchasing and packaging care packages for YRUU members who graduated last fall.
- Baking and the sale of apple dumplings as a fundraiser for gifts for children at Peace Neighborhood Center
- Ski/Winter Sports trip to northern Michigan for a long weekend in February
- Mid-March church service created and led by the youth
- Many interesting classes that included watching TED talks with follow-up discussion; OWL for high school; some excellent "Passions" which are presentations by youth teaching us something they are passionate about.

This year, we have achieved the goal of building an inclusive group atmosphere in which more youth are comfortable participating. Even with a less-than-optimal number of advisors, we have been successful in doing all of the YRUU's traditional annual events in addition to Sunday classes. Adults involved in leading YRUU include Julie Dybdahl, Lead YRUU advisor, and YRUU advisors Leigh Robertson, Craig Van Kempen, and Mark Van Kempen. Several parent volunteers and previous advisor Kate Hutchens were instrumental in many of our activities.

Future plans for YRUU include a summer service trip to Henderson Settlement in Kentucky, where we will do home remodeling and repair work for people in one of the nation's poorest counties. Twenty-three youth and 10 adults from our Congregation are registered for this trip. We plan to prepare for this trip by watching movies, reading books, and learning about the Appalachian culture and history. We hope to present information about our trip to the Congregation in the fall.

Adult Education Advisory Team

Submitted by Charlie Burleigh, AEAT Member

The Adult Education Advisory Team “AEAT” began with a series of meetings in March of 2013 in which Sandy Garges, Charley Burleigh, Bruce Gibb, and Terry Madden agreed on the elements of a mission statement for a group whose purpose was and is to revitalize the culture of Adult Spiritual Growth and Development (formerly “Adult Ed”) at UUAA. Our mission statement provides as follows:

Guided by Section 1.1 of our Governing Policies, the Adult Education Advisory Team plans to engage the minds, hearts, and whole selves of adult learners in our community. With the understanding that the Unitarian Universalist (UU) journey is one of an ongoing quest for truth and meaning, we will provide adult participants with opportunities to:

- Develop an integrated sense of their own UU and UUAA identity;
- Find resources for negotiating the various stages of their life journey;
- Be empowered to live their beliefs through their actions;
- Cultivate spiritual deepening and develop spiritual practices;
- Enrich their understanding of the world around us;
- Build connections with others.

In the pursuit of this mission, we expressly undertook that relevance to the Seven Unitarian Universalist Principles and the UUAA Five Core Values will guide the approval of each individual program proposed to be offered by AEAT, and that the Adult SGD Program as a whole will operate with minimal cost to UUAA and minimal demands on the time and energies of UUAA staff. It is our hope that the benefits of the Adult SGD Program will be especially evident in relation to the UUAA Core Values of Community and Culture.

In both the fall of 2013 and the spring of 2014, AEAT has offered a catalog of courses and workshops which 1) publicizes the offerings of other UUAA recognized groups, and 2) adds a diverse array of courses and workshops taught and facilitated by qualified individual members of our community. We view our support of each of these offerings as a highlight of our activity.

Our larger goal is the vision of UUAA small-group engagement and energy described in the Provocative Proposals section of the Sankofa Report (Sept. 3, 2006), Subsection “Our Quest for Spiritual Development.” In this, we realize we still have much more work to do.

In addition to the people named in the first sentence of this Annual Report, we have been, or continue to be, joined in our ministry by Margaret Pekarek, Angelina Zaytsev, Bett Weston, and Bev Black.

**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:

1.2 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 (SJC):

The Mission of the 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 Governing Policies.

The Objectives of the Social Justice Council are:

(1) to strengthen the involvement of members of the Congregation in social justice ministries, (2) to nurture and support the social justice work of our Congregation, and (3) to 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:

Breaking Down Silos - The Social Justice Council co-sponsoring and working collaboratively with other SJ Groups at UUAA to inform, educate, and advocate.

- The SJC held a workshop on September 7, 2013 with leaders of 11 Congregational social justice groups to share their missions and accomplishments and to elicit their expectations and ideas for the SJC,
- Coordinated two UUSC Justice Sunday services with Social Hour follow-up,
- Co-sponsored ICPJ's annual meeting on restorative justice held at UUAA,
- Planning and holding a six-session reproductive justice course, in conjunction with UUAA's Denomination Connections Team.
- Publicizing and co-sponsoring Congregational film showings, book reviews, and discussions in conjunction with various social justice groups such as Challenging Racism,
- Jointly operating a social justice table during Social Hour, in conjunction with DCT and Challenging Racism,
- Co-sponsored with community faith groups and Challenging Racism a ground breaking event on Restorative Justice with guest speaker Fred Van Liew, director of the Center for Restorative Justice Practices, Des Moines, Iowa
- Co-sponsored with Interweave the All-Church Retreat and organized a panel on *The Chicken or the Egg: Social Justice and Unitarian Universalism*,
- Developed a number of job descriptions for Social Justice positions and successfully recruited team leadership for the Crop Walk and Food Buckets.

Social Justice Council goals for next year:

- Implementing and refining the recently developed SJ policies and procedures,
- Developing and publishing a Social Justice calendar of events,

- Enhancing and expanding Social Justice communications through revisions to UUAA's Social Justice website, Facebook presence, and brochure,
- Expanding and promoting Social Justice volunteer service and advocacy opportunities within our Congregation.

Members of the Social Justice Council:

Co-Chairs: Carolyn Madden and Kate Warner; Roberta Allen, Hayley Boyse, Janella James, Don Pelz, Sally Preston, Ellen Teller, Phil Tuchinsky, Julie Voelck as Board of Trustees liaison, Carol Acitelli will continue as Facebook manager for SJC.

Habitat for Humanity

Submitted by Barb Picket, Chair

UUAA works with Habitat for Humanity by being a member of The Good News House (GNH) group. GNH is a non-profit group of 17 congregations pooling their resources to provide a joint outreach ministry to our community in partnership with Habitat for Humanity (HHHV), which is the local affiliate of Habitat for Humanity International (HHI).

The Good News House group formed in 1997, initially building one new house each year. UUAA became a member of GNH in 2000. In 2009, we switched to renovating two purchased homes each summer. Each congregation in our group supports our projects by providing a representative to serve on our steering committee, contributing to the \$65,000 funding we provide Habitat for Humanity each year, and during the summer build season providing construction volunteers.

In 2013, the GNH renovated two homes in Ypsilanti on Lester Street. UUAA participates in three significant ways to GNH. Two people serve on the steering committee, which meets once a month. We pledge \$7000 toward construction costs and we provide volunteers to work on the site and people to bring lunch to the workers. Sandy Simon is chairperson of the GNH steering committee and Barb Pickett serves as the other representative from UUAA.

From May through August of 2013, men and women from UUAA signed up to be workers on five different days. We had anywhere from 6-20 workers signed up for each of those days. And for each of those five days, 3-5 people make lunch and deliver it to the build site.

Our pledge goal last year was \$7000. Forty-eight Congregants stopped off at our table during Social Hour with a check or mailed their contribution to the Church. On our "Share the Collection" Sunday, just over \$1200.00 was collected. Through these efforts we were able to meet our goal send Habitat for Humanity of Huron Valley a check for \$7300.

March and April are planning months for the Habitat team. We meet to discuss different ways to reach each member of this Congregation with the news of the current build and what we hope to accomplish that year. We also staff a table each Sunday during Social Hour throughout the build season. We are there to sign up volunteers, collect donations, and answer any questions that you may have about Habitat. Current members of the Habitat team are Sandy Simon, Mike Muha, Michelle Lovasz, Fran Lyman, Barb Pickett, and our advisor and mentor, Dorothy Wilson.

Ann Arbor UUs for Justice in the Middle East Team (UUJME)

Submitted by Larry and Diane Cooper, Co-Chairs and George Garcia

Description of the group or ministry:

The team and UUJME's mission focus on the Israel-Palestinian conflict, as a human rights issue. AAUUJME is one of the larger more active of a growing number of chapters of UUs for Justice in the Middle East, which was started in the early 1970s. AAUUJME has been working since 2002 to inform interested members of our Congregation, community, and political representatives and advocate for a just peace in historic Palestine. The team meets generally on the second Sunday of each month.

Description of how UUAA Core Values were met by the group:

All forums sponsored by AAUUJME directly or indirectly address issues surrounding the Israel-Palestine conflict. This conflict touches on many of our Core Values and UU Principles. For example, working towards peace in the Middle East clearly addresses Core Value 2 regarding Social Justice and Environmental Action and Principles 2 and 6 (justice, equity, and compassion in human relations; the goal of world community with peace, liberty, and justice for all), as does working for equal rights for Palestinians and humanitarian aid for the people of Gaza, which also addresses Principle 1 (inherent worth and dignity of every person). Our forums are educational and some address religious faith traditions, therefore these also address Principle 4 (a free and responsible search for truth and meaning) and Core Values 1 and 5.

Highlights of activities:

- Team members staffed a table during Social Hour on a number of Sundays providing informative materials to anyone interested.
- A number of team members attended GA 2013 in Louisville, KY. The UUJME had a booth at the exposition and we took part in staffing that booth. We also helped conduct the UUJME annual Sermon Contest lunch session where the winner gave her sermon.
- The team co-sponsored the showing of the film *Roadmap to Apartheid* at the Michigan Theater on Wednesday, October 9, 2013. Two team members (and one community person) led the effort, which involved a diverse group of peace activists from a number of local faith organizations (Catholics, Lutherans, Muslims, Methodists, Palestinian Christians, Presbyterians, Quakers, Unitarian Universalists) as well as secular community activists (Jewish Voice for Peace, UM Students Allied for Freedom and Equality, Meta Peace Team) across Washtenaw County and Southeast Michigan. The evening's event was moderated by Rev. Fr. Peter Dougherty of the Lansing Diocese, co-founder and member of the Meta Peace Team (formerly Michigan Peace Team) and International Gandhi Award recipient. Mr. Sam Bahour (a Palestinian-American writer and business man living in Al-Bireh/Ramallah) and Detroit attorney Barbara Harvey (who, in 2006, co-founded the Detroit chapter of *Jewish Voice for Peace*) led a Q & A session immediately after the film. Additionally, an interfaith dialogue follow-up discussion was also held on Saturday, October, 12 at the Wesley Foundation of the First United Methodist Church of Ann Arbor.

- The team was instrumental in promoting the Congregational Study/Action Issue proposal *Unitarian Universalist Values and the Pursuit of a Just Peace for Israelis and Palestinians*. We conducted a forum at UUAA on December 15, 2013 to present and discuss the CSAI proposal.
- Committee activities and personal outreach to Congregational leadership resulted in an increased awareness of the relevance of this issue to the UU community.
- Committee co-chair and UUJME president Larry Cooper led a workshop titled, *Israel-Palestine Curricula & Why It Is Important for UUs to Engage* at the April 12 MidAmerica Regional Assembly.

Goals reached:

- Awareness and support for the goals of AAUUJME have grown significantly within UUAA as evidenced by the CSAI polling results which placed UUJME's proposal within one vote of tying for first place out of the six competing proposals.

Names of active participants in the ministry:

- Marina Brown
- Diane Cooper, co-chair
- Larry Cooper, co-chair
- Anne Garcia
- George Garcia
- Ellen Teller
- Ruth Vail

Future ideas, plans, and goals:

- The team is shifting its modus operandi to have more of a project based focus. We will also reach out to several people who have shown a keen interest in the issue to give them an opportunity to become more actively involved.
- The Israel-Palestine Mission Network of the Presbyterian Church - USA is one of the leading faith-based groups in the United States working toward taking constructive action. Several members of AAUUJME are working with other progressive groups toward assisting the Presbyterians in their efforts at their General Assembly (GA) in Detroit the week before the UU General Assembly.
- Members of AAUUJME will be attending GA 2014 in Providence, RI and assist with raising awareness and participating in constructive actions.
- The failed peace process makes it increasingly apparent to more and more people that governments are not resolving the conflict. As with civil rights and apartheid South Africa, peace activists must step forward. AAUUJME has formed a steering committee which is currently looking into how to form a study group using one of the curricula described in UUJME's March newsletter as a way toward informing and guiding activists toward supporting a just and peaceful resolution. Working with the UUAA Social Justice Council, Challenging Racism, and community groups, we will likely work toward having a UUAA, or possibly an Ann Arbor area, study group underway by January 2015.

UUSC Coffee Project

Submitted by Jenny Kropf, Co-Chair

The Unitarian Universalist Service Committee (UUSC) Coffee Project is an ongoing fundraiser for the UUSC Small Farmer Fund that fosters social, economic, and environmental justice. Through grassroots collaboration, the fund helps build sustainable livelihoods and advance human rights around the world.

On most Sundays, the Coffee Project sells 100% Fair Trade products from Equal Exchange (EE), a democratic worker-owned cooperative who are in partnership with UUSC. For every pound of organic coffee, tea, chocolate, almonds, dried fruit, and olive oil our Church purchases from EE, they donate 20 cents to UUSC. In 2013, UUSC profited \$14,500 from UU churches nationally who are part of the Coffee Project.

This is also a fundraiser for our Church which has profited \$3,500 in the past 12 months due to the Congregation purchasing EE products from us. Hal Breidenbach made and donated a storage-display cabinet for our products, which has certainly made our work so much easier.

We hope to continue serving the Congregation and develop regular customers in compassionate consumption. Together we can connect with commitment to Fair Trade farming cooperatives creating social, economic, and environmental justice. We are always looking for volunteers to help keep this program going.

Our main team is: Hal and Cathy Breidenbach, Lynn Dwyer, Connie Frederick, Nancy Harter, Shireen Jones, Denise Kearns, Jenny Kropf, Sharon St Mary, and Cathy Whitaker, who all wish to thank the Congregation for supporting "A taste of Justice!"

Challenging Racism

Submitted by 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 provide opportunities for reflection.

Kathy Friedrichs and Lucia Heinold are current co-chairs. Many others design and facilitate our programs. This year event organizers and workers include Louise Kazarinoff, Terry Adams, Sandy Eyl, Quincy Northrup, Alma King, Charlie Pekarek, Edie Croak, Joy Shannon, and Dorothy Haigler.

For 2013-2014 we set two major goals:

- 1) Devote UUAA programming to class issues.
- 2) Continue developing partnerships within UUAA and in Washtenaw County.

Social Class:

At UUAA we held four social-class awareness-raising events: discussion of the book *The Hidden Injuries of Class*; held two reflective circles on class; and presented the powerful *StarPower* simulation about class, led by Bruce Gibb. On March 23, we presented a workshop called *The Hidden Authenticity of Non-Standard English*. In May, the concluding event was the showing and discussion of Robert Reich's film *Inequality for All*, co-sponsored by the Social Justice Council, League of Women Voters, and the Interfaith Council for Peace and Justice.

UUAA and Community Partnerships

Spring 2013 found almost a half dozen members actively involved in the Ann Arbor Concerned Citizens for Justice Campaign for three African American students singled out and being tried for their part in the October 12, 2012 football melee at Pioneer High School. Led by Joy Shannon, we demonstrated and attended several court hearings until the charges were substantially reduced, and the young men were released on parole.

On Thursday, August 8, 2013 nearly 15 members of Challenging Racism, the Social Justice Council, and the Denominational Connections team appeared in their Standing on the *Side of Love T-Shirts* as witnesses at City Council meeting for Repeal of Michigan's Stand Your

Ground law. Lucia Heinold was one of the public speakers. The city resolution passed unanimously.

In August, several UUAA members went on the Ann Arbor Freedom Journey Underground Railroad tour with the Ann Arbor Cultural Heritage Museum (AACHM). In December, several members attended the AACHM annual jazz dinner.

On November 8, Challenging Racism worked with the Justice in the Middle East team to present a showing and discussion of *Roadmap to Apartheid* at the Michigan Theater. More than 300 attended.

On November 10, Challenging Racism, Social Justice Council, and ICPJ sponsored Iowa expert Fred Van Liew, in a program on Restorative Justice that drew 80 individuals from UUAA and the legal community.

Winter programming began with U of M MLK Symposium events, including our fourth annual post keynote lunch at a local restaurant.

This spring, we worked with the Denominations Connection Team on the Saturday, April 12 UUA Mid-American Regional Conference, and with Interweave on the All-Church Retreat.

This summer 2014, we resume promotion of the AACHM Freedom Journeys.

Our program planning meeting for 2014 - 2015 will be held in September. New ideas and participants are always welcome.

Mindful Eating Coalition

Submitted by Colleen Crawley, Guala Luazzana, Cathy Muha, Co-Chairs

Mission statement:

The Mindful Eating Coalition (MEC), an umbrella for food-focused groups within the UUAA Congregation, provides information, resources, education, and support to enable us to put into practice the principles of the “Ethical Eating Statement of Conscience”, adopted by our Congregation and the Unitarian Universalist Association in 2011. The Coalition encourages the Congregation and the wider community to become informed about and advocate for food justice and human health, and for the benefit of animals, plants, food workers, and the environment.

Brief history:

The MEC is a merger of several important food and hunger related groups. Our core members come from the former Ethical Eating team, which helped pass the UUA Ethical Eating Statement of Conscience at General Assembly in 2011, and the former Locavores group, which formed out of the Church’s “Celebrating the Planet” environmental initiative, with a focus on local food issues. Groups under the MEC umbrella include: the UUSC Coffee Project which supports small-scale farmers in Latin American and Asia through the sale of coffee and other products; CROP Hunger Walk which fights hunger within our community through an annual event during which walkers raise funds by obtaining pledges and choosing a one-mile or five-mile route; and the Good Food Garden, a community garden on Church property that contributes to local food security by donating produce to Food Gatherers. In the summer of 2012, we began a new endeavor: the Food Gatherers' Farm Project. Also in 2012, the vegan centered group Veg UUAA, was started by MEC members Donna and Hal Estry. All of these groups work side-by-side under the umbrella of the Mindful Eating Coalition. Sharing resources and leadership, consolidating efforts, participating together in activities, and supporting one another are just a few of the benefits gained from this arrangement.

Organization and Membership:

The MEC is co-chaired by Cathy Muha, Guala Luazzana, and Colleen Crawley. The UUSC Coffee Project is headed by Jenny Kropf, CROP was led by Keely Kaleski in 2013 and will be led by Jamie Todd in 2014, Delphine Benard organizes the Good Food Garden, and Hal and Donna Estry head up the Veg UUAA. Although MEC membership includes many individuals, the core group of regular meeting attendees, volunteers, and participants consists of (besides the aforementioned leaders) Merrill Crockett, Connie McGuire, Ruth Vail, and Eileen Wright. Meetings are held on the third Tuesday of each month. Our website <http://uuaa.org/social-justice/324-me-home-page> is managed by Cathy Muha. The site includes a link to the “UUA Statement of Conscience on Ethical Eating”, as well as recipes and current information on MEC events and activities. There are almost 300 members and friends of the Congregation on our email list to receive the MEC Newsletter, sent electronically biweekly. Produced by Colleen Crawley, the newsletter features news, articles, announcements, upcoming MEC activities, related community events, and news submitted by our members.

Events:

In addition to the programs highlighted below, our core group staffs the Mindful Eating Coalition table during Social Hour, following each Sunday Service. The table provides valuable information and opportunities to sign up for activities. On the first Sunday of the month, we host the Tasting Table featuring delicious food samples of local, seasonal treats, prepared by our members. Recipes and tips on eating more locally produced foods are often provided. Throughout late summer, the table offered Surplus Produce Sharing, where Congregants were invited to drop off excess homegrown produce or pick some up to take home. This was the fourth year of this weekly activity and it was once again extremely popular. Adjacent to the MEC table during Social Hour, the UUSC Coffee Project sells Fair Trade coffee, tea, chocolate, and other products. Besides the activities that MEC hosted, shown below, we also participated in and promoted a wide variety of local and healthful food activities:

- May 25, 2013: Food Gatherers Farm Project work day.
- June 8, 2013: Veg UUAA hosts vegan family potluck.
- August 3, 2013: Veg UUAA hosts vegan family potluck.
- August 25, 2013: UUAA Garden tour.
- October 5, 2013: Veg UUAA hosts vegan family potluck.
- October 16, 2013: Fall Harvest potluck, with Food Gatherers' president Eileen Spring.
- October 27, 2013: Dr. Catherine Badgley, UM professor, spoke about food systems.
- November 18, 2013: First in the *Meet Your Farmers* series: Dan Zatkovich of Zatkovich Pastures.
- December 7, 2013: Veg UUAA hosts vegan family potluck.
- January 12, 2014: Second in the *Meet Your Farmers* series: Jennifer Kangas of Capella Farm.
- February 2, 2014: Third in the *Meet Your Farmers* series: Alex Cacciari and Mark Nowak of Seeley Farm.
- February 15, 2014: Veg UUAA hosts vegan family potluck.
- February 16, 2014: Fourth in the *Meet Your Farmer* series: Deb Lentz and Rich Andres of Tantre Farm.
- March 23, 2014: Panel Discussion on Genetically Modified Foods, featuring professors from U of M, MSU, and two local farmers.
- April 5, 2014: Veg UUAA hosts vegan family potluck.
- April 27, 2014: Paul Krause speaking on the *New Philosophy for Health*.

Food Gatherers Farm Project:

This was our second year hosting one of Food Gatherers' faith-based farm and garden projects, which focus on healthy, fresh, nutritious food for the hungry of Washtenaw County. In 2013, over 40 volunteers put in about 400 work hours, mostly in the form of two-hour shifts. Soil prep, planting, weeding, watering, harvesting, teardown, and feeding our volunteers are just some of the chores we did on the property of farmer Bill Schmid. Donations to Food Gatherers totaled 3,384 pounds of produce and just under \$2,100 from sales at the roadside stand.

Conclusion:

The level of interest surrounding the work of the Mindful Eating Coalition continues to remind us that this topic is extremely relevant and that our work is important for the Congregation. We have an enthusiastic core group that actively participates and volunteers. When combined with the significance of the issues relating to food - health, environmental, social justice, human and animal rights – we believe that we have the ability to remain a strong team in coming years.

Prison Book Ministry

Submitted by Bob Heinold, Member

From the start of the Ministry to early April 2014, the volunteers of the Prison Book Ministry selected, sorted, packed, and delivered over 100,000 books. In 2013 alone, we delivered a record of 21,300 books.

This effort is part of affirming and promoting the inherent worth and dignity of every person, expressing compassion, and alleviating some of the pain caused by injustice.

In 2013, we collected books from six local libraries, one school, two service organizations, and Congregants. We delivered to 14 prisons and jails. Our travels involved roundtrips to facilities in Coldwater and Ionia, as well as local ones. Some facilities house juveniles. Moreover, we delivered children's books to waiting rooms so that adults could read to children.

We urge Congregants to join us as we continue this ministry.

Members of our Ministry - 2013

Jim Gallas: Team Leader

Terry Adams, Richard Barber, Janis Beard, Katlyn Cameron, Rich Child, Diane Cooper, Larry Cooper, Judy Croxton, Tom Croxton, Fran Dew, Bob Heinold, Erin Krajcik, Barb Lamar, Guala Lauzzana, Lisa Lemble, Quincy Northrup, Dave Purcell, Ellen Teller, Susan Tuller, Kate Warner, Tom Wilson, and Mary Zucchero.

Prison Facility Delivery Sites - 2013

Coldwater, Huron Valley Women's, Ionia Bellamy Creek, Ionia Correctional, Ionia Hanlon, Ionia Reformatory, Jackson Cooper, Jackson Cotton, Jackson Egeler, Jackson Parnell, Maxey Woodland Center, Washtenaw Jail, and Washtenaw Youth.

Contributors - 2013

AAUW, Ann Arbor District Library, Catholic School, Chelsea District Library, Clinton Township Public Library, Kiwanis Store, IICD, Saline District Library, Tecumseh District Library, UUA Congregation, and Ypsilanti District Library.

Alpha House

Submitted by Pat Herbst, Chair

Our Alpha House ministry serves Core Value Two, Social Justice and Environmental Action. It also contributes to Core Value Three, Community. In 1992, twenty two years ago, six congregations from Washtenaw County joined to form the Interfaith Hospitality Network – IHN. At the beginning, each week one congregation housed homeless families in their building. Each week, families moved from one building to another. In 2001, St. Joseph Mercy Health Systems refurbished their Alpha House facility on Jackson Road and has then rented it for \$1 per year to IHN. Six homeless families live there for up to three months. The shelter provides three meals a day and a room for each family. If parents are out of work, they receive help finding work. The shelter staff helps them make a budget and find more permanent housing.

As we have for over a decade, UUAA hosts the families at Alpha House for three to four weeks each year. During 2013, we hosted the families for seven days in February and seven days in September, two days in April, and five days in November (during Thanksgiving week). In 2014, we hosted the families for seven days in February, and seven days in April. Hosting involves two things. On the one hand, Congregants contribute money to UUAA earmarked for our committee to use. With that money we buy supplies requested by the shelter, including toilet paper, light bulbs, diapers, milk, lunch food, and so forth. A member of the coordinating team usually purchases the groceries (which cost around \$500) and delivers these to Alpha House. This task was done by Pat and Bruno Herbst in February and September 2013, by Sally Preston and Dee Dishon in November 2013, by Cheryl and Vey Valentine in February 2014, and by Sally and John Preston in April 2014. On the other hand, our members deliver dinners including main dish, starch, vegetable, and desert for 25 people every evening. Our volunteers serve dinner and cleanup after, supervise children activities, and stay overnight. On weekends, we also provide breakfast and lunches. Each time we host for a full week, about 90 volunteers are recruited to do all those tasks. To facilitate this work, members of the coordinating team recruit volunteers for a month in advance at a table during Social Hour and by using the online signup service, signupgenius.com. Managing and coordinating the dual signups is time consuming but has proven to be a good way to involve UUAA members who don't come to Social Hour. We have consistently received complimentary comments about this.

The team has held occasional meetings to discuss improving our mission and organized two opportunities in May 2014 for UUAA volunteers to know more about our mission and to possibly get more involved with the work of the team. We have also initiated the process of searching for a new Coordinator to replace Pat Herbst toward the end of 2014. The Coordinating Team currently includes Angela Barber, Cheryl Valentine, Dee Dishon, Pat Herbst (chair), Sally Preston, Tim Whittemore, Vey Valentine, Vilma Mesa, and Sandy Eyl.

Our volunteers during the past year have included Adrienne Seyffet, Alissa Ruelle, Amanda Cleveland, Ana Sofia Moreno and Andrew McKinnon, Angela Barber, Angela Menegay and Rob Taylor, Angelina Zaytsev, Ann Brennan with Joe and Katie Krushelnick, Anna Edgren,

Audra Eddy, Barbara Hall, Barbara Lamar and Terri Adams, Becca Manery, Beth Hospadaruk, Bethany Ramirez and Arthur Prokosch, Betsy Reitbauer, Bob Berg, Brandy Sinco, Brian Love, Bridget Laundra, Bruce and Chantelle Shields, Carey Allen, Carol and Lou Maccini, Carol Cramer and Thomas Longworth, Carol Girata, Carolyn Drake, Cathy and Mike Muha, Cathy Kattula-Klink, Cathy Reischl, Cheryl and Vey Valentine, Christopher Matthews, Cindy Krueger, Connie McGuire, Constance Bridge, David Bates, David and Holly Tumbarello, Debra and Julio Garcia Wagner, Dee Dishon, Delphine and Claire Benard, Denise and Bob Leffler, Denise and David Frick, Denise Kearns and James Biller, Diane Connaughton, Diane Fead, Diane Scarpace, Doug and Marg Kelley, Edie Hough, Edward, Carolyn, and Patrick Norton, Eileen Wright, Elizabeth Lunning, Fran Dew, Fred and Natalia Stelson, Gina Boldman, Ginger Luke, Grace Dreyer, Greg Campeau, Gretchen Ridenour, Gretchen Suhre, Hal and Cathie Breidenbach, Jackie Mills, Jan Davis, Jan Duncan, Jane Ferguson, Jeff Della Rovere, Jennie Lofgren, JoAnne Diehl, John and Rosemary Russell, John Sepp, Jon Boyd, Joshua Traylor, Joy Shannon, Judy and Tom Croxton, Judy Slater, Justin, Melissa, Annika, and Creed Villanueva, Justin Poliner, Kaeli and Karl Sikkenga, Karen Spangler, Kate Burkhardt, Kate Hutchens and Mark van Kempen, Kate Thomas-Palmer, Kate Wells, Kathi and Foster Waters, Kathy Edgren, Kathy Friedrichs, Kathy Leonard, Kathy Shay, Katie Kyndely, Katlyn Cameron, Kim Clugston, Kirsten and Johannah Mogbo, Kristen Graban, Kyla Boyse with kids, Lara Brown with Sophia and Mateo Wakeman, Larry Junck, Laura and Todd Irgang, Linda Sprankle, Lindsay Pool, Lisa Heagerty-Goodson and Madeline Goodson, Lisa Lemble, Lisa, David, Tim, and Sam Kohn, Liz Hartley, Lora Girata, Lori Reece, Lorraine Gutierrez, Louise Kazarinoff, Lynn Mead, Margaret Flannery, Margaret Pekarek, Marian Horowitz, Markeeta Graban, Marlene Mc Grath and Jeff Kahan, Marti Wright, Mary Ann Hergenrother, Mary Ann Morris, Mary Beam, Mary Locey and children, Melanie Dever, Michelle Dunnum and James Champagne, Michelle Ferguson, Monica Cochran, Nancy Schewe, Nic Sims with Allyn and Jackson Sims-Myers, Pat King, Paul Lalinsky, Pauline Loewenhardt, Quincy Northrup, Rebecca Hardin, Rennee, Eric, Aspen, and Rainey Pesheck, Richard Douglass, Rita Stark, Robert Kropf, Robert Treadway, Robin Rutz, Roen Montalva and Tim Farmer with Sabina, Anya, and Ezra, Sally Preston, Sandy Eyl, Sandy Simon, Sara Matthews, Scott Crawford, Sharon Guyton, Sharon St Mary, Stephanie Surfus, Steve Kuzma, Stuart and Ryan Downing, Sue Tons, Susan David, Susan Egri, Susan Eldred, Suzanne Benloucif, Suzanne Davidson, Terri and Spencer Wilkerson, Terry Butcher, Terry Kress, The Coming of Age Class of 2014, Theresa Braunschneider, Tim Richards, Tim Whittemore and Carol Girata, Tricia Smith, Vilma Mesa, and Yves, Christine and Sophie LePottier, and Violet Edens.

We are thankful to these and to the many who contributed money to pay for the supplies we buy for the shelter.

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

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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

It has been a rich year. We have worshiped together, and relaxed together. We have made music and art. We have gone inside ourselves with meditation and reflection and shared the fruits of those journeys with each other. We have shared food and conversation. We have consoled, accompanied and celebrated with one another. We have taught each other and learned from each other. We have worked side by side to make changes in the world that move us toward justice and sustainability. We have protested in the public square. We have helped meet basic human needs. We have done a lot, shared a lot, and sustained and renewed our spirits.

On-Going Work

My role in the life of this Congregation has continued to center on providing pastoral care, leading worship, and supporting leaders of groups that together comprise the life and motion of the Congregation.

I have continued to provide senior staff support for Identity Based Ministries including our Interweave group that anchors our welcome of Transgendered, Bisexual, Lesbian, Gay, and Intersex people, our Men's Fellowship, Women's programming, and our Humanist group. I have been available to our 20's - 30's group and our Seniors Dining Out groups, and responded to some new interest in campus ministry.

In the area of Multi-Generational Fellowship I have connected contractual and administrative dots for the Family Camp Team and provided ministerial presence at the 2013 Family Camp weekend. Together with the assistance of Hannah Hotchkiss, Welcome Ministries Coordinator, I also support the monthly intergenerational 1st Sunday of the month Game Day, the Halloween celebration, and the winter holidays party.

My support for Small Group Ministries includes our Chalice Circles as well as being available on an as-needed basis to our Women's' and Men's circles.

I also align and support the work of Hannah Hotchkiss, our half-time Welcoming Ministries Coordinator, and Meredith Ley, our quarter-time Pastoral Care Coordinator.

Social Justice / Social Witness / Public Witness and Ministry

October 16, 2013, I joined other UU and liberal clergy and many of you to rally for marriage equality at Braun Court in Ann Arbor and march to the Washtenaw County Clerk's office. There we rallied and cheered as several dozen same-sex couples received applications for marriage licenses. I gathered again at the County Clerk's offices Saturday March 22nd of this year to support same-sex weddings during the "legal window" opened up by Judge Friedman's ruling before it was then stayed on appeal.

My other social justice and social witness work this past year has been through my preaching.

Accessibility Team

I worked with Els Nieuwenhuisen as senior staff support for our new Accessibility Team. See the team's report for the details.

Stewardship

I served as senior staff to our stewardship efforts through March of 2014. Rev. Gail has now taken over in that role to provide closer and more efficient alignment of those efforts.

Worship

My preaching this past year focused around several themes.

I addressed issues of race and class, with sermons May 26, 2013 reflecting on the death of Travon Martin and how we talk with our children about race, and November 3, 2013, "What is at Stake: Detroit," centered on the future health of our state's largest city as vital to the health of our region. I encouraged us to be brave and persistent in educating our own hearts and connecting across lines of fear and apparent racial difference to build the wholeness we all need. On February 9, 2014, in "Some Reflections on the History of Race in Ann Arbor," I reminded us of our Congregation's long history of engagement with this issue and of the work that remains to be done.

I explored the history of our Unitarian Universalist tradition and the life transforming potential our Congregational life. August 4, 2013, in "The Transient and Permanent in Unitarian Universalism," I asked, "What is permanent and what changes about Unitarian Universalism? Where do we come from? What will still be true about us in ten years or a hundred years as a faith movement?" and sketched my answers. August 11, 2013, in "Life in the Garden," I described how, for those who so choose, our Congregation can be a place where we can engage in learning and building a healthy culture that includes our sexuality and gender expression as part of what helps make life good. I suggested that we are also a place that cultivates theological diversity, age diversity, and even political diversity with the benefits this diversity entails. I went further in exploring the benefits and necessity of welcoming diversity on October 20, 2013 in "Diversity: Why and How?" Here I included political diversity with an exploration of how diverse voting districts can promote healthy debate and selection of representatives that can compromise and work constructively. I also touched on marriage equality as a currently needed improvement in our wider community's embrace of diversity and the launch of our Accessibility Project here at UUAA to help us better include diversity of physical and mental gifts. March 3, 2014 I continued my exploration of the historical humanist roots of UUism with "Atheism and the Origins of the Modern World."

I explored and unpacked newer theological terms and traditional theological concepts for free religious thinkers. On September 22, 2013 in "The Beloved Community," I sought to help us see more clearly that the Beloved Community is an ideal that is only partially embodied by a given group of people, and can never be contained within the walls of one location. The Beloved Community is when a group of people strive together toward an ideal of mutual respect and support that transcends the boundaries of their group. On May 4, 2014, in "What is Right Relationship," I began to explore how with the help of covenantal relationship and shared ideals and values to call each other to be connected to one another

in healthy ways and work through difficulties. On December 29, 2013, in “Wise as Serpents, Gentle as Doves,” I explored “evil” and argued that this word and concept, separated from any supernatural baggage, can help us see the world more clearly and name forces that must be resisted within ourselves and in the wider world. Sunday April 13, 2014, with “Grace,” I encouraged us to consider that which comes to us unearned, and the value of cultivating gratitude.

I addressed themes of social justice within and beyond our Congregation on January 26, 2014 with “Justice for Everybody” centered on the reframing of reproductive rights as “reproductive justice” which calls us to build a world where women have the resources they need to make real choices about when and if they raise children. On April 27, 2014, with “The Welcome Table: Access and Abilities,” I introduced our Accessibility Team and urged us to see each other’s gifts first as a key to motivating our efforts toward greater inclusion of those with physical and mental disabilities.

I focused on practical spirituality December 8, 2013 in “Living with Traditions,” encouraging us to use the darkness and to find stillness amidst the holiday bustle to center ourselves, and to be creative and flexible in using old and creating new traditions and rituals. March 16, 2014 with “The Practice of Mindfulness,” I touted mindfulness meditation as a worthy spiritual practice.

To more clearly link the work of Congregational leaders to the authority of the Congregation, we included investiture rituals for our Pastoral Care Assistants in worship on September 22, 2013 and of our Chalice Circle Facilitators on October 20, 2013.

In addition to Sunday morning worship in our sanctuary I also brought a flower communion worship service to Northwest UU Church in Southfield on June 9, 2013, led worship at Family Camp at Camp Pinewood near Muskegon in August 25, 2013, at the Men’s Retreat on September 29, 2013, helped plan and lead our annual interfaith Service of Affirmation with our Interweave group which we hosted on December 17, 2013, and led the closing worship circle at our All Church Retreat here on April 26, 2014.

Life Passages and Pastoral Care

I officiated at six weddings including UUAA member weddings for: Ruth Cassidy and Ryan McKendre, August 3, 2013; Erin Doutre and Kevin Leininger, January 11, 2014; Alissa Ruelle and Robert Berg, April 4, 2014; and a recommitment ceremony for Emily Pingel and Renato Cardoso, May 17, 2014.

I performed seven memorial services including these UUAA member memorials: Paul Grady July 6, 2013; Mary St. Clair, September 14, 2013; Duane Renwick Rorabacher, September 21, 2013; Anna and Paul Bradley, November 16, 2014; Katherine Hahn, January 8, 2014; Shirley Daly, February 8, 2014. I also consulted in support of two Congregants leading portions of memorials elsewhere: Jeff Poliner for his father, Frank Poliner, December 2013 in Ohio; and Emily Simon for her son, David Launstein, February 2014, in Florida.

In the last twelve months, I averaged 100 pastoral contacts a month including 45 phone calls, 8 sit-down visits, 17 shorter “hallway chats,” plus emails, text messages, cards, and letters.

Denominational Connections / Professional Development

November 8, 2013, I enjoyed dining at Hajnal and Chris Minger’s house with our Kézdivásárhely, Romania partner church minister, Rev. István Buzogány-Csoma, who spent a week visiting us here in Ann Arbor to help sustain and strengthen our important relationship.

Highlights of my recent professional development include attendance at three professional development events with other UU ministers: In June 2013, I had a very long week of Chapter leader training, followed by general professional development with other UU ministers, and ending with General Assembly in Louisville, Kentucky. In February our Heartland UU minister’s chapter had a workshop on extemporaneous preaching near Muncie, Indiana, and in April in Ft. Wayne, Indiana on including people who are neuro-diverse and people with disabilities in general in our Congregations.

In April I assisted with our Congregation’s hosting as one site of our MidAmerica Region’s annual meeting by coordinating worship. In April I also completed my two year term as president of the Heartland UU Ministers chapter.

In December I began meeting monthly with Rev. Kevin Tarsa as his mentor for the UU ministerial fellowship process.

Community Connections

I have completed my three year appointment as an alternate member of the Institutional Review Board for Cancer Research at the University of Michigan Medical School. This body that works to ensure people are treated ethically when participating in research studies.

Special Thanks

It was a delight to work with Ginny Preuss during her two year term as co-chair of the Chalice Circles program. Ginny will continue to support the program and the new co-chairs, Rich Donner and Steve Kuzma, as a member of the program’s Steering Committee.

We said goodbye to a long-time leader in the Chalice Circle program, Denise Frick. Denise served for many years as an able facilitator, assisted with facilitator training, and led the session writing team for a number of years as well. She and her husband David moved to South Carolina. They will be missed.

A special thank you to Ken Powell for his able, solid leadership of the Men’s Council during the 2013 calendar year. He and other men of the Men’s Fellowship have done well in recruiting Pat Herbst as the 2014 council chair.

In faith,

Mark

In Memoriam

Irma Sklenar
August 4, 1930-March 25, 2014

Harriet Latta
January 24, 1929-February 18, 2014

Glen Kumasaka
January 15, 1929-February 1, 2014

Katherine Hahn
August 18, 1954-December 19, 2013

Shirley Daly
May 23, 1923-December 4, 2013

Anna Yambrick Bradley
May 16, 1923-October 8, 2013

Sylvia Lewis *
August 7, 2013

Duane Rorabacher *
September 20, 1931- July 29, 2013

Mary St. Clair
June 8, 1963-July 23, 2013

Daphne Grew
August 16, 1931-June 14, 2013

* Members of the Sunderland Society who included a bequest to the Congregation in their estate plan.

Memorial Reception Hosts

Submitted by Sara Matthews and Bob Heinold, Co-Hosts

As part of practicing compassion and encouraging spiritual growth and development, and as part of affirming to help one another and to serve, the Memorial Reception Host volunteers have a specific mission.

Our Mission:

The Memorial Reception Host volunteers serve celebrants and the UUAA by helping to organize, operate, and clean up Memorial Receptions in a healthy, safe, and unobtrusive way and by having the kitchen and its supplies ready for the next scheduled UUAA activity.

2013- 2014

Seventeen volunteer hosts have served 10 memorial receptions. This service has different stages, outlined in a reception checklist. The first stage includes working with the staff on dates, times, number of celebrants, and floor plans. The second stage involves one of the co-leaders assigning volunteers, contacting the celebrant arranging the memorial, contacting the caterer if there is one, and inspecting the kitchen to assure supplies and readiness. The third stage includes setting up on the day of the memorial, assisting the family and caterer, and serving the reception. The final stage is cleaning (including sharing the task of washing and returning tablecloths and dishtowels), securing parts of the building (if necessary), and updating inventory.

Host Volunteers:

Co-leaders: Sara Mathews and Bob Heinold.

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.

Welcome Ministries

Submitted by Hannah Hotchkiss, Welcome Ministries Coordinator

The mission of Welcome Ministries and Sunday Welcomes 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 Welcome Teams 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 oversees the coordination and training of the Sunday Welcome Teams, which include greeters, ushers, Involvement Table staff, Newcomer Welcomers, and the Sunday Social Hour Team. In 2013, 86 committed welcome team volunteers contributed their warmth and hospitality to provide a positive, welcoming experience for our Congregants.

Vital Signs 2013 (January 1, 2013 – December 31, 2013)

- Total active membership reported for UUA Certification: 655
- New members in 2013: 67
- Visitor cards in 2013: 224
- Visitor returns tracked in 2013: 112
- Introduction to Our Faith workshop attendance: 90

Accomplishments in 2013

- Revised and expanded the role of Sunday Welcome Teams volunteers.
- Implemented a new system to track returning visitors, which enables better follow-up.
- Streamlined the membership signing process and tracking interest in membership.
- Devised better procedures for tracking attrition.

Future Opportunities

- Update and expand Sunday Welcome Teams training to reflect the expansion of roles.
- Collaborate with the Accessibility Team to provide a more barrier-free environment.
- Work more closely with various group leaders to ensure follow through with connecting new members and visitors.
- Explore paths to expand awareness of UUAA in the wider community.

Men's Fellowship

Submitted by Pat Herbst, Chair of the Men's Council

The mission of the Men's Council is to provide leadership and support for the development and stability of programs for men and boys that enhance friendship, spiritual growth, and positive community engagement.

Men's Council Membership

The elected Men's Council members for 2013 were Ken Powell (chair), Brian Bruns (secretary), Pat Herbst (treasurer), John Russell, John Preston, Jeff Poliner, Mark Van Kempen, Steve Schewe, and Rob Northrup. The elected Men's Council members for 2014 are Pat Herbst (chair), Mark Van Kempen (secretary), Rajeev Batra (treasurer), Jeff Poliner, Brian Bruns, Steve Schewe, Neal Foster, Craig van Kempen, and Kurt Skifstad.

Coming of Age Boys Weekend

Ken Powell, Russ Blaesing, and Jim Schaefer organized the 2013 Coming of Age Boy's Weekend (May 4-5) on the Church's property. Ken Powell led the organization of a "Boys to Men" dinner, open to the men of the Congregation, honoring the boys. The participants helped revamp the Sweat Lodge, participated in a dinner honoring the Coming of Age boys, and participated in the Boy's Weekend Coming of Age welcoming initiation. A similar activity, led by Kurt Skifstad, Jeff Poliner, and Mark Van Kempen, is scheduled for the 2014 Coming of Age Boy's weekend on May 3-4, 2014.

Men's Retreat

The 2013 Men's Retreat took place at Judson-Collins Center on Wamplers Lake (near Tecumseh) from September 27-29, 2013. The retreat was attended by 61 men. John Preston chaired the Men's Retreat team. Steve Schewe (photographer) and Gene Gaunt (composer and videographer) collaborated on a video that captured the spirit of the event and that can be seen at http://youtu.be/GB9g_uN_9Hg. The Men's Retreat for 2014 will be from September 26-28, at Judson-Collins. Steve Schewe is the chair.

Men's Circles

A list of men interested in joining a men's circle is being kept. The 7th and 12th Circles incorporated new members during 2013 and the 2nd Circle is incorporating a set of new members this spring.

Men's Dinner

The 2013 Men's Dinner was held March 30, 2013, chaired by Pat Herbst. Doug Muder, UU author and blogger, spoke on "The Web of Privilege." 63 men attended, including four young men from the Coming of Age program with their mentors. The Men's Council also sponsored, with the Social Justice Council, a workshop led by Doug Muder on "Class,

Classism, and the Unitarian Universalist" that was attended by 30 men and women from the Congregation. The 2014 Men's Dinner was held on April 5, organized by Pat Herbst, and attended by 70 men. The program, organized by Bruce Gibb, focused on the topic of "Communicating with the Women in our Lives" and included a beginning discussion by a panel including members Bob Hospadaruk, Craig van Kempen, John Preston, and Neal Foster; participants continued the discussions at their tables, moderated by members Bob Dinan, Phil Tuchinsky, Russ Blaesing, Jim Schaefer, Jim Lee, Charley Burleigh, Terry Madden, and Jeff Poliner.

Monthly Breakfasts

On the third Saturday morning each month from 8:15 to 10:30am, September through May, a mix of about a dozen men of the Congregation drop by to share stories and to catch up on the news of the day. The Men's Monthly Breakfasts are organized by Fred Lynch. Currently the breakfasts are held at the Holidays Restaurant on 2080 West Stadium in Ann Arbor.

Church Property Activities

The Men's Council is considering a request from the Land and Grounds Committee to execute the Trail Enhancements Project, Part 1: Posting red trail "blazes" and "arrow signs."

Chalice Circles

Submitted by Rich Donner and Ginny Preuss, Co-Chairs, and Rev. Mark Evens

The 2013-2014 Chalice Circle program continued to provide meaningful facilitated sessions that offered individuals opportunities to grow spiritually and build community within the circles and the larger program. This year, the program continued to mature, building off the robust structure previously put in place.

The 2013-2014 program year realized the following results:

1. Ten Chalice Circles were offered through the Church. There was record participation both in the number of participants (110) and facilitators (20). Seven of the Circles were held at UUAA and three at satellite locations in Tecumseh, Plymouth, and, new this year, Pinckney. This year's facilitators were: Rich Donner, Denise Frick, Royla Furniss, Dixie Hibner, Alma King, Steve Kuzma, Mary Lund, Kathy McLean, Cathy Muha, Margaret Pekarek, Barb Pickett, Emily Pingel, Anne Ramsey, Shelley Stoll, Phil Tuchinsky, Kathi Waters, Katy Weiks, Bett Weston, Terri Wilkerson, and Angelina Zaytsev.
2. We continued to offer One-time Chalice Circles 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 2013 and training for all facilitators was held in September 2013.
6. We teamed up with the Leadership Development Team to offer special One-time Chalice Circles to discuss the topic of Servant Leadership
7. Each Chalice Circle that met at the Church completed a service project to benefit the Congregation. These projects included clean-up and plantings around the Church building, assisting with dinners and luncheons, and assisting at the auction. Offsite Chalice Circles completed projects at their host locations.
8. Co-chair Rich Donner attended a small group ministry training session sponsored by the UU Small Group Ministry Network at the Murray Hill Retreat Center in New Jersey and brought back many good ideas to incorporate into our program.

The program was led by the Leadership Council: Rev. Mark Evens, Ginny Preuss, and Rich Donner. 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 Denise Frick (Writing Team), Phil Tuchinsky (Registration), Anne Ramsey (One-Time Chalice Circles), and Cathy Olson (Service Projects).

Each year a writing team develops the program curriculum, including writing new sessions and selecting sessions from previous years to include in the full year curriculum. The writing team who developed the content for the 2013-2014 program included: Kathy McLean (chairperson), Phil Tuchinsky, Kathi Waters, Lyn Solms, Anne Ramsey, and Denise Frick. Writing team members creating sessions for the 2014-15 year included Denise Frick (chairperson), Anne Ramsey, Phil Tuchinsky, Kathy McLean, Emily Pingel, and Shelly Stoll. Denise has recently moved, and we would especially like to recognize Denise for her years of service to the Chalice Circle program as Facilitator, Steering Committee member, and Facilitator Trainer.

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.

Accessibility Team

Submitted by Els Nieuwenhuijsen and Priscilla Spencer

The Accessibility Team was developed to help our Congregation participate in the Unitarian Universalist Association (UUA) Disability/Ability Action Certification Pilot Program. As a part of that program our Congregation is intentionally aiming a.) to enhance accessibility and inclusion for and by people with disabilities in our congregational worship, programs and activities, and b.) engage in social change on disability issues.

In July 2013, we began our involvement in the national pilot program. In September 2013, the Accessibility Team was recognized as an official ministry team.

The following members/friends have been active on the team, contributing in various ways:

- Steering committee members: Eric Appleberry, Mary Burton, Katlyn Cameron, Michelle Ferguson, Barbara Lamar, Charlie Pekarek, Priscilla Spencer, Kate Warner.
- Other active members: John Hagen, Pauline Loewenhardt, Bethany Ramirez, Carolyn Roberts, Brandy Sinco, Phil Tuschinsky.

The team's work builds on the UUAA core values to strengthen our connections to one another. Our aim is to help the Congregation fully welcome, embrace, integrate, and support people with physical and/or cognitive disabilities and their families, not just during this pilot study but on a sustainable basis. This builds on our covenant to affirm and promote the inherent worth and dignity of every person. We aim to strengthen accessibility and inclusion to enhance participation *by* and *for* all persons with a disability.

The team followed eight steps recommended in the *UUA Disability/Ability Action Program Handbook*, as part of the two-year certificate pilot study. The team also planned and implemented other related activities.

Steps completed to becoming a Disability/Ability Action Certified Congregation

Overview of activities from July 2013 - April 2014:

1. Obtained Congregational leadership support (July - September 2013). Discussions with ministers and Board of Trustees.
2. Formed Accessibility Team (September - October 2013). Developed a staff support plan for the project. Recruited members, presented to the Board of Trustees, held retreat, identified steering committee, established communication logistics including a team list serve.
3. Preliminary education and awareness-building (October 2013 - ongoing). Flyers distributed, announcements in newsletters/bulletins; presentation at January 2014 Congregational Meeting; monthly steering committee meetings.

4. Conducting a needs assessment (January 2014 - ongoing): Task forces were established and have conducted comprehensive assessments to identify how the Congregation currently provides accessibility and inclusion. Findings to be used to identify tasks/projects for an action plan. Needs Assessment activities included:

- interviews with selected staff members, ministers, ministry groups, lay people,
- on-site review of our facilities and grounds,
- selected review of policies and procedures,
- review of communication-related activity and resources, including web access,
- plans for May 3 panel and discussion *The Dream of Inclusion for All: Taking Steps to Strengthen Accessibility*, co-sponsored with the Pastoral Care Education Team.

Ongoing communication with UUA EqUUal Access project coordinators: providing progress updates; feedback on expectations, project tools, and disability-related CSAI proposal; participation in phone conferences.

Monthly meetings with Rev. Mark Evens. Feed-back on the Accessibility Team Map. Support for the worship “The Welcome Table: Access and Abilities” in April 2014.

Steps still to be completed to becoming a Certified Congregation:

5/6. Team submits a project update/ plan to UUA (June 1 - June 15, 2014)

- approve proposed comprehensive (action) plan by the steering committee, May 3.
- revise the plan as needed after the review as recommended by UUA.

7. Team carries out a plan (June 2014 - ongoing) of at least eight activities:

- collect information from parents and selected UUAA members; education and training.
- enhancements to facilities and grounds.
- changes to selected policies and procedures.
- UUAA community-based inclusion/access social justice activity.

Team submits an updated action plan to the Congregation for vote of approval (January 2015). If approved, the plan will be submitted to UUA for review.

8. Apply for certification (June 2015). Planned activities will have been implemented. Congregation will vote to apply for Disability/Ability Action Certification recognition.

9. Report to UUA every three years beyond June 2015 (anticipated)

- Accessibility Team provides on-going guidance, education/training in disability-related access and inclusion issues, and promotes social change.
- UUAA serves as informal mentor to other UU congregations undertaking similar efforts.

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 2013-2014 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 is an informal group which has met for more than ten years to share in discussions of non-fiction books. A core group of six to eight people is augmented by others who join in as interest and personal schedules allow. Books are chosen from suggestions of group members. Books are available through QUUest Bookstore with profits going to the Church. Members share in learning and bring personal experiences to the discussions. Meetings are the second and fourth Wednesdays of each month from 10:00 to 11:30am and are open to all members and friends of the Congregation.

Humanist Group

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 meets the first and third Thursdays of the month from 2:00 to 3:30pm at the Church. The agenda consists of two parts: (1) an open presentation of ideas, issues, and concerns brought by members, (2) an in- depth dialogue about a particular reading, article, or book usually led by the person who suggested it or a topic selected from a list of topics created by the group at the beginning of the year. The list of the topics is below.

There are 25 members of the group. 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 and engaged in and contribute and to the group.

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 membership and affiliation.

We have received and responded to letters from two prisoners at the Milan Correctional Institution who are interested in atheism and humanism. We are in the process of arranging to meet with one of them who is in a mentorship program. This program is under the auspices of local churches and allows participant prisoners to have visitors with a religious orientation for discussions of ethical and religious issues.

Ellen Teller and her partner, Louie Leedle, provided loving leadership and maintained a spirit of inquiry and openness in the group for a number of years. Louie died April 21, 2012 and members of the group participated in his memorial service. We miss him. Ellen continues to serve as the coordinator of the group with the support of the members who take the facilitator role as needed.

From January to December 2013, the group has considered, among others, the attached set of articles and books.

The group continues to thrive.

Articles and Books Considered by the Humanist Group in 2013.

- "A Spirituality for the 21st Century."
- "Are Liberals Too 'Special' to Go to Church?"
- "Attack on Church State Separation."
- "Belief in Biblical End-times Stifling Climate Change Action."
- "Breaking News 34% Want Theocracy."

- “Communication Strategies Chart.”
- “Could the “Nones” become UUs?”
- “Debate between a Christian and an Atheist.”
- “Farewell to an Uninspiring Pope.”
- “Five Ways Conservative Politics Promotes Freeloading and Shirking.”
- “How do religions die?”
- “How the Pentagon Papers Came to Be Published by Beacon Press.”
- “How Skeptics and Believers Can Connect.”
- “Humanist at the Holidays.”
- “Humanism and the Challenge of Modernity.”
- “Humanity Is Becoming Increasingly Less Violent, with One Exception – Religious Violence.”
- “Ian Barbour, Who Found a Balance Between Faith and Science, Dies at 90.”
- “If the Dalai Lama Were Pope.”
- “Is Atheism an Intellectual Luxury for the Wealthy?”
- “Is That God Talking?”
- “New Research Links Spiritual NONES and Mental Health.”
- “New Study Claims to ‘Explain’ Near Death Experiences.”
- “NPR Interview with Taylor Muse of Quiet Company.”
- “Offering Atheists a Spiritual Home in the Bible Belt.”
- “Rituals Really Work.”
- “Regaining Balance.”
- “Some Ideas that Are Past their Expiration Date.”
- “Spiritual but not Religious. Or lazy?”
- “Some Ideas that Are Past their Expiration Date.”
- “The Bible as Bludgeon.”
- “The Blessings of Atheism.”
- “The Charitable-Industrial Complex.”
- “The Use and Abuse of Civil Forfeiture.”
- “The Religious Left.”
- “The Riddle of the Human Species.”
- “Toward a Humanist Vocabulary of Reverence.”
- “Unitarian Skeptics Feel Marginalized.”
- “UK Atheist Church Invasion.”
- “Woman Politely Declines to Thank the Lord.”
- “World Values Survey.”
- Steven Greenblatt, *Swerve, On the Nature of Things*.
- Daniel Kahneman, *Thinking Fast and Slow*.
- Frans de Waal, *The Atheist and the Bonobo*.

Topics for Dialogue by the Humanist Group

- 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 teaching critical thinking being forbidden in the Texas Republican platform? 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 identities do they signal? 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 in its future, its growth and decline, its internal diversity; the attitude and actions of the new Pope.
- 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. Adam Grants book *Give and Take* and its challenge of the prevailing belief that in the USA one gets ahead by taking.
- Prayer. What psychological and social benefits do those who pray obtain from doing so? Can and if so how can humanists obtain these benefits without praying? Is it the same as meditating.
- Learning to do what you are told. Concern about what happens to young people who fail to develop discipline, who feel entitled, who “worship” freedom. Is there a benefit in learning obedience?

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

Submitted by Rev. Mark Evens, Staff Support

While this group continues to be active, no report was received this year.

Social Hour

Submitted by Hannah Hotchkiss, Staff Support

Volunteer Participants: Constance Bridge, Ginny Creasman, Dick and Marie Duke, David and Denise Frick, Ingrid Gunderson, Rich Kato, Karen Kerr, Lisa Lemble, Roger Marshall, Mike Muha, Caron Pelton, Shelley Poliner, Larry Works, and Kenji Yano

The Social Hour Team is committed to promoting the Third Core Value of UUA: "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." A vibrant, welcoming Social Hour after each Service provides the opportunity for Congregants to deepen relationship with one another, enhancing a sense of community.

In 2013, the Social Hour Team expanded to 17 volunteers, who so graciously hosted a total of 84 Social Hours, serving bagels, donuts, fruit, vegetables, and beverages. The sign-up system, created by Kenji Yano and Karen Kerr in 2012, has generated more volunteer participation by encouraging more occasional volunteer participation along with consistent volunteer presence. In 2014, the Social Hour Team is striving to create stronger connections among the Social Hour volunteers by offering group training and group appreciation for the work they do.

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

The Pastoral Care program has continued to evolve. Functional responsibilities have changed in two areas: ministerial contact and the Pastoral Care Coordinator functions. Rev. Mark Evens is doing most initial visits and more follow-up visits. The Pastoral Care coordinator, Meredith Ley is now more closely focused on the day to day administration including: receiving initial requests and conveying them to the ministers, data management, creation of marketing materials, recruiting program volunteers, convening and leading the leadership council and Care Assistants meetings, and other administrative activities that keep the program running smoothly and responding to volunteer energy.

The Leadership council members Joan Burleigh, Kathy Friedrichs, Terry Madden, Els Nieuwenhuijsen, and Rev. Mark Evens are responsible for setting goals of the program, reviewing policy, and giving overall guidance to the function of Pastoral Care. The following are the goals set for this program year.

Program Goals were laid out in four categories: continuing priorities, program goals, care assistance, and education goals. Program goals were:

- Redesign communication tools: website, brochure, signage, Pastoral Care News and Monthly Newsletter articles. Results: website, new brochures have been completed and are under review.
- Create ways to have Pastoral Care more visible. Results: photos used in communications i.e. Pastoral News, Monthly Newsletter articles, and more prominence for other activities such as the support group Job Seekers.
- Revive liaison program through the use of a one-page summary about Pastoral Care and ongoing emails to lay leaders. Results: summary is being reviewed and will be sent to all lay leaders before June 30. Bi-monthly emails will commence at the end of August.

Care Assistants are: Terry Butcher, John Danks, Kathy Friedrichs, Sara Gibb, Marion Holt, Tom Longworth, and Eileen Wright. Kathy Friedrichs stepped down as Team Lead at the end of 2013. She directed several changes in care assistance programming. Kathy's goal was to assess the service and how it could be enhanced given other functional changes in the program. Two new services were identified: phone ministry and initial development of a more targeted visiting function. Kathy Edgren has become a visitor and has contributed her expertise. Currently, we are recruiting other visitors. These efforts will be further developed in the next year. Thank you Kathy for all you have contributed and will continue contributing as a Care Assistant. Thanks to all Care Assistants for your devotion to the Congregation and its members.

Other activities of the Pastoral Care program are the Job Seekers group, Senior lunches and other events, maintaining a direct telephone line 734-506- 8822 for Pastoral Care, maintaining a data collection system, developing contacts in the wider community i.e.

hospice programs, Turner Senior Resource Center. Pastoral Care has also supported Church activities such as the Accessibility Project this year.

The Pastoral Care Education Team led by Terry Madden has experienced consistent and successful growth.



Pastoral Education Task Force

Submitted by Terry Madden, Chair

To help make UUAA members more informed concerning quality of life/end of life health issues as well as identifying resources available for our members in Ann Arbor/Washtenaw County, in 2013, Pastoral Care added a new component: Pastoral Care - Education (PCE). PCE's objective is to develop an annual slate of regularly scheduled presentations on a variety of health-related topics for care givers and care receivers.

Task force members who planned and implemented the 2013 - 2014 PC-Education series were: Sandra Breck, Robert Kropf, Pat Kuessner, Terry Madden (chair), Els Nieuwenhuijsen, Carolyn Roberts, Marilyn Tripp, and Meredith Ley, Coordinator of Pastoral Care. Pastoral Care is a service offered under the care of Rev. Mark Evens.

The "As We Age" workshops were a mix of "outside" guest speakers and "inside" member presenters. The programs were all well received as assessed by our quick and easy evaluation form, the number of questions asked, and the smiles of satisfaction on the faces of our attendees.

The "As We Age ..." series of informational workshops includes:

- Monday, October 14 "Adapting Our Exercise As We Age"
Molly Stamos, a certified personal trainer - ACE, with a specialty in functional fitness for seniors, presented information on exercises for balance, strength, and flexibility as we age. Molly lead a brief exercise demonstration. This was an excellent

opportunity to learn simple ways to maintain and improve health. Facilitator: Marilyn Tripp.

- Saturday, November 2 “Protecting Our Assets”
Mark Accettura, a certified estate planner, handles the legal needs of senior citizens. He offered tips on how to protect assets both during life and after death, especially how to preserve your estate for your spouse and how to preserve the assets of elders in need of assisted living or nursing home care. Facilitator: Robert Kropf.
- Saturday, December 7 “Five Wishes” - Advanced Directives”
Marie Pierce, Community Outreach Representative at Arbor Hospice, presented the following areas: 1) “The Person I Want to Make Care Decisions for Me When I Can’t;” 2) “The Kind of Medical treatment I Want or Don’t Want;” 3) “How Comfortable I Want To Be;” 4) “How I Want People To Treat Me;” and 5) “What I Want My Loved Ones To Know.” Facilitators: Meredith Ley and Terry Madden.
- Monday, March 10 “Community Health Resources for Seniors”
Barbara Zaret, LMSW, Assistant Director of UM’s Turner Senior Wellness Program at the Turner Senior Resource Center, and a specialist on resources needed for the independence and wellness of the elderly to the UUAA, presented on resources available in Ann Arbor for our senior citizens. Facilitators: Carolyn Roberts and Sandra Breck.
- Sunday, April 6 “End of Life Resources at the UUAA”
One of our Core Values, “Community” emphasizes how we care for each other. This workshop explored ways that we carry out this Core Value in the end of life context. Rev. Mark Evens, John Erdevig, and Tom Darnton discussed planning for disposition of property; planning a memorial service; and spoke on disposition of remains. Facilitators: Meredith Ley and Terry Madden.

On Saturday, May 3, PCE co-sponsored “The Dream of Inclusion for All: Taking Steps Toward Strengthening Accessibility”. UUAA has joined nine other UU congregations across the country to pilot test the UUA Disability/Ability Certification Action Program. The focus of this national program is on welcoming, embracing, integrating, and supporting people with disabilities and their families in UU Congregations. Six members with disabilities shared their stories about overcoming barriers and offered suggestions on strengthening accessibility and inclusion. Facilitators: Carolyn Roberts and Pauline Loewenhardt.

Offering a helping hand is a passion and dedication to the values of the UUAA Congregation. In accordance with the UUAA affirmation, our faith community is dedicated to service and helping each other. A copy of how Pastoral Care acts within these core values is attached. The past year has been a successful one. Services have been slightly adjusted to respect and work within the limits of resources. Pastoral Care is here as an extension of the Congregational caring and support. This community is a shared ministry.

Pastoral Care Core Values Revised 2013

1.1.2. 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. The Pastoral Care program seeks to integrate the ministers, congregants, and friends in providing presence and caring for those experiencing difficult life transitions. 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 seeks to embody this spirit of compassion, commitment, and 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, and let go of judgment or assumptions. It is the embodiment of the “Sacred Art of Listening” which promotes 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 provide pastoral presence to 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 specialized community support networks. 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 provide a caring presence in times of life stress and short-term pastoral counseling with a minister when appropriate. 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. 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. Pastoral Care is one of the main pillars of building the 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

Prior to the launch of the 2013-2014 program year, I was asked to draft several goals to achieve in some measure during the course of the year. These included helping the organization develop better financial reporting, improving our formal Church Office communications to the congregation, and negotiating more professional care for our grounds.

However, none of my goals was more crucial nor took as much time as the development of a comprehensive inventory of capital needs to be prioritized and addressed in the very near future. I chose this goal in response to the 2012 Board of Trustees document, "Strengthening Our Connections", which listed "deferred maintenance addressed" on a list of specific tactics for implementation between 2013-2016.

While deferred maintenance typically means postponing maintenance activities, such as property repairs, in an attempt save costs or realign available budget monies, in the current context, we are concerned mainly with our capacity to "replace" larger capital expense items especially those whose failure could result in a substantial, sudden, and perhaps, prolonged shutdown of UUAA operations. Things like our boiler or water pump. It might be useful for us to think about this work as a ministry of the facility, showing "respect and care for our beautiful building and grounds" (UUAA Governing Policies 1.4).

In August 2013, UUAA engaged Miller Dodson Associates to conduct a Capital Replacement Reserve Study of our current facilities. Generally speaking, the purpose of a Capital Replacement Reserve Study is to estimate the amount of money that should be set aside to replace those common capital items anticipated to wear out before the entire facility requires replacement. Specifically related to UUAA, we engaged this study to better define the financial resources needed to maintain a similar aesthetic and functionality of our facilities in future years.

Miller Dodson Associates was chosen as the project consultant based on their experience working with numerous religious organizations. Mark Haase was the enlisted analyst who gathered and compiled data, prior to writing a report based on the study. The on-premises portion of the study was conducted from September 17-19, 2013. During that time, Mr. Haase made an area-by-area, room-by-room, indoor and outdoor assessment and inventory of common capital items, including:

- Site components, such as parking lots and retaining walls;
- Building exteriors, such as the brick, doors, and roof;
- Building interiors, such as carpet, paint finishes, and the Social Hall floor;
- Building systems, such as Sanctuary/Social Hall audio and the HVAC system;
- Miscellaneous elements, such as classroom furnishings.

In addition to his on-site visual inspection, Mr. Haase studied building plans, took several dozen digital photographs and recorded specific equipment model/serial numbers. He met

with UUAA member Dick Barber to better understand UUAA's audio system problems and needs. He also met with Mike Morehouse, the Washtenaw County-mandated water systems consultant for UUAA.

Offsite, Mr. Haase researched the economic life - the expected period of time when a specific asset is expected to be useful - of certain facility components, such as those connected with the HVAC system. He then used all of this compiled data to write his report.

Items with lesser replacement value were typically excluded from the study. The study also excluded UUAA office equipment/furnishings and property beyond the immediate environs of our buildings.

The final report was presented to the Board on April 22 with several recommendations to them about how UUAA can move forward. This summer, my partner in all of this work, Jim Gallas, will be creating and leading a team of lay folks in the creation of an action plan to address the most critical capital replacements in the next five to ten years. We are looking for folks to help with his plan. If you would like to be involved with this important ministry, let us know. We would love your help!

My annual report would be remiss without an expression of a healthy thanks to the volunteers who ably served this past year in *lay leadership roles* on their respective volunteer ministry teams:

Arts & Aesthetics	Bob Peyser
Capital Replacement Reserve Study Team	Jim Gallas
Church Office Volunteers	Jane Ferguson
Goods & Services Auction	Jim Gallas, Rich Child
Internet Technologies Group	Don Winsor
Memorial Reception Hosts	Bob Heinold, Sara Mathews
Our Land for Worship	Jo Anne Diehl
Renewable Energy	Dave Friedrichs
Sanctuary Audio Techs	Dick Barber
Deposit Advisors	Roberta Allen

Comprehensive Campaign

Submitted by Margaret Pekarek and Tim Richards, Co-Chairs

1. Number of pledges made to the Comprehensive Campaign to date: 285
2. Total amount pledged to date: \$1,108,015
3. Total amount received to date, including bequests and other funds directed toward reducing the mortgage: \$926,997*.
4. Remaining mortgage principal: \$1,054,976
5. Current monthly mortgage payment: \$6,144

When the Comprehensive Campaign started in August 2012, the outstanding mortgage was \$1,981,972. As of March 2014, the mortgage outstanding is \$1,054, 976, a reduction of approximately \$927,000.

At the beginning of the Comprehensive Campaign, the monthly mortgage payment was \$12,361: as of March 2014, the monthly mortgage payment was roughly half of that: \$6,144. By enabling us to cut our interest payments by nearly half, the Congregation has saved approximately \$70,000 in mortgage payments from two years ago, with the savings applied to the operating budget.

Our goal for the Comprehensive Campaign is to raise a total of \$1,500,000 to be applied to reducing the Congregation's mortgage obligation. The combination of pledges to date and bequests received totals \$1,298,000. We are deeply grateful to all those who have made pledges and bequests in support of the Comprehensive Campaign.

There remains a total of approximately \$212,000 to be raised to reach the Comprehensive Campaign goal of \$1,500,000. We will attempt to secure this remaining amount from new members who have not had an opportunity to make a pledge to the Comprehensive Campaign, from former members and friends of the Congregation, and from current members who have not yet made a pledge to the Comprehensive Campaign.

*This amount includes \$190,000 applied to mortgage principal from receipt of two bequests during 2013.

Annual Pledge Drive Team

Submitted by George Garcia and Dixie Hibner, Co-Chairs

The 2014 pledge drive was the result of the hard work of many people and the inspirational generosity of the members of this Congregation. While the results of this pledge drive may seem modest, we should keep in mind that during this Annual Operating Fund Pledge Campaign, congregants also donated to the Comprehensive Campaign (detailed elsewhere). Those donations, separate from the Annual Operating Fund Pledge Campaign, allowed us to pay about \$718,000 on the UUAA mortgage principal in 2013.

We received 414 pledges for a total of \$878,653, the third highest amount in the history of our Congregation and about \$3,000 lower than the previous year. Many thanks are owed to Rev. Mark Evens and Rev. Gail Geisenhainer, Bethany Ramirez, Hayley Boyse, the Stewardship Team (Ed Lynn, Neal Foster, Tom Darnton, Margaret Pekarek, and Tim Richards), the wonderful people who gave their personal testimonials or wrote letters to the Congregation (Ken Clein and Colleen Crawley, Alan Benard, Angelina Zatsev, Denise Frick, Jim Lee and Terri Wilkerson, and Elizabeth LaPorte), Jim Lee and a cadre of folks who wrote thank you notes, and all the folks who helped with follow-up emails and calls to congregants who had not pledged after the end of the campaign. We also want to thank our fantastic UUAA staff, especially Thom Bales, Hannah Hotchkiss, Debbie Casamatta, Maria Thomas, and all of the others who supported the campaign in many ways.

The table on the next page provides a comparison of the pledge patterns compared with the 2013 campaign. If you look carefully at the data, there remains a concern. The distribution is skewed. The average pledge is \$2,122 (a slight increase over last year's average of \$2,095), but the median pledge is \$1,200. In a normal distribution, these should be equal.

Wayne Clark, the director of Congregational Stewardship Services for the UUA, posits a healthy distribution of financial giving, and then what is usually found in UU Congregations. 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. Similar to recent years past, UUAA aligns fairly well with the UU Standard, but not with the ideal. Clark characterizes this in this way: "With this 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 \$135,200, or 15.4% of our total pledge dollars. Another way to look at this is that 17-18% of our pledge units provide 50% of our total pledge dollars.

Pledge Amounts	Healthy	UU Standard	UUAA-2014
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First 25% (largest)	10%	5%	5%
Second 25%	15%	10%	11%
Third 25%	35%	25%	20%
Fourth 25% (smallest)	40%	60%	64%

We want to thank Jim Lee for volunteering to lead this coming year’s Annual Campaign. Jim is already working with the Stewardship Team to transition us to a year-round form of stewardship. Stay tuned for opportunities to learn about UUAA finances, stewardship in general and a chance to have your voice heard about priorities for our Congregation and how we might creatively fund the various ministries of UUAA.

Pledge Amounts (\$1000s)	2013 Campaign				2014 Campaign				
	Pledge Units		Pledge Amount		Pledge Units		Pledge Amount		
	Number	%	Cum %	\$	%	Cum %	\$	%	Cum %
≥ \$20	2	0.4%	0.4%	\$40,000	4.5%	4.5%	\$40,000	4.6%	4.6%
\$10 to \$19.9	7	1.7%	2.1%	\$92,301	10.5%	15.0%	\$68,074	7.7%	12.3%
\$8 to \$9.9	4	0.9%	3.1%	\$32,634	3.7%	18.7%	\$51,841	5.9%	18.2%
\$6 to \$7.9	14	3.3%	6.4%	\$91,729	10.4%	29.1%	\$100,166	11.4%	29.6%
\$4.80 to \$5.9	18	4.3%	10.7%	\$91,729	10.4%	39.5%	\$85,229	9.7%	39.3%
\$3.6 to \$4.8	29	6.9%	17.6%	\$115,543	13.1%	52.6%	\$139,706	15.9%	55.2%
\$2.4 to \$3.59	51	12.1%	29.7%	\$141,121	16.0%	68.6%	\$126,526	14.4%	69.6%
\$1.2 to \$2.39	115	27.3%	57.0%	\$179,047	20.3%	88.9%	\$174,852	19.9%	89.5%
\$0.6 to \$1.19	88	20.9%	77.9%	\$70,560	8.0%	96.9%	\$59,748	6.8%	96.3%
< \$600	93	22.1%	100%	\$27,342	3.1%	100%	\$32,510	3.7%	100%
Total	421	100%		\$882,006	100%		\$878,653	100%	
		Average Pledge		\$2095		Average Pledge	\$2122		

Sharing the Collection Program

Submitted by Terry Madden, Chair



Mission:

The Sharing the Collection program is one of the ways we live out the second principle of Unitarian Universalism: “Justice, equity and compassion in human relations.” This program provides financial assistance to non-profit community service organizations in the furtherance of their important work.

What we do:

The first Sunday collections of every month are donated to one of the many local non-profit community service organizations in Washtenaw County which serve predominantly disadvantaged and vulnerable populations, such as low income families and individuals, people who have been targets of discrimination or disabled or abused populations; and organizations which depend on community support in terms of funding and/or volunteers. Sharing the Collection also supports Unitarian Universalist (UU) service organizations like the UU Service Committee and the Michigan UU Social Justice Network (MUUSJN) and two long term UAAA commitments to Habitat for Humanity and IHN/Alpha House.

Sharing the Collection Task Force:

The members of the task force are: David Allen, Lynn Ayres, James Johnson, Terry Madden, (Chair) and Theresa Rohlck. Special thanks to: Thom Bales, Executive Director and Deborah Casamatta, Office Administrator.

2013 Recipients		2014 Recipients	
January	Washtenaw Prisoner Re-Entry = \$1710	January	(Snowstorm- No Collection)
February	Avalon Housing = \$1,193	February	Corner Health Center = \$1,864
March	MI Social Justice Network = \$1,136	March	Friends In Deed = \$1,444
April	Habitat for Humanity = \$1,214	April	UU Service Comm. = \$2,566
May	HIV/Aids Resource Center = \$927	May	Habitat-Humanity (Huron Valley)
June	Community Action Network = \$931	June	House By the Side of the Road
July	Children’s Literacy = \$1,153	July	Catholic Social Services: Seniors
August	WIC Immigration Rights = \$943	August	Student Advocacy Center
September	UU Service Committee = \$1,162	September	Packard Health

October	Cancer Support Community = \$1,954	October	Washtenaw Prisoner Re-Entry
November	IHN Alpha House = \$1,638	November	IHN/Alpha House
December	Growing Hope = \$1,687	December	Mich. UU Social Justice Network

Scrip Sales and Grocery Certificates

Submitted by Carolyn Barber, Chair

Under the aegis of Thom Bales and the Stewardship Umbrella Group, the Scrip Program empowers Congregants to take advantage of the over 600 retailers who participate in the Great Lakes Scrip (GLS) program and are willing to give us money for shopping at their stores. Our program goal is to promote scrip sales to raise funds for the Congregation by educating our members on the benefits of using scrip and the ease of obtaining and using Scrip. Please continue to read to learn about important changes in the grocery scrip program!

For the year 2013, we were responsible for contributing a total of \$14,322 (of which \$6582 was from the GLS program) to the general fund, topping our \$12,500 budgeted income. Our annual holiday incentive promotion this year encouraged folks to order GLS online. The Congregation owes many thanks to the anonymous donors who donated the \$200 for gift card prizes for the drawing. An entry was earned for every purchase of \$200 GLS online or \$250 at the Scrip table during the promotion.

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, which come from initial card purchases and linking My Way cards to the Church, 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%. In similar fashion, Hiller's has moved to a Hiller's Club Rewards Program that requires obtaining a club card, and then actively going online to direct the rewards to the Congregation when your total reaches 500 points. Meijer added regular scrip (3% on all purchases) this year, and has been a very popular item. Arbor Farms has moved to a new program. From now on, pay however you want – just tell the cashier you are supporting First UU. The contribution from them drops to a universal 3%.

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 60

people who make regular purchases at the Scrip table or are ordering Great Lakes Scrip online. Many more participate in grocery purchases and Scrip reloads, but the stores no longer release that information.

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 \$14,322 by 10!).

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, Sara Gibb, James Johnson, Ruth Lamphiear, Sara Mathews, Peggy Shearer (currently on leave), and Becky Swank - who make sure the table is staffed each week. Barb and Bob Dinan are taking a sabbatical while they are involved with their daughter's SGD class. 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 fills in for me when I'm out of town and 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. We make every effort to notify scrip users by Newsletter, Bulletin, or email of special offers from Great Lakes Scrip and of changes in the local grocers' Scrip programs.

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.

I have a dream that more people would investigate ways that they can use Scrip - free money for buying the things they need to buy anyway, and especially when they are not able to just chip more into the General Fund or the Comprehensive 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.

Deposit Advisors

Submitted by Marie Duke, Member

Team members include: Roberta Allen, Carolyn Barber, Marie Duke, Roylea Furniss, Phyllis Valentine, with assistance from Dick Duke, Debra Golden, Gretchen Jackson, and Dorothy Wilson. Staff supported by Debby Casamatta

We meet usually each Monday morning to count and record the offering collections, Social Hour contributions, and many other various Congregational funds received either in cash or by check. Each category has its own identification number which has recently changed to reflect more closely good accounting practice. Another initiative we developed this year was a universal form to be used by all groups each Sunday to record receipts and donors.

Our team makes every effort to complete our responsibilities with accuracy and clarity--each count or calculation is double checked by a second person. After photocopying each check, the final collection of checks and cash is tallied and put back in the Church safe, and subsequently deposited in the bank by Thom Bales, executive director.

We continually strive to make our system more efficient and, of course, completely accurate.

Sanctuary Audio Techs

Submitted by Dick Barber, Chair

The Sanctuary Audio Tech team consists of volunteers who operate the Sanctuary and Social Hall sound system for Sunday Services and other events like lectures, weddings, and memorial Services. The sermons are recorded on a digital MP-3 for possible transfer to the UUA website.

This team is somewhat unique in that it does not currently hold regular team meetings. The members volunteer for specific events or Services on a Google scheduling website that is under the control of both the Church Office and the active volunteers.

The team has been offered a budget to make improvements, modifications, and additions to the Sanctuary audio system to make it more robust, user friendly, and with more overall audio-visual capabilities. We are currently collection bids on the various audio components involved. The point persons for this process are Jeff Banet and Mike Halerz.

Active Members:

Dick Barber, Jeff Banet, Skip Tucker, Tim Romlein, Rich Child, Mike Halerz

Office Volunteers

Submitted by Carolyn Barber, Member

As Office Administrator, one of Deborah Casamatta's duties is to build and assist a team of Congregant office volunteers. Volunteer activities range from simple things, like loading the copier with paper and filling staplers, to answering phone calls, proofreading the Monthly Newsletters, Annual Report, Weekly Bulletins, and Orders of Service, preparing inserts, and creating databases. Congregant volunteers Carolyn Barber, Jane Ferguson, Scott Ferguson, and Keely Kaleski have recently been joined by Sally Preston. Addison Coleman-Brewer fulfilled a high school internship in the Church Office for the fall semester.

Some of our accomplishments for this year have been to reorganize Rev. Gail Geisenhainer's many years' worth of written sermon files, prepare office file folders for the year 2014, collect Orders of Service and place them into archive binders, revamp the copy room closet, assist groups like the Stewardship Team and Habitat for Humanity with mailings and filings, and audio edit Sunday sermons to upload onto the UUAA website. One of the major projects was to scan nearly 500 copies of marriage licenses from the last 19 years, rename the PDF files, and create a searchable database to more easily find any given PDF by name, date, or officiant. A database for Rev. Erwin Gaede's marriage ceremonies is in progress, as is the collection and organization of Newsletters from years past for easier access and reference. The flowers in and by the office are looking happier thanks Jane Ferguson for her tender ministrations.

Since January 2014, Joan Burleigh, Edie Croake, and Scott Ferguson have been categorizing and organizing the collection of books in Rev. Gail's personal ministry library.

Our Land for Worship

Submitted by Anne Diehl and John Erdevig, Members

Our Land for Worship (OLFW) team's responsibilities are:

1. Oversee the implementation of the Site plan.
2. Evaluate and support new project development.
3. Support existing projects.
4. Recommend fiscal responsibility in land expenditures.
5. Formalize the land steward program.

Members of the team are: Thom Bales, Jo Anne Diehl, Paul Forringer, John Erdevig, Arthur Prokosch, Bob Lippert, Roberta Allen, and Scott Morgan.

2014 Volunteers:

We have confirmed who will continue as volunteer land stewards for 2014 and are contracting for maintenance of important ornamental gardens in 2014.

Memorial Garden TLC:

2013 volunteers and contractors caught up maintenance of the Memorial Garden. Special thanks to outgoing stewards Kim Clugston, Peter Russell, and a Chalice Circle service team. In April 2014, another Chalice Circle will install stunning annuals in this mostly perennial garden.

Accessibility Team link:

Accessibility Team members helped identify priorities for improvements aimed at greater wheelchair and limited-mobility access. Hardening the pathways into and through the Memorial Garden is one focus for future years.

Trail Enhancements:

Ongoing in 2013-2014, volunteers are widening the most frequently used trails, and suppressing invasive shrubs. Volunteer Shannon Leutzinger brought the Trail Map up to graphic design standards. Watch for better trail marking and the new map in late 2014.

Drain field maintenance:

Trees and brush were cleared from the septic fields at the rear of the property, to keep roots from damaging its waste handling capacity.

Low-emissions mowing:

UUAA will again contract with Good Earth Lawn & Air Care to use solar-charged electric power equipment to mow and trim our lawn. Gas-powered landscape operations account for 5% of non-mobile urban pollution, per EPA.

Grounds policy development:

OLFWT is identifying topics for written UUAA policies concerning use of the land, such as herbicide application or hunting.

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.



150th Task Force

Submitted by Terry Madden and Sandy Simon

The Charge from the Board of Trustees of the UUA to the 150th Anniversary Celebration Task Force reads:

“The 150th Anniversary Celebration Task Force is charged with the task of coordinating and facilitating the implementation of activities and events to take place during the 2014-2015 Church year that will identify, promote, and celebrate our UUA history. One focus will be on learning how our history informs the present and guides our steps into the future.” Voted and adopted by the Board of Trustees, May 7, 2013

Terry Madden and Sandy Simon have met regularly through the 2013-2014 year with a 150th Steering Committee that includes Senior Minister Rev. Gail Geisenhainer, former Board President Dixie Hibner, and (beginning in 2014) Nancy Schewe, who chairs the task force for the May 17, 2015 weekend 150th commemoration events.

We have met with many Congregational leaders and groups over the year to facilitate plans for events and projects that celebrate our history and help the Congregation look to the future - to "revere the past but trust the dawning future more".

The whole Congregation will be immersed in learning some of our history since each month during the year a sermon will focus on an aspect of our history. These sermons will be followed by a "forum" discussion session. Also some of next year's Services will include smaller 3-5 minute presentations on events in UUA history, presented by members of the Congregation who were involved in or researched the events.

Our goals have included making sure that all activity groups, all ages, all types of members can be involved in the events. We hope the events will lead to a stronger sense of Congregational identity, a larger sense of our place in the Ann Arbor community, and pride in our many accomplishments over 150 years.

Projects to help accomplish these goals include:

- The logo and slogan at the top of this page were developed by member Nic Sims and will be used to "brand" all of the 150th activities during the year and help keep the events visible in newsletters, Facebook page, etc.

- 150th T-Shirts with the logo and slogan will be available for sale. The Men's Retreat plans to use the t-shirts and all Congregants are encouraged to wear them to an all Congregation photo.
- A banner will be hung on the Church building for the year indicating that we are celebrating 150 years (and will be included in our web address).
- An all-Congregation photo will be taken on September 28, 2014.
- A proclamation from the Mayor of Ann Arbor will be part of the September 28 Service.
- A time capsule will be prepared during the year and installed in May 2015.
- Motawi Tiles with our chalice logo will be sold in the fall. Members can purchase them as a commemoration of the 150th anniversary and the tiles will be used as gifts for speakers and guests who take part in our 150th year.
- A book of memories related by UUAA members is being compiled.
- Member Gene Gaunt is putting together a video of photos and video clips celebrating 150 years of Congregational life.
- History information will be added to uaaa.org, including a timeline of our ministers over the 150 years.
- A lighted display case has been donated for use in creating historical artifact displays during the year.
- All of our current activities will be on display during the May 17, 2015 week as each is allotted some sort of poster space to showcase their ministry.

Celebratory events have been planned from September 28, 2014 through May 17, 2015. The planning for events is still in progress, but included are:

2014	
Sunday, September 28	Gala beginning of Our Celebratory Year
Sunday, October 12	Klein Lecture with Rev. William Schulz, president Unitarian Universalist Service Committee (UUSC)
Saturday, October 25	Mindful Eating Harvest Festival
Sunday, November 16	10 th Anniversary Celebration of the SGD Wing
Thanksgiving Week	150 UUAA Volunteers for Alpha House
2015	
Spring	Special music event still in planning stage
Spring	Tour of our historic buildings (Hobbs & Black building

Thursday, May 14
Saturday, May 16
Sunday, May 17

and the Stone Chalet)
Twilight Service (Anniversary Date: May 14, 1865)
UU/UUAA Dawning Future Panel Discussion
Commemoration Sunday

Planning for events continues. We hope that all activities will participate in the planning within their group. For example, the Men's Retreat will be wearing the t-shirts and using the theme "Looking Back, Looking Forward". SGD plans to incorporate UUAA history into the year's curriculum. The "Story Catcher" project has been joining with Pastoral Care to reach out to our senior members. Mindful Eating's Fall Harvest Festival will feature heritage recipes. And more.

We look forward to the fall when all of this year's planning turns into action.

Interweave

Submitted by Margaret Pekarek and Leigh Robertson, Co-Chairs

Mission:

Interweave of UUAA is a spiritual home to transgender, bisexual, lesbian, gay, queer, questioning, intersex (TBLGQI) people, their families, and allies to nurture social connections, educate ourselves and others, and advocate for social justice. Interweave provides a welcoming presence and gathering place for TBLGQI people, their families, and allies. All are welcome.

Interweave continues to be a strong and vital program of UUAA. So strong, in fact, that our membership has integrated into every aspect of Congregational life over the past years. This year, we spread our programing wings out in different directions to further meet the diverse needs and desires of our current TBLGQI members and friends, and to reach out to new people. In reviewing our programing for over the last few years, we have had less attendance at our monthly meetings, and yet more involvement in major events, for instance, the Service of Affirmation (SOA), and the All Congregational Retreat. The SOA has become a vehicle for connecting TBLGQI people across faith communities, and the Congregational retreat has been an avenue for reaching more families, and new people. We also wanted to have different events and programs besides our visibility in the Social Hall where new people can "find" us when they venture through our doors on Sundays.

A reason for this new program format is because of our concern about the sustainability of leadership in Interweave. Interweave serves as a gateway for TBLGQIA people to find support and then they navigate their way into all aspects of Congregational life. Thus, they do not remain active in Interweave nor do most become a part of the leadership. So we

changed our programming for this year, included our traditional potluck and programs, though not as many of them, but also added sharing circles every other month on Sundays. We believed this format would make it easier on the leadership as there would be less monthly potlucks and programs which require less planning. However, Interweave still had an event every month of the calendar year from September-May 2013-2014.

Interweave Leadership Team:

Leigh Robertson and Margaret Pekarek, co-chairs. Royla Furniss, Joan Burleigh, Roberta Allen, Victor Hola, and Scott Ferguson.

Active participants in Interweave: 7 in core leadership.

Retreat Committee: 12 People.

Service Of Affirmation: 25 Interweave members: Total attendance 125.

Congregational Retreat: 70 participants with 25 regular Interweave members.

Participants in Interweave events varied widely according to the type of event. We have a list serve of approximately 245 people.

We have approximately 50 people that actively participate through the year.

Attendance is noted at each of our programs/events below.

Our Interweave calendar for 2013-2014 is below:

Sunday, September 8: First Sunday Interweave Circle

Margaret Pekarek and Leigh Robertson co-facilitators. Theme: "What Has Interweave Meant To You?" For newcomers: "What Brought You To This Interweave Meeting?" 20 participants. Core Values: Spirituality, Social Justice, Community, Culture

Tuesday, October 15: Potluck and Program

"Action Steps to Defeat the Religious Right" With Mike Whitty. 25 participants for the potluck and program. Core Values: Spirituality, Social Justice, Community

Sunday, November 10: Sunday Interweave Circle

Royla Furniss and Kathy Mclean, co-facilitators. Theme: Transgender Remembrance Day. Discussion and sharing of personal stories about transgender people. Information was offered on the history of Transgender Remembrance Day. Ten participants for each circle. Core values: Social Justice, Community.



Tuesday, December 17: Service of Affirmation

Co-sponsors for Service for Affirmation: Episcopal Church of the Incarnation, First Unitarian Universalist Congregation of Ann Arbor; Lord of Light Lutheran Church; Oasis TBLG Outreach Ministry, Rainbow Crossing of The First United Methodist Church of Ann Arbor.

Additional acknowledgements for their support of LBGT Rights in 2013: Church Of The Good Shepherd – A UCC Church; Lawrence Kestenbaum and his staff at the Washtenaw County Clerk’s Office; Yousef Rabhi, Chair, Washtenaw County Board of Commissioners; Rev. Gail Geisenhainer, Senior Minister, First Unitarian Universalist Congregation of Ann Arbor; PFLAG of Jackson, Michigan; Michigan UU Social Justice Network; Jim Toy Center; Inclusive Justice: Together in Faith.

Presenters in order of appearance:

Brandy Sinco, Lori Fithian, and Jean Chorazyczewski are members of UUAA. The Rev. Mark Evens is associate minister at UUAA. Laszlo Slomovits is half of the musical duo “Gemini.” Judy Lewis is program administrator for Inclusive Justice: Together in Faith, former executive director of the Jewish Gay Network of Michigan and a member of Temple Emanuel in Oak Park, Michigan. Caroline Christopher recently retired from the IT industry after 30+ years as a consultant in manufacturing and a project manager. In 2009, she trained as a laughter yoga instructor and now spends her time at Senior citizen communities and other communities where folks need to laugh. She has been a member at the Ann Arbor Zen Buddhist temple for 22 years and works with three other members to bring meditation practice and Buddhist services to The Cotton Correction Facility in Jackson, Michigan. Katie Geddes is a Member of First United Methodist Church of Ann Arbor. David Vaughn is music director at Green Wood, a site of the First United Methodist Church of Ann Arbor.

The Rev. Jamie Hawley, currently serving as a chaplain at U Of M hospital, is ordained in the Church of God in Christ and the United Church of Christ. He is a military veteran having served almost 10 years in the United States Navy. He earned a Bachelor of Science at Southern Illinois University and a Master of Divinity degree at Chicago Theological Seminary. He is the recipient of the 2011 Gilberto Castañeda Scholar Award and a 2011 Beatitudes Society Fellow.

Margaret Pekarek is a member of the First Unitarian Universalist Congregation of Ann Arbor. The Reverend Joseph Summers is Vicar at the Episcopal Church of the Incarnation in Ann Arbor and Program Coordinator of Oasis TBLG outreach ministry. Jennifer Marshall Evens is a member at First Unitarian Universalist Congregation of Ann Arbor.

Bishop Jesse Dewitt (Retired) is a retired Methodist Bishop who assisted in the Foundation of Interfaith Worker Justice and the Chicago Interfaith Committee on worker issues. He was one of the founders of the Detroit Interfaith Committee On Worker Issues and continues to work with closely with the organization. Bishop Dewitt served on the board of the Midwest Center for Labor Research from 1984-1995 and remains active with the Religion & Labor Foundation. He has pastored many local congregations and several conferences in Michigan, Wisconsin, and Illinois. Bishop Dewitt began his work life in a Detroit auto plant, where he actively supported union organizing. Now in Michigan, he is involved in low-cost housing, Food Gatherers, and Reconciling Ministries. 125 people attended. Core Values: Spirituality, Social Justice, Community, Culture.

January 12: Sunday Interweave Circle.

Joan Burleigh and Victor Hola: update on TBLGQIA Civil Rights. Ten participants each circle.



Tuesday, February 18: Potluck and Program:

“Singing on the Side of Love” with music director, Glen Thomas Rideout. 40 participants listened to Glen Thomas share his spiritual story of coming out as a Unitarian Universalist and as a gay man. Glen Thomas spoke and sang from his heart. Core Values: Spirituality, Community, Culture, Social Justice.

March 9: Sunday Interweave Circle.

Joan Burleigh and Mark Jagner. Theme: “The Evolution of Marriage. How Has Marriage Changed Over the Last 200 Years?” They offered updates on the case challenging Michigan’s anti-same-sex marriage amendment, followed by an open discussion. Ten participants for each circle. Core Values: Social Justice, Community, Culture.

Saturday, April 26: All Congregational Retreat cosponsored by Interweave, Challenging Racism, and Social Justice Council at UUAA from 1:00-9:00pm. 70 participants. Core Values: Spirituality, Community, Culture, Social Justice, Stewardship.



UUA SPRING RETREAT
Widening Our Embrace :: Deepening Our Connections
Sponsored by Interweave, Social Justice Council, & Challenging Racism

SATURDAY :: APRIL 26TH
1:00 – 9:00pm

Join us for a day of fun and friendship!

- 1:00 - Arrivals, In-Gathering Service with Rev. Gail and Mark
- 2:00 - Workshops
- 3:30 - Small Group Circles
- 4:45 - Workshops
- 6:00 - Socialize (BYOB)
- 6:30 - Dinner, catered by Simply Scrumptious
- 7:30 - Evening Program with Rev. Mark, Afterflow
- 9:00 - Goodnight!

✓ BRING A SNACK, DESSERT, OR BEVERAGE TO SHARE

WORKSHOP OFFERINGS
Attend two of these exciting workshops. Full descriptions available on the registration form.

- ✦ **TBLGQIA Panel of Elders: Telling Our Stories** - Lois Zimmerman, Harold Cole, Neal Foster, Pauline Loewenhardt, and Don Pelz
- ✦ **Everything You Ever Wanted to Know About LGBTQ Sex** - Victor Hala
- ✦ **Chicken or the Egg: UU and Social Justice** - Social Justice Council
- ✦ **"Eddie and Thea" Movie + Discussion** - Joan Burleigh
- ✦ **Ally Hood** - Margaret Pekarek and Kathy McLean
- ✦ **Hike the Land** - Delphine Bernard
- ✦ **Understanding Introverts & Extroverts & How They Make the World "Go Round"** - Carole Kirby
- ✦ **Discover Inner Wisdom, Exercise the Power of your Imagination: A Brief Introduction to SoulCollage®** - Mary Beam, SoulCollage® Facilitator

Registration forms are available at the Interweave table in the Social Hall.
Submit registration and payment by April 20 to the table in the Social Hall or mail it to the church.
Questions? Contact Leigh Robertson at 734.678.2805 or email her at leigrobo@umich.edu

May 11, 2014: Sunday Interweave Circle

Margaret Pekarek and Leigh Robertson. Theme: Conversations on this Mother's Day about mothers, motherhood, and mothering. This was an invitation to gather for those among us who do not have their mothers in their lives because of our TBLGQIA identities. Core values: Spirituality, Community, Culture, Social Justice.

Interweave also participated in many collaborative community events with Inclusive Justice, Jim Toy Community Center. We also were "Standing on the Side of Love" at the Washtenaw County Court house with Rev. Gail when she married ten couples on March 22, 2014.

The leadership will be sending a survey to our members and friends asking them for feedback about the Interweave programming this year. Leadership will meet in summer 2014 to define our plans. We expect to follow a similar programming format.

Interweave will continue to provide diverse and supportive spiritual, educational, social justice, and social programming for our Congregation and our friends that are in line with our Core Values.

Reflective Conversations Task Force

Submitted by Dixie Hibner, chair

In 2013, the Board of Trustees appointed a task force to develop a pilot program to assess UUAA's ministries including program ministries as well as Sunday Worship. The task force was charged with developing this assessment program based on the book *Completing the Circle* by David R. McMahon. We chose to call our program Reflective Conversations.

During the 2013-14 pilot program year, five Reflective Conversations were held; four on Sunday Worship Services and one on Interweave. The task force is reviewing and analyzing the data which will be reported to the program leaders, the Senior Minister, and the Board of Trustees. Those data will be used to refine and improve our ministries.

During this pilot year, the task force is also scrutinizing the process to discern what works well and what aspects may need revision. A report with recommendations will be submitted to the Board prior to the end of the program year. The Board will report to the Congregation.

During the 2014-15 program year, we expect to continue conducting Reflective Conversations and include additional program ministries.

Task force members include: Fran Dew, Dixie Hibner (chair), Becky Hoort, Carolyn Madden, and John Seeley. Additionally, Jim Lee and Theresa Rohlck were added to the task force and have provided much needed assistance, especially as group facilitators and note takers.

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 team 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.

The current team members include:

Kathy Edgren (served for three years), Connie Mcguire (served for three years), Royla Furniss (served for four years), Vilma Mesa(served for two years), and Paul Morris (served for three years) as our Board of Trustees Liaison.

This team has a direct effect on the Core Value of Stewardship: to ensure that there are Congregation members who are willing and qualified to be elected to the Board of Trustees and the LDT itself and to husband the most precious of resources, our leaders.

Accomplishments:

We nominated five people for the Board and two for the Leadership Development Team. We screened over 30 people and talked with nearly 15 of them to secure these leadership positions.

The team continued to address the responsibility of developing and supporting leaders in the Congregation. The LDT offered new leadership development opportunities with two workshops; one on Servant Leadership and the other on Discernment. We have scheduled a SWARM on the advantages of a large church with Terry Madden presenting. We developed a better connection with the Board of Trustees by attending two Chautauqua meetings. These meetings resulted in the design of a workshop on Discernment developed by two members of the Board (Tom Darnton and Becky Hoort) and the beginnings of a leadership group called the Communication and Coordination Team (CCT) to be rolled out next fall by the Board.

We surveyed past presidents to gather information for an evaluation of the change from a two-year term for the president to a one-year term as vice president/president elect, followed by a one-year term as president. The LDT surveyed 10 past presidents and the current president to get opinions from those who experienced the position on the adequacy of length of the president's term. The results of the survey will allow us to describe the advantages and disadvantages of extending or keeping the current term and to propose alternatives worthy of consideration and options for the Congregation.

We continued to update the LDT's infrastructure documents with the creation of a Nomination Timeline and a "Leaders List" to track contacts with people with potential to be Board and 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 can better accomplish our larger spiritual and social goals.

Denominational Connections Team

Submitted by Roberta Allen, Chair

The Denominational Connections Team (DCT) during its fourth year saw a record number of 44 people from UUAA attend General Assembly (GA) in Louisville, Kentucky from June 19 – 23, 2013. A post-GA forum was held July 7, 2013 to share what experiences attendees would like to bring back to UUAA.

The DCT reviewed a proposed Congregational Study/Action Issue (CSAI) from UUAA's UUJME and sent a recommendation to the Board of Trustees in support.

During the program year October 2013 through April 2014, DCT worked with the Reproductive Justice Team to hold six monthly sessions on the Unitarian Universalist Association (UUA) CSAI for 2012 – 2016.

The DCT coordinated work on the vote at the Congregational meeting in January 2014 for proposed CSAI's to be considered by delegates at the 2014 GA.

UUAA was one of four host sites for the MidAmerica Regional Assembly for which the DCT recruited delegates and worked with the Social Justice Council on raising the minimum wage as the social justice action at the regional assembly.

We are currently gathering names of those interested in attending GA 2014 during the Social Hour at the Social Justice table. A forum on attending GA was held April 13, 2014.

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 drafting comments on CSAI "Reproductive Justice" curriculum.

The DCT serves as a conduit for the exchange of information between UUAA 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 fourth year. We continue our mission due to the energy

and dedication of team members: Marina Brown, Royla Furniss, Alma King, Carolyn Madden, Ellen Teller, Kate Warner, and chair Roberta Allen.

Partner Church

Submitted by Gretchen Jackson and Phyllis Valentine, Co-Chairs

The In 1997, the UAAA voted to establish a formal partnership arrangement with the Unitarian Church in Kézdivásárhely, Romania. Kézdivásárhely is a town of about 20,000, in the Eastern Carpathian Mountains of central Romania, in Transylvania. Our partner church has approximately 100 members, with about one-third of them active. In our partnership:

- We agreed to work together to establish a spiritually stimulating, mutually respectful, culturally sensitive, active, long-term relationship;
- We agreed to identify ways in which we could provide support for their church and its members;
- We committed ourselves to learn from and about them in order to enhance our own understanding of our religious heritage and the people of other cultures who share it with us.

This program supports all five core values of our Congregation: spiritual life, social justice, community, stewardship, and culture. We share many of the same values as our partners, although there are variations in the way we practice our religions and both partners learn from each other.

This past year has been a time of both continuation and transition in the partnership. We continued the financial support of two university students and the minister. We provided Newsletter updates. Rev. Maria Pap left our partner congregation in August 2012 for a new post as secretary of the Bishop's office in Kolozsvár. Since her departure, we have focused on developing a relationship with the new minister, Rev. István Buzogány-Csoma. His wife Csilla is a hospital chaplain in neighboring Sepsiszentgyörgy. They have two daughters, Boglárka, 5½, and Eszter, 2½. Rev. István visited us last November. During his visit:

- He was given a tour of Ann Arbor, University of Michigan, and the Henry Ford Museum.
- He met many members in small group settings and toured our Church building and grounds. He had dinner with members who have traveled to Transylvania in the past.
- He met with our ministers and members of the Church staff, as well as Elizabeth LaPorte, president of the Congregation. He had an extended conversation with Sandy Garges related to the religious education programs in the two partner congregations.
- And he participated in our Sunday Worship Service, offering us both his words in a sermon as well as entertained us by playing his guitar and singing!

He began and continues to provide information about his two congregations' activities. Prior to his visit, we began planning a June 2014 group trip to Kézdivásárhely. Six members of UUAA will be visiting many of the important historical sites of Budapest and Transylvania. The trip will conclude with a visit to Kézdivásárhely, home stays with members of their congregation, sharing in a joint Sunday Worship Service, and developing a closer relationship with our partners. Travelers include Phyllis Valentine, Nancy and Steve Schewe, Cathy and Mike Muha, and Janet Bower.

Next year's goals include:

- Participation in the 150th year celebration.
- Increase regular communication with partners via Facebook and other means, especially as they develop plans for a church building of their own.
- Seek ways to establish communication between children's programs.
- Engage this year's and previous travelers in conversation about the partnership.
- Work with our ministers to plan and execute a Partner Church Service during the year in order to build on the visibility of this program in the wider congregation.

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 twelfth year of the program, the Committee continued to organize the support of the Unitarian Lower and Upper Primary School at Mawkisiem. 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 Mawkisiem School.

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

- Provided direct financial support to the School, which enrolls approximately 105 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.
- Supported an effort that has provided knit sweaters to most of the students in the school.
- Completed a funding program that has facilitated reconstruction of the Unitarian Church in the village of Mawkisiem.
- Hosted a Sunday lunch and forum on April 23, 2014. At this event supporters of the program were updated on activities and viewed a video greeting produced by Khlur Mukhim, our liaison in the Khasi Hills

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 - that is, forward into the foreseeable future.

The current goal for the management committee at Mawkisiem is to continue to raise teacher salaries. They consider the bare minimum for a teacher to be 1800 rupees per month. They would like to be able to pay all [their] teachers 2000 rupees per month. Currently the Lower Primary teachers at the school are paid 1200 rupees per month, and money from the SAS program goes to supplement the UP teacher salaries at a level of 2000 rupees per month. As a comparison, we were told that in government schools, teachers of a comparative level as those at Mawkisiem would be earning 10000 rupees per month.

Khlur Mukhim has requested that the SAS Program Committee consider sending a delegation from UUAA to an event that will celebrate the opening of the newly rebuilt church in Mawkisiem. This event is to be held in the spring of 2015. The Committee is considering this request and hopes that representatives will be able to attend.

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.