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**First Unitarian Universalist Congregation of Ann Arbor  
Annual Congregational Meeting  
May 20, 2012  
Agenda**

<b>Agenda Item</b>	<b>Time</b>
<b>Chalice Lighting</b>	11:45
<b>Opening</b> Responsive Reading #733: A Place of Meeting Hymn #1018: Come and Go with Me	
<b>Call to Order</b> Ed Lynn, President	
<b>Declaration of Quorum (15% of Voting Membership)</b> Ginny Preuss, Secretary	
<b>Adoption of Agenda</b> Ed Lynn, President	
<b>Adoption of Rules and Procedures</b> Ed Lynn, President	
<b>Adoption of May 23, 2011 Annual Meeting Minutes</b> Ed Lynn, President	
<b>State of the Congregation</b> Rev. Gail Geisenhainer, Senior Minister	12:00
<b>President's Report</b> Ed Lynn, President	12:15
<b>Items for Action</b> Ed Lynn, President <ul style="list-style-type: none"> <li>• <b>Election of Board Officers, Trustees, and Leadership Development Team member</b></li> <li>• <b>By-law revisions</b></li> </ul>	12:30
<b>GA Delegates and Congregational Study / Action Issues</b> Roberta Allen, Denominational Connections Team	
<b>Questions for the Board</b> Ed Lynn, President	12.45

**Passing the Torch**

1:00

Ed Lynn, President and Dixie Hibner, President-Elect

**Adjourn**

1:10

**Closing Hymn** Go now in Peace, Go now in Peace  
May the Spirit of Love surround you,  
Everywhere, Everywhere, you may go.

## **Proposed Rules of Procedure**

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

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

### **Nominees for Elected Office**

#### **Board of Trustees:**

**Vice President: Elizabeth LaPorte**

**Secretary: Priscilla Spencer (2 year term)**

**Trustee at Large: Roberta Allen (2 year term)**

**Trustee at Large: Becky Hoort (2 year term)**

**Trustee at Large: Tom Darnton (Second 2 year term)**

**Trustee at Large: Paul Morris (1 year term)**

#### **Leadership Development Team:**

**Vilma Mesa (2 year term)**

### **General Assembly Delegates and Attendees**

#### **Delegates**

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

#### **Other Attendees**

Rianna Johnson-Levy  
Terry Madden  
Ellen Teller

### **Congregational Study / Action Issues (GSAI)**

1. Climate Action and Adaptation Plans: Why Greenhouse Gases and their Effects Matter to Us
2. Ending Slavery
3. Exploring Class Barriers
4. Families, Population, and the Environment
5. Reproductive Justice: Expanding Our Social Justice Calling

**First Unitarian Universalist Congregation of Ann Arbor  
Congregational Meeting Minutes**

**Sunday May 22, 2010**

Congregation president Carolyn Madden called the congregational meeting to order at 11:59. A quorum was declared with 120 members present, 20.1 percent of the current membership of 595 full members, achieving the quorum requirement of 15% of the full members.

**Motion 11.05.22.01:**

**Roberta Allen moved and Colleen Crawley seconded the adoption of the congregational meeting agenda as printed in the meeting packet. Motion carried.**

**Motion 11.05.22.02:**

**Kathy Friedrichs moved and Ken Clein seconded the adoption of the rules of procedure as printed in the meeting packet. 0 opposed, 1 abstained, Motion carried.**

**Motion 11.05.22.03**

**Steve Cameron moved and Cathy Doherty seconded the motion to waive the requirement that voting privileges begin after 4 months of full membership. The vote to approve the waiver will require a 2/3<sup>rd</sup> votes. 1 opposed 0 abstained. Motion Carried.**

**Motion 11.05.22.04:**

**Don Winsor moved and Terry Madden seconded the approval of the minutes of the May 23, 2010 congregational meeting as printed in the meeting packet. Motion carried.**

**Rev Gail R. Geisenhainer's Annual State of the Congregation Report**

Gail reported that the state of the congregation includes wellness, spiritual maturity, and financial balance. She explained how we have made steady progress on our governance conversion, with a major milestone being the creation of the organizational map. Gail explained it is a living document, and encouraged everyone to see the map and offer their input.

Gail reported on our increased UUA connections. Last year 35 congregants attended GA, and we are up to 28 for this year. We have structured and nurtured the new denominational affairs team which continues to grow. A group from UUAA attended a large church conference, and spontaneously led the conference in song, which was possible due to the effort by the director of music and senior staff to integrate "pocket songs" into our organizational life.

Gail explained that the board has initiated a Strategic Plan Task force, and explained a report would be made to the congregation next winter. We will define and create what success looks like for our congregation.

Gail thanked her staff of 15 and invited them to stand and be recognized for their passion, skill, ministry of presence and hard work.

She thanked Phyllis Valentine for her 5 years of services as a board trustee and her leadership in bringing the Sankofa project forward.

She thanked Carolyn Madden for her leadership and guidance as she served as congregational president over the past year.

Carolyn Madden, Board President, explained a major task of the Board of Trustees is strategic and financial planning. She explained the Board had formed a task force to support this need, and introduced the board co-chairs Bruce Gibb and Terry Madden to provide their report.

### **Report of the Strategic Planning Team Information: Bruce Gibb and Terry Madden, co-chairs**

Terry began by introducing the members of the 2011 Strategic Planning Task Force: Jim Breck, Bob Dinan, Kathy Friedrichs, Bruce Gibb, Bob Hospadaruk, Paul Morris, Margaret Pekarek, Leigh Robertson, Sandy Simon, and Terry Madden. Joan Burleigh, Ed Lynn and Tom Reischl serve as Board Liaisons. And an integral member of our conversation is our Senior Minister, the Reverend Gail Geisenhainer.

He explained they are engaging in conversations that envision ways to ground us in understanding who we are as a large liberal religious church, as well as to identify ways to develop and strengthen our identity in the community as we move forward with faith in our future. They will listen to the leaders, the citizens, and the attendees of the First UU Congregation of Ann Arbor in order to present a plan that will inform the Board and the Senior Minister of our congregational dreams and aspirations. Our congregational strategic plan will express the strengths of the First UU, the directions in which we want to move, and lists concrete project ideas and projected costs in order to bring us closer to realizing that which we envision for ourselves in the next three to five years.

Terry provided an update of the work done so far this year by the team, including interviews of leaders of the 16 identified program areas in the church, followed by a visioning session which was open to all in the congregation on May 14. Members of the task force stood and shared some of the many ideas that had come from this work so far.

Terry went on to explain the work going forward. There is a questionnaire available on-line and at the information table in the social hall for those who had not had a chance to contribute to the "Faith in Our Future" ideas. The committee will draft the plan over the summer and fall through a series of events and in November will submit a final report to the Board of Trustees and Senior Minister.

At the next Congregational Meeting to be held in January, 2012 the Strategic Plan, "Faith in Our Future" will be finalized as a planning document to lead us for the next 3 - 5 years as well as to serve as an incentive for a successful Capital Campaign necessary to realize our dreams.

### **Report of Chalice Circle Council: Sally Hattig, co-chair**

Sally explained the background and growth of the chalice circle program over the past 7-8 years, starting as wisdom circles. During this year's program a Chalice Circle was added in Tecumseh. Sally explained how the circles work, the role of the facilitators, and that they are open to members and visitors of the congregation. The organization of the program is a leadership council which includes Rev. Mark Evans and 2 co-chairs.

Sally explained how people get to know each other on a much deeper level, strengthening connections in small groups, and shared some of the feedback from participants. Finally, Sally

explained that there are 1 time circles available for anyone who wishes to learn more about the program.

### **Items for Action: Carolyn Madden, President**

Carolyn Madden introduced the current board members

Ed Lynn – Board Vice President

Tom Darnton - Trustee

Joan Burleigh - Trustee

Ginny Preuss – Board Secretary

Kim Clugston – Board Treasurer

Brian Debbink - Trustee

Tom Reischl - Trustee

Phyllis Valentine - Trustee

Caroline thanked Phyllis for her commitment and support.

### **Vote on approving the Ordination of Andrew Weber at the First Unitarian Universalist Congregation of Ann Arbor**

Carolyn gave a background on Andrew. He is lead advisor for YRUU, and much appreciated by the youth in our congregation. He has worked here since September of 2009, has preached twice from our pulpit, and has recently led an adult education class.

In February, Andrew spoke to the Senior Minister and presented a letter to the board requesting we consider his ordination at the First UU of Ann Arbor. The board agreed to put forward to the congregation to seek their support. The board feels this is a good opportunity for the congregation to learn about the larger UU movement and the journey to ministry. On May 8 the congregation had an opportunity to meet with Andrew.

Carolyn introduced Andrew, thanked him for his commitment and opened up the floor to questions.

**Jim Schaefer:** What does ordination mean?

**Andrew:** Calling forth by a Unitarian Universalist congregation to be anointed in the position of ministry. An important part of ordination is that it is not done by the Senior Minister, but by the congregation.

**Kathleen Russell:** The youth clearly have a passion and love you deeply. What are the skills you have do to this?

**Andrew:** Love and respect for them, as human beings.

**Doug Kelly** What is role of attendance at UU seminary

**Andrew:** There are 2 UU seminaries; one in California and one in Chicago. However, people do go to other seminaries. His was a Presbyterian school.

Andrew left while the congregation voted

**Motion 11.05.22.05:**

**The congregation approves the Ordination of Andrew Webber**

**Moved by Barb Heinold, seconded by Barbara Lynn.**



**Margaret Pekarek:** Would it be appropriate to explain the difference between ordination and ministerial fellowship.

**Gail Geisenhainer:** When handled by congregations alone, the process was varied. The UUA created ministerial fellowship, like what Andrew has done. He has been granted preliminary fellowship by the Ministerial Fellowship Committee of the UUA. However, to grant or confer ordination can only be done by a congregation.

In preliminary fellowship, candidates are required to complete 3 successful years of review, annually by a supervising board or body. If fortunate, you are granted final fellowship. Being granted final fellowship was the most important thing Gail has ever done in her life.

**Spencer Thomas:** I am here to speak in support of Andrew. I have been a YRUU advisor for 3 years and met Andrew 2 years ago when he asked for a job and Nancy said yes. What he has done is nothing short of amazing. He brought depth of understanding the exploration of their lives and beliefs far beyond anything before he was here. It is my sincere hope that we choose to ordain him. No one is more deserving

**Paul Lalinsky:** What does this practically mean?

**Gail Geisenhainer:** Should the gathered by vote confer the ordination; there will be a worship service, most likely Sunday July 17. It will be attended by the preacher of his choosing. During that worship service, representatives of this congregation would confer upon him the right and privileges of ordination.

**Doug Kelley:** Have any of the ministers or board members reviewed his academic record? How long was he there and did he meet the requirements?

**Gail Geisenhainer:** Requirements for UU ministry begin with a Master's of Divinity degree. He must have an internship as a hospital chaplain. He did his seminary work in Pittsburgh, his chaplain work in Pittsburg, his internship in Texas. He has been heavily reviewed during process.

**Doug stated he is satisfied**

**Motion carried.**

Andrew returned and thanked the congregation

### **Election of Board Officers and Trustees 5 Minutes**

Carolyn Madden introduced the candidates. She indicated that by voting for Dixie Hibner for VP, she will be president the following year.

#### **Motion 11.05.22.06:**

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

- **Vice President: Dixie Hibner, first term**
- **Treasurer: Kim Clugston, second term**
- **Member at Large: Elizabeth LaPorte, first term**
- **Member at Large: Tom Reischl, first term**

**Moved by Meredith Ley seconded by Mary Ann Camron. Motion carried.**

Carolyn Madden clarified the Leadership Development Team assignments and terms. She thanked Ken Clein and Eric Stalhandske for their four years of service.

**Motion 11.05.22.07:**

**The congregation elects the Leadership Development Team candidates as presented:**

- **Kathy Edgren, first term**
- **Connie McGuire, Appointed by Board, First Term**

**Moved by Kathy Friedrichs, second by Colleen Crawley . Motion Carried.**

**By Laws: proposed revision to Article 2.1.2 and IV.2 10 Min**

Carolyn Madden explained the proposed change to the bylaw Article IV, 2.1.2. The 25 member requirement presently in place, was put in place when we had 250 members. Now that we are a much larger congregation, setting the requirements as 10 % seems reasonable, and will not required a change into the future.

**Motion 11.05.22.08:**

**The congregation adopts the proposed revisions to Article IV (Meetings) of the bylaws, changing item 2.**

From:

A special congregational meeting may be called at the discretion of the Board of Trustees. Also upon written request of twenty-five Full Members of the Congregation, the Board of Trustees shall call a special congregational meeting.

To:

A special congregational meeting may be called at the discretion of the Board of Trustees. Also upon written request of 10% of the Full Members of the Congregation, the Board of Trustees shall call a special congregational meeting.

**Moved by Ken Clein, seconded by Ruth Pinkus**

**Michael Hadley:** What is the purpose of the special meeting?

**Carolyn Madden:** When a special need is identified. She can only remember one time when that did occur, which was on the Charter School Issue.

**1 opposed; 0 abstained; Motion Carried.**

Carolyn explained the proposed change to Article III. The recently formed denominational connections team will be taking the responsibility of nominating delegates to the General Assembly and District Annual Meeting, which was previously the responsibility of the Leadership Development Team.

**Motion 11.05.22.09:**

**The congregation adopts the proposed revisions to Article III (Leadership Development Team) of the bylaws, as stated below**

From:

2.1.2 The Leadership Development Team shall nominate General Assembly delegates and District Annual Meeting representatives for appointment by the Board.

To:

Remove this from the Bylaws to allow the Denominational Connections Team to nominate the delegates for Board appointment

Add Article VI 2.5. The Board of Trustees shall appoint UUA General Assembly delegates and Heartland Representatives

**Moved by Steve Camron, seconded by Spencer Thomas**

**Kate Hutchins:** Please clarify if means bylaws no longer say Leadership Development Team has this responsibility.

**Carolyn Madden:** Explained the strong connection to the responsibilities of the Denominational Affairs Team

**Ken Clein:** Explained that the Leadership Development Team is in agreement with this proposal.

**0 opposed; 0 abstained; Motion Carried.**

**General Assembly Delegates – Carolyn Madden**

Carolyn explained that the board appoints the General Assembly delegates. Based on the size of our congregation we get 12 delegate votes and 3 ministerial votes. We have appointed the 12 delegates plus one alternate.

Roberta Allen  
Laura Bollettino  
Larry Cooper  
Diane Cooper  
Margo Duley  
Kathy Friedrichs  
Edward Lynn  
Carolyn Madden  
Terry Madden  
Kathy Muha  
Mike Muha  
Kate Warner  
Royla Furnis (alternate)

As of today, our Congregation has 28 people registered to attend the General Assembly of the Unitarian Universalist Association of Congregations in Charlotte, North Carolina. The Delegates will vote on a number of issues including those two that folks here at UUAA are currently engaged in. They are the UUA Study Action Issues

- “Ethical Eating: Food and Environmental Justice” which was selected as the Congregational Study/Action Issue (CSAI) for 2008-2012. And

- “Immigration as a Moral Issue” which was chosen at the 2010 General Assembly in Minneapolis as the Study/Action Issue for 2010-2014.

### **President’s Report Information: Carolyn Madden, President**

Carolyn Madden reported that today is a day of celebration for past, present and future. This year the board continues to work with policy governance. In policy governance the board’s responsibility is to oversee. We continue to receive and monitor reports to ensure we are meeting our fiduciary responsibilities.

Looking back over the year it is daunting to see how much we have done, and how much we want to do

- The Leadership Development Team, a standing committee of board, has been transformed from nominating committee to Leadership Development. They have accomplished much, exemplified by having 4 members of the Leading with Love program on our board. They aspire to reach out to more members of congregation.
- Ed Lynn led the stewardship drive. It began as an aspiration in a time of economic hardship, and this congregation responded and we reached our goal.
- The installation of solar panels and a wind turbine affirm our 7th principle and affirm the use of democratic process. A hallmark of a healthy congregation is to give everyone a voice. In working out our differences in the renewable energy project we offered respect to all voices.
- Members of the board and staff attending the large congregation conference.
- Today’s presentation by Sally Hattig exemplifies how as we grow in size we grow in caring.
- The board met with more than 10 groups this year to listen to and hear, and have now successfully delegated to the Strategic Planning task force the job of listening. As the plan moves forward a capital campaign will be launched to provide support for the outcomes.
- Today the board has received confirmation of Andrew Webber’s ordination.
- We have a full slate willing to go to General Assembly.

Carolyn ended her report with a note of gratitude to the senior minister and the board, appreciating their ability to balance justice and joy, both duty and delight.

### **Annual Reports: Member Comments & Questions Information: Carolyn Madden President**

**Jim Schaefer:** Strikes him that one of the big financial burdens is the interest on our mortgage, and this goes to other people. Wouldn't it be a good idea for us to self fund the mortgage, raise a bond internally, retirement fund, some percent of investment, instead of money go back out to world. Asked if stewardship committee has considered this, no need to answer.

**Carolyn Madden:** The idea will be given to the strategic planning committee. The board would then entertain the idea.

### **Passing the torch - Carolyn Madden, President & Ed Lynn, President**

Carolyn Madden explained the chalice given to her by Tim Richards in honor of his Great Grandfather, Arthur Buckminster Fuller, and made by Ingrid Gunderson. With pleasure and much joy Carolyn is passing it on Ed Lynn.

Ed Lynn thanked Carolyn for her with energy, good cheer and wisdom.

He pointed out that our website prominently displays “Nurture Your Spirit, Help Heal the World.” And that is why we are here today, to gauge our progress in helping everyone here to nurture their spirit, and help heal the world.

We had our Board retreat yesterday, and as Tom Darnton pointed out, this is the first time in perhaps twenty years that we have a choice of what to do. Since a long-range planning committee (Teri Wilkerson, chair) determined in 1990 that we needed to move, we first focused on buying the land, then building the first phase, then building the SGD wing, then the transition after Ken’s retirement, then the economic downturn.

But now we have reached a moment where we can catch our breath, and think about what we want to do next. And that was the main topic of yesterday’s retreat, and that is what the Faith in our Future task force, with your help and input, is helping to define.

Carolyn Madden thanked Dick Barber for his ever faithful support with our sound system, Thom Bales ever faithful and effective with our financial management, Leigh Fletcher, Hannah Hotchkiss and Arthur Whigham for making meetings run smoothly.

**Motion 11.05.22.10:**

**Terry Madden moved and Sally Hattig to adjourn the congregational meeting. Motion carried.**

The meeting adjourned.

Respectfully submitted Ginny Preuss

# Proposed By-Law Changes

<u>Present Wording</u>	<u>Proposed Wording</u>	<u>Rationale</u>
<b><u>ARTICLE III. MEMBERSHIP</u></b>		
2.1 The four-month requirement may be waived by a two-thirds (2/3) vote at a legally called congregational meeting.	2.1 The four-month requirement may be waived by a two-thirds (2/3) vote at a duly called congregational meeting.	Our rationale is based on the notion that while the bylaws, in part, satisfy our legal obligations to the State of Michigan as a not-for-profit corporation, the calling of meetings is not a matter of law but of conformity with our stated rules of procedure.
4.2 The Board of Trustees shall review and approve an updated membership roll at least two months prior to the annual congregational meeting.	4.2 The Board of Trustees shall review and approve an updated membership roll at least two and no earlier than four months prior to the annual congregational meeting.	Our rationale for this suggestion is to make it consistent with Section 2.1 of this article, which states that voting privileges “begin four months after” one becomes a member of the Congregation.
<b><u>ARTICLE IV. MEETINGS</u></b>		
1. An annual meeting shall be held . . . .to consider other business that may legally come before it.	1. An annual meeting shall be held . . . .to consider other business that may duly come before it.	Same as above. The business of meetings is not a matter of law but of conformity with our stated rules of procedure.
4. Fifteen per cent (15%) of the Full Members having voting privileges, as defined in Article III, paragraph 4, shall constitute a quorum.	4. Fifteen per cent (15%) of the Full Members having voting privileges, as defined in Article III, Section 2.1, shall constitute a quorum.	This item is incorrect. It should refer to Article III, Section 2.1.
5. The most recent edition of Robert’s Rules of Order is hereby adopted as the parliamentary authority of this congregation except as otherwise provided by these By-laws.	5. The most recent edition of Robert’s Rules of Order is hereby adopted as the rules and procedures for official meetings of this congregation except as otherwise provided by these By-laws.	This is not Parliament.

<u>Present Wording</u>	<u>Proposed Wording</u>	<u>Rationale</u>
<b><u>ARTICLE VI. OFFICERS AND GOVERNING BODY</u></b>		
4.1 A Trustee may be removed by two-thirds vote of the Board of Trustees for absence from three consecutive regular Board meetings.	4.1 A Trustee may be removed by two-thirds vote of the Board of Trustees for absence from three consecutive regular Board meetings, for malfeasance, conflict of interest, or any other criminal or unethical act.	It is the consensus of the Task Force that the Board needs formal authority stipulated in the bylaws to empower it to remove a Board member for reasons other than poor attendance.
4.2. A Trustee may be removed by two-thirds vote at a legally called congregational meeting.	4.2. A Trustee may be removed by two-thirds vote at a duly called congregational meeting.	Same rationale as above
<b><u>ARTICLE VII. LEADERSHIP DEVELOPMENT TEAM</u></b>		
2.2 Nominations outside of the Committee's slate must be received by the Leadership Development Team by no later than . . . .	2.2 Nominations outside of the Leadership Development Team's slate must be received by the Leadership Development Team . . . .	The word "Committee" confuses things and is inaccurate.
3.2. A Leadership Development Team Member may be removed by two-thirds vote at a legally called Congregation meeting.	3.2. A Leadership Development Team Member may be removed by two-thirds vote at a duly called Congregation meeting.	Same rationale as above
<b><u>ARTICLE VIII. MINISTERS</u></b>		
1. A Senior Minister (or Co-Ministers) shall be called upon . . . at a congregational meeting legally called for this purpose.	1. A Senior Minister (or Co-Ministers) shall be called upon . . . at a congregational meeting duly called for this purpose.	Same rationale as above
5. Called Ministers may be dismissed by the action of members of the Congregation at a legally called congregational meeting, . . .	5. Called Ministers may be dismissed by the action of members of the Congregation at a duly called congregational meeting, . . .	Same rationale as above
6. In the event of a vacancy in the called ministry, . . .three appointed by the Board of Trustees and four elected by the membership of the Congregation at a legally called congregational meeting.	6. In the event of a vacancy in the called ministry, . . .three appointed by the Board of Trustees and four elected by the membership of the Congregation at a duly called congregational meeting.	Same rationale as above

# Board of Trustees Annual Report

Submitted by Ed Lynn, President

At the beginning of our term, the Board decided to focus on three subjects:

- Completion of the Strategic Plan
- Preparation for a capital campaign
- Implementation of the findings of the Alban Institute report

## **Progress**

In December, the Board accepted the report of the task force commissioned by the Board, Faith in Our Future (FIOF). Led by Bruce Gibb and Terry Madden, FIOF had an extended conversation with the congregation to ascertain its desires and aspirations for the future. The result was a very detailed report with an abundance of sound recommendations and potential actions for future implementation.

In February, the Board received the report of the Site Planning Review Team led by John Erdevig, with detailed recommendations and costs for a stewardship plan for our site over the next five years.

What is truly remarkable about both of these reports is the incredible talent we have in this congregation to organize and support these efforts. Leaders and volunteers come forward, the task is completed, and the Board receives professional-quality reports for its consideration and deliberation. This is a testament of who we are, and how deeply the congregation cares about our future. Using this input, and after extended discussions by the Board, we are now completing a strategic plan for the congregation.

Work has also begun on a capital campaign to allow us to realize the goals and aspirations outlined in the above reports. Margaret Pekarek and Tim Richards have agreed to co-chair this drive. Discussions with members of the congregation have already started, and plans for the campaign should be final by year end.

The report from a consultant from the Alban institute was received in August. The study surveyed our staffing structure, performance management practices, staff team dynamics, and governance. The report provided a series of recommendations to improve our effectiveness and performance. Work has already begun to implement these recommendations, but more work will be required in the coming year.

In addition to the work on our three priorities, during the year the Board:

- Approved an improved annual stewardship process based on a plan from the Leading with Love class,
- Updated Board job descriptions for Board members and officers, and
- Approved a Board covenant and a Board-Senior Minister covenant.



# Senior Minister's 2012 Annual Report

Submitted by the Reverend Gail Ruth Geisenhainer

I offer here some of the highlights of a tumultuous and challenging year. My notes are collected in the categories of our ENDS Statements. Descriptions of these statements are found at <http://www.uuaa.org/about-us/our-congregation/how-we-govern/195-governing-policies>.

## 1.1 Spiritual Life

There was turmoil and heartbreak in the preaching and educational life of our Congregation this year. At the beginning of June, Reverend Nancy Shaffer was hospitalized and diagnosed with a large, cancerous, brain tumor. She had immediate surgery and, later, chemo and radiation therapies. Nancy moved back to her home in Davis, California in early November. On October 23, 2011, she stood in our pulpit to wish us well and to say good bye. She read from her new book of poetry and gave us an update on her journey. I am grateful to Rev. Nancy for her three years of service to our Congregation. I join my voice with all of yours in continuing to wish Nancy wellness and serenity as she contends with this serious situation.

For June through August, I served as Interim Director of Spiritual Growth and Development. I am deeply grateful to our lay leadership and our part time staff for bringing us such a wonderful summer SGD program, for getting the fall SGD programs launched on time and well organized, and for carrying on so gracefully when Rev. Nancy went on sick leave. It was encouraging for me to get to know this part of our ministries better. It was a true pleasure to get to know more of the lay leaders who guide our Spiritual Growth and Development ministries.

In August, Sandy Garges moved from being our SGD Program Assistant to become our Interim Director of Spiritual Growth and Development. Sandy brings grace, wisdom, and two years' worth of knowledge of our ministries with children and youth. I am confident that Sandy will grow our SGD ministries in thoughtful, vibrant ways. In January, 2012, Sandy Garges became our Director of Spiritual Growth and Development.

Other staff changes for SGD include adding congregant, Debra Golden as a part time SGD Program Assistant and bringing on board Maria Thomas as a Programs Coordinator to assist with SGD coordination of our ministry programs.

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

- Rev. Fran Dew, retired U.U. minister and currently teaching children in our Spiritual Growth and Development ministries brought us insights into U.U. children as eager learners and the next week offered a careful investigation of the sustaining message of Unitarian Universalism.
- Glen Thomas Rideout, Director of Music led us on a journey through the diversity of voices, cultures and religious traditions found in our own hymnal.

- As part of the LEAP of Faith Program we are in with the U.U. Church of Greater Lansing, their minister, Rev. Kathryn Bert and their intern minister both spoke with us about our greater covenants as Congregations within the UUA. On alternate Sundays, Rev. Mark Evens and Rev. Gail Geisenhainer also preached in E. Lansing.
- In the fall, Tim Richards and I attended a workshop sponsored by the VA Hospital Pastoral Care staff which provided information and inspiration for the pastoral care of our veteran's and for military families. Inspiration from that workshop became a service of worship Tim Richards, Kathy Friedrichs and I offered for Veteran's Day in November 2011.
- Hanan Watson, a lay leader from All Souls Church, in New York City brought us her U.U.J.M.E. sermon contest award winning sermon on Israel and Palestine.
- Our team of clergy, musicians and religious educators brought us rousing multi-generational services for Thanksgiving, Christmas Eve and Earth Day.

### **1.2 Social Justice and Environmental Action**

And in February, I was fortunate enough to engage in a lively conversation about developing a substantive Unitarian Universalist theology of social justice with the Reverend Lindi Ramsden, founder of the California Legislative Ministries in Sacramento, California. Lindi encouraged me to never let us simply fall back on the first principle as our only theology of justice. We need to dig deeper and find stronger language. I welcome her challenge!

### **1.3 Community**

There were public events this year where I was invited to bring our salvific message of respect and radical inclusion for all people. I offered a homily for the Annual Service of Affirmation held during Christmas week. This interfaith event offers hope and welcome to LGBTQ folks who are so often excluded in the holiday season. In April, Celeste DeRoche and I were on a panel with Jim Toy and others to offer direction and guidance for first year medical students at the U of M Hospital in offering effective medical care, taking useful social histories, and simply engaging LGBTQ folks in clinical settings. And, although it was not a speaking event for me, I was honored on behalf of UUAA when Dr. Melanie Joy lectured here for our Mindful Eating Coalition. Dr. Joy told me that of all the churches (and many UU churches) where she has lectured, I was the first minister who has stayed and engaged her entire presentation. Frankly, I believe I was able to do that because of the nuanced and powerful work of our Mindful Eating Coalition. They lived out our UU values by fully welcoming everyone into full, open, non-shaming dialogue on the justice, health and economic issues involved with what Dr. Joy has named "carnism." It was an important event in the larger conversations of justice, compassion and social action which are the heartbeat of our beloved community.

In October, I was invited to speak with our Interweave group about "Coming Out In Faith." We spoke of the presence of the holy and the role of the church community in the powerful transition of coming out with authenticity.

### **1.4 Stewardship**

Ongoing work in the area of Stewardship of all our resources is the conversation I am part of within the Board of Trustees about "Who Speaks for the Congregation?" This is a discernment that touches the very most mundane of concerns such as who gets to use the building space, when, how often

and who is authorized to use church letterhead. And this is a conversation meant to clarify the very most broad and far-reaching of concerns such as who is authorized to speak on behalf of the church in the public discourse, who speaks for us on Face Book, whose perspective on social issues becomes the “voice of the Congregation..,” and how. I am proud of our Board for their diligence, steadfastness and patience with this large conversation.

This was a year for major work in the area of Stewardship. The Board commissioned a Strategic Planning Task Force and they delivered the “Faith In Our Future” strategic plan report. What a mammoth job they did! Every area of Congregational life was viewed and reviewed and gathered up into a five-year vision of how we can live our messages and our values into our own lives and out into the wider world. I knew for certain the Task Force was headed in the right direction when I realized they were using quotations from last year’s Coming of Age credos as the centering words to start their meetings! The final report is a powerful synthesis of all they heard and all we yearn for. This work will guide us all for many years to come.

We also worked with a consultant from the Alban Institute, a group that studies religious communities. We worked with Rev. Susan Beaumont who gave us a Report on Staffing and Governance at UUAA. I wanted to be sure we were directing, empowering and using our considerable resources of professional staff in ways that met our values. Rev. Beaumont left us with several helpful recommendations and a summary that highlighted the many things we are doing well.

In response to the Alban Report and in the spirit of “cultivating right relationships” we now have a Staff Covenant, a Board Covenant, and a Board-Senior Minister Covenant. My hope is that one of our gifts to future generations of Ann Arbor Unitarian Universalists will be for us to write a new Congregational Covenant for our 150 Anniversary.

Another large conversation I want to hold up is within the report of the Site Planning Review Team. We are recipients of a document of breathtaking scope and singular importance. Their Report is titled, “Our Land for Worship: Master Site Plan for 2012 – 2016.” They had my full attention with the title, “Our Land for Worship.” So much of the heart of our Congregation is captured and carefully tended in this report. I look forward to working with the Site Planning folks as time unfolds. I believe we can work their vision down into the fabric of all the conversations and ministries of our Congregation. I believe they have cast a true vision for who we are and how we can move forward as careful stewards of our land.

## **1.5 Culture**

Although my own leg surgery kept me from traveling to Transylvania this year, Rev. Mark Evens was able to travel with a group from our Congregation. I kept in touch with our partner church minister, Rev. Maria Pap, by e-mail.

I connect to the larger world of the UUA through the member groups of the U.U. Ministers Association, SMOLUUC, and the LEAP of Faith program. I connect to the UUMA through the Heartland Chapter retreats and the monthly cluster meetings that convene here in Ann Arbor. I helped with HUUMA by serving on the Nominating Committee this year. SMOLUUC convenes once each year. It is the Senior Ministers of Large Unitarian Universalist Congregations. We meet for a week in February for fellowship, worship and continuing education. I again, provided worship for our gathering this year. And now I have been appointed to the program team to determine our continuing education for the 2013 week.

For the third year I have been fortunate enough to be a part of new initiative programs provided by the U.U.A. First, there was Dreaming Big, a program to equip and inspire ministers of large UU Congregations. Then came LEAP of Faith. The first year of LEAP we were teamed with the congregations from Summit, NJ and Dallas, TX to learn with one another. Now we are in the program again. This time our partner is the UU Church of Greater Lansing, Michigan. We expect this to be a partnership that continues to grow over time rather than just a one year encounter. Already, our LEAP Teams have been exchanging best practices and doing a book study together. We started the year with a pulpit exchange in fall 2011.

Throughout all the financial upheaval since October 2008, we have been partnered by the UUA. Our District Executive, Rev. Lisa Presley, has been steadfast in watching out for us. And Laurel Amabile, Director for the Annual program Fund has been a careful partner for our fundraising and stewardship conversations. In April, Laurel Amabile came for a lively conversation with some of our fundraising lay leaders. We continue to be well met by the efforts of our District and National Association folks.

Locally, I had the honor of offering the Call to Worship at the Installation of the Reverend Dr. Deane Oliva as Minister with the Unitarian Universalist Church of Flint, Michigan.

Each February, the staff at the UUA collects measures of congregational life to help leaders make better decisions. There are three important numbers for our Congregation this year: 35/19/10.

The First Unitarian Universalist Congregation of Ann Arbor is UUA congregation # 5232, the 35<sup>th</sup> largest congregation in the 1000+ congregations of the UUA. We register the 19<sup>th</sup> largest religious education program for children and youth. And we serve the 10<sup>th</sup> largest average number of attendees each Sunday.

What decisions would you make to reflect that data? From my perspective, I will continue to focus first on worship: music and preaching and the welcome of visitors. Next, I will continue to build up and support our ministries for children and youth. I welcome your thoughts.

My love to each, Rev. Gail

## **Rites of Passage Annual Report**

Submitted by the Reverend Gail Ruth Geisenhainer

### **Rites of Passage: May 01, 2011 – April 30, 2012**

Weddings, Memorials, Interments, Child Naming and Dedication Services offered this year by Rev. Gail R. Geisenhainer and Rev. Mark Evens.

#### **Weddings**

Landesman and Gustas, June 4, 2011 [Amelia Landesman, daughter of Laurie McLean]  
Gockel-Darnton, August 6, 2011 [Ryan Darnton, son of Tom Darnton]  
Wright-Cabbage, September 03, 2011 [UUAA Members]  
Li and Barber, October 1, 2011 [Steve Barber, son of Dick and Carolyn Barber]  
Chadderdon-Bair, December 19, 2011 [UUAA members]  
Johnson and Birks, January 7, 2012 [Jennifer Johnson, daughter of Rick Johnson and Cathy Doherty]

#### **Memorials and Interments**

Eileen Liebman, May 29, 2011 [mother of John Erdevig]  
Seth Harsch, June 1, 2011 [son of Kevin Harsch. Pastor Joe Muzzi presided]  
Kevin Sullivan Interment, August 03, 2011 [UUAA member]  
David Lintott, October 1, 2011 [father of Richard Lintott, father-in-law of Judi Lintott]  
David Davis, November 6, 2011 [grandfather and guardian of Joshua Waara]  
Rhiannon Williams, November 21, 2011 [mother of Richard Telgen]  
Charles William (Bill) Ferguson, Jr., December 29, 2011 [UUAA member]  
Margaret Louise Lynch, April 07, 2012 [UUAA member]  
Hubert English, February 16, 2012 [UUAA member, husband of Lineve McKie]  
Lucille Ericksen, March 3, 2012 [UUAA Member]  
Louis Leedle, April 30, 2012 [UUAA member]

#### **Children's Naming and Dedication Ceremony; November 13, 2011**

Delilah Jack James and Oscar Levi James;  
Children of Janella James and Solomon James

Elise Charlotte Corey and Marcus Andrew Corey;  
Children of Jennifer Corey and Jason Corey

**GOVERNING POLICIES**

**FIRST UNITARIAN UNIVERSALIST  
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**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.

# **The Memorial Reception Committee Report**

Submitted by Bob Heinold, Lead Co-Host

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

During the calendar year of 2011 the Memorial Reception Subcommittee served the UUAA and those celebrating a life by hosting 11 receptions. One extra reception was hosted by a combination of choir and subcommittee members.

So far, for the year 2012, the reception subcommittee has hosted three receptions.

For 2011, 15 UUAA members were on call to serve on the subcommittee with Sara Matthews and Bob Heinold serving as co-leaders.

This year subcommittee functions were revised to make the celebrations simpler and more efficient. "Hosts" will be the new title for "Memorial Reception Volunteers."

List of 2011 Receptions:

Streiber (29 Jan), Ryan (26 Feb), Albright (9 April), McAninuch (16 April), Schaefer (17 April), Kendel (23 April), Leibman (29 May), Harsch (1 June), Vandermay (8 June), Lintott (1 Oct.), Ferguson (29 Dec )

List of 2012 Receptions:

English (16 Feb), Lynch (7 April), Leedle (30 April)

## **Spiritual Growth and Development Report**

Submitted by Sandy Garges, Director of Spiritual Growth and Development Program

All is well in the SGD wing! Because of the depth of the commitment, caring and ability of our congregants, this year of transition has also been one of growth. Three leaders were at the helm of the program during the year, Rev. Nancy Shaffer, Rev. Gail Geisenhainer and, now, myself. As we end this program year, the program is healthy and growing.

### SGD overview –

As of April 29, 2012, 287 children and youth were registered in the SGD Children and Youth Program. During the regular program year (September-May) these youth attend 15 different classes which are held every Sunday. Each kindergarten through 9th grade class is led by a four-person volunteer teaching team. Three staff members serve as lead teachers of the other classes: Sanne Krummel (nursery), Erin Dixon (pre-school) and Andrew Weber (YRUU). Significant additional support is provided by Debra Golden, SGD Program Assistant for the Children and Youth Program, as well as Maria Thomas, Programs Coordinator

### Summer program –

The 2011 summer program marked the second year UUA has offered a nursery-high school program for the summer. This is something very few congregations do. For the 2012 summer Debra Golden has created a curriculum entitled “A UU Who’s Who.” This program will explore the lives of notable Unitarian Universalists through the use of drama. The creation of this curriculum was Debra’s project for the Leading with Love class of which she was a participant this year.

### 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 Rev. Andrew Weber, Lead YRUU Youth Advisor. Rev. Weber will leave his role as Lead YRUU Youth Advisor on May 13, 2012. During the summer months I will serve as Interim Lead YRUU Advisor until a more permanent replacement is found.

### Children and Youth Committee –

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

### Adult Education –

Currently adult education courses are offered on an ad hoc basis. We are in the process of forming an Adult Education Advisory Team. The goal for the coming program year is to empower an Adult Education Advisory Team to work with and support me to bring added focus, structure and range to the adult education program. This past year many adult education classes have been offered, our hope is simply to have more selection and structure in the coming years. Some of the classes offered this year were: (1)



Introduction to Meditation, offered by Charley Burleigh; (2) two weekly meditation groups, also offered by Charley Burleigh; (3) Readers' Theater, offered by Terence Madden; (5) Introduction to Active Dreaming, offered by Julie Tumbarello; (6) Five Questions Class, offered by Rev. Andrew Weber; (7) CPR/First Aid training class, sponsored by the SGD program; (8) T'ai Chi as Moving Meditation, offered by Stuart Eddy; (9) Introduction to Chinese Characters, offered by David Porter; and (10) multiple forums offered by the Justice for the Middle East group.

#### Professional Development --

During the past year I have taken many steps to further my professional development. In August 2011 I attended OWL training and became a certified OWL facilitator. More recently I attended the 2012 Heartland District Meeting in Lansing, Michigan, where I was able to collaborate with over twenty other religious education directors. I maintain contact with many of these religious educators at monthly religious education meetings held in Lansing and Jackson, Michigan. In May 2012 I will attend a 3-day conference focused on multigenerational worship services.

It is with gratitude that I serve this congregation as the Director of Spiritual Growth and Development and I look forward to another meaningful year.

# Children and Youth Committee Annual Report

Submitted by Sandy Garges, Director of Spiritual Growth and Development

Under the leadership and guidance of the Director of Spiritual Growth and Development, the Children and Youth Committee (CYC) members support and evaluate the UUAU Spiritual Growth and Development Program (SGD) for children and youth. The Committee strives to nurture and foster the spiritual growth and development of the teachers they recruit and support, and through those teachers, to nurture and foster the spiritual growth and development of the participating families. The CYC envisions how to develop SGD in order to sustain the multigenerational and intra-congregational collaborations involved in its success. Individual Committee members also serve as “cluster coordinators”, supporting grade-level teaching teams and establishing communication channels between classroom volunteers and the CYC.

Meeting monthly, CYC members are asked to serve for two years plus 3 summer months, from May of one year through August two years later. In any given year, half of the membership is new and half serves their second year. The three summer months allow for stronger relationship building among committee members by providing the opportunity to fully pass along ideas and information between all incoming, outgoing and current Committee members.

The 2011-2012 program year has been one of many transitions. Rev. Nancy Shaffer, Associate Minister with responsibilities for the SGD program, went on medical leave and then continued her convalescence in California. Initially, Rev. Gail Geisenhainer took on the role of Interim Director of SGD. Subsequently Sandy Garges, the SGD Program Assistant, accepted the responsibility and, in January 2012, became the Director of SGD. As 2012 began, Maria Thomas was hired by UUAU as a Programs Coordinator and has become an active contributor at CYC meetings.

## Current status of CYC membership:

Sandy Garges, Director of SGD, presides as Chair at meetings (ex officio)

Maria Thomas, Programs Coordinator (ex officio)

Stuart Downing ended his service in September, 2011

Lissa Oliver, term will end in August, 2012

Audra Eddy and Christine Pellar-Kosbar are continuing into their second year of service

Kathi Waters and Cindy Krueger are beginning their first year of service

## Ongoing CYC Tasks:

- Committee members continue to reflect on the current SGD program and consider ways to strengthen it, evaluate class curricula, receive feedback from current teaching teams, and determine the best options for the 2012-2013 program..
- *Teacher Appreciation:* Teacher appreciation is a year-round goal For example, in February, teachers received a Valentine’s Day appreciation gift, coordinated by Sandy Garges and made by

April and Gabi Main. In April, the CYC (with Maria Thomas at the helm!) offered its traditional annual Teachers Appreciation Brunch extended to all teachers, SGD volunteers and their families. These efforts will continue.

- Teacher recruitment is most active April through August. For this reason, CYC members take turns volunteering at the SGD Table in the Social Hall, so that questions from members of the congregation can be asked and answered and SGD is a visible presence in general.
- Plans are taking shape to host a CYC retreat during July. Sandy Garges hopes to offer an opportunity for CYC members to brainstorm, build deeper relationships and nurture a clearer understanding of their place within the congregation.
- Early fall brings several Teacher Orientation sessions, a well-established rite of passage, so to speak, for classroom volunteers. This is when teaching teams begin building relationships amongst themselves, CYC members, and administration. New for Fall 2012 Teacher Orientation will include a practical aspect of informing new teachers of the many materials and human resources available for classroom use and support. The CYC is considering other ways to improve the structure of the teacher orientation to best serve our volunteer teachers.

## Young Religious Unitarian Universalists (YRUU) Report

Submitted by the Reverend Andrew Weber, Lead YRUU Advisor

The purpose of the YRUU is to promote the spiritual growth and faith formation of the 10th - 12th grade youth at UUAA. To do this, the group focuses on six components of a balanced program:

**Worship:** The YRUU attends Sunday service occasionally at UUAA and holds internal worship services monthly. The group also planned and led a congregation-wide Sunday service in April.

**Youth-Adult Relations:** The YRUU is led by youth with adult advising. The adult advisors include: Andrew Weber (Lead YRUU Advisor), Cheryl Barget (Parent Volunteer Coordinator), Kate Hutchens, Dan Bair and Tim Richards. These youth-adult interactions are buttressed with other congregational groups which the YRUU interact with (Land Stewards, Ethical Eating and Interweave, to name a few).

**Community Building:** There are approximately 30 youth in the YRUU and the average Sunday morning attendance is 10-15. The YRUU held its annual ski trip in northern Michigan with an attendance of about 20 youth. The group holds social gatherings called "Gnomapaloozas"; past events include visiting Cedar Point, a holiday feast, an overnighter at the church and a laser tag outing.

**Social Action:** The YRUU have an annual tradition of buying holiday gifts for children at the Peace Neighborhood Center with funds raised from apple dumpling sales. The 2011 Summer Service Project to Chicago with Habitat for Humanity was a great experience, and a trip is being planned for this summer. The YRUU's annual fund-raiser, a rummage sale, raised approximately \$800 this year for UUAA.

**Learning:** This year the YRUU has been using the theme of "Ethics" for Sunday morning learning activities. This has included using the Ethics portion of the UUA "Building Youth Own Theology" curriculum, talking about current world events and having youth or adults lead discussions on ethical topics.

**Leadership:** Only in their second year of existence, the YRUU leadership positions are still being tweaked and perfected. The youth leaders are elected annually and consist of the following positions:

*Leader of Leaders* - Sam Blackburn

Run leadership meetings and ensure support for other leaders.

*Vice Leader of Leaders* - Addison Coleman-Brewer

Assist and learn from current Leader of Leaders:

*Curriculum Advisor* - Rianna Johnson-Levy

Advise adult advisors on curricular Sunday morning activities.

*Social Justice Coordinator* - Rennie Cotner

Coordinate social justice activities for the group.

*Worship Coordinator* - Alexandra Todd

Plan leading of worship services put on by YRUU.

*Gnomapalooza Coordinator* - Willa Johnson

Plan monthly social activities.

*Congregational Liaison* - Ana Sofia Moreno

Motivate communication between YRUU and congregation.

*Communications Coordinator(s)* - Amelia Diehl & Rachel Preuss

Ensure proper communication within the YRUU.

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**We work together to achieve the following ends:**

**1.2 Social Justice and Environmental Action**

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

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

## **UUAA Social Justice Organizations' Cluster Mosaic**

### SOCIAL JUSTICE COUNCIL

#### SOCIAL JUSTICE FUNDS

Budget of the Social Justice Council  
Sunday Sharing the Collection Funds  
Jackson Social Welfare Fund

#### INTERNATIONAL OUTREACH PROGRAMS

Khasi Hills Schools in India  
Partner Church Program in Transylvania

#### UUAA SPONSORED COMMUNITY SERVICE PROGRAMS

Habitat for Humanity  
Alpha House (Shelter for Homeless Families)  
CROP Walk  
Equal Exchange Coffee  
Food Buckets  
Prison Books Project

#### UUAA ENVIRONMENTAL JUSTICE INITIATIVES

Ethical Eating Team  
Locavores

#### UUAA JUSTICE ADVOCACY & SUPPORT GROUPS

Justice in the Middle East Committee  
Interweave

#### PARTICIPATION IN /LIAISON WITH OUTSIDE JUSTICE ADVOCACY ORGANIZATIONS

Food Gatherers  
Inclusive Justice  
ICPJ (Interfaith Council for Peace and Justice)  
RAAH (Religious Action for Affordable Housing)  
UN Assoc. (Huron Valley Chapter)

#### PARTNERSHIPS WITHIN UU DENOMINATION

Michigan UU Social Justice Network (MUUSJN)  
UU Service Committee (UUSC)

## **Social Justice Council Report**

Submitted by Kate Warner, Social Justice Council Chair

The Social Justice Council seeks to empower our congregation's members to become an important voice for liberal religion in our community, State, Nation, and the world. The wide array of social justice programs and activities going on at UUAA are supported, encouraged and gently coordinated by the Social Justice Council.

The Council is currently made up of nine members. This year's Council members are Kate Warner and Sandra Stewart as Co-Chairs; Carolyn Madden, Janelle James, Julie Voelck, Don Pelz, Ellen Teller, Margot Duley and Jill Baker.

The mission of the Social Justice Council is to inform and empower our congregation's members to become more active and effective advocates for just public policies and more supportive partners with local community service organizations. The Council seeks to identify new Social Justice Initiatives and ways of mobilizing our congregation with a particular emphasis on welcoming and involving new members and congregants of all ages in social justice work.

The Council's principal efforts over the past year have focused on:

- Developing a written set of policies and procedures for the Social Justice Council of UUAA. This work has involved:
  - Researching case example materials developed by the UUA
  - Phone interviews with medium to large-sized UU congregations regarding their social justice structures and policies, including who speaks for the congregation
  - Drafting proposed wording for particular policy and procedural arrangements
  - Scheduling and planning for a social justice congregational workshop to review goals and ideas with leaders of UUAA's social justice groups and interfaith coalition representatives.
  - Building a collaborative linkage between the Council and SGD Programming.
  - Supporting two newly developing congregational initiatives focused on Challenging Racism and Immigration Reform.
  - Strengthening partnerships with the Michigan UU Social Justice Network (MUUSJN) and the Washtenaw County Interfaith Council for Peace and Justice (ICPJ) and Inclusive Justice.

## **The Michigan UU Social Justice Network Report**

Submitted by Kate Warner, Social Justice Council Co-Chair

The Michigan Unitarian Universalist Social Justice Network (MUUSJN) has as its mission: "To foster the worth and dignity of people by promoting social justice and community service." MUUSJN is an advocacy network which includes over 1,300 individuals from 26 UU congregations throughout the State of Michigan.

MUUSJN works to alert and inform congregations about State and Federal legislation and administrative policies in terms of their social justice implications. MUUSJN also takes an active role in lobbying for more just and equitable Federal, State and local programs and budgets. The Network amplifies the moral voice of Michigan UU's heard in the public policymaking process.

This year, Ann Arbor UU's: Ellen Teller, and Kate Warner, have participated as members of MUUSJN's Steering Committee. Kate Warner served as co-chair. Members of Interweave: Joan Buleigh, Roberta Allen and Roylea Furniss helped establish MUUSJN's newest Task Force on LGBT Advocacy and helped to produce a Tool Kit for Being a Welcoming Congregation.

### **Challenging Racism Group**

Submitted by Edith Croake and Lucia Heinold

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 others and ourselves at the UUAA by engaging in conversations about race, ethnicity and class; and to provide opportunities for reflection, and explore healing actions.

As reported April 2011, three UU's are the core leadership of the group: Edie Croake, Kathy Friedrichs and Lucia Heinold. We have had valuable help from others.

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

Here are the events we organized and implemented for the UU Congregation from April 2011-April 2012.

Four Adult Workshops helped us understand our privilege.

1. "Star Power," presented by Bruce Gibb to about 25 participants, some from as far away as Belleville (4/16/2011). This is a simulation of class behavior. We were surprised at some of the tactics we resorted to retain or regain our own privilege.
2. In September we held a Challenging Racism Brunch to inform and enlist congregation support (9/10/12). This elicited many workable project suggestions and interest in more



community involvement. Currently a Local Opportunities List is being circulated to the members and event attendees.

3. Our major fall event was the three-hour workshop, **Reflective Conversations on Race**, featuring La’Ron Williams , local activist and trainer ( 10/22, 2011), supported by the Social Justice Council budget. La’Ron encouraged us to view behavior in terms of ‘insider-outsider” comfort and privilege- a very simple way to broaden the discussion to classism and all the other ‘isms”
4. La’Ron’s workshop was followed in January (1/14/12) with our own breakfast conversation about recent developments in our own understanding of our privilege and directions for healing and community involvement. Attendance at both of these events was approximately 25.

During Spring 2012 we worked with the Social Justice Council on three events:

1. Two book discussions of **Class Matters** by NYT authors (1/29 & 1/31). About 35 people attended these, including several newcomers to UUAA.
2. The **Connecting Prisoner Moms with Their Kids through Reading** forum. (April 29.)
3. The immigration discussion is another face of the race discussion. On April 29 we co-sponsored and facilitated the UUAA discussion of the book, **They Take our Jobs: and 20 Other Myths about Immigration**.

During winter and spring 2012 our focus broadened to building stronger ties with UUAA Spiritual Growth and Development. We met with Sandy Garges, and the 7th grade and the YRUU teams. We showed one part of La’Ron Williams DVD using storytelling to encourage dialogue about race. We will continue to work with these teachers and youth in the future.

This year we continued to work with Sunderland Library to present multicultural book displays during Sunday Social Hours:

- Display of Latino/a Youth Books 5/8
- Display of Celebrating Diversity Youth Books 6/5
- Display of Celebrating Diversity Youth Books 12/4
- Display of African-American Youth Books 2/12
- Display of Arab & Jewish Youth Books 3/18
- Display of Native American, Asian, & Indian Youth Books 4/22

This spring we increased our Ann Arbor involvement through work with Race Dialogues, the Interfaith Council for Peace and Justice Racial Justice Book Club, the U of M Museum of Natural History Community Meetings on the RACE Project and outreach to the African American Cultural and Historical Museum of Washtenaw County.

Challenging Racism will hold a planning retreat in June. There are many avenues to follow this fall. All are welcome to join us. If you would like to join us, or send suggestions, contact Lucia Heinold at [Heinoldcia@aol.com](mailto:Heinoldcia@aol.com).

# Mindful Eating Coalition Report

Submitted by Colleen Crawley, Cathy Muha and Guala Lauzzana, Team Leaders

## MISSION STATEMENT

*The Mindful Eating Coalition, 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

We began the year with a name change, a broadening of our scope and an updated Mission Statement. The MEC is a merging of several important food and hunger related groups at UUAA. Our core members come from the former Ethical Eating Team which helped pass the UUA Ethical Eating Statement of Conscience at GA in 2011, and the former Locavores group, which formed out of the church's Celebrating the Planet initiative, with a focus on local food issues. The UUSC Coffee Project supports small-scale farmers in Latin American and Asia through the sales of coffee and other products. CROP Hunger Walk helps fight hunger within our community through an annual event; walkers raise fund by obtaining pledges and choosing a 1 mile or 5 mile route. The Good Food Garden is a community garden on church property that contributes to local food security by donating produce to Food Gatherers. All of these groups decided to 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 & MEMBERSHIP

The Mindful Eating Coalition is co-chaired by Cathy Muha, Guala Lauzzana and Colleen Crawley. UUSC Coffee Project is headed by Jenny Kropf, CROP is led by Keely Kaleski, and Delphine Benard organizes the Good Food Garden. Although many join in our activities, the core group of regular meeting attendees, volunteers and participants consists of our three co-chairs as well as Merrill Crockett, Donna Estry, Hal Estry, Connie McGuire, Elaine Meyer, Ruth Vail and Eileen Wright. Meetings are held on the 3<sup>rd</sup> 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 current information on MEC events and activities. There are now almost 300 members and friends of the congregation on our email list, receiving the MEC Newsletter, sent electronically biweekly. Produced by Colleen Crawley, the newsletter features news, articles, announcements, upcoming MEC activities and 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 in the social hall each week, following both Sunday services. 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 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 second year of this weekly activity and it was once again extremely popular. Adjacent to the MEC table in the social hall each week, 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. All three co-chairs attended the all-day Homegrown Local Food Summit 2012 on April 2.

May 15 & June 5, 2011: Seedling & Plant Exchange

August 21, 2011: Locavores Garden Tour

October 1, 2011: Harvest Potluck and World Café (40 participants)

December 6, 2011: Presentation to UUAA Board on Fair Trade Coffee

December 9, 2011: Breakfast at Selma Café

January 15, 2012: Forks Over Knives, the Movie (80 participants)

February 7, 2012: UUAA Board adopts policy on Fair Trade coffee

February 26, 2012: Farm Bill Forum, Alexandra Beautyman of Food & Water Watch

March 3, 2012: Bring Your Values to the Table, YouthCon Interactive Cooking Workshop

March 4, 2012: Food Gatherers Farm Project Forum, Missy Orge of Food Gatherers

March 9, 2012: Breakfast at Selma Café

March 24, 2012: UUAA Auction – donated all door prizes and several local food dinners/events; donated Square Foot Garden including book, advice, garden bed cleanup

April 15, 2012: Why We Love Dogs, Eat Pigs & Wear Cows – An Introduction to Carnism with Dr. Melanie Joy; included vegan reception following event (72 participants)

#### **UPCOMING EVENTS**

The Food Gatherers Farm Project is a major ongoing initiative this year. We are soliciting volunteers to help us save a source of 1200 pounds of fresh produce that Food Gatherers relies on annually. The farmer who owns the property has health issues and needs assistance with all phases, from prep work to planting, tending, watering and harvesting. Losing this source of fresh produce would be devastating for Food Gatherers. Workdays will continue throughout the season, and we hope to make this a congregational event. We are calling on small groups, youth, families and individuals to join in our efforts. There are currently 60 people registered.

May 27, 2012: Food Gatherers Farm Project Kick-Off Workday

June 8, 2012: Breakfast at Selma Café

September 23, 2012: Klein Lecture featuring Oran B. Hesterman, founder of Fair Food Network, author of *Fair Food: Growing a Healthy, Sustainable Food System for All*

October 14, 2012: CROP Hunger Walk

October/November, 2012: ICPJ Eating for a Healthy World, all-congregation initiative

#### **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.

## **Alpha House Report**

Submitted by Pat Herbst, Chair

Our Alpha House ministry serves core value 2, Social Justice and Environmental Action, but it also contributes to core value 3, Community. In 1992, twenty 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, First UU hosts the families at Alpha House during four weeks each year. During the past year, we have hosted the families for five days in August and November, seven days in February, and two days in April. Beth Israel has hosted the remaining days in each of those weeks.

Hosting involves two things. On the one hand First UU gives money for us to buy supplies requested by the shelter, including toilet paper, light bulbs, diapers, milk, lunch food and so forth. UUAA congregants donate money to the church earmarked for Alpha House expenditures and this money is used to pay for the supplies. On the other hand, our members deliver dinners of main dish, salad, vegetable and desert for 25 people. We serve dinner and cleanup after, play with the children 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 committee recruit volunteers at the Social Hall and, starting this year, also used an online signup service.

During the past year of transition in the leadership, we have reconstituted the coordinating committee: the committee has held meetings to discuss improving our mission and the committee has also organized two opportunities (in January and March) for UUAA volunteers to meet each other and provide feedback about the work we do at the shelter.

The Coordinating Committee includes:

Angela Barber, Beverly Fish, Cheryl Valentine, Dee Dishon, Liz Gerber, Pat Herbst (chair), Sally Preston, Tim Whittemore, Vey Valentine, and Vilma Mesa. Our volunteers during the past year have included Amy and Richard Telgen, Amy Creten, Ana Sofía Moreno, Angelina Zaytsev, Ann & Steve Zalek, Ann Brennan and family, Audra & Ailita Eddy, Beth and Bob Hospadaruk, Bev Todd, Bob Dinan, Bob Treadway, Brandy Sinco, Bruce, Deana and Chantelle Shields, Carey Allen, Carol Cramer and Thomas Longworth, Carol Girata, Carolyn Madden. Carrie Hatcher-Kay, Hal and Cathie Breidenbach, Cathy and Mike Muha, Cecile Flores, Christie Benoit, Ciara Townsend and Casey Jackson, Cindy Krueger, Colleen Crawley, Constance Bridge, Dave Schutt, David Hoffman, David and Holly Tumbarello, Dean and Hannah Yang, Denise and David Frick, Denise Kearns and James Biller, Diane Fead, Dottie Mueller, Edward and Patrick Norton, Eileen Rogers, Elaine Baker, Fran Dew, Fran Lyman, Greg Meier and Bridget Laundry, Gregg Peterson, Hannah Shultz, Ingrid Furlong, Jackie Mills, Jackie Richards, Janet Duncan, Jenna

Bacolor, Jennifer Ellsworth, JoAnne Diehl, Jonena Jones and Ginny Creasman, Joseph & Hannah Fenty, Joy Shannon, Joyce Budai, Joyce Phillips, Judy Slater, Justin and Melissa Villanueva, Karen Spangler and Josh Traylor, Kate and Skylar Burkhardt, Kate Hutchens and Mark van Kempen, Kathi & Foster Waters, Kathy Friedrichs, Kathy McLean, Kathy Sargeant and family, Katie Graves, Katie Kyndely, Katlyn Cameron, Kelly Williams, Kerry Ryan, Kirsten & Johannah Mogbo, Kurt and Gabby Skifstad, Lara Brown and family, Larissa Sano, Lisa and David Kohn, Lisa Heagerty-Goodson and Madeline Goodson, Lisa Kiel and Mary Locey. Lisa Lemble, Lisa Prosser, Lois Zimmerman, Lorraine Gutierrez, Louise Kazarinoff, Lyn Solms, Margaret Flannery, Marie and Dick Duke, Marilyn Tripp, Mary Ann Camron, Mary Lynn Stevens, Mary Schutt, Meaghan Foley, Melanie Dever and family, Michelle and James Dunnum, Michelle Ferguson, Monica Cochran, Nanna Fecteau, Pauline Loewenhardt, Priscilla Spencer, Quincy Northrup, Renee Anderson and Brion Perry, Rennee Pesheck and family, Rheilly Cole, Robyn Schmidt, Ryan Dybdahl, Sandra Stewart, Sandy Breck, Sandy Eyl, Sandy Simon, Sharon St Mary, Shelley and Tom Stoll, Stephen West, Steve Wells, Sue Small, Sue Tons, Suzanne Sutherland, Syndallas Baughman, Terri and Spencer Wilkerson, Terry Butcher, Tim Richards, Tom and Judy Croxton, Tracy and Meg Darrow, Tricia Smith, Varsha Venkatesh, Vickey Williams, Mollison Morgan, and Robert Kropf.

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

## **Inclusive Justice Report**

Submitted by Margo Duley, Board Member

The financial and membership support of UUAA continues to be critically important to Inclusive Justice as it builds a state-wide, faith-based coalition supportive of LGBTQI inclusion and equity.

Led by UUAA members, a mission statement, a strategic plan and a new board structure has been adopted. The Board has expanded from one primarily in Ann Arbor to one with members from Detroit, Jackson, Lansing, Pontiac, and Manistee, and it has working relationships with groups in Grand Rapids, Benton Harbor, Mt. Pleasant, and Holland. The process of geographical expansion continues. Eleven denominations are reflected on the new Board, and this expansion also continues.

Programmatically, a new IJ electronic newsletter has been launched, and in May, 2012, a state-wide conference with the theme "Reaching the Moveable Middle" will take place in Lansing.

## **Prison Ministry Report**

Submitted by Jim Gallas, Coordinator

The UUAA Prison Ministry Group, part of Church's Social Action Committee, continued the Ministry by picking up books from libraries and other donors, sorting and packing books, and delivering them to State, Federal and County prisons. 17,800 books, along with hundreds of audio books, VCR tapes and yarn....over 18000 books overall!

This UUAA group picks up books from six district libraries and also from the AAUW and the Kiwanis store. Many Congregational Members and their acquaintances donate books as well...THANKS to ALL After sorting and packing books at the UUAA, 12 volunteers deliver books to prisoners in the Michigan correctional system—Huron Valley, Coldwater, four prisons in Jackson, Maxey State, Macomb, Adrian and Central Michigan in St. Louis. Volunteers also deliver to the Washtenaw County Jail and Youth Home Facilities and the Federal Correction Facility in Milan.

Volunteers use their own vehicles to deliver books, some putting as many as 1,200 miles on their vehicles for the year.....wow!

Started in 2006 the ministry has grown from about 500 books donated by UUs, to 1,100 in 2007, 6,000 in 2008, 19,000 in 2010, and 18,000 in **2011**.

Congregants can help by joining the current volunteers. New Recruits can help by sorting and packing, picking up books and/or by delivering books: cars, vans, trucks and SUVs welcome. The volunteers spend time helping, and they do at times have lunch after a delivery, organize by e-mail, or discuss issues during the tasks.

UU's also can donate books by dropping them off at the church or by arranging to have them picked up.: contact coordinator Jim Gallas at [Prisonbooks@uuaa.org](mailto:Prisonbooks@uuaa.org).

## **ICPJ, Washtenaw Interfaith Council for Peace and Justice** **Submitted by Lucia Heinold, Liaison**

UUAA works through ICPJ fight for peace and justice. UUAA supports ICPJ financially through the **Social Justice Council** and the **Jackson Social Welfare Fund**.

ICPJ is co-sponsoring **Occupy events**. We hosted a training session for over 70 protesters in April and have organized two subsequent events.

ICPJ 's **Racial and Economic Justice Task Force** is advocating for action to close the AAPS Achievement Gap. **It is** deeply involved in the **RACE Project** community and public school conversations. **The Racial Justice Book Club** continues, now reading "**Is Everybody Really Equal?**"

ICPJ's **Common Ground for Peace in Israel**: The 2011 highlight was that during the summer we sponsored a tour of thirteen delegates from Ann Arbor to meet people in Israel and the West Bank, to understand the people's stories and continue work for peace.

The **No Weapons, No War** Task Force offers educational programs about Afghanistan, to end torture and eliminate nuclear weapons. During 2011 we cosponsored **the Budget Priorities Road** show, which toured the state showing enabling people to compare their budget priorities to the way Congress spends their tax dollars.

**Our Latin American Task Force** advocates an end to the expansion of US military bases in Latin America, the closure of the School of the Americas, and educates people about the injustices persisting in Latin America. In June we hosted *A Critical Moment in Honduras* where LATF member Mary Anne Perrone firsthand account of her experiences there.

ICPJ's **Hunger Task Force** coordinates **Ann Arbor CROP Walk**. This year's walk, strongly supported by our congregation, raised over \$50,000. Keely Kaleski, Gayle Turner, Dorothy Wilson and Connie Frederick were UUAA leaders. 20% of the money raised went to local hunger initiatives. Over 30 congregations, including UUAA, participated in our ICPJ Faith and Food garden program to raise food to share.

**The Climate Change and Earth Care Task Force** lobbied for comprehensive climate and energy legislation at the state and national level. In 2011, they led a **Low Carbon Diet Challenge**. This year, our **Eating for a Healthy World Initiative** supports a 5-week program of more sustainable eating practices.

Also, in Spring 2012, ICPJ presented 5 Month film series *Root Causes*, connecting the dots between capitalism, militarism and racism and the work of our task forces.

ICPJ will continue its work in all the areas above. In addition, we will continue public education efforts around transit and the legal system. Your ideas and help are welcome. Contact Lucia Heinold at [Heinoldcia@aol.com](mailto:Heinoldcia@aol.com) or look at <http://www.icpj.net/>.

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

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

**We work together to achieve the following ends:**

## **1.3 Community**

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

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

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



## **Associate Minister's Report**

Submitted by the Reverend Mark Evens

It has been a very full year since our last annual meeting, with many challenges, accomplishments and blessings. We continue our work of gradually becoming the large church we aspire to be. Last year at this time we were getting more and more deeply involved in our congregation-wide strategic planning process. We spent the year envisioning and planning together, and also sustaining and growing our current strong programs. We also needed to do some reorganizing and refocusing along the way. As always we used our worship time to reflect on what is important, sharpen our appreciation of living, grieve our losses, and acknowledge our vulnerability and interdependence. It was difficult to say goodbye this fall to Associate Minister Rev. Nancy Shaffer, a friend and colleague since our years in seminary.

### **On-Going Work**

My work leading and supporting our pastoral care program with Pastoral Care Coordinator Meredith Ley and welcoming ministries with Welcoming Ministries Coordinator Hannah Hotchkiss continues.

I remain the staff support for identity-based ministries which includes Interweave and our Men's Fellowship, and our small group ministry program, the Chalice Circles. These areas have needed less of my attention this year than last as they each have strong leadership well aligned with the Board's goals for the church.

In December and January I worked with Sandy Garges, our Director of Spiritual Growth and Development (SGD), and members of our Human Resources Advisory Team Becky Hoort, Gretchen Jackson and Dixie Hibner to hire Maria Thomas into our new full-time Programs Coordinator position. Initially, Maria is focusing most of her time and energy on supporting Sandy's efforts with the SGD program, but a ten percent slice of her work will be providing some administrative support for Gail and I so we can use our best skills more of the time.

We had three large multi-generational parties this past year: the Founders Day picnic in May, a Halloween Party, and a December Christmas Tree trimming party. I want to give special thanks to Jean Choraczyczewski for helping with all three of these events and to Lori Fithian for her help with the two holiday parties. We would love to welcome more multi-generational activities to the calendar. One recent very welcome addition has been the emergence of a loosely organized monthly game day group that brings people of all ages together to enjoy board games and card games.

### **Worship**

Worship leadership was a larger slice of my work portfolio this past year. Here is a recap of my worship participation.

- Thank You, I Can Read! - June 5, 2012 – The role of reading and books in our lives and the growing impact of technology on reading
- Coming Of Age group's worship service June 12, 2011 - Assisted
- Flower Communion June 19, 2011 about the importance and mutual benefits of our partner church relationship with Kezdivasarhely, Romania
- Flower Communion - July 16, 2011 -- At Kezdivasarhely, a version of the same flower communion service adapted for concurrent translation.

- Reimagining Paradise - August 7, 2011– an emphasis on creating paradise here on earth unites us with our partner congregation and informs an important critique of the history of the dominant forms of Christianity
- The Thirty Second Answer – August 28, 2011 – The how’s and why’s of creating your own UU elevator speech.
- Vision – September 18, 2011 -- What is the purpose of our congregation? How do we plot our course into the future?
- At the Men’s Retreat September 25, 2011
- A Change of Species October 2, 2011 here and October 16 in East Lansing – former practice and future possibilities of covenants between congregations
- The Path of Integrity – October 9, 2011 – How so we all walk the path of authenticity? How does the church help?
- The Quest for Abiding Values October 23, 2011- the religious humanist strand in Unitarian Universalism
- A Walk With the Second Source of Unitarian Universalism: Prophetic Voices – November 27, 2011 – using the biblical voice of Isaiah and the modern voice of Chris Hedges as examples, an examination of the role of direct critique in arousing us to new possibilities for justice
- Christmas – The Unitarian Origins – December 4, 2011
- Home and the Holidays - December 11, 2011 living into our best values through the holiday’s stress and sparkle
- Service of Affirmation December 13, 2011 – Claiming the Blessing: Honoring the Light of Our Love – a winter interfaith holiday celebration of love across all lines of sexual orientation and gender expression, co-sponsored by our Interweave group
- Gifts of Islam January 29, 2012 – Historic Muslim influences on, and support of, Unitarianism and its values
- On Meditation – February 19, 2012 – Meditation as a tool for mindful, satisfying living
- Malcolm X – February 26, 2012 – A deeper look at a radical advocate for the black underclass
- The Joys of Secularism - March 4 – Unitarian Universalism is a religion and that is not a bad thing
- Standing at the Edge of the Finite – March 25, 2012 – Unitarian Universalism can change your life, again and again
- Earth Day – April 22, 2012 – An Eco fable and four eco-heroes
- Mother’s Day – May 13, 2012 -- a day to consider the role of nurturers and nurturing in our lives and our world

### **Other Offices of Ministry**

Weddings and memorials are listed elsewhere in this annual report.

### **Public witness**

In October I again joined our contingent in the annual **CROP Walk** fund raiser against hunger. We had great weather and great conversations along the route.

In December I helped plan and lead our annual **Service of Affirmation**, co-sponsored by our congregation’s Interweave group and several other open and affirming congregations in Ann Arbor.

Our seven-person group’s trip to visit our **partner church** in Kezdivasarhely, Romania had an element of public witness. It is important for them as a religious minority in a country with a rocky and newly developing democracy to have visible support from faith partners like ourselves.

### **Community Connections**

I have now completed my first year of service as a member of the **Institutional Review Board for Cancer Research** or IRB C1 for short at the University of Michigan Medical School. The board meets for an hour and a half most Friday mornings to oversee research involving human subjects. Our role is to ensure that participants are given sufficient information about the research so that they can make informed decisions about participating, and to ensure that all possible steps are taken to minimize risk and balance necessary risks against likelihood of useful outcomes in terms of useful information and benefits to the involved subjects. We also watch to be sure that risks and benefits are distributed equitably across all segments of our society. The work is interesting and challenging. Let me say this: the longer this goes on the longer the drug names are getting.

### **Denominational and In-Service Learning Activities**

In last years' annual report we shared our participation as learning congregation in a mentoring relationship with the large UU congregation in Dallas Texas. This year we are the mentor or co-learner congregation in a new partnership in the same Leap of Faith program. **Our new partner is the UU Church of Greater Lansing.** We had already begun collaborating with them on program development before being sanctioned by the Leap program by consulting with E. Lansing pastoral care leaders in the spring. This has continued with additional consultations on small group ministry in which we have shared what we have learned in developing our Chalice Circles program. Other mutual learning projects will continue in the year ahead.

### **Professional Development**

In November I did some refilling of the sermon preparation bucket by attending the annual **Ohio River Group**, a minister's study group. This year's theme was "The Future of Liberalism" which informed development of my November sermon on "prophetic voices" as well as other sermons since and some yet to be preached.

In January I attended a two-and-a-half-day **training on staff supervision** in Boston taught by Susan Beaumont of the Alban Institute.

### **Denominational Service and Participation**

In July I travelled with our pilgrimage group to our partner congregation in Kezdivasarhely, Romania. I could truly place this event in many different categories. Our partnership has an important dimension of denominational service. For me, never having been to Europe before much less eastern Europe it was a of huge benefit in terms of my professional development as it has given me a great deal to reflect on theologically and in terms of current social issues in our world. For all of us I think it was a great Spiritual Growth and Development experience. It is an important

I have continued to participate regularly with the SE Michigan UU ministers cluster which meets at our church the third Wednesday morning of most months.

In November I preached at the installation of Rev. Deane Oliva as minister at the Unitarian Universalist Church of Flint.

At this year's District annual meetings in March I was elected to serve as **president for two years of our Heartland District UU Ministers Association chapter.** I hope my work in this role will help UU ministers

in our district support one another and come together for enriching times of professional development and collaborative work to strengthen UUism in our area.

As chapter president I brought greetings from UU minister colleagues in our district to Duffy Peet at his ordination service in East Lansing on April 15, 2012. In May I gave the charge to the congregation at the installation of Rev. Shelly Page at the Grosse Pointe Unitarian Universalist Church.

### **The Year Ahead**

In the year ahead I will be providing senior staff support to our stewardship efforts. The starting point for this will be a five-session **Stewardship Reflection Circle**, which will bring together ten congregational stewardship leaders including Rev. Gail and myself. We will reflect together on our earliest family experiences with money, our current personal feelings about it, and how it connects for us with the big issues of purpose and meaning, hopes and goals in our lives. Our intention is that this will help us to think and work more effectively with opportunities we are blessed to have here in Ann Arbor for making a difference with our individual lives and as a congregation.

### **Special Thanks**

Special thanks to Meredith Ley, who provided enormous support last fall to the Chalice Circle program as a volunteer to help the program year get off to a smooth start.

Special thanks to Sally Hattig for two completing two fantastic years as Co-Chair of the Chalice Circles program, first with Meredith Ley and then with Cathy Olson.

Special thanks to Jeff Surfus for stepping up to chair the Men's Council for 2012, and thanks again to Terry Madden for his able leadership of the group in 2011.

I close with these words from Norbert Capek's original prayer consecrating the flowers of the first flower communion:

*May we be strengthened by the knowledge that one spirit, the spirit of love, unites us, and may we endeavor together for a more joyful life for all.*

# Welcome Ministry Report

Submitted by Hannah Hotchkiss, Welcome Ministry Coordinator

The mission of Welcome Ministries, working with the Membership Team, is to put in place a system that ensures a hospitable welcome to visitors, easy access to up-to-date information about groups and activities in the congregation, and to provide a clear path to membership. Welcome Ministries also surveys new members and connects them to groups of interest and provides support in assimilation into the congregation.

## Vital Signs 2011

- Total active membership: 563
- New members in 2011: 42
- Visitor cards in 2011: 200
- Offered 5 Introduction to Our Faith workshops with 54 participants completing the course

The Membership Team of 2011-2012 did a fabulous job of creating a new format to Sunday Welcome Team training. The more frequent, shorter training sessions focused on only a few key points each session. This format attracted far more participants and led to a greater understanding of Welcome Team responsibilities and the workings and goals of the Sunday Welcome Teams. Training evaluation forms filled out by participants gave the Membership Team new insights into the successful methods and challenges of the welcoming positions and led to some changes in procedures. The Membership Team also explored the expanding roles of the Sunday Welcome Team members in regards to congregation safety and has laid the ground work for future training.

## Accomplishments in 2011

- New systems developed and in place to track returning visitors
- Developed system for ensuring visiting SGD families are welcomed and documented
- Revision of the Sunday Welcome Team training
- Development of safety procedures and an examination of existing emergency resources
- Collaboration with Multi-generational activity groups to provide more avenues for social connection

In 2012, Welcome Ministries and the Membership Team are working to highlight hospitality in the congregation and expand the number of Sunday Welcome Team members and their roles.

## Future Opportunities

- Expand the Membership Committee by 2 to 3 members
- Offer more frequent and consistent Sunday Welcome Team training
- Greater collaboration with existing groups and support in creating new ones to provide more avenues for social connection especially for young adults
- Devise better system of tracking attrition or resignations (deaths, resignations, relocations, etc.)
- Offer more in-depth follow-up of new members.

# Men's Fellowship Report

Submitted by Jeff Surfus, Chair of Men's Council

The **Mission** of the UU 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 and Fellowship Activities in 2011 and 2012

The elected Men's Council members for 2011 included Russ Blaesing, Steve Camron, Bob Hospadaruk, Jim Carbone, Terry Madden, Ken Powell, John Preston, John Russell, Jim Schaefer, and Jeff Surfus. Terry Madden was elected chair. Jim Schaefer was elected treasurer. Ken Powell continued as secretary. Rev. Mark Evens continued as the supporting minister. For 2012, members of the Men's Council include Jeff Surfus (chair), Russ Blaesing (secretary), Ken Powell (treasurer), Steve Cameron, John Preston, John Russell, Pat Herbst, Jeff Poliner, and one vacant seat. We are actively soliciting a member for the vacant seat.

### • Coming of Age Boys Weekend

Rick Witten, Advisor in the Spiritual Growth & Development program of the First UU is organized the 2011 Coming of Age Boy's weekend (May 6-7) on the church's property. 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 is scheduled for the 2012 Coming of Age Boy's weekend on May 12-13, 2012.

### • Men's Retreat

The annual Men's Retreat took place at Judson Collins Center on Wampplers Lake (near Tecumseh) on September 23-25, 2011. The retreat was attended by approximately 55 men. Jeff Surfus served as the chair of the retreat. For 2012, the men will return to Judson Collins Center on September 28-30. Steve Cameron is serving as chair of the retreat.

### • Men's Circles

The model for Men's Circles is groups of 8-12 men which are closed in membership. Periodically, a "Circle of Men" class is organized with support from an existing Men's Circle. This class is based loosely on the book called [A Circle of Men](#) by Bill Kauth. Depending on demand, a new circle may be formed in 2012.

### • Monthly Breakfasts

On the third Saturday morning each month from 8:15 to 10:30am, September thru May, a mix of 10 - 12 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 Classic Cup Cafe on Jackson Avenue.

### • Church Property Activities

Men of the fellowship were also instrumental in 2011 in assisting with various grounds maintenance and upkeep activities, including trail maintenance, putting in of trail markers and assisting in planning for further activities and responsibilities. It is expected that these activities will include in the future. We continue to evaluate possible projects for the long term improvement of the church property.

We continue to look for other opportunities to be of service to the congregation in general and to men and boys specifically. The Men's Fellowship at the First Unitarian Universalist Congregation of Ann Arbor is an **exemplary model** of men's programming in the UU denomination.

## Humanist Discussion Group Report

Submitted by the Humanist Group Committee

The mission of the Humanist group provides a forum for members and non-members of the congregation can meet to 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 3:30 pm at the church. The agenda consists of two parts: an open presentation of ideas, issues, and concerns brought by members and a more in depth dialogue of a particular reading, article, or book usually led by the person who suggested it. There are 29 members of the group but meeting attendance ranges from a low of 7 to a high of about 14. Several members, although they are not formally affiliated with the Congregation, are active 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 belonging and affiliation.

Over this year, the group has considered, among others, the following readings, articles and books:

"Religion and the 'Rise of the Nones'", Los Angeles Times.

Johnathan Haidt, "Religion is a Team Sport" from *The Righteous Mind*.

"Learning to Respect Religion" by Nicolas Kristof, *The New York Times*.

"How Religions Demand for Obedience Keeps Us in the Dark Ages"

"Atheism Rising But God Is Not Dead Yet."

"Class Matters."

*Religion for Atheists* by Alain de Botton.

"Five Signs of Spiritual Progress" by Rev Straube.

"God and Caesar in America" by Campbell and Putnam in *Foreign Affairs*.

"All machine and no ghost" by McGinn from the *New Statesman*.

"Church, State and Christianity" from the *Schwartz Report*.

"Who Are those Doubters," by Flynn from Free Inquiry.

Chapters from *The Joy of Secularism* by George Levin

"Who Is a Humanist?" by Harwood.

"Spirituality Summary Statements" by Bruce Gibb.

"Why Is an Atheist High School Student Getting Vicious Death Threats" by Christina on AlterNet.

"Washington University Scientists Contemplate the Origins of Life", St. Louis News Daily

"Social Class in Church, Not my Father's Religion", UU World.

School\_Clubs\_for\_Atheists\_(1).pdf

America's Secular Revival.doc

"Religious Aspects in Cultural Evolution," by Bruce Gibb

Ellen Teller serves as the coordinator of the group. She and her partner, Louie Leedle, have provided loving leadership and maintained a spirit of inquiry and openness in the group. We salute them for their dedication.

## **Social Hour Report**

Submitted by Hannah Hotchkiss, Coordinator

Social Hour is reinventing itself with a new crew hosting this weekly event serving an average of 450 congregants each Sunday. In the fall, with great fan-fare, we bid farewell to Don Evans, who organized and hosted social hour for the past 30 years. We will miss Don and his tenacity-- delivering the donuts in the worst of Michigan weather and making sure there was always a hot cup of coffee ready on Sunday mornings. With Don's retirement, Kenji Yano stepped right up to learn Don's job, and then began to break up the Sunday Social Hour hosting into more manageable and volunteer-friendly jobs. Kenji, with the help of Judy Slater, has begun recruiting a large group of social hour hosts. Kenji stresses that his goal is to form trained, cohesive Social Hour teams that foster social connection and service to the congregation.

You may have noticed a change in the coffee and the donuts, too. We serve only Equal Exchange coffee on Sunday mornings and all the donuts are now purchased from the local and independently owned Washtenaw Dairy. The Social Hour continues to thrive as a place to connect, to share delicious coffee and treats, and to display the work being done by various groups in the congregation.

## **The LUUnch Bunch Group Report**

Submitted by Don Winsor, Volunteer Group Coordinator

The LUUnch bunch continued its long tradition of meeting monthly for an informal lunch. The group stuck with its traditional venue, 11:45am on the second Wednesday of each month at Amer's deli at 312 South State Street in downtown Ann Arbor.

The lunches are open to all members, friends, seekers, and guests. Everyone is welcome. There is no set agenda.

LUUnch met every month last year, with attendance varying from two to nine people. Don Winsor organized it for the past year (but would cheerfully welcome another volunteer!)



## **Library Team Report**

Submitted by the Committee Members: Edie Croake, Chris Farnum, Roylea Furniss, Kate Hutchens, Becky Swank, Ellen Teller Kate Hutchens, Chair

This year the Library Committee continued our work of keeping our collection organized, improving and expanding our online catalog and supporting groups within the UUA community.

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

### **Cultivating the Collection and Our Catalog**

In last year's annual report, we reported a count of 650 books in our LibraryThing catalog (<http://www.librarything.com/home/UUAALibrary>). By April 2012 our count increased to over 830 items in the catalog. Despite the fact that we did not have a budget for developing the collection, we were able to grow in a number of ways. For example:

- Donations selected from the QUUest Bookstore group
- Donations from other UUA groups such as the Mindful Eating Coalition
- Our book donation box

This year we also increased the count of items in our catalog because of a project we undertook to review our shelves and conduct an inventory. We added a number of items that were not included in our initial cataloging efforts last year.

We are VERY grateful for all the thoughtful donations that we receive. We review all items donated and select the ones that fit our mission. So that there is enough shelf space, we donate the ones that don't fit our criteria to the Prison Book program in order to ensure that the donations are still used in support of the Congregation's social justice work.

Much of our meeting time this year has been working on cataloging donated books getting them ready for circulation. We have been featuring new books on the storage shelf which we purchased last year. There is also a significant backlog in our closets from past donations, and we've been working on reviewing and processing these items as time allows.

Edie Croake continues to curate and add to our multi-cultural youth literature collection. Her efforts have been very much appreciated. As we've made room for this collection we also have been continuing to weed and organize the existing collection of youth books. We recognize that this area continues to need more attention in the future.

In addition to the circulating adult books, the Committee has, under Ellen Teller's leadership, continued to facilitate a well-stocked and well-used Magazine Exchange.

### **Supporting the UUA Community**

The Library Committee continues to explore ways to connect with more groups in the Congregation, and we hope to focus this year on developing partnerships with these groups to support their work and ministry. For example, we are working with the Mindful Eating Coalition which will be donating and suggesting books for our collection this year. Under the direction of Edith Croake, the Sunderland Library Committee continues to co-sponsor Multicultural Book Displays in the Social Hall in partnership with the Challenging Racism Group. The library also continues to provide space in our collection for materials that support Chalice Circles, Justice in the Middle East, and the Humanist Groups. We welcome proposals from any group in the UUAA community and hope to seek out opportunities for partnerships.

### **Our Group**

This year Kate Hutchens stepped down from her role as group coordinator due to other commitments. Her wonderful work during the previous year has allowed us to continue the work of maintaining our collection. Though we don't have a formal committee leader at present, we currently include the following members:

Edie Croake

Chris Farnum

Royla Furniss

Kate Hutchens (on hiatus)

Becky Swank

Ellen Teller

We have been working well together making decisions democratically. We certainly welcome any members of the congregation who would like to be involved in the group, either in supporting member roles or as a coordinator.

## Denominational Connections Team Report

Submitted by Roberta Allen and Celeste DeRoche

The Denominational Connections Team (DCT) is approaching the end of its second year. With thanks to the Board of Trustees of UUAA which commissioned the effort, the DCT continues to build on its enthusiastic first year due to the great energy and commitment of team members: Laura Bollettino, Celeste DeRoche, Roylea Furniss, Carolyn Madden, Kathy McLean, Kate Warner and chair Roberta Allen. During the past year Celeste DeRoche was no longer able to serve as co-chair because of health concerns. Terry Madden also had to step down because of other commitments but the DCT was thrilled to welcome Carolyn Madden and grateful that other members were able to continue with their ministry to the DCT.

During its second year, the DCT maintained its attention on the annual General Assembly of Unitarian Universalist Association. With immigration being the main theme of **Justice GA 2012**, two book discussion forums relating to immigration were co-sponsored and co-facilitated by the DCT, Eboo Patel's Acts of Faith and Aviva Chomsky's 'They Take our Jobs'.

The DCT took incremental steps towards bringing the work of the national denomination closer to First UUAA. First the DCT reached out to our District Executive the Rev. Dr. Lisa Presley to ask for her assistance in strengthening First UUAA's connection to the Heartland District especially in this critical time of transition to the regional structure. She was able to spend an entire meeting with us talking about both regional and national issues. And the Rev. Wendy Von Zirpolo a UU minister in the Massachusetts Bay District was a guest preacher in our pulpit talking about her experience being part of the UU presence protesting the anti-immigration law in Arizona and her subsequent arrest. She then met with the DCT to help us strategize our efforts around GA.

The DCT is holding two forums on **Justice GA 2012** in its ongoing mission to educate our congregation on what to expect at GA. The DCT will be sponsoring a gathering in the Fahs Chapel on Saturday, June 23, 2012 at 8:00pm (5:00pm GA time) for the live streaming of the WARE Lecture (Maria Hinojosa) for those not attending **Justice GA**.

We assisted at the January congregational meeting on the vote for five proposed congregational study/action issues (CSAI) of which one will be selected at GA. We are currently gathering names of those attending **Justice GA** for potential delegate selection during the social hour at the Social Justice table.

The DCT recruited 7 members to be delegates to the Heartland District Assembly (DA) that was held in Lansing, MI in March 2012. DCT member Roylea Furniss was elected to the nominating committee at the District Assembly. Two of the workshops at DA were led by members of our congregation.

Future goals of the DCT include:

- hold a post **Justice GA** meeting on Thursday, June 28, 2012 to share what we learned at GA
- hold a six session class in the fall of 2012 on the CSAI 'Immigration as a Moral Issue.'

# Chalice Circles Report

Submitted by Co-Chairs Sally Hattig Catherine Olson, co-chairs, and Rev. Mark Evens

The Chalice Circle Program has completed another successful year as it continued to provide meaningful facilitated discussions. The participants, facilitators and leaders engaged in facilitated sessions that offered opportunities to grow spiritually as individuals and build community within the circles and the larger program. This year, the program gained maturity through enhanced organization and administration as well as the refined documentation of repeatable processes. All of these improvements enabled the Chalice Circle program to enrich the work of small group ministry at UUAA.

The program was led by the Leadership Council: Rev. Mark Evens, Sally Hattig and Catherine Olson. The council is responsible for oversight and program development. The Steering Committee was responsible for the operations and program implementation. This key committee was led by the co-chairs and comprised of Kathy McLean (writing team), Phil Tuchinsky (registration), Nan Richter (program feedback), Barbara Pickett (service projects), Roylea Furniss (One Time Chalice Circles) and Meredith Ley (registration).

The primary goal of the Chalice Circle Program remained the same—to engage the hearts and minds of its participants. We strive to provide a safe community for individuals to explore their beliefs and attitudes, while sharing their personal experiences without fear of judgment. We expanded our Vision Statement centered on the UUAA ends statements which are attached.

The 2011-2012 program year realized the following:

1. Program participation was increased:
  - a. From June, 2011 to April, 2012, One Time Chalice Circles offered seven circles with a total of 70 participants.
  - b. Continued an outreach program in Tecumseh for a second year with seven people participating in the group. Plans are in place for another Chalice Circle in Tecumseh to be offered in 2012.
  - c. Traditional fall through spring program cycle had 91 people register for eight circles.
2. The registration process was updated with increased publicity and timely registration. In addition, participant registration was actively maintained in the UUAA membership database.
3. An investiture of the facilitators was held in October in recognition of their lay leadership role and responsibilities to the congregation.
4. All program-year facilitators were provided mentoring by the co-chairs.
5. Two facilitator training opportunities were provided. New facilitator training was held in June and training for all facilitators was held in September.
6. New session content was developed by the writing team for the upcoming program year.
7. In terms of outreach, the UAA Chalice Circle program partnered with Covenant Group leaders from Unitarian Universalist Church of Greater Lansing to share the program and tools developed here at UUAA over the years. In addition, our program leaders provided a workshop at the Heartland District meeting in March to members of four other congregations focused on the various elements of our Chalice Circle Program.

In the coming year, additional program enhancements will be explored including additional outreach opportunities.

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.

## Pastoral Care Program Report

Submitted by Rev. Mark Evens and Meredith Ley, Pastoral Care Program Coordinator

This year the pastoral care program continued to focus on building a strong infrastructure for a sustainable program with minister, trained lay volunteer and “grass roots” participation, while also supporting the congregation in recognizing that being a caring community in which we all care for one another is an essential part of our identity.

During the 2011-2012 year efforts our program goals were to:

1. Expand the Pastoral Care Assistants program, and form a more strongly bonded and committed group.
2. Continue to make the Pastoral Care program visible and accessible in the congregation through Sunday morning social hall tabling and staff presence.
3. Maintain and strengthen the Senior Luncheon by coalescing a volunteer team to plan and provide programming.
4. Help congregants recognize and value the mutually caring relationships they already participate in as pastoral caring, see these as an integral part of the congregation’s overall pastoral care program, and better understand the value of small groups as places that promote and support such caring relationships.
5. Provide an easier point of entry for requesting pastoral care, especially for urgent needs outside of church office hours by having a Pastoral Care Emergency number.

We achieved the following successes:

1. Kathy Friedrichs began serving as Team Lead for the Pastoral Care Assistants, hosting the bi-monthly group meetings in her home to promote comfort and ease in discussions and training. We added Ana Sofia Moreno and Grace Dreyer as new Care Assistants. Kathy also developed mission and vision statements with the Care Assistant to clarify how this group furthers the Ends of the church as articulated by the Board.
2. We continue to provide a visible Pastoral Care presence on Sunday mornings with the Pastoral Care table where people can learn about the program and make us aware of pastoral care needs now primarily staffed by Care Assistants and other pastoral care volunteers coordinated by Kathy Friedrichs. Meredith Ley, as Pastoral Care Coordinator continues to be a visible presence on Sunday mornings, checking in with people currently or recently in care and receiving information about new needs for us to respond to.
3. Eileen Wright has begun serving as lead organizer and brought together a the Senior Lunch programming team, with them bringing activities such as David Owen’s old-time radio musical review and bingo to our afternoons of fellowship.
4. Through the newsletter columns and other published materials, we have promoted the theme that each member of UUAA faith community is a pastoral care provider. A significant element of raising up the importance of the Pastoral Care Program and communicating mutual caring as part of our congregational identity was the installation of Care Assistants in a Sunday service in October. A mutual covenant was created and read as part of this investiture.
5. The Pastoral Care Emergency number has been established and is proving useful. If you need pastoral care, call 1 (734) 506-8822. This phone number is staffed 24 hours a day, 365 days a year.

Other program successes in the past year include continuance of our twice monthly job seekers group which meets second and fourth Monday mornings and is open to all. The meeting format was changed

this year to include a healthy balance of support and skills training. Our Grief Support group continues to meet most second Sunday afternoons. We also have begun using internet-based care calendars to provide meals and or rides.

In the year ahead we will begin collecting service delivery data to help us balance and distribute the work load and identify areas needing further program staffing. We hope to sponsor a forum for the “Sandwich Generation:” those who are both raising children and caring for aging parents. We will be looking to provide group leaders with training and support to help their group members connect with the formal pastoral care program when they need to. We aspire to develop a year-long communication plan. Many exciting things will be happening to better support our faith community.

We are grateful for the continued support, advice and program participation of our Pastoral Care Leadership Council: Joan Burleigh, Jill Fogg, Eileen Wright, and Kathy Friedrichs working with Meredith Ley and Rev. Mark Evens.

The Leadership Team wants to express our appreciation to all those who contributed to another successful year.

## **Pastoral Care Core Values**

**Revised 9/15/2010**

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

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

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

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

### **1.2 Social Justice and Environmental Action**

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

### **1.3 Community**

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

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



#### **1.4 Stewardship**

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

**1.4.1 The Pastoral Care teams provide care to all those who ask within the scope of our resources and services. Our vision and goals are created within a practical and realistic framework of UUAA and are managed within the concepts of right relationship and respect of all that this congregation strives to maintain.**

#### **1.5 Culture**

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

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

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

**We work together to achieve the following ends:**

**1.4 Stewardship**

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

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

# Executive Director Report

Submitted by Thom Bales, Executive Director

It was another event-filled and exciting year for the Building & Office Team, as we continued to strive for world class excellence in our service to the ministries and programs of this Congregation. While there is always room for improvement, I think we have now achieved about 40% growth in our capacity of services since I arrived in mid-November, 2007 – meaning the Building & Office Team does about 40% more important work than our predecessors – on basically the same financial inflation adjusted resources as 2007.

While such growth in capacity is amazing – and based on my experience within actual world class nonprofits and a former Fortune 500 company - this fact alone would garner quite bit of prestige.

The keys to our collective success have been a terrific, hardworking Building & Office Team staff, all who possess a desire to support and extend the goals of the Congregation, and a well-founded infrastructure of common sense and ethical policies and protocols to guide our day to day management.

As I approach my own 5<sup>th</sup> anniversary at UUAA, I can't help but think about this tenure, as a study in marked contrasts - mostly due to changes and improvements this team has been able to implement. Many things have been invisible to the Congregation, so I always welcome the annual chance to highlight them here:

## Finances

The 2007 congregational approved budget was \$1,026, 717. That budget relied heavily upon income from a bequest and the Religious Education Building capital campaign to balance with only a miniscule \$2,000 left in the checking account at year's end. Since then, it has become the norm to achieve net income surpluses of typically greater amounts each year: \$8,954 for 2008; \$16,690 for 2009; \$24,485 for 2010 and \$15,881 for 2011.

And guess what? The Board of Trustees' approved budget for 2012 is \$1,025, 212 – *less* than our 2007 budget, *much less* than our 2007 budget in inflation adjusted terms.

While we've "sweated" the stewardship results each year, and there remains a substantial financial challenge ahead as our building ages and most costs rise, this hasn't stopped us from managing our resources well and finding more ways to save the church money. It may be useful to note that although we remain the 33<sup>rd</sup> largest congregation by reported membership to the UUA, only 15 other UU congregations spent more than us during all of last year.

## Facilities

When I arrived in 2007, the lower RE Wing, built with the generosity of many, sat largely empty, except for Sundays, when it was a buzz with spiritual growth and development activities. After assembling a task force to look at building use in 2008, and make some meaningful recommendations, we went to work to fill our space. This ongoing work has included more actively spreading the word about our space, developing consistent use policies and a competitive fee schedule, and allocating staff resources to tenant customer service.

The results we have achieved in a short time has benefited both our financial and values bottom line. The RE Building is now used *more by community partners* during the week, than our own congregational groups. And many of these groups represent work in areas we treasure as a congregation: ACLU, Alcoholics Anonymous, Ele's Place, Huron Valley United Nations, Planned Parenthood, and Veterans for Peace. Many other individuals and groups also contribute to our work thru their participation in our rental program and we hope to add to this roster in the coming years.

## **Energy**

Our building energy outlays for 2007 totaled **\$40, 689.83**.

In 2011, they totaled **\$24,896.47**. Need I say more?

Perhaps not, but I will. Because it might be easy to assume – especially for newer folks in our midst - that these extraordinary savings have been achieved through our more recent and visible renewable energy installations.

Actually, the wind turbine, rotating solar tracking panels and less visible roof mounted solar panels are very important symbols of our commitment to earth stewardship, and a valuable marketing tool to the community at-large, but as promised, they only represent a small fraction of our annual savings. More importantly, we've managed energy here in less visible, day to day, tangible ways, such as scheduling heating and cooling systems by room use, maintaining consistent thermostat settings, and not skimping on routine maintenance of our larger equipment. Less dramatic, but pretty darn effective since 2007.

## **Land Use**

During my first year, I often heard folks remark about something called the "Site Master Plan". This was usually referenced with a tone of reverence reserved for the most remarkable document. In time, I discovered this referenced document on our website (and you can too at [uuaa.org/our congregation](http://uuaa.org/our%20congregation)) and read it. It is only one page long and it isn't a plan, really. I questioned its relevance as it exists more as a brief summary list of some good ideas, but with no reference to how data was gathered, decisions were made, ideas were selected, nor any realistic cost projections or implementation timeline for its eventual achievement.

However, over the past year, a team of committed lay leaders has constructed a real plan to guide development and utilization of our land over the next five years of our time together. This 47 page document lays out a specific, data driven, well thought, ambitious and tiered road map that may actually serve us well in the next phase of UUAA history. The plan has been presented to the Board of Trustees for their reflection and review. Once that's complete, I hope it will be shared with the larger membership, as it's the kind of document that I think will inspire confidence and ignite greater enthusiasm for our land and its possibilities.

## **Goods & Services Auction**

Although it wasn't part and parcel of my duties when I arrived in 2007, and I never dreamed I'd be asked to do fundraising again, (surprise, surprise) it was clear my experience managing fundraising events – large and small - might be useful to this successful, but struggling event. Over several years, the auction team has recreated an event that is more affordable, fun and inclusive for all, while still making significant dollars.

I want to offer a special thanks to Jim Gallas for his leadership of the Congregation's Annual Goods & Services Auction in March. He navigated the event thru a significant leadership transition and accomplished event goals with great dedication and sustained sense of humor.

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So as not to paint a too rosy picture of every aspect of our operations, I take this occasion to point out three areas of my own concern and/or deficiency that a healthy organization would want to address in the very near future:

## **Communication**

The regular communicating that needs to take place at UUAA, requires more attention than we can currently support. The plethora of program generated blogs, Facebook pages, e-newsletters and websites, while often invisible to the larger church, is in danger of turning our meaningful collective

voice into cacophony of noise. Our ability to appropriately and ethically utilize various technology and tools available at a relatively low cost is limited.

Of the 15 UU congregations reporting expenses for 2011 *greater than our own congregation*, 12 or 80% of them have staff specifically dedicated to congregational communication management. Some congregations with fewer expenses than us, nonetheless, devote greater staff resources to communication activities than we currently do.

### **Facility Deprecation**

When gorgeous facilities are built, as has been done here, they will only approximate their original attractiveness and functionality, when maintained at a high level with regular investment for capital improvements. We haven't done that here. In fact, we have deferred serious maintenance. (As an anecdote, when we were forced by sewage back up to pump the septic tanks last summer, we discovered that this typical, every other year event hadn't occurred here since 2003.)

Signs of building wear and tear at UUAA are too many to mention at here, but I am hopeful fundraising efforts in the future will make this a priority.

### **Lay Leadership**

We continue to struggle in the attempt to identify lay leaders for important work, such as the fundraising. Several programs have been dropped as a result of lack of lay leadership. As I learned developing Hands on Atlanta (<http://www.handsonatlanta.org/>), volunteer needs over the past 20 years have greatly changed.

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**Lastly**, all of the accomplishments listed above (and none of the deficiencies) are due mostly to the talented team of lay and staff, who, as we close another program year, I want to heartily thank for their care, commitment, concern and consistency in making 2011-2012 another great year.

The Building and Office Team is:

- Arthur Whigham, Custodian
- Debby Casamatta, Office Administrator
- Pam Gibney, Evening Building Attendant

The budgeted position of Weekend End Building Attendant currently remains unfilled.

Lay Leaders for 2011-2012 -

- Financial and Investment Advisors - Ed Lynn, Jim Lee, Kim Clugston
- Goods & Services Auction – Ruth Blackburn, Jim Gallas (lead volunteer), Debra Golden, Dixie Hibner, Bob Heinold, Victor Hola, Lisa Lemble, Pete Mooney, Isabella Weber
- IT Committee – Don Winsor (lead volunteer), Connie Lippert, Sandy Simon, Christine Boltz, Brandy Sinco, Tricia Mooney, Jennifer Lill, Pete Mooney, Spencer Thomas.
- Land Stewards Coordinator – John Erdevig
- Money Counters – Betsy Price, Gretchen Jackson, Phyllis Valentine
- Office Volunteers – Marie Duke, Jane Ferguson, Scott Ferguson, Dorthy Wilson
- Renewable Energy Advisor – Dave Friedrichs
- Site Plan Revision Team – Ann Jones (lead volunteer), Bob Lippert, John Erdevig, John Seeley, Jennifer Kangas

## **Land Steward Report**

Submitted by John Erdvig, Land Steward Coordinator

Did you see our K-1 children planting a spruce seedling outside the Sanctuary windows during service April 29? This spring, gardeners bent over the newly turned soil, weeding, mulching, planting flowers. Seen the new cold frames and great bunches of onions in the Good Food Garden? How about the trail clearing and drainage projects in the Back 40 acres of our land? Volunteers still form the backbone of our stewardship efforts, supplemented by contract gardener and solar-powered-mower Good Earth Lawn & Air Care. (Have you seen the electric tractor yet?)

According to the revised Site Plan submitted to the Board in February, no capital-intensive outdoor projects are planned for the first several years. Rather, the Site Plan Revision Team currently focuses leadership, membership and land stewards on two projects calculated to earn or save UUAA money:

1. Beautify 150 feet of our visual gateway to invite in and make a better impression on visitors and potential members and renters, initially by planting seedling evergreens, flowering shrubs, bulbs and annuals (on what has been a blighted driveway edge);
2. Improve and map hiking trails to the four corners of our south 40 acres, then adding interpretive signage. This might lead to a property tax reclassification saving \$4000 per year.

We need leant equipment and tools in good working order. Please clear “donations” before dropping anything off at church.

Volunteers always welcome!

## **History and Archive Collection**

Submitted by Ann Jones, Historian and Tim Richards, Consulting Archivist

In May 1999 when we moved into our new church on Ann Arbor Saline Road many documents and file cabinets were stored in the closet off the Library. In 2011, Ann Jones, who later became the Historian, and Tim Richards who became the Consulting Archivist made plans to bring the stored material out of the closet. Ann organized all of the archives that we had brought with us. A strategic plan, job descriptions and a proposal were completed in October of 2011. In December 2011, book cases were purchased with the anticipation of establishing a room for the History and Archives of the First U.U. of A.A. In 2012, Ann and Tim, along with guidance from Thom, have been discussing next steps and creating a plan for engaging the congregation with our History and Archives. We are beginning to look toward the future where the History and Archives will be able to be showcased for our 150<sup>th</sup> anniversary

### **Vision**

The Archive Collection of the First Unitarian Universalist Congregation of Ann Arbor exists to preserve the history of our Congregation. It is a resource can be used to chronicle the history, culture and traditions of the First Unitarian Universalist Congregation of Ann Arbor.

### **End Statements Supporting Archives**

The Archives reflect our core values for it captures our:

- Spiritual life through our collection of sermons and religious education programs.
- Social Justice actions in the records of the Jackson Endowment and Social Welfare Fund.
- Community by illustrating committees, teams, campus ministry, and the dedication of our members to our congregation.
- Stewardship by records of our dedication to our fiscal responsibility, environmental resources and ecology of our land.
- Culture through reflection of our Beloved Community in pictures and memorabilia.

Archives reflect our core values and serve as an educational tool for our children. Grade appropriate material about our congregation and its history can develop commitment and fun. This establishes an enduring connection for the youth to the history of our congregation.

Finally, the material in the Archives can be researched and the data mined to reveal some of the achievements, liabilities and various directions from our past.

### **Guidelines for Collectable Materials**

Materials selected, collected and retained in our Archives will meet the basic criterion of being permanent and valuable records that document the life and history of the First Unitarian Universalist Congregation of Ann Arbor. Categories of items which are retained include the following.

#### **I. Official Records**

- A. Minutes and reports of the Board of Trustees
- B. Documents of official church committees.
- C. Legal documents, including deeds, contracts, leases, trust agreements and mortgages.
- D. Financial records, including audit reports, financial reports, budget statements, and treasurer's reports.
- E. Official correspondence of church staff and officers.

- F. Records containing information about marriages, births, childhood dedications, and memorial services for members and friends of the congregation.

## II. Publications

- A. Newsletters.
- B. Membership directories.
- C. Annual Reports.
- D. Brochures and pamphlets.
- E. Orders of Service.
- F. Sermons.
- G. Press Releases.

## III. Unofficial Correspondence and Biographical Materials

- A. Biographical material on church staff and church officers.
- B. Correspondence from and to church staff, officers, members and friends that pertains to the life and history of the congregation.
- C. Newspaper and magazine clippings and media tapes/transcripts that pertain to the church, its staff and members of the congregation.
- D. Photographs, art work and other graphic materials that tell the story of the life of the congregation and document special events.
- E. Oral histories, including audiotapes, videotapes and transcripts of interviews with members of the congregation that document the life and history of the congregation.

## IV. Unitarian Universalist Association

- A. Related documents, correspondence, clippings conference reports, etc. that have relevance to the history of this congregation.

### **Procedures for Storing Archives**

As various functions within the congregation accumulate documents and material there comes a point at which they are no longer actively used. For example, actively retaining documents from 2 or 3 years ago can (1) take up space, (2) are seldom used; and (3) require staff time for filing and organizing. After, 2 years material can be organized into retainable and useful documents and sent to Archives. Materials will be maintained in the Archive Room available whenever needed.

However, after a period of time, say 25 years, the material needs to be preserved. We maintain an active relationship with the Bentley Historical Library, which currently stores many of our historical documents (see pages 10 to 15). The Bentley serves as the official repository of the archives of many religious congregations. Materials that are seldom use will be periodically sent to the Bentley. These materials may be freely accessed by any member of our congregation.

### **Why Have Archives**

Excerpts from Archives in the Church or Synagogue

Archives of historical materials can also be of great service to the members of a congregation who ask questions about their church or synagogue. They need to have a place where they can find answers. The Archives is that place. If the archives are properly identified, processed, catalogued, stored and displayed for access and use, they can become a nerve center for the entire congregational community. In the Archives we see ourselves, our religious life of centuries ago, come alive. The Archives can become a lively center for self-identification for members of the congregation in the present and future.



The preservation and the use of archives and records is an often neglected but nevertheless extremely important task in the local church or synagogue. In his booklet of guidelines for history committees, Walter N. Vernon<sup>2</sup> points this out clearly:

"First, the church or synagogue's past helps it understand itself now – in the present. Its stance on various issues, its commitment to its goals, its willingness or lack of willingness to adopt new procedures and programs are all rooted in its history. The Archives contain this history.

"Second," Vernon goes on to say, "the church or synagogue's heritage may enrich and stimulate its present membership to deeper commitment and more profound service. This is an essential matter for every generation, but especially so in these years when the sense of meaninglessness has pervaded so many lives."

"Third, knowledge of the church or synagogue's past may help it to avoid the mistakes of its earlier years. If the history of the congregation shows in certain eras that it held too optimistic or too pessimistic-a view of human nature, this recognition of a misreading of human nature should help avoid such errors today. If the church or synagogue became too rigid in structure or outlook at particular periods it may be that such rigidity can be avoided now."

1, Walter N. Vernon, *Guidelines for Local Church Historians and Records and History Committees*,

### **Reporting Structure**

The anticipated reporting structure is as following: Associate Minister, Mark Evans > Welcome Ministries Coordinator, Hannah Hotchkiss > Consulting Archivist, Tim Richards; Archivist, Ann Jones> Archive Team Members

### **Job Descriptions**

The following are the job descriptions for the Historian; Consulting Archivist; and Archive Team Members.

#### **Historian**

**Purpose of Function:** Research the Archive collection. Record the history of the congregation from 1999 to present. Manage the collection, storage and retrieval of the historical information and Archives which documents the history of the FUUAA.

**Title:** Historian

**Reporting Structure:** Executive Director of Building and Grounds

**Basic Duties:**

1. Research the Archive collection. Record the history of the congregation from 1999 to present.
2. Manage the acquisition, retention, storage, data management and disposal of archival materials, following accepted archival procedures.
3. Establish and maintain procedures and policies to support historical research and provide access to the Congregation's archival materials to the Board of Trustees, Ministerial Staff, administration and members of the Congregation.
4. Utilize Archival procedures and Guidelines for Collectable Materials make decisions concerning Archival materials and artifacts.
5. Engage congregates of the First Unitarian Universalist Congregation of Ann Arbor who wish to participate in our Archival work.
6. Energize and involve the congregation concerning our history

7. Maintain the Congregation's relationship with the Bentley Historical Library, which serves as the official repository of the archives of the First Unitarian Universalist Congregation of Ann Arbor.
8. Convene and lead the Archive Team.
9. Participate in celebrations which support our history.

**Qualifications:** Membership in the First Unitarian Universalist Congregation of Ann Arbor. Attention to details. Organizational skills.

### **Consulting Archivist**

**Purpose of Function:** To advise, consult and support the efforts of the Historian.

**Title:** Consulting Archivist

**Reporting Structure:** Executive Director of Building and Grounds

#### **Basic Duties:**

1. Provide historical and personal background information about First Unitarian Universalist Congregation of Ann Arbor to the Archivist.
2. Strategize and provide background information for Archivist.
3. Advocate, when necessary, concerning retention, disposition of materials and other Archive concerns.
4. Participate in celebrations which support our history.

**Qualifications:** Membership in the First Unitarian Universalist Congregation of Ann Arbor.

### **Archive Team Member**

**Purpose of Function:** To provide creative and innovative ways to present the Archives. To learn material and to teach to Religious Education classes. To advise, consult and support the efforts of the Archivist and Consulting Archivist.

**Title:** Archivist Team Member

**Reporting Structure:** Archivist and Consulting Archivist

#### **Basic Duties:**

1. Be a contributing member of the Archive Team
2. Provide exciting and creative ways to bring the Archives to the Congregation
3. Organize, arrange and manage the archives in a fresh and artistic manner
4. Conduct research for Board and congregation
5. Provide educational opportunities for the Congregation and Religious Education.
6. Manage the exhibits, public presentations and tours of the Archives
7. Participate in celebrations which support our history.

**Qualifications:** Membership in the First Unitarian Universalist Congregation of Ann Arbor.

### **Security of Archives**

Much of our Archives are one of kind items. We desire to ensure that the material remain in the Archive Room. Some material will be kept in a locked case.

- A. The Archive room will remain locked except during designated hours.
- B. Material may not be **permanently** removed from the Archive room.
- C. Material may be photocopied.

## **Archive Action Plan**

This plan details the process from removing the materials from the archive closet in the library to achieving a collection, display, maintained and excitement in the congregation for the archives.

### **Sort**

- Identify what material we have
- Put into categories
- Decide on how to store
- Develop Archive practices, policies, procedures, structure
- Move into an Archive Room

### **Organize**

- Form an Archive Committee
- Put things into proper dates, categories, arrangements
- Build a database of what we have
- Decide on suitable displays

### **Involve the Congregation**

- Engage the congregation
- Social Hall
- Forums
- R.E.
- Drop in hours for Archives – After Services?
- Video tape oldest members reminiscing about our history

### **Energize**

- Be proactive and create excitement about our history
- Create forums, education and excitement about our history.
- Participate and have events that celebrate our Beloved Community

### **Our Archive Collection**

The following material has been placed in our Archives.

- 100s of Photos
- About Your Sexuality Program
- Annual Meeting Reports 1941 to 2008
- Annual Reports
- Art and Artifacts
- Assistant Minister Search
- Board Minutes 1944 – 2005
- Budgets 1929-1997
- Building and Grounds
- By Laws 1865 – 1994
- Church Pamphlets
- Committees and Teams
- Congregational Retreats
- Council of Churches
- Credoes
- Director of Religious Education Search

- Directories
- Job Descriptions
- Lesbian, Gay; Bisexual, Transgender, Queer
- Members of the Board of Trustees
- Memorabilia 1878 - 1930
- Ministers
- Minster Search
- Newsletters 1960 – 1968; 1984-1990; 1990 – 1999
- Orders of Service 1959 – 1970; 1970 – 1980; 1980 – 2010
- Our Land
- Pictures
- Planned Giving
- Planning 1955-1989; 1990 to Present
- Pledge Drive
- Press clippings
- Roots – An Exploration of the Free Church Tradition
- Sanctuary – El Salvador
- Semiannual Meeting Reports
- Sermons – Erwin Gaede; Ken Pfeifer; Gail Geisenhainer; and others
- Unitarian Universalist Council of Michigan
- Video Slides

#### **Beloved Community**

- Marriages; Births; Memorials; Organ; Piano; Celebrations; Cards; Memorial Garden; Dedications; Ordinations; Plays

#### **Children and Young Adults**

- Campus Ministry
- Day Nursery
- Guild House
- Liberal Student Union
- Montessori School
- Young Adult Ministry

#### **Construction**

##### 1917 Washtenaw

- 1917 Washtenaw – Construction
- 1917 Washtenaw – Loans
- 1917 Washtenaw – Sale

##### 4001 Ann Arbor Saline Road

- Capital Campaign
- Building Grants and Loans
- Site Selection
- Architectural Design Committee 1992 – 1998
- Facilities committee 1994 – 1998
- Congregational Communications
- Floor Plans for Sanctuary Building and Religious Education wing

- Building Specifications
- Blue Prints for Sanctuary and Religious Education Wing; Topographical maps

#### **Jackson Endowment Fund**

- Audit Reports
- Charitable Donations
- Committee Meetings
- Correspondence 1955 – 2000
- Stocks
- Will

#### **Religious Education**

- Religious Education Catalogues
- Religious Education Committee 1945 to 1969
- Religious Education Committee 1970 to 1976
- Religious Education Committee 1977 to 1979
- Religious Education Committee 1980 to 1989
- Religious Education Committee 1990 to 1996
- Religious Education Building Architect Selection
- Religious Education Architect Committee
- Religious Education Design Committee
- Religious Education Furnishings Committee
- Religious Education Construction Committee
- Adult Religious Education
- Director of Religious Education Handbook
- Discovery – Religious Education 1970 – 1979
- Religious Education Curriculum Proposal
- Religious Education Programs

#### **The Archive Room**

This is a tentative description for an Archive Room for the First Unitarian Universalist Congregation of Ann Arbor.

Currently, the Archive Room is a closet off the Library. This space is insufficient on a number of levels. For the F.U.U.A.A. to have our own Archive provides several advantages:

1. The Sunderland Library and other antique books would be adequately cared for with a space of their own.
2. Our pictures and artifacts can be displayed.
3. We would have adequate and secure storage for our history.
4. Additional room would be freed up for the Library to use.
5. It would enable administrators and others in congregation who are seeking information to easily find facts, figures, blueprints, and records they need.
6. We will have an historical database to enable us to store and retrieve data with ease.
7. Are we hiding our history? Having a visible space for the Archives makes a statement as to how we care for and treat our congregation's history.

We currently have much of our history up to about 1940 stored at the University of Michigan's Bentley Museum. [See pages 8 to 14 for listing] Having space for our Archives would enable us to preserve the

history and heritage of our Congregation; educate our children and provide knowledge and research about our history.

Since the Archives and artifacts are stored in bookcases and display cases, they could fit nicely into many rooms in the church. **The existing functionality of the room could be maintained.** For example, let’s say that the Archives were housed in the Brown room. Bookcases and display cases could be placed around the walls, leaving room for the tables to be placed in the center so meeting could continue. Using a designated existing room would save on construction expenses. **No room has currently been designated as an Archive Room.**

Since this is an internal move and no remodeling, structural or electrical changes are needed there is no cost involved. Cost would primarily be for bookcases and photo albums (see page 14). The immediate cost would be for 3 **used or donated** bookcases. For a cost of approximately \$250 to \$300

#### Costs

Purchases	Cost
Binders and Presentation Materials*	(\$475)
Bookcases 3 Cases 4’ long and 60” high - Used	\$350
Locked Case - used	\$100
10 Photo Albums Pioneer BSP-46 @ \$15**	\$150
20 Photo Album Sheets @ \$5**	\$100
<b>Total</b>	<b>\$1,200</b>
<b>* \$475 has been reimbursed for Binders &amp; Materials</b>	<b>- \$475</b>
<b>Request for Additional Funds</b>	<b>\$725</b>

\* Has been paid

\*\* See page 14

#### Next Steps

This proposal will be submitted to the Welcome Ministries Coordinator, Hannah Hotchkiss, Associate Minister, Rev. Mark Evens; Building Administer, Thom Bales, and Consulting Archivist, Tim Richards. Out of courtesy, copies for informational purposes will be submitted to Rev. Gain Geisenhainer; Rev. Nancy Shaffer; and Board President Carolyn Madden.

We [Tim and Ann] would like to have a visible presence on the day of the Congregational Meeting – May 22. We envision having tables displaying the Archives around the walls of the Jackson Chapel. Since we would be around the outside walls, any Congregational activities could easily continue in Jackson Chapel.

#### Time Line

Date	Action
April 8, 2011	Present to Tim Richards – Consulting Archivist
April 14	Present to Hannah Hotchkins – “Boss”
May 2	Presentation to Staff
May 16	Decision on Archive Location
May 22	Presentation to Congregation
May 29 to August 21	Recruit Archive Team and Develop Archive Plans
September 2011 to May 2012	Energize and educate congregation: Conduct Forums; Social Hall Table; Special events

**Bentley Historical Collection from  
First Unitarian Universalist Congregation of Ann Arbor  
University of Michigan**

**Box No. 1 Description:**

**Church History**

- *Ann Arbor Magazine, 1986*
- Anonymous Histories, 1883-c.1990
- Celebration of the Living Church, 1982
- Church Property (includes 2 undated reports regarding history and maintenance and undated landscape architecture plan)
- Constitution, By-Laws, Directories, and General Information, 1944-1980 (scattered)
- *History: Copy and Final Version*, undated, (three 5 1/4-inch computer discs)
- Miscellaneous Notes and Correspondence Regarding Church History, 1987-1994
- Notes and Correspondence of Ruth Bordin and Marjorie Reade (regarding church history), 1984-1989
- Notes and Correspondence of Alice Sunderland Wethey and Marjorie Reade (regarding Sunderland history), 1990
- *Recollection of the Ministry to the First Unitarian Church of Ann Arbor of Rev. Edward Homer Redman 1943-1960, 1985*
- *The Story of Our First Hundred Years*, by Marjorie Reade, 1990
- 125th Anniversary celebration miscellaneous (1990)
- Photographs (portraits, church gatherings and church building)

**Church Record Books**

- Annual Record Books
- 1867-January 1901
- January 1901-January 1912
- January 1912-May 1935
- June 1935-September 1948
- October 1948-June 1952
- (1952-1986 continued in Yearly File, box 2)
- Guestbook, January 1961-January 1980
- Scrapbook, 1906:..1924 (bulletins, newspaper clippings, and "Unitarian Calendars")

**Box 2 Description**

**Treasurer's Books**

- January 1900 – April 1908
- May 1908 - January 1915

**Church Reports**

- Annual Reports, 1948-1997 (2 folders) (incomplete)
- Miscellaneous Reports, 1888-1889 (minister's, Unity Club,
- King's Daughters Ladies Union, Sunday School)

## Box 2 Description (Continued)

### Treasurer's Books

- 1859-1940
- 1941-1955
- 1956-1965 (10 folders)

### Box J.

- 1967-1973 (8 folders)
- 1974-1979 (scattered)

## Box No. 3 Description

### Church Publications

**Directories, 1964-1997 (extremely scattered)**

### Flyers, Bulletins and Mailings

- 1880-1899
- 1900-1919
- 1920-1929
- 1930-1939

**Miscellaneous, c .1908-1996 (2 folders)**

### Newsletters

- 1928-1929
- 1930-1931
- 1932-1936
- 1949-1956
- 1957-1959
- 1960-1963
- 1965-1975 (10 folders)

## Box No. 4 Description

- 1976-1983 (8 folders)
- 1984-1990 (scattered)

### Order of Service

- 1959-1961
- 1966-1971 (2 folders)
- 1974-1989

*Wheels Within Wheels: Manual on Organizational Structure and Procedures of First Unitarian Church of Ann Arbor, undated*

### Topical Files

- Adult Discussion Group, 1966-1970
- American Unitarian Youth, 1946-1948
- Anniversary and Dedication Celebrations, 1941-1989
- Article of Incorporation, 1955
- Art Objects, 1960-1968



- Building Campaign 1945 (includes plans) 1952 (includes blueprints)
- Celebration of Living Church, 1982
- Certificate of Recognition, c.1987
- Certificates of Dedication, 1950-1959
- Church Attendance, 1944-1948
- Church Library, 1923-1936

#### **Committees and Other Church Organizations**

- 1990 Committee, 1988-1990
- Board of Trustees, 1967-1979
- Committee Personnel, 1945-1956
- Denominational Affairs Committee, 1956-1976
- Endowment Fund Advisory Committee, 1970-1974
- Finance Committee, 1958-1977
- Hospitality Committee, 1957-1959
- Investment Committee, 1955-1959
- Jackson Social Welfare Committee, 1961-1974

#### **Box No. 5 Description**

#### **Topical Files (cont.)**

##### **Committees and Other Church Organizations (cont.)**

- Liberal Religious Youth, 1954-1959
- Long Range Planning Committee
- Miscellaneous, 1952-1964
- Reports and Minutes, 1963-1964
- Membership Committee, 1958-1976
- Merger Committee, 1958-1959
- Miscellaneous committees, 1954-1979
- Music Department, 1956-1977
- Newsletter Committee, 1956-1959 & undated
- Project Transition, c.1971
- Public Relations Committee (Promotion Committee), 1956-1957
- Questionnaire Committee, 1966
- Religious Education, 1976-1980 & undated
- Social Action Committee 1962-1973
- BEDL-WRO (Black Economic Development League-Welfare Rights Organization)
- Miscellaneous, 1969-1971

#### **Audio tapes of Nov. 23, 1970 appeal with index to tapes and other notes; Conscientious Objector Statements, 1967**

##### **Finances**

- Audit Reports, 1960 & 1964
- Budgets, 1951-1974
- Canvass
- 1958-1960
- 1966-1971
- 1971-1980

- Jackson Funds 1955-1990
- Miscellaneous, 1956-1982 (includes correspondence)
- First Unitarian Society Reports, 1885-1903
- Laymen's League, 1920-1942 (2 folders)
- Minister Review (Edwin Gaede), 1972
- Minister Search 1978-1979
- Information Packets 1979, 1994
- Pulpit Committee 1960-1961
- Notebook, 1960-1961

### **Box No. 6 Description**

#### **Reed Stuart (In Memoriam: Reed Stuart), 1910**

##### **Religious Education**

- 1960-1965
- 1966-1967
- 1967-1968
- 1969-1972
- Unitarian Ministers Association, 1948-1953
- Unity Club Secretary's Book, 1893-1900
- Unity **Hall** Lectures, 1933-1942
- University Student Outreach, 1931-1954
- Universalist Conventions of Michigan
- Record Book, 1866-1927
- Record Book, 1952-1953
- Zoning Complaint, 1990

##### **Ministers' Files**

- Charles Brigham
- Pastoral record book, 1865-1877 (includes list of contributions and Bible class members)
- Memorial service, 1879 Jabez T. Sunderland
- Biographical Materials Assembled by Alice Sunderland Wethey, 1990
- Writings and correspondence, 1882-1929  
Harold Marley
- Artwork by W.W. Nichols, 1929 (pen and ink drawing of Huron St. church)
- Writings and correspondence, 1928- 1982 (1 folder)

### **Box 7 Description**

- Writings and correspondence, 1928-c.1982 (2 folders)
- ACLU activities, 1931-1935
- Eulogies by Harold Marley, c.1935
- Articles and news accounts, 1927-1942
- *Washtenaw Progressive* activities, 1938-1940
- Scrapbooks of Published Articles
  - 1925-1945
  - 1945-1960
  - 1960-1972

- Edward H. Redman

#### **Box 8 Description**

- Articles, 1944-1946
- Attendance Graph, 1945
- Building Blueprints, undated
- By-Laws and Policy, 1944-1945
- Church Committees, 1945-1949 & undated
- Civilian Chaplaincy Committee, 1943-1945
- *Democracy in Transition*, by Ralph Fuchs, Materials, 1955-1960
- Finances
- Budget, 1944-1945 (2 folders)
- Quarterly Reports, 1943-1958
- Miscellaneous, 1949-1956 & undated
- The Unitarian Service Pension Society
- George L. Jackson
- Member Lists, 1944-1952
- Michigan Area Council of Liberal Churches, 1956
- Michigan Area Unitarian Council, 1950-1952
- Midwest Unitarian College Seminar, 1945-1946

#### **Box No. 9 Description**

##### **Ministers' Files (cont.)**

- Edward H. Redman (cont.)
- Midwest Unitarian-Universalist Ministers Association, 1958-1959
- Miscellaneous Correspondence and Sermons, 1943-1985 ( 4 folders)
- Public Relation Committee, 1946 & undated (includes membership pamphlet)
- Pulpit Announcements, undated
- Sale of Church, 1944-1946
- Transfers of Membership, 1951-1960
- Willow Run Area Recreational Project
- Correspondence, 1943-1945 (2 folders)
- Reports, 1943-1944
- Unitarian Student Group
- Administration, 1944-1953
- Fair Employment Practices Committee, 1945
- Programming, 1945-1946(includes surveys of students)
- Student Lists, 1943-1955

##### **Erwin Gaede**

- Correspondence
- 1961-1967 (5 folders)
- 1968-1979 (10 folders)
- Letters of Support, 1970
- Installation of Dr. Erwin Gaede, 1961
- *Politics and Ethics: Machiavelli to Niebuhr*, 1983

- Sermons and other writings

**Kenneth Phifer Sermons, 1994-1995**

- *Sock of Ages*, poem by Jane Phifer, 1992
  - Miscellaneous 1906-1931
  - Sermons, undated (3 folders) (arranged alphabetically by title)
  - Sermons, miscellaneous and fragmentary
- 

**Photo Albums**

**We currently have 3 Pioneer Photo Albums in Hunter Green**

**Pioneer Album \$14.95 per album**

- Washable and durable Endurahide leather-like cover with gold accents
- Clear top-loading pockets hold six 4" x 6" photos per page
- Pages have shaded paper background and memo area
- Includes 25 pages for (300) 4x6 photos
- Overall album dimensions: 14-1/4" x 14-1/4"
- Pioneer photo albums are archival, acid free, photo safe



**Pioneer Album \$4.95 per 5 sheets**

These refill pages are for the Pioneer MP-46 Photo Album.

- 5 sheets per pack
- Optically clear top-loading pockets hold 60 4x6 photos
- Shaded paper page background with memo area
- 2 holes spaced 8-1/8" apart
- Page dimensions: 14" x 14"
- Includes extension posts for the MP-46 photo album
- Acid free, archival, photo safe



10 Photo Albums Pioneer BSP-46 @ \$15	\$150
20 Photo Album Sheets @ \$5	\$100
	\$250

## 2011 Stewardship Campaign Report

Submitted by Scott Ferguson, Chair

The 2012 stewardship campaign, titled “Making a Difference”, followed the campaign of the previous year.

We received 412 pledges for \$869,838, the second highest amount in the history of our congregation. Thanks to Elizabeth LaPorte for creating the thermometer, Ed Lynn and Bruce Shields for help in the follow-up, those who helped staff the collection box, and Thom Bales and Debby Casamatta for all their help getting the campaign launched and keeping the pledge tracker updated.

The table below provides a comparison of the gift patterns compared with the 2011 campaign.

	2011 Campaign			2012 Campaign		
	Pledge Units		Cum \$ Pledge	Pledge Units		Cum \$ Pledge
<u>Pledge Amounts</u>	<u>Number</u>	<u>Cum</u>	<u>Amount</u>	<u>Number</u>	<u>Cum</u>	<u>Amount</u>
\$20,000 or more	1			1		
\$10,000 to \$19,999	8	2.1%	13.7%	9	2.4%	15.6%
\$8,000 to \$9,999	2	2.6%	15.6%	4	3.4%	19.5%
\$6,000 to \$7,999	16	6.3%	27.2%	11	6.0%	27.9%
\$4,800 to \$5,999	22	11.4%	39.5%	22	11.2%	40.9%
\$3,600 to \$4,799	33	19.0%	54.1%	25	17.2%	52.5%
\$2,400 to \$3,599	56	32.0%	70.7%	58	31.0%	70.5%
\$1,200 to \$2,399	112	58.0%	88.9%	110	57.2%	89.4%
\$ 600 to \$1,199	86	78.0%	96.5%	88	76.7%	96.8%
Less than \$600	95	100.0%	100.0%	90	100.0%	100.0%
Total	431			412		

If you look at the granularity behind the above data, there remains a concern. The distribution is skewed. 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:

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

In a healthy distribution, 25% of pledge money is raised from the top 10% of pledges, the next 25% of money from the next 15% of pledges, etc. Although UUAA aligns with the UU Standard, he points out that: With this 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 \$136,000.

## Scrip Program Report

Submitted by Carolyn Barber, Scrip Sales Program Coordinator

This has been an interesting year for meeting our budgeted income of \$15,000, topping out at \$14,557. We continue to be challenged by meeting the Kroger program **annual re-enrollment** requirements, to the point that our income from them has dropped from \$800 per quarter to about \$250 per quarter. On the other hand, Arbor Farms and Busch's are giving us about \$200 per **month**, which 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%. We do appreciate all those who regularly shop at Hiller's and Meijer using their registered scrip cards – every bit helps!

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

With **regular** participation by congregants, this program can have a major impact on the operating budget. With **congregation-wide participation**, this program could add **tens of thousands of dollars** to our income (multiply \$14,557 by 5).

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

I am especially grateful for the loyal efforts of Becky Swank, who makes sure that Scrip Table news gets into the weekly bulletin and monthly newsletter, and Elsie Dyke, who picks up the local grocery scrip orders and brings the scrip to church on Sunday.

As coordinator, I maintain the spreadsheet for inventory, purchases, and sales; determine and place weekly orders with GLS; determine quantity, request checks, and place orders every other week for whatever grocery scrip needs restocking; keep physical custody of the inventory; fill in at the table when needed; and coordinate staffing when necessary.

For the year 2011, we have been responsible for contributing a total of \$14,560 (of which \$5055 was from the GLS program) to the general fund. A special promotion this year encouraged folks to order GLS online. The congregation owes many thanks to the anonymous donor who donated the 42 \$10 vouchers for each purchase of \$250 GLS online or \$300 at the Scrip Table during the promotion.

So far in 2012, it has been remarkable how many folks are investigating ways that they can use scrip to help with the budget deficit, when they are not able to just chip in to the "Benjamin Club."

## **Internet Technologies Group Report**

Submitted by Don Winsor, Committee Chair

The volunteers of the Internet Technologies group are responsible for the operation and overall organization of the [uuua.org](http://uuua.org) web site. The group also addresses technical issues, interfaces with our Internet service provider (UUism.net) and helps answer questions. The staff has responsibility for content and regular updates. The IT group is also available for consultation with the staff on any other technology issues of interest to the congregation that may arise.

Over the past year, our website had about 1100 distinct visitors per month. The ten most visited pages on our site in the past year were: About Us, Worship, Sermons and Forums, Finding Community, Spiritual Growth and Development, Ministers and Staff, Renewable Energy Statistics, Social Justice, What UUs Believe, and What to Expect.

We also continue to maintain an active presence on Facebook. Our page has grown from 360 to 497 fans in the past year. We continue to use our page to publicize a variety of featured events and news items.

The group focused its efforts on enhancements and updates to our website and posting events and monitoring activity on our Facebook page. Special thanks to Christine Boltz for stepping in quickly after last year's office staff changes, and volunteering lots of time to keep our website up to date. Thanks also to Connie Lippert for her work behind the scenes to keep our website hosting and content management software running smoothly.

The group's plans for next year include working on improved website menus and navigation, reviewing websites of other UU congregations to see what we can learn from them, and increasing content related to our renewable energy projects.

Active volunteers in the group include Connie Lippert, Christine Boltz, Sandy Simon, Tricia Mooney, Pete Mooney, Brandy Sinco, Spencer Thomas, Jennifer Lill, and Don Winsor.

## **Audio Committee Report**

Submitted by Dick Barber, Audio Committee Chair

Current Members:

Dick Barber

Skip Tucker

David Schwab

Tim Romlein

Marlin Whittaker (partly on sabbatical)

Bruce Shields (partly on sabbatical)

Jack Vaclavaek (new recruit!)

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

This Committee is somewhat unique in that it does not currently hold committee meetings. The members volunteer for specific services via a sign-up sheet in the audio booth AND on a website called Volunteer Spot. The Committee has no major future plans, other than continuing to discuss with the Administration and Board how best to establish a specific committee budget and Budget line item in order to be better prepared for repairs to the sound system components and expenses related to supplies like cassette tapes. We do expect to participate in discussions with the Administration, et. al., about possible improvements/modifications to the Sanctuary sound system, especially since the current wireless microphone system is out of date (frequency no longer supported by suppliers) and has some specific mechanical deficiencies that may become "terminal" at some point.



## QUEST Bookstore Report

Submitted by Lucia Heinold, Bookstore Committee 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 2011 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 continues 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 Reverent Geisenhainer.

We continue to recruit new booksellers and ideas. Interested? Give someone at the book table or Lucia Heinold at [Heinoldcia@aol.com](mailto:Heinoldcia@aol.com), your contact information. We will follow-up quickly.

# Planned Giving Committee Report

Submitted by Planned Giving Committee

## Committee Members in 2011-2012

Thom Bales

Laura Bollettino (joined June 2011)

Kim Clugston

Tom Darnton

Scott Ferguson

Nancy Schewe (resigned October 2011)

Ron Shaw

## Committee Goals

- Increase congregational awareness of Planned Giving
- Secure new planned gifts
- Publicly recognize planned gifts
- Maintain relationships with member donors

## The Sunderland Society

Members of the Sunderland Society are those who have included the First Unitarian Universalist Congregation of Ann Arbor in their estate plans. **Currently fifty-six individuals or couples are members of the Sunderland Society.**

## 2011-2012 Activities

- Committee membership changes: Laura joined the committee. Nancy resigned and Laura became chair.
- Sponsored Planned Giving Sunday in May 2011, including a reception for members of the Sunderland Society with entertainment by the Chalice Sparks.
- Updated Planned Giving Procedures and committee responsibilities.

## Endowment Fund Report

Submitted by Elsie Dykes

<u>Date</u>	<u>Market Value</u>	<u>Purchase Cost</u>	<u>Value ÷ Cost</u>
April 30, 2012	\$41,849	\$33,580	125%
March 31, 2012	\$41,977	\$33,580	125%
April 30, 2011	\$29,393	\$21,580	136%
April 30, 2010	\$23,483	\$19,570	120%
April 30, 2009	\$17,880	\$18,300	98%

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

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

**We work together to achieve the following ends:**

## **1.5 Culture**

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

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

## **Interweave Report**

Submitted by Royla Furniss on behalf of the Interweave Planning Team

Planning Team Leader (2 years) Royla Furniss  
Program Coordinator & Incoming Planning Team Leader (2 years) Leigh Robertson  
Membership Coordinator (2 years) Jon McLean  
Social Networking Coordinator (2 years) Roberta Allen  
Education Group Leader (2 years) Mark Jagner  
Social Event Group Leader (2 years) Victor Hola & Scott Ferguson  
Social Justice Group Leader (2 years) Dave Purcell  
Spiritual Group Leader (2 years) Walter Slater  
Pastoral Care Liaison (2 years) Charley Pekareck  
ExOfficio - Rev. Mark Evens

Interweave is a meeting place for lesbian, gay, bisexual, transgender, and queer people, their families and straight allies. It is a vibrant group within the UUAA Congregation with growing participation and attendance attracting from 35 to 60 people at monthly meetings and approximately 100, including community members, to the annual interfaith service of affirmation in December.

Interweave's mission is to:

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

Our mission ties well into the UUAAs End statements of:

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

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

### **Planning for the 2011-2012 Year**

Planning for the 2011-2012 year began at the May 2011 Interweave meeting where everyone present brainstormed and prioritized program ideas for the coming year.

## **Achieving Our Mission/UUAA End Statements:**

### **Nurture Social Connections and Build Beloved Community/Community**

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

### **Support for Spiritual Growth/Spiritual life**

In December, Interweave invited the Congregation and local faith communities to join with them in an interfaith service of affirmation, "Claiming the Blessing: Honoring the Light of our Love in a Time of Darkness", led by Rev. Mark Evens and Rev. Joe Summers, Rector of Episcopal Church of Incarnation with other worship leaders from many different denominations and traditions. One hundred people gathered for the service and lively reception that followed in the Social Hall supported by Interweave, Rainbow Crossing (from the First Methodist Church of Ann Arbor), and OASIS, (from the Episcopal BLGT ministry). In October, Rev. Gail led a discussion of the Book "Coming Out in Faith – Voices of LGBTQ Unitarian Universalists".

### **Educating Ourselves and Others/Stewardship**

Two monthly meetings and two forums focused on our goal of educating ourselves and others. The documentary film, "Fences," showed the journey of David Garcia, the new Affirmations Executive Director. He was fired from his job as a teacher in the Gran Blanc school system. Ann Jones facilitated a meeting called the "LGBTQIA Dance" - Our Changing Gender Identity.

Two Sunday forums offered by Interweave were well attended, "Transgender Day of Remembrance" and "Courageous Love." In the later UUAA members Theresa Bassett and Carolyn Kennedy told their story of becoming plaintiffs in an ACLU lawsuit to recognize domestic partners health care coverage in Michigan. Theresa and Carolyn were also presented with the Standing on the Side of Love "Courageous Love Award" honoring their deeds and actions during Sunday worship and were met with an embracing standing ovation from our Congregation.

### **Advocating for Social Justice/Social Justice and Environmental Action**

Two monthly meetings highlighted social justice advocacy: Margot Duley led a panel discussion on Social Justice Advocacy and during a "Taste of Interweave" meeting a session was on working to amend Michigan's Elliot-Larson Civil Rights Act (non-discrimination for the State) through petitions and letter writing campaigns.

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

- Participation with an information table at Ann Arbor's Pride event, "Outfest,";
- Circulation of petitions in the Social Hall, collecting over 200 signatures to educate our members and work to amend the Elliot-Larsen Civil Rights Act to ensure fair and equal treatment to LGBTQ people in Michigan
- Active membership in the MUUSJN Social Justice Network's Equal Rights Task Force, a priority issue for their work in Michigan.
- Public witness, led by Roberta Allen, at a meeting of Saline City Council meeting to support their declaring June Pride Month and at the Ann Arbor City Council meeting to support Immigrant Rights.
- Three Interweave members, Margot Duley, Roberta Allen, and Joan Burleigh, serve as Board Members of the non-profit organization, Inclusive Justice, whose mission is "to build an interfaith coalition for the human and civil rights of all in Michigan, particularly for sexual, gender and sexual orientation minorities - inclusive of all faith traditions, all races and all ages." They have been active in planning a May 14 statewide conference "Reaching the Movable Middle."

### ***Culture***

There were two areas where Interweave had a direct influence on the culture at UUA: our participation in the Strategic Planning Task Force - Faith in Our Future and sponsoring the first ever All Church Retreat. Interweave was a leading group in the SPTF work in creating a plan for the next 5 years. For the retreat, we have 70+ people from the entire congregation coming to workshops, small group discussions, worship, and ritual. It was very successful by attendees' accounts.

### **Planning for Coming Year**

The Interweave Planning Team met in the May to assess our successes and concerns. The May 2012 meeting will invite all Interweave members to participate in the excitement of developing programs and setting goals for the coming year. And, finally it's anticipated that some Interweave members will be attending the General Assembly in Phoenix, AZ.

## Partner Church Program Report

Submitted by Gretchen Jackson and Phyllis Valentine, Program Co-Chairs

As we began the 2011-12 church year seven travelers lead by Rev. Mark Evens left on a pilgrimage to Transylvania. Our travel included visits to historic Unitarian sites in Budapest before crossing the border to the Transylvanian section of Romania. We

- toured several churches,
- had an extended visit to the Unitarian archives where we were privileged to explore the extensive collection of historical documents related to the development of our domination,
- spent a night in the village of Székelyderzs, a UNESCO World Heritage Site that includes one of the “walled” churches, and
- spent several days with our partners in Kézdivásárhely, getting to know them through social gatherings and home-stays, attending a Unitarian Church confirmation service in Rev. Maria Pap’s village church, and presenting an “American Style” service for the Kezdi congregation.

Following the trip we made tentative plans for future travel which will include:

- A visit from our partner church minister in the fall of 2013
- The next UUAA pilgrimage in 2014

Details on these scheduled visits will be available early in 2013, particularly for those hoping to join the 2014 pilgrimage.

In the fall we realized a long-held dream of having a Partner Church Brochure that would help increase the visibility of this program at UUAA. With the help of a grant from the Social Action Council and pro-bono design work of a local graphic designer we were able to accomplish this. Brochures are now available in the rack at the entrance of the church, on the information table in the Social Hall on Sunday mornings, and at other appropriate places and meetings.

During the 2011-12 year we continued to have regular columns in the Newsletter, focusing on various aspects of our partnership and the activities and practices of our partners. Several of these columns were written by our Partner Church Minister, Rev. Maria Pap.

As the church year draws to a close we have received some unexpected news! Rev. Pap has accepted a new position as the Bishop’s Secretary at the Unitarian Church headquarters in Kolozsvár. As Maria wrote:

*“It was a hard decision for me to take. Laszlo [Maria’s husband] will work for the church, too. He will be responsible for the media. We will move to Kolozsvár in the summer and take up our duties in the fall. It is very hard to decide to uproot oneself after 17 years in one place and it is even harder for Abigel [Maria’s daughter], who considers Szentivan her village and the parsonage her home. But she would have faced changes anyway as she starts high-school in autumn, now she will be at the Unitarian College and then it would be easier for all of us if she goes to university.*

*I hope that by fall a new, young minister will come to the congregations and pick up where we left off. I know that the partnership is strong enough to support a little upheaval and until then I will do everything to leave things in order and establish channels of communication. I would be very glad and thankful if our friendship could go on and as all trips end up inevitably in Kolozsvár, we will be able to meet, if you come to Transylvania.”*

We look forward to meeting the new minister and will begin communications with him/her as soon as a selection is made.



## **Khasi Hills Sponsor a Student Program Committee**

Submitted by Allen Duncan and Cathy Doherty, Committee Co-Conveners

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

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

- Provided direct financial support to the School, which enrolls approximately 120 students. This support was used to fund the salaries of teachers, pay for supplies, offset tuition costs and improve the physical facilities of the school.
- Provided a payment of \$1000 toward the church reconstruction project, representing the next-to-last anticipated payment for that project
- Sent a three-person team (Cathy Doherty, Rick Johnson, and Bob Treadway – also joined by Mark and Nancy Kinney, formerly of this congregation but now living upstate) to the Khasi Hills to visit the school, strengthen our partnership through personal contact, and assess the progress and effectiveness of the program
- Hosted a Sunday lunch and forum on April 22, 2012 at which time the group that traveled to the Khasi Hills in October, 2011 reported their findings.

Highlights from the trip report include:

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 at the very least.

The current goal for the management committee at Mawkisyiem is to raise the teacher salaries. They consider the bare minimum for a teacher to be 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 Mawkisyiem would be earning 10000 rupees per month.

To help move in this direction the Ann Arbor visitors left several hundred dollars from the Sponsor a Student fund for year-end teacher bonuses for 2011.

There is also concern on the part of the Education Committee that the school may not be able afford to continue to pay the upper primary teacher salaries, in which case, they may decide to eliminate the UP classes and drop back to being a lower primary only. Khlur was very clear that they did not want to have to depend on the SAS program for teacher salaries, but want to be able to fund the salaries themselves, in the event that First UU should decide at some point to discontinue the sponsorship program.

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