



**FIRST UNITARIAN
UNIVERSALIST
CONGREGATION OF
ANN ARBOR**

**ANNUAL
REPORT**

MAY 23, 2010

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First Unitarian Universalist Congregation of Ann Arbor, Michigan
Annual Meeting
May 23, 2010
Agenda

Chalice Lighting

Call to Order

Tim Richards, President

Action

Declaration of Quorum (15% of voting membership)

Ginny Preuss, Secretary

Action

Adoption of Agenda

Tim Richards, President

Action

Adoption of Rules of Procedure (majority of those present and voting)

Tim Richards, President

Action

Approval of May 31, 2009 Annual Meeting Minutes

Tim Richards, President

Action

Report of the Leadership Development Team

Ken Klein, Erik Stalhandske, co-Chairs

Information

15 Minutes

Report of the Pastoral Care Committee

Meredith Ley, Chair

Information

10 Minutes

Election of Board Officers and Trustees

Tim Richards, President

Action

5 Minutes

Treasurer's Report

Kim Clugston, Treasurer

Information

5 Minutes

State of Congregation/ Senior Minister's Report

Rev. Gail Geisenhainer

Information

10 Minutes

General Assembly Delegates, Issues and Elections

Tim Richards, President

Information/Action

10 Minutes

President's Report

Tim Richards, President

Information

10 Minutes

Member Comments & Questions

Tim Richards, President

Information

10 Minutes

Passing the torch

Tim Richards, President & Carolyn Madden, President-Elect

5 Minutes

Adjourn

Action

**First Unitarian Universalist Congregation of Ann Arbor, Michigan
Annual Meeting
May 23, 2010**

Rules of Procedure for Discussion

For each item that comes before the Congregation for a vote:

1. Members who wish to speak will be recognized by the presiding officer in the order that they approach the public microphone(s).
2. Each speaker may speak for 2 minutes.
3. The meeting agenda includes time allotments for each item presented for vote by the Congregation. The presiding officer will terminate discussion when the time allotted expires.
4. Time for discussion may be extended by majority vote upon a motion that includes a proposed length of time for extension of discussion.
5. No speaker may speak twice on the same item unless there is time remaining and all others who wish to speak have spoken.

First Unitarian Universalist Congregation of Ann Arbor

Annual Meeting Minutes

Sunday May 31, 2009

Congregation president Tim Richards called the congregational meeting to order at 1:12 pm. A quorum was declared with 106 members present, 20.4 percent of the current membership of 518 full members, achieving the quorum requirement of 15% of the full members.

Motion 09.05.31.01:

Marina Brown moved and Eric Stalhandske seconded the adoption of the congregational meeting agenda as printed in the meeting packet. Motion carried.

Motion 09.05.31.02:

Charlie Pekarak moved and Gretchen Jackson seconded the approval of the minutes of the June 1, 2008 congregational meeting as printed in the meeting packet. Motion carried.

Motion 09.05.31.03:

Ellen Teller moved and Gayle Steiner seconded the adoption of the rules of procedure as printed in the meeting packet. Motion carried.

Senior Minister Rev. Gail Geisenhainer gave the State of the Congregation/Senior Ministers report.

Motion 09.05.31.04:

The congregation adopts the proposed revisions to Article VI (Officers and Governing Body), of the Bylaws. Moved by Nancy Schewe, seconded by John Frank.

Ed Lynn raised a concern that the phrase "and expires at either the end of the term of the current President or upon the current President's resignation or removal", relative to the Past President position, could create an issue under some scenarios, and was not necessary.

Carolyn Roberts requested an explanation of the relationship between the board and senior minister. Tim Richards explained this is not relevant to the motion, and offered to discuss outside the meeting.

Motion 09.05.31.05:

The second sentence in Article VI, Section 1.1.a will be shortened to "This position is ex-officio." The congregation adopts the proposed revisions to Article VI (Officers and Governing Body), of the Bylaws. Moved by Debbie Golden, seconded by Sherry Arnold. Motion carried.

A comment was made that the sentence in Article VI, Section 1.2 that begins "In odd number years" is not grammatically correct. Another vote was not taken.

Erik Stalhandske, representing Pat Appleberry, gave a report from the Leadership Development Team. He informed that congregation that Erik Stalhandske and Ken Clein will be the new co-chairs of the Leadership Development Team. Erik thanked Pat Appleberry and Cecy Ewing for co-chairing this past year.

Motion 09.05.31.06:

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

- **Board of Trustees:**
- **Vice President: Carolyn Madden, second term**
- **Treasurer: Kim Clugston, first term**
- **Member at Large: Phyllis Valentine, second term**
- **Member at Large: Joseph Fenty, first term**
- **Leadership Development Team:**

- Eric Stalhandske, second term

- Ken Clein, Second Term

Moved by Cecy Ewing, seconded by Nic Simms. Motion carried.

Tim Richards led the Member Comment agenda item. He began by responding to the earlier question about the relationship of the Senior Minister to the Board. Tim explained the congregation is using Policy Governance, and explained the roles in those terms.

Marina Brown raised a concern that the financial situation of the congregation was not shared in the newsletter as in the past.

Dave Hall provided an update from the Wind Turbine Study Group. The study group consists of Dave Hall, Thom Bales, Phyllis Valentine, Steve Schewe and Craig Butcher. Dave explained the approach and status of study.

Ed Lynn provided an update from the Fundraising Advisory Committee.

Tim Richards spoke about the 2009 General Assembly. This year a new president of the UUA will be selected. Candidates are Laurel Hallman and Peter Morales. Additionally, there will be a vote on a proposal to revise the 7 UUA principles. Tim directed congregants to sources for more information. Tim Richards acknowledged board members Gayle Steiner and Dave Hall, whose terms ended this year.

Motion 09.05.31.07:

Dan Ayres moved to adjourn the congregational meeting. Motion carried.

The meeting adjourned at 2:06.

Respectfully submitted by Ginny Preuss

**ADOPTED BY-LAWS OF
THE FIRST UNITARIAN UNIVERSALIST CONGREGATION OF ANN ARBOR, MICHIGAN
REVISED January 1981, 1985, 1990, 1994, 1994, 2005
May 1996, 1997, 2002, 2004, 2007, June 2008, May 2009,
January 2010**

ARTICLE I. NAME AND AFFILIATION

The name of this association shall be the First Unitarian Universalist Congregation of Ann Arbor, Michigan. The Congregation shall be affiliated with the Unitarian Universalist Association and the Unitarian Universalist Heartland District.

ARTICLE II. PURPOSE.

As set forth in the Original Articles of Association:

"We the undersigned, desirous of securing to ourselves and our families the advantages of religious instruction and fellowship do hereby associate ourselves together under the name and title of the First Congregational Unitarian Society of Ann Arbor, Michigan, for the purpose of maintaining religious worship and conducting the temporal interests of a religious society in accordance with the Statutes of the State of Michigan." May 14, 1865.

"This congregation, thoughtfully reviewing its purpose and mission 125 years after its founding, reaffirms its faith in the principles which, throughout history, have motivated liberal religion. Basic among these are a reverence for life, a respect for the inherent dignity of each person, and a belief in human potential. We pledge our fidelity to the use of reason in the quest for truth, believing that the values so derived can lead to universal understanding and acceptance of one another, unimpaired by divisions based on race, color, national origin, religion, gender, age, sexual orientation, enablement, socioeconomic status, or other factors. We believe that truth is better sought in community, which helps to develop tolerance and understanding in us. It is our hope that we may work for good in our local community, state, nation, and world, awakening social conscience to the end of dispelling intolerance and injustice. Unfettered by dogma and unrestricted by formal creed, we honor the great in spirit coming to us from the past and present, representing the earth's rich diversity of faiths and cultures. Their wisdom, their rectitude, and their courage guide and inspire us in creating for all a life enlightened by knowledge and animated by good will." January, 1990.

ARTICLE III. MEMBERSHIP

1. There shall be two categories of membership, Full Members and Associate Members.

1.1. Full Members:

Persons who wish to become Full Members are eligible to sign the membership book after consulting with one of the Ministers or attending orientation classes in order to acquaint themselves with the guiding principles and the heritage of Unitarian Universalism and to learn about the opportunities and responsibilities that accompany membership in the Congregation.

Any eligible person eighteen years of age or older who is in sympathy with the Congregation's purpose may become a Full Member by signing in the presence of one of the Ministers and of a member of the Board of Trustees or other Full Member designated by the Board, the following declaration in the membership book:

"We the undersigned, being in sympathy with the spirit and practical aims of the First Unitarian Universalist Congregation of Ann Arbor, Michigan, as expressed in the Articles of Association, hereby subscribe our names as members."

1.2. Associate Members:

Any person under eighteen (18) years of age who has successfully completed the Coming of Age program or an equivalent approved by the Board of Trustees may become an Associate Member by signing in the presence of one of the Ministers and of a member of the Board of Trustees or another Member designated by the Board of Trustees, the above cited declaration in the membership book. Associate membership can continue until graduation from high school or attaining the age of eighteen (18), whichever is later. Associate Members may vote in congregational meetings. At congregational meetings, Associate Members do not count toward a quorum.

1.3. For the purpose of reporting membership to the Unitarian Universalist Association, only Full Members shall be counted.

2. Membership Privileges

2.1. Voting privileges begin four months after Full Member or Associate Member status has been conferred. The four-month requirement may be waived by a two-thirds (2/3) vote at a legally called congregational meeting.

2.2. Full Members may serve in the governing and leadership capacities established by these bylaws.

3. Membership Responsibilities

Full Members shall make a pledge and financial contribution of record to the congregation's operating budget each calendar year. Such pledge and financial contribution of record shall be a condition of continued membership. This requirement may be waived for an individual by a Minister.

4. Membership Termination

4.1. The Board of Trustees shall establish policies regarding membership termination and reinstatement.

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

ARTICLE IV. MEETINGS

1. An annual congregational meeting shall be held in the spring to elect Trustees and others as required by these bylaws, to receive reports of all committees and activities of the Congregation, and to consider other business that may legally come before it.

2. 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.

3. The Secretary shall give the membership of the congregation at least two weeks before the date of any congregational meeting a notice specifying the business to be transacted. Publication of such notice in the official Congregation media may be considered tantamount to such notification. The Board of Trustees shall specify in advance the media to be used for this purpose. When possible, meetings shall be announced from the pulpit on the two Sundays preceding the date which has been set.

4. Fifteen per cent (15%) of the Full Members having voting privileges, as defined in Article III, paragraph 4, shall constitute a quorum.

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 in these By-laws.

6. A secret ballot shall be used for all contested positions.

7. No meetings other than for worship, for activities of organizations of the Congregation, and for the conduct of weddings, services of union, services of infant dedication, and funerals or memorial services in the charge of one of the Ministers, shall be held in the public rooms of the Congregation building without the approval of the Board of Trustees, which may delegate its supervisory authority to one of the Ministers or another individual.

ARTICLE V. AUTHORITY

1. The Congregation is the ultimate authority of the First Unitarian Universalist Congregation of Ann Arbor.
2. Notwithstanding other reserved powers, these specific powers are reserved solely to the Congregation:
 - (a) to call or dismiss a Senior Minister (or Co-ministers);
 - (b) to elect the members of the Board of Trustees.
3. Subject to the powers reserved to the Congregation, or otherwise specifically delegated, the Board of Trustees shall be the governing body.

ARTICLE VI. OFFICERS AND GOVERNING BODY

1. A Board of nine (9) Trustees, elected by the voting membership, is charged with establishing, maintaining and communicating policies and strategic priorities that are forward-looking, congregation-wide, and reflective of the values and mission of the Congregation. All Trustees must be Full Members of the Congregation and have been Full Members in good standing for at least one year. The term of office of each Trustee is two years. No Trustee shall be elected to serve more than two consecutive terms
 - 1.1. The Board of Trustees shall include a President, Vice President/President-Elect, Secretary, Treasurer, and five other Trustee positions
 - 1.1.a. The immediate Past President shall serve an honorary one-year term as Advisor to the President, and shall attend Board of Trustee and other pertinent meetings, without a vote, in that role at the sole discretion of the current President. This position is ex-officio..
 - 1.2. Trustees shall be elected at the annual congregational meeting, and begin their term of office in June. The Trustees shall be elected each year as follows:

Each year, a Vice President/President-Elect will be chosen. The person elected to this position will serve the first year as Vice President/President-Elect, and the second year as president.

In odd numbered years, the Treasurer, together with two other Trustees.

In even numbered years, the Secretary, together with three other Trustees.
 2. Responsibilities of the Board of Trustees
 - 2.1. The Board of Trustees shall oversee the business of the Congregation.
 - 2.1.1. The Board of Trustees shall have general charge of the property and funds of the Congregation, the conduct of all its business affairs, and the control of its administration, including the appointment of such committees as it may deem necessary. General charge of funds shall include approving an annual budget.
 - 2.1.2. The Board of Trustees shall delegate management of the Congregation's property, funds, business affairs and administration to the Senior Minister (or Co-Ministers).
 - 2.1.3. The Board of Trustees shall see to it that the Senior Minister's (or Co-ministers') duties and responsibilities are established and defined in the Ends Policies and Executive Limitations Policies and that they are recorded in the Board Policy Manual.
 - 2.1.4 The Board of Trustees may authorize capital expenditures to a maximum aggregate during any one fiscal year of \$50,000. Any capital expenditure which causes the aggregate of all capital expenditures in that year to exceed \$50,000 shall require Congregational authorization by a majority vote at a duly called congregational meeting
 - 2.2. The Board of Trustees shall review policies, programs, congregational ministry, and goals of the Congregation at least annually.
 - 2.3 The Board of Trustees shall hold regular monthly meetings at such times as it may appoint. A quorum shall consist of five Trustees.

2.4 The Board of Trustees shall be responsible for replacing Trustees who have resigned or who have been removed from the Board of Trustees. The replacement Trustee shall serve for the remainder of the term.

3. Officer Responsibilities

3.1. The President shall preside at meetings of the Board of Trustees and at congregational meetings, unless the Congregation Members at the beginning of a congregational meeting elect a moderator to preside. The President shall conduct the elections of the Trustees during the annual congregational meeting. The responsibilities of the President shall include, but not be limited to:

3.1.1. Establishing the agenda for, and presiding at all Board meetings;

3.1.2. Reporting on Board actions at the annual membership meeting;

3.1.3. Designating a parliamentarian as needed;

3.1.4. Appointing chairs and members of committees and task forces of the Board of Trustees.

3.2. The Vice-President shall preside at meetings of the Board of Trustees and at congregational meetings in the absence of the President unless the Congregation Members at the beginning of a congregational meeting elect a moderator to preside.

3.3. The Secretary shall keep minutes of congregational meetings and meetings of the Board of Trustees. The responsibilities of the Secretary shall include, but not be limited to:

3.3.1. Reviewing and ensuring that all official minutes of the Board meetings and of the annual and/or special membership meetings are recorded accurately, distributed, and made part of the official record.

3.3.2. Determining the presence or absence of a quorum at each membership and Board meeting;

3.3.3. Maintaining a permanent record of the Board's proceedings and official documents.

3.4. The Treasurer shall see to it that the financial records of the congregation are maintained in good order. The responsibilities of the Treasurer shall include, but not be limited to:

3.4.1. Advising the Congregation, the Board of Trustees and other groups as necessary of financial aspects and implications of proposed actions;

3.4.2. Preparing such financial statements as the Board of Trustees may require, and in such forms as may be reasonably required.

4. Termination

4.1. A Trustee may be removed by two-thirds vote of the Board of Trustees for absence from three consecutive regular Board meetings.

4.2. A Trustee may be removed by two-thirds vote at a legally called congregational meeting.

ARTICLE VII. LEADERSHIP DEVELOPMENT TEAM

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

1.1. Leadership Development Team members from the Congregation membership outside the Board of Trustees are elected during the annual congregational meeting as part of the slate of nominees presented by the Leadership Development Team.

1.2. The Leadership Development Team chair shall be selected by the Committee. Neither a newly elected committee member nor a current Trustee of the Board is eligible to serve as chair.

1.3. The term of each Leadership Development Team member shall be two years. No Committee member shall serve more than two terms (4 years) consecutively.

1.4. The Leadership Development Team members shall be appointed and elected each year as follows: In odd numbered years the Board of Trustees shall appoint a past Trustee and the Congregation shall elect a congregational Full Member.

In even numbered years, the Board of Trustees shall appoint a current Trustee and a full congregational Member, and the Congregation shall elect a congregational Full Member.

2. Responsibilities

2.1. The Leadership Development Team shall develop and implement means for identifying, cultivating and developing leaders for the Congregation.

2.1.1. The Leadership Development Team shall select and announce to the membership of the Congregation a slate of nominees at least equal to the number of vacancies on the Board of Trustees and other elected positions at least four weeks before the date of the election. Publication of the slate of nominees in the official Congregation media shall constitute such notification.

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

2.2. Nominations outside of the Committee's slate must be received by the Leadership Development Team by no later than three weeks before the election. Any such nomination shall include the signatures of ten supporting Congregation members.

2.3. Prior consent of any person nominated will be obtained.

2.4. If a nominee withdraws after his/her name is announced as described in 2.1.1 above, the Leadership Development Team shall present a replacement.

2.5. The Leadership Development Team shall assist the Board and the Senior Minister (or Co-Ministers) as requested in finding candidates for appointed positions.

2.6. The Board of Trustees shall be responsible for replacing Committee Members who have resigned or who have been removed from the Leadership Development Team. The replacement Committee Member shall serve for the remainder of the term.

3. Termination

3.1. A Leadership Development Team member may be removed by two-thirds vote of the Team for absence from three consecutive meetings.

3.2. A Leadership Development Team Member may be removed by two-thirds vote at a legally called Congregation meeting.

ARTICLE VIII. MINISTERS

1. A Senior Minister (or Co-Ministers) shall be called upon the recommendations of the Ministerial Search Committee and the Board of Trustees by an eighty-five percent (85%) vote of the voting Members of the Congregation present at a congregational meeting legally called for this purpose. A quorum for the meeting shall be twenty-five percent (25%) of the voting membership of the Congregation. Called Ministers of the Congregation shall be ministers in fellowship with the Unitarian Universalist Association.

2. Called Ministers shall serve for an indefinite period. Interim ministers and any others who are hired by the Board of Trustees shall serve for the fixed period of their contracts.

3. The Ministers shall provide religious and spiritual leadership for the Congregation and be responsible for conducting Sunday services as well as rites of passage for Members of the Congregation. The Ministers shall be available for counseling and spiritual care of members when needed, and represent the Congregation as its religious leaders in denominational and local affairs. Ministers shall enjoy a free pulpit in accordance with the tradition of Unitarian Universalism, and shall be accorded freedom to speak the truth, as the Ministers understand it, in the Congregation and the community.

3.1. A Senior Minister (or Co-Ministers) shall function as Chief Executive Officer, shall be responsible to the Board of Trustees for implementing approved policies determined by the Board of Trustees, shall operate under the general supervision of the Board of Trustees and shall manage the Congregation's property, funds and business affairs. The Senior Minister (or Co-Ministers) prepares the budget and submits the budget to the Board of Trustees.

3.2. A Senior Minister (or Co-Ministers) shall direct and support the ministerial, lay staff and volunteers to define and meet their missions. The Senior Minister may delegate this responsibility with the advice and consent of the Board of Trustees

3.3. A Senior Minister (or Co-Ministers) shall bring to the Board of Trustees all matters which the Senior Minister (or Co-Ministers) deems necessary and proper.

3.4. A Senior Minister (or Co-Ministers) shall be a non-voting ex officio member of the Board of Trustees.

4. Called Ministers shall give at least (90) days notice in writing to the Board of Trustees of their intention to resign or retire.

5. Called Ministers may be dismissed by the action of members of the Congregation at a legally called congregational meeting, provided the purpose is clear and duly declared in the call to the meeting. A congregational meeting to consider the action of dismissal and its process shall be called by the Board of Trustees upon its own initiative or upon submission to the Board of Trustees a petition signed by at least ten percent (10%) of the voting membership of the Congregation. A quorum of twenty-five percent (25%) of the Members is required, and a majority vote of the voting Members present is necessary. Such a vote may not be taken again for six months.

6. In the event of a vacancy in the called ministry, the Board shall establish a Ministerial Search Committee to conduct the search to fill that vacancy. The Ministerial Search Committee shall consist of seven Members, three appointed by the Board of Trustees and four elected by the membership of the Congregation at a legally called congregational meeting. The Ministerial Search Committee shall follow the procedures recommended by the Ministerial Transitions Office of the Unitarian Universalist Association and by the Unitarian Universalist Ministers Association.

ARTICLE IX. FISCAL YEAR

The fiscal year shall end December 31. The Senior Minister (or Co-Ministers) shall submit to the Board for approval at its January meeting a financial report covering the last fiscal year, subject to audit or other independent review.

ARTICLE X. POLICIES

The Board of Trustees may adopt any policies for the government of the Congregation which are not inconsistent with these By-laws. Policies may cover functions of Congregation activities groups, conditions applying to the use of the building by Congregation groups and outside groups, personnel policies, and other necessary or helpful regulations for the efficient operation of the Congregation. Policies may be amended or repealed by the Board of Trustees. The Board shall keep a Board Policy Manual which shall contain all current Board policies, and which shall be open to inspection by Members of the Congregation and others subject to them.

ARTICLE XI. DISSOLUTION

In the event of the dissolution of the Congregation, all outstanding debts shall be paid and the remaining assets, both real and personal, including all property heretofore and hereinafter donated to said congregation, shall become the property of the Unitarian Universalist Association, 25 Beacon Street, Boston, Massachusetts, or its successor, subject to all applicable laws.

ARTICLE XII. AMENDMENT

These Bylaws, as far as allowed by law, may be amended or repealed at any regularly called congregational meeting of the membership, by a two-thirds (2/3) vote of those present and voting. Proposed amendments shall be contained in the notice of the meeting.

Board of Trustees Annual Report

Submitted by Tim Richards, President

The Board of Trustees is the governing body of the First Unitarian-Universalist Congregation of Ann Arbor, Michigan. It derives its authority to govern from the membership of the Congregation and it is accountable to the Congregation. The Board of Trustees performs these functions: ensuring that the organization is complying with its legal obligations, ensuring that the organization's work is directed toward what the Congregation values, ensuring that the Congregation's work is getting done in all program areas and ensuring that our work is being done ethically and legally.

The board has adopted the "Policy Governance" model as its framework for fulfilling its fiduciary and leadership responsibilities to the Congregation. Under this model of governance the board governs through written policies that appear in its "Governing Policies" document (<http://www.uuaa.org/about-us/our-congregation/how-we-govern/195-governing-policies>). These policies include a statement of the Congregation's values and aspirations in the form of "Ends" statements. The board delegates to the Senior Minister the authority to oversee, direct and manage the business, programs and operations of the Congregation to achieve these Ends. The Senior Minister functions as Chief Executive Officer (CEO) and is accountable to the Board of Trustees.

The board's principal job is to see to it that the CEO manages the Congregation's human, financial and physical resources legally, prudently and effectively to achieve the Congregation's aspirations in a manner that is consistent with our values and principles. The board fulfills this responsibility by monitoring organizational performance. We began monitoring organizational performance in a formal, systematic way, primarily by means of monitoring reports from the Senior Minister, in June 2009. During the past year, the Board of Trustees also:

- Began the year in accordance with the newly adopted Vice-President/President –Elect model, whereby the Vice President/President serves as Vice President for one year and as President for one year.
- Approved a proposal from the Leadership Development Team for developing a uniquely UU leadership program called "Leading with Love."
- Presented a proposal at the January 2010 Congregational meeting for a bylaws revision to add a provision governing capital expenditures.
- Authorized the Treasurer to sign an agreement with United Bank and Trust to use a bequest from the Kramer estate toward the principle owed on the congregation's mortgage and converting the payment terms of the mortgage to interest-only for as long as the remaining principal owed is lower than the principal owed in the original amortization schedule.
- Approved a policy to ensure that FUUAA staff members have "opportunities for professional growth and development appropriate to their mission in the congregation."
- Developed and began implementing a plan for board members to attend meetings of committees, task forces and other formally constituted congregational groups to learn of groups' concerns accomplishments and ideas, address questions and to discuss the relationship between each group's mission and the Congregations' core values (Spiritual Life, Social Justice & Environmental Action., Community, Stewardship, and Culture).

The Board of Trustees experienced one vacancy during the year, with the resignation of Trustee-at-Large Joseph Fenty, whose seat was filled by Tom Reischl. In addition, Nic Sims, Margaret Dawson Pekarek, Bryan Debbink and Phyllis Valentine served as Trustees-at-Large along with the following board officers: Ginny Preuss, Secretary, Kim Clugston, Treasurer, Carolyn Madden, Vice-President/President-Elect and Tim Richards, President.

Senior Minister's Report

Submitted by the Reverend Gail Ruth Geisenhainer

We are two years into a multi-year project of converting our processes for visioning, goal-setting and decision making to a structure based on policies that our Board of Trustees crafted after careful listening to our Congregation . The past year saw big progress as we moved forward with Monitoring Reports and converted the operating budget to a format that matches the five ENDS Statements. We will know when the conversion to the new governance has come full circle when we are working from a Strategic Plan that is aligned with these ENDS Statements. This report offers highlights of my own activity gathered in these categories of Congregational life.

1.1 Spiritual Life

Crafting worship services and preaching continue to be the core of my calling with this Congregation. I attended to the memorial service or interment for seven people this year. There was one wedding, one private family child dedication and two public ones (during worship services).

Unitarian Genesis was a course I offered in support of our Partner Church program.

We had five guests in our pulpit, Rev. Alex Holt, Rev. Mark Belletini, Rev. Brent Smith, Dr. Charlie Clements, and Rev. Lisa Presley.

1.2 Social Justice and Environmental Action

Habitat for Humanity invited me to offer a House Blessing. I attended the Michigan Peace Works "Brew Peace" fundraiser, took it to the streets with Board members, staff and congregants to protest hate speech at the Blind Pig. Ours was the only church present for the protest.

It was a personal delight to host Dr. Charlie Clements, the outgoing President of the Unitarian Universalist Service Committee, for an Easter weekend of workshops, conversation and worship.

1.3 Community

In my first year here, I got to visit the Men's Retreat. This year, I spent time with the Women's Retreat. I had the honor of welcoming folks to our Congregation for the annual Rag Time Bash and the Rideout/Halerz benefit concert.

Social events for me included the New Members dinner, Harvest Potluck, the Rent Party dinner, the Annual Services Auction and the Women's Seder.

In September I was a speaker for "Tree Town Pride" during Out Fest 2009. Dozens of Interweave members and allies were present to let the whole greater Ann Arbor community know that ours is a religion and a Congregation that supports the full personhood of LGBTQ human beings.

1.4 Stewardship

A great deal of my time this year was spent wrestling with the reductions in pledges and income and trying to make ends meet with the General Fund budget. Twice during 2009, I was on the brink of reducing my salary and laying off staff. Both of those times we were pulled back from the brink by gifts that came to us through our Planned Giving program. My deep thanks go to the Bishop and Kramer families. Their forward thinking helped us significantly.

My own continuing education plan is one of the ways I care for myself as a resource of the Congregation. This year was the second year of the Dreaming Big large Church Ministry clergy study group. I attended the SMOLUUC gathering again (Senior Ministers of Large Unitarian

Universalist Congregations). And I have engaged in a coaching relationship with the Large Church Consultant from the Alban Institute.

1.5 Culture

I connected with the wider Ann Arbor community through offering a Unitarian Universalist perspective for an Interfaith panel discussion on BioBanking in Michigan.

Our connections with the Heartland District of the UUA were deepened in several significant ways this part year. In addition to welcoming the Heartland's new District Executive into our pulpit in February, our Congregation hosted the 10th Annual District Meeting in April, 2010. For that meeting, I was a judge in the U.U. Minister's Association Sermon contest, I preached the opening worship service, and offered our experiences with Tm Richards for a panel discussion on "Successful Minister-Congregational President Practices."

My service this year for the larger Association of Congregations was to serve on the Board of Directors for the Church of the Larger Fellowship. CLF went through a Ministerial Transition this year. The Reverend Jane Rzepka retired and we called The Reverend Meg Riley as our new Senior Minister. It was fascinating for me to be on the "Board" side of that process; revealing and fascinating!

Henry David Thoreau instructed that once we had built our dreams, what he called our "castles in the air," we were to put our foundations under them. He was right. Dreaming is never enough. In the years of Interim Ministry, this Congregation used the structures of Appreciative Inquiry and our own "Sankofa" process to dream our dreams. In 2008, we set two cornerstones of the foundations for those dreams by the April vote to call a Senior Minister and the June vote to adopt a governance system that would, eventually, help us make decisions and take actions in more streamlined ways. Putting the foundations under our dreams takes time. I expect we will no sooner get the job squared away.., maybe another three years, when we will be right back at the spot of needing another season of dreaming, another round of defining who we want to become. But isn't that the way of institutions and dreamers? Dream and build, dream and build?

It continues to be a delight for me to help build the institution through which more and more of your dreams can come true.

My love to each, Rev. Gail

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

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

We work together to achieve the following ends:

1.1 Spiritual Life

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

- 1.1.1 We actively support members of this congregation in their journeys toward spiritual growth and self-knowledge.
- 1.1.2 We gather in worship to share the power of collective spiritual experience.

Director of Music's Report

Submitted by Glen Thomas Rideout, Director of Music

music @ uuaa has enjoyed a year filled with palpable positive change across the board. The music staff, my Music Advisory Team and the musicians and supporters in our congregation and community have grown to become a one of the area's strongest for qualities of ensembles, quality of guest and congregant artists and committed congregational singing. It's no surprise that Brent Logren, in his "Itinerant Choirster" blog, hails the congregation as "one of the best for participation of the entire congregation in hymn singing." We have begun to create a community where music is loved, learned and celebrated.

In the last year, music @ uuaa has opened its doors to the community, hosting more concerts throughout the year than ever before. From solo vocal recitals and open mic night with some of our talented young congregants to collaborations with larger renowned area ensembles and participation in festivals, music @ uuaa has attracted hundreds of congregants and community members to hear our music and raised funds to contribute to our congregation's treasury.

Even atop the successes you'll find recounted below by members of our music ministries, music @ uuaa has plenty of room to grow. The Music Advisory Team and I are working diligently to find ways to appeal to more and different types of people around our community. We look forward to building on the work on which we proudly report today.

Below, our music leadership reports on the successful year:

music@uuaa Drum Team

I hope you've noticed the pulse of our music ministries has become even stronger this year because of the fantastic work of talented percussionists Lori Fithian and Jean Chorazyczewski. With their gift of inspired leadership through drumming, Lori and Jean have helped us begin to grow our music into rhythmically vibrant ministries for people of all ages. Below, Lori and Jean comment on their work through the last year.

Where We've Been/Things We've Done...

- The Drum Team offers monthly drum circles, bringing together congregants and community members of all ages and music backgrounds in creative, improvisatory ensemble.
 - The Drum Team has provided rhythmic leadership for each of our ensembles for worship services and ensemble concerts, in Spiritual Growth and Development classes and regularly with congregational singing.
 - We also offered two free adult drum workshops (Drum4yourLife!) open to the broader community and produced three seasonal community gatherings featuring drumming, dance and music.
 - We provided entertainment and programming at congregational events, including Family camp, Women's Retreat, the annual auction and for a meeting of Interweave.
-

Public Relations from music @ uuaa

Lori and Jean, members of the Music Advisory Team, have also taken the helm of improving the way we communicate with congregants and the community about the myriad musical opportunities within our music ministries. With their leadership, we have already begun to see positive changes in how we advertise. music @ uuaa began publication of a monthly e-newsletter in early 2010, offering news of congregation and congregant- related music events to a growing list of subscribers. We have also added a graphic design component to music event promotion, creating artistic and captivating posters and fliers that highlight the congregation's music events.

The Chalice Singers

The Chalice Singers have shown an unprecedented amount of growth of musical technicality and artistic commitment, all while being a warm, welcoming environment for all the members. Their work has resulted in well- received leadership in worship music and a host of opportunities to sing for the larger community. In addition to Sunday worship, the Chalice Singers represented our congregation with great distinction at the Interfaith Roundtable of Washtenaw County (in their roundtable on choral music), the Regional UU Choral Festival in Southfield and the District UU Annual Conference.

In a continuing practice to 'sing our living tradition,' the Chalice Singers continue to premiere the works of living composers including "I got the fire," a piece by Stuart Chapman Hill and "The Little Drummer Boy" arranged by the conductor.

The Summer Singers, a chamber group of Chalice Singers, was formed from volunteers who had a desire to offer choral music to the congregation during the summer months. The response to the choral presence in our summer services was very positive from singers and listeners alike.

This year, I appointed Betsy Price to the newly- created position of Chalice Singers Membership Coordinator. Betsy, since assuming this job, has been an invaluable resource, building up the organizational strength of the Chalice Singers library and communication venues. Betsy speaks below about her new role:

The role of Chalice Singers Membership Coordinator (CMSC) was created in August 2009 to care for an active and growing choir. The CSMC handles communications with all Chalice Singers and manages the music library, streamlining music distribution, ensuring adequate music for singers and establishing greater accountability concerning library loans. The work of the CMSC also establishes contact with new singers and provides up-to-date rehearsal information to all members, helping singers maximize their participation. The CMSC also works to keep singers connected to each other, developing a photo directory of singers with photographer Mike Halerz that is strengthening intra-choir links.

Chalice singers have been extremely generous with their feedback regarding procedural changes this year. They've appreciated having scheduling details and reminders in a timely and regular fashion so that they are able to make personal plans. Singers have expressed gratitude for replies to communication regarding choir operations. Singers have responded very positively to creating and maintaining a well- organized music library system and have taken responsibility for maintaining our music library. As a result, the Chalice Singers have gained a significant amount of time to make music during rehearsals.

The Handbell Choir of UUAA

I am especially proud of our handbell choir this year, as the ensemble has grown significantly in number of ringers and in complexity of their musical interpretation and technical ability. Their work culminated in hosting a well- respected handbell ensemble in concert and representing our congregation to the Heartland District. Longtime ringers Carolyn and Dick Barber offer an update on this growing ensemble.

The handbell choir offered music at the Christmas Eve, Easter, and Heartland District Conference services and played during the April 25th concert where music @ uuaa hosted the renowned Detroit Handbell Ensemble. We have about 20 names on our team chart of ringers committing to one or more of the eight- week rehearsal sessions per year and of substitutes for rehearsal and worship. We look forward to building on our successes next year, recruiting more ringers and bringing more music to the congregation.

Chalice Sparks

Linda Jones, director of the Chalice Sparks, offers words on our children's choir's very successful year.

The Chalice Sparks had a successful year enlivening worship at First UU with the creative musical expression of our youth. Six dedicated musicians spanning grades 3 through 8 met weekly on Wednesday evenings to sing, play instruments, create movement pieces, compose original works and have lively fellowship with each other. The Sparks provided music for worship monthly during the school year. They also sang at the congregation's annual auction in the spring.

Next year we look forward to many more young musicians joining the Sparks. We will kick things off with a fall retreat on Saturday, September 11 from 11:00am to 2:00pm here at the church. The Sparks will continue to rehearse on Wednesday evenings from 7:15pm to 8:15pm beginning September 15, 2010. All children in grades 3 through 8 are welcome to become a part of this exciting musical group.

The Memorial Reception Committee Report

Submitted by Bob Heinold, Volunteer Coordinator

The Memorial Reception Subcommittee serves celebrants and the UUAA by helping to organize, operate and clean up memorial receptions. In addition, we follow "The Covenant of the Kitchen" by having the kitchen as ready as possible for the next activity. Twenty-six UUAA congregants are on the committee roster. It takes a minimum of six volunteers, arranged on three basic shifts, to carry out a reception. The volunteer leader of the committee works with the UUAA Office Manager to organize the reception. In 2009 the committee worked on 17 receptions with two so far in the current year. Copies of *Carrying our Memorial Receptions at the Unitarian-Universalist Church of Ann Arbor*, which include an "Overview" and "Checklist," are available.

Audio Committee Report

Submitted by Dick Barber, Audio Committee Chair

The UUAA Audio Committee consists of volunteers from within the congregation who run the audio booth for Sunday Services held in the Sanctuary. Audio volunteers also provide sound assistance for weddings, memorials, concerts or other events that are held in the Sanctuary. In 2009 the audio committee provided audio services at approximately 96 regular Sunday Services, 4 special services (Christmas, Annual Meeting, etc.), 20 Memorial Services, and 5 weddings. Our current goal is to attract more volunteers to the committee in order to better serve the congregation and share the workload over a greater number of people.

UUAA Seasonal Ritual Group Report

Submitted by Ellen Fischer, Group Coordinator

The Seasonal Ritual Group brings to the UU community the ancient practice of honoring the turning of the wheel of the year through ritual celebrations. Beginning in summer of 2009, we planned eight rituals: Summer Solstice, Lammas, Fall Equinox, Samhain, Winter Solstice, Imbolc (cancelled), Spring Equinox, and Beltane. Attendance at rituals ranged between 20 and 40 individuals.

The Summer Solstice celebration took place on Sunday, June 21, 2009. This is the time of year when the day is longest. We honor the light, the God in his glory and the Goddess in full flower--and look ahead to the time of waning.

Lammas is the First Harvest festival, and involved an outdoor ritual with lots of fun games for the children. We celebrated Lammas on Sunday, August 2, 2009.

We celebrated Fall Equinox on Sunday, September 27, 2009. At the equinoxes, when the day and night are of equal duration, we pay special attention to balance. We continued to give thanks for the harvest of our gardens, and began to prepare ourselves for the year's end.

The next ritual, Samhain, is the traditional pagan New Year—otherwise known as Halloween. This very special cross-quarter holiday allows us a chance to honor our Beloved Dead and let ourselves listen for their voices in the rustling leaves and whistling wind of late autumn. Our Samhain ritual took place on Sunday, November 1, 2009.

The wheel turned toward winter, and the Winter Solstice turned out to be a rousing party in collaboration with a group of party planners who connected at Family Camp. Held on Friday, December 18, 2009, the evening included the usual potluck dinner followed by gingerbread house-making, carol-singing, and a visit from Santa Claus. The ritual included a large number of party-goers, and focused on the quiet darkness of Yule as a time to be still and restful, and conceive new ideas for growth as the new light grows. We experimented with separating the young children from the group for a more child-centered activity while the adults participated in a Winter Meditation. This seemed to us to be a good addition to our process, allowing the adults and older children some quiet spiritual time, and providing an experience for our younger children that seemed more relevant for them.

The Imbolc ritual that we had planned for early February of 2010 was canceled due to illness.

Spring Equinox was held on Friday, March 19, 2010. We continued the practice of including a separate time for young children while the adults enjoyed a quiet meditation. The focus on new life and growing light was indeed exciting after the long winter!

We are nearing our Beltane ritual, scheduled for Friday, May 7, 2010. This cross-quarter holiday is an ancient fertility festival. We plan to continue the tradition of setting up a May pole to celebrate the union of the God and Goddess from which so much bounty is brought into our world.

The UU Seasonal Ritual planning group emerges from a core of people who are committed to incorporating earth-based ritual celebration into their religious experience, and that of their families. Members of the planning group participate, where they are able, to offer input, write, develop, and facilitate the ritual, as well as bringing materials, setting up, and taking down. The planning group is non-hierarchical and family-friendly. Active planners this year included Ellen Fischer, Michele Loewe, Leslie Brooker, Misti Delaney, Rodney Smith, Christine Boltz and Delphine DeCean. We heartily welcome those who are interested in celebrating the seasons in pagan fashion!

Spiritual Growth and Development Report

Submitted by Rev. Nancy Shaffer, Associate Minister

*The great end in religious instruction is not to stamp our minds upon the young, but to stir up their own;
Not to make them see with our eyes, but to look inquiringly and steadily with their own;*

Not to give them a definite amount of knowledge, but to inspire a fervent love of truth;

Not to form an outward regularity, but to touch inward springs;

Not to bind them by ineradicable prejudices to our particular sect or peculiar notions,

But to prepare them for impartial, conscientious judging of whatever subjects may be offered to their decision;

Not to burden the memory, but to quicken and strengthen the power of thought;

Not to impose religion upon them in the form of arbitrary rules, but to awaken the conscience, the moral discernment.

In a word, the great end is to awaken the soul, to excite and cherish spiritual life.

-- William Ellery Channing, *Singing the Living Tradition*, #652

These words of William Ellery Channing, leading Unitarian voice of the first half of the nineteenth century, guide our endeavors in the Spiritual Growth and Development Program.

Two hundred eighty-one children and youth were registered in the program this past year; they were grouped into 16 Sunday morning classes from nursery through high school, across two worship services. Approximately 55 teachers and advisors plus 55 assistants have served this year; on Sundays when all classes were in session, about 190 children, youth, and adults were engaged in classroom activities. Additionally the summer program from last June to early September for nursery, pre-school, and k-5 served about 50 children.

The Spiritual Growth and Development Program is served by several part-time staff in addition to myself: Sandy Garges, program assistant; Andrew Weber, lead YRUU advisor, Sanne Krummel, lead nursery teacher; Erin Dixon, lead pre-school teacher. Children and Youth Committee members serve the program as coordinators of grade level clusters or Sunday morning rovers. Committee members this year were Delphine Benard, k-1 cluster (part-year); Stephanie Anderson, 2-3; Lissa Oliver, 4-5; Sharon O'Leary, 6-8, Cheryl Barget, YRUU; and Stuart Downing, rovers. Russ Blaesing served the group as chair.

With thanks to teachers, families, assistants, Children and Youth Committee members, and program staff for their parts in this, I have focused the program this year on these areas:

- Making our Unitarian Universalist beliefs easier to understand and remember (bright paintings of UU Principles on walls of the lower wing, gift of 2nd and 4th Monday Chalice Circle).
- Providing stronger support for relationship-building among children and youth (encouragement to teachers to regularly include cooperative games and active story-telling; stronger guidelines for behavior management).
- Providing stronger support for classroom circle and worship ritual times (built into curricula; part of teacher skill strengthening).

- Providing (new) curricula that better engage more learning styles and allow teachers more options for choice (k-5, 7th, and YRUU).
- Encouraging teachers to understand their teaching as coming from their whole selves and not simply a lesson or expected plan, so that the leading is through relationship.
- Heightening program visibility (addition of weekly family newsletter; purchase of door-side bulletin boards for each classroom, purchase of large bulletin board for first floor; holding forums and other events in the lower wing between or following services).
- Offering regular Sunday-morning, multigenerational opportunities for engaging in hands-on, fun activities.
- Strengthening the written, procedural framework of the program, so that all involved have a stronger sense of the program's goals and processes.

Children and youth were featured in several congregational worship services:

- June 6, 2009 Coming of Age service. Credos were offered by Rachel Preuss, Aaron Baum, Joshua Waara, Alex Todd, Sara King, Sam Blackburn, Isabella Diaz, Deane Injejikian, Ben Bassett-Kennedy, Willa Johnson, and Erik Morris.
- June 14, 2009 Recognition of graduating high school seniors: Emily Diepenhorst, Jordan Morningstar, Warren Morningstar, Maya Bassett-Kennedy, Josiah Seng, Paul Richter, Laura Kuzma, Jasmine Injejikian, and Noah Walker. Recognition of graduating Coming of Age youth (Audrey Schafer and those listed for June 6 service).
- November 22, 2009 "What I am Thankful For." Madeline Bacalor, Ailita Eddy, Justin Weiland, Jay Banet and Olivia Bassett-Kennedy spoke – joined by adult members of the congregation.
- April 18, 2010 Earth Day service. EmJ Rennich, Madeline Bacalor, and Jack Vacalvek were story-tellers for "Spring Story," which I wrote and narrated. EmJ and Madeline also participated along with Erin Lalinsky in telling "Spring Story" for participants of the Heartland District Annual Conference, hosted by UUA April 8-10.

YRUU youth Jack Vacalvek and Eli Arons also prepared a youth worship service for the Heartland District meeting youth worship, held in our sanctuary on April 9.

Specific training/learning times which I led for teachers included three teacher orientation sessions, almost-monthly teacher reflection opportunities (a time to meet others, ask questions, improve skills and have a short worship service together), and Saturday skill workshops on story-telling, cooperative games, and supporting positive behavior.

Next steps for the program include:

- Strengthening family-to-family bonds within age groupings.
- Further strengthening both initial and on-going teacher training.
- Further strengthening curricula for particularly 7th grade and k-3.
- Bringing into being a strengthened Coming of Age program, set to begin in fall 2010, facilitated by Julie Dybdahl, Jeff Poliner, Rick Witten, and Bobbi Coluni.
- Increased worship recognition of and welcome to children and youth.
- Strengthening the program's budget, with an eye to increased staffing support.
- Continuing to support teaching as both creative joy and spiritual practice.
- Increasing the base of teaching and assisting volunteers.
- Further integrating the program into the entire life of the congregation.

My portfolio also includes Adult Spiritual Growth and Development. In this area I serve as coordinator for Introduction to Our Faith, other adult classes, and adult forums; I teach share teaching of Introduction to Our Faith with Rev. Mark Evens. Additionally, I led memorial services for family members of two congregation members and officiated at the wedding of two congregation members. As a service to the Ann Arbor community on behalf of UUAA, I led worship services for seniors at University Living on two occasions. My worship service contributions to the congregation included preaching at six services, organizing and leading the pre-Thanksgiving multigenerational service, hosting a guest preacher, and contributing original pieces or other elements to a number of other services.

It is my joy to have served this vibrant, creative congregation this year.

Rev. Nancy Shaffer

2009-10 Children and Youth Program teachers and advisors: Debbie Golden, Delphine Benard, Diane Cooper, Chris McNaughton, Jamie Todd, Tom Chettleburgh, Kathy Sargeant, Henrike Florusbosch, Trish Mooney, Lisa Kohn, Betsy Borneman, Paul Lalinsky, Karen Papcsik, Julie Wiggett, Julie Lenhart, April Main, Cecilia Tomori, Rick Witten, Cindy Hegg Krueger, Christine Pellar-Kosbar, Kyle Pellar-Kosbar, David Porter, Tracy Rosas, Audra Eddy, Bob Hospardarek, Jim Lee, Mary Locey, Theresa Bassett-Kennedy, Hollis Dayton, Jackie McNaughton, Renee Pesheck, Mary Beth Johnson, Cathy Whitaker, Brooke Reedlunn, Kerry Boeye, David Carmein, Kate Stroud, Jim Schaefer, Gabrielle Tazzia, Bobbi Coluni, Cindy O'Connor, Karen Tuttle, Christine Boltz, Kris Horton, Kurt Skifstad, Kathi Waters, Sheila Sanders, Jim Leija, Aric Knuth, Kevin Sullivan, Spencer Thomas, Carlos Diaz, Linda Diaz, Stuart Downing, Merrill Crockett.

Young Religious Unitarian Universalists (YRUU) Report

Submitted by Andrew Weber, Lead YRUU Advisor

The purpose of the YRUU is to promote the spiritual growth and faith formation of the high school age youth of UUAA. In striving towards this goal, we focus on six components of a balanced youth program: worship, youth-adult relations, community building, social action, learning and leadership.

Worship: Two of the YRUU planned a worship service for the annual Heartland District meeting. The entire YRUU will hold a worship service based on the theme of love and friendship for the congregation on 14 May. We attend Sunday service at UUAA once per month and frequently have a conversation after the service with the preaching minister.

Youth-adult Relations: The YRUU is lead by both adults and youth. The adult advisors include: Andrew Weber (Lead YRUU Advisor), Cheryl Barget (YRUU Liaison to the CYC), Carlos Diaz, Linda Diaz, Aric Knuth, James Leija, Kevin Sullivan and Spencer Thomas. There is also a committee composed of adult and youth members, which plans activities for the YRUU. The YRUU and adults in the congregation are currently working together in the church vegetable garden.

Community Building: There are approximately 40 youth in the YRUU and the average Sunday morning attendance was 20-25. The YRUU held their annual ski trip in northern Michigan with a record attendance of nearly 40 youth. We also have monthly, social gatherings called "Gnomapaloozas." Past events include a pie-making workshop, a board game & karaoke night, a holiday feast and a bowling trip.

Social Action: The YRUU have an annual tradition of buying holiday gifts for children at the Peace Neighborhood Center. We are planning a week-long service project (possibly with Habitat for Humanity) for this summer. There were two fund-raisers this year: the apple dumpling sale and the rummage sale. Together, these events raised approximately \$3,700 for UUAA.

Learning: This year, the YRUU Sunday morning topics were "War and Peace," "Sustainable Societies" and "World Religions." We had youth-lead discussions, UUAA members lead presentations and field trips/outside activities for each of these topics.

Leadership: The YRUU are constantly involved with decisions about their programming and activities. A number of YRUU have attended district YRUU Conferences (CONs), one of which included four of our members being trained as YRUU chaplains.

Children and Youth Committee Report

Submitted by Russ Blaesing, Committee Chair

The Children and Youth Committee (CYC) works closely with the minister in charge of Spiritual Growth and Development (SGD) to plan programming and oversee the operations of Children and Youth SGD (from nursery through 12th Grade). Committee members include:

Congregants: Russ Blaesing (chair), Sharon O'Leary, Lissa Oliver, Stephanie Anderson, Stuart Downing, Cheryl Barget

Staff members: Rev. Nancy Shaffer and Sandy Garges.

The 2009-2010 year was a good start to the initiative of focusing on community building and broader support for the program from the congregation and adults with kids in the program. We realize that this is a multi-year effort to change the culture of the program to be more integrative and participatory, and believe we are headed in the right direction.

CYC brainstorming sessions resulted in the idea to spruce up the SGD wing and provide more communication vehicles, such as the many bulletin boards now installed next to classroom doors and the entrance to the SGD wing. A chalice circle, lead by Debbie Golden volunteered to help with the program, and took the idea of putting the principles on the wall to a phenomenal level. All congregants should view their hard and creative work in the lower level of the SGD wing. Giving to the program in this way speaks volumes for the kind hearts and passion for giving to our kids that the SGD program is promoting.

Rev. Shaffer has done a wonderful job in taking charge of the program and hiring Sandy Garges as SGD Assistant. Under her leadership with consultation and advisement by the committee congregants, communication to parents and teachers has significantly increased, the Coming of Age program is morphing into a full year program, the quality and frequency of training for teachers has improved, behavior standards and mitigation techniques have been developed, and classrooms have bonded over pancakes and other social events. Outreach to other groups (such as Chalice Circles) has also increased, and new efforts from groups such as the Men's Fellowship, who seek to extend mentoring of young men beyond the CoA program, are forthcoming.

The CYC hosted the Teacher Appreciation Brunch in March which was well attended by teachers and their families. The food was fresh (pancakes hot off the griddle) and delicious, and well received by everyone in attendance.

The committee has recently opened what we hope are better lines of communication with the Board of Directors and are working with them, and soon the Senior Minister, to better assure that SGD is highly integrated into the life of the congregation and opportunities to give to and receive from the program are well positioned and communicated effectively.

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

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

We work together to achieve the following ends:

1.2 Social Justice and Environmental Action

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

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

Our Congregation's Commitment to Social Justice

Report Submitted by Kate Warner, Social Justice Chair

Social Justice is at the core of this Congregation's identity. The UUAA Board of Trustees' Governing Policies call for concrete and substantial acts that (1) promote social and economic justice in the larger community; (2) protect the natural environment and (3) promote peace and understanding in the world. We are called to bear public witness in advocating needed reforms, promoting justice and equity, and putting faith into action. **The mosaic of our congregation's social justice activities depicted here attests to the energy and commitment that empower our efforts.**

Addressing Needs of Our Community

This year our Congregation has continued its major commitment and involvement with Habitat for Humanity and Alpha House. An estimated 50 volunteers participated in our efforts to fund and rehabilitate two "Good News" homes in coalition with some 20 other local churches. Our Church also took responsibility for four weeks of volunteer staffing and providing living supplies for families at Alpha House. An average of 80 volunteers took part in each of our four designated weeks.

Our Congregation's commitment to fighting hunger locally and internationally was evident in its enthusiastic response to the annual Crop Walk for which more than \$5,000 was raised for 21 walkers. and in its donation of over 475 pounds of food in response to the September emergency appeal of Food Gatherers. Our congregation also participated in the ICPJ church coalition making community gardening donations last summer.

This year our Congregation has continued to expand its prison ministry dedicated to improving the lives both of prisoners currently incarcerated and those re-entering our community and striving to rebuild their lives. In 2009, the Prison Books Team estimated they delivered 18,000 books to 14 different prison facilities. The Team's 2010 goal is to collect some 9,000 books for the largest women's prison in Michigan, Huron Valley Prison in Pittsfield Township, which has only a small library collection.

Our Congregation has also been actively involved in supporting Washtenaw County's Michigan Prisoner Re-entry Initiative (MPRI), as well as the University of Michigan's Prisoner Creative Arts Program (PCAP). Forums were held last year on both of these programs. In September, a major MPRI "Creating Jobs Summit" was held at the Church MPRI has been the recipient of two Sunday plate collections and several members of the congregation are actively involved on MPRI's Community Advisory Board.

International Partnerships

Our Congregation supports social justice efforts internationally. An active member group has adopted a school in the Khasi Hills of India which enrolls 120 students. Each of the students has a scholarship sponsor in the congregation whose yearly contribution pays for that child's textbooks and uniform and a portion of the teachers' salary costs. In addition, our congregation has a strong and growing partner church relationship with a Unitarian Church with deep historical roots in Transylvania.

Major Congregational attention and support has been focused on the vital work being done by the Unitarian Universalist Service Committee. Most recently over \$4,000 has been raised for UUSC's on-the-ground work in Haiti with local organizations serving marginalized population groups which are often overlooked or overshadowed by large scale relief campaigns.

Advocacy Standing on the Side of Love

Twice ministers and members of our congregation stood with the church banner and flags in public demonstrations protesting homophobic performers or protestors.

Interweave members circulated a national Unitarian Universalist petition entitled the Standing on the Side of Love Petition for full equality for people of all gender identities and orientations. 297 signatures were gathered on one Sunday following both services. The petitions were mailed to Federal and State legislators and to the UUA national office.

Giving Priorities

In 2009, our congregations' non-budgeted contributions to the community and the world totaled \$79,121. The largest components of this giving came through the Jackson Social Welfare Endowment Fund and the Sharing the Collection Program.

Our Congregation instituted the Sharing the Collection Program of community outreach and support in January 2006. In 2009, our collection was donated on two Sundays a month to nonprofit community service organizations in the furtherance of their important work. Non-profit organizations which serve or advocate for predominately disadvantaged families and individuals living in Washtenaw County are eligible to apply. Twenty-four organizations in this past collection year received a total of \$31,061.

UUA 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

UUA SPONSORED COMMUNITY SERVICE PROGRAMS

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

UUA ENVIRONMENTAL JUSTICE INITIATIVES

Ethical Eating Team
Locavores

UUA JUSTICE ADVOCACY & SUPPORT GROUPS

Justice in the Middle East Committee
Interweave
Reproductive Rights

PARTICIPATION IN /LIAISON WITH OUTSIDE JUSTICE ADVOCACY ORGANIZATIONS

Food Gatherers
ICPJ (Interfaith Council for Peace and Justice)
Michigan Interfaith Power and Light
Michigan Peaceworks
MPRI (Michigan Prisoner Re-entry Initiative)
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)

The 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 a 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 made up of seven members who meet monthly. Each May a celebratory potluck is held to celebrate the social justice work being done by hundreds of UUAA volunteers. This year's Council members are Kate Warner as Chair; Joan Burleigh as Vice-Chair; Lucia Heinold as Secretary; and Kathy Friedrichs, Don Pelz, Ellen Teller, and Sarah Ross.

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.

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

- Emphasizing and encouraging social justice funding, and donations of food and other needed commodities, for outreach to community organizations serving vulnerable and disadvantaged individuals and families in Washtenaw County
- Strengthening partnerships with the Michigan UU Social Justice Network (MUUSJN) and the Washtenaw County Interfaith Council for Peace and Justice (ICPJ).
- Expanding congregational membership in the Unitarian Universalist Service Committee (UUSC). The importance of the social justice work being done by UUSC was highlighted in the workshops and sermons of retiring UUSC President Charlie Clements during his weekend visit to our church in April.
- Increasing the clarity and accessibility of information about social justice issues, needs, and involvement opportunities on our UUAA website, in Church publications (including welcoming packets), and through informational forums. Social networking communication applications are in the planning stage.

Sharing the Collection Report

Submitted by Kathy Friedrichs, Committee Chair

The 2009-10 Sharing the Collection program of community outreach and support began in December 2008. Two times a year solicitations are sent to area non-profit service organizations for Sharing the Collection: October and April. The Sharing the Collection Committee, Leigh Robertson, Roylea Furniss, Jessica Kelly Shaieb, and chaired by Kathy Friedrichs, meets twice a year to select the recipients for each solicitation period. All communication for Sharing the Collection is done electronically through the UUAA website (<http://www.uuaa.org/social-justice/community-donations>) and UUAA email account. Each Sunday that the collection is taken up for an organization, representatives from that organization staff a display in the social hall after each service. Criteria for selection of organizations for Sharing the Collection are listed on the church's website (<http://www.uuaa.org/social-justice/community-donations/197-s-election-criteria-for-the-sharing-the-collection-program>) and includes organizations which serve or advocate for predominately disadvantaged families and individuals living in Washtenaw County. The following is a list of organizations that have received the Sharing the Collection from May 2009 – April 2010. The total amount raised to date is \$33,276.25.

Women's Center for Southeast Michigan
Ypsilanti Meals on Wheels
Michigan Unitarian Universalist Social Justice Council
Neutral Zone
Ozone House
UUAA Habitat for Humanity
The Student Advocacy Center
Fresh Start Clubhouse
Avalon Housing
Michigan Prisoner Re-entry Initiative of Washtenaw County
UUSC
Corner Health Center
Alpha House/IHN
Legal Services of Southeast Michigan
Big Brothers/Big Sisters of Wash. County
Champions for Children
Community Action Network
Girls Group
HIV/Aids Resource Center (HARC)
Jewish Family Services
Kid's Club
Lighthouse
The Education Project
Shelter Association of Washtenaw County

Washtenaw/Ann Arbor CROP Walk Report

Submitted by Sandy Simon, UJAA CROP Walk Co-Chair

2009 marked the 36th year that First UU has actively participated in the annual Washtenaw /Ann Arbor CROP (Communities Responding to Overcome Poverty) Hunger Walk organized by Interfaith Council for Peace and Justice as a community interfaith response to local and world hunger.

Thank you to everyone at First UU who supported the 2009 Washtenaw/Ann Arbor CROP Walk on Sunday, October 18. Our group, although smaller in numbers than previous years (21 walkers), was one of the top fund raisers, contributing over \$5600 and 10 bags of non-perishable food.

The community event included about 500 walkers, bringing in \$53,000 total to fight hunger and poverty thru local, national and international agencies. Nonperishable food item donations provided additional local help. Thank you, First UU Walkers! Thank you, Generous Sponsors! Thank you, RE Kids and everyone else who donated non-perishable food! Thank you, everyone for making a difference in our Local community and in our World community.

In addition to funding international Church World Service or UU Service Committee programs (as designated by the individual sponsors) the following local agencies benefited from the 2009 CROP Walk:

Community Action Network, The Breakfast Program at St. Andrew's, Packard Health, Hope Clinic Aid in Milan, Interfaith Hospitality Network, Northfield Human Services, Non-perishable food donations were given to Avalon Housing.

UU CROP Walk Committee: Sandy Simon, Dorothy Wilson, Stephanie Surfus

Habitat for Humanity Report

Submitted by Sandy Simon, Committee Co-Chair

Summer of 2009 marked this congregation's 10th year joining in partnership with over 20 local religious communities (many much smaller than ours) providing substantial support to the "Good News House" Habitat for Humanity projects in the Ann Arbor / Ypsilanti area. This year brought big changes and took the group way outside our comfort zone. Instead of building one new house we renovated two houses in Ypsilanti. The depressed economy makes rehabbing houses an economical and sensible solution and also doubled our impact by putting 2 families into homes instead of one.

Our congregation really pitched in with a wonderful response this year! We filled our volunteer sheets and successfully reached our fundraising goal of \$6500. Our own Rev Gail Geisenhainer gave the house blessing for the first renovated house on Aveline Street.

Ruth Blackburn joined the leadership team this year, coordinating the popular new volunteer activity—providing lunches at the work site.

Unexpected added renovations to the Congress Street rehab house made the 2009 project spill over into November. Additional volunteers, lunch providers, etc. were required and our congregation really rose to the occasion and helped get the projects completed. The Good News House steering committee sent its thanks for the extra help!

Habitat for Humanity Committee: Barb Pickett & Sandy Simon (co-chairs), Dorothy Wilson, Mike Muha, Katie Kyndely, Ruth Blackburn

UU Service Committee Coffee Project Report

Submitted by Jenny Kropf, Committee Chair

The UUSC Coffee Project is a collaboration between the UUSC and Equal Exchange, a worker owned, fair trade company based in Massachusetts.

Our congregation has been part of the UUSC Coffee Project since 2001, begun by Marion Hart. This project allows UUAA to enjoy organic coffee, tea and chocolate while helping small scale farmers in Latin America, Africa, Asia and the U.S. as they build a better future for themselves and their families. Through the coffee project, farmers earn a fair price for their products, have access to affordable credit, and a trading partner they can trust in Equal Exchange. With UUAA's support, these communities invest in education, health care and agricultural improvements.

In addition, for each pound of coffee, tea or chocolate purchased by UUAA through the project, Equal Exchange makes a contribution to UUSC's Small Farmer Fund. This program supports human rights, environmental concerns and social justice work of community-based cooperatives in coffee-growing regions.

When the congregation buys Equal Exchange products from us, not only is UUSC supported, but our church also profits from the sales. We sell most Sundays and were able to make \$3000 profit for UUAA in 2009. We hope to increase our sales in 2010.

Every Sunday, Marion Hart makes EE organic coffee, both regular and decaffeinated, for the congregation. The UUAA Coffee Project is run by 8 dedicated members: Marion Hart, Connie Frederick, Nancy Harter, Shireen Jones, Lynn Dwyer, Sue Tons, Kathy Whitaker, Jenny Kropf.

UUAA Prison Books Report

Submitted by Jim Gallas, Team Leader

UUAA PRISON BOOKS continues in its most successful year so far. We delivered over (17,000) books to confined readers who welcome the opportunity to have reading materials.

Some new initiatives that are highlights during our 2009 efforts:

- 1) Introduced Special Youth Book Programs for two targeted facilities.
- 2) Introduced Children's Books for several facility Visitor Reception areas
- 3) ADDED (6) new Prison facilities : Washtenaw County Jail and Juvenile Home, Maxey Boys & Woodland Adult Centers, and Adrian Gus Harrison & Parr Rd Adult Centers
- 4) ADDED (2) new donation organizations: Borders Books and AAUW (American Association of University Women) of Ann Arbor
- 5) ADDED several new Prison Books Committee Members to help with the collection/sorting/packaging/delivery efforts...THANK YOU

UUAA Prison Books continues to collect books from Congregants and (7) outside Organizations while distributing these "valuable" commodities to (13) different Prison facilities. Through the work of the Prison Books Ministry and assistance of the UUAA Men's 10th Circle, this effort continues to prosper and grow ,while extending help to others. Prison Books is grateful for your continuing contributions of books to this worthy cause (donation site in RE Wing upper corridor) and for the wonderful efforts provided by UUAA members.

Ann Arbor UUs for Justice in the Middle East Report

Submitted by Larry Cooper, Committee Chair

Focusing on the Israeli-Palestinian conflict, the AAUJME has been working since 2000 for a just resolution of the conflict. AAUJME is one of the larger more active chapters of the national Unitarian Universalists for Justice in the Middle East of which our Chair is a Board Member. Seeing this conflict as being fundamentally about human rights, AAUJME has worked to inform interested members of our congregation, community, and political representatives. The committee currently has 10 members, who typically meet after the first service on the second Sunday of each month.

AAUJME carries out its work several ways. Most Sunday mornings we staff a table in the Social Hall providing literature and loaner DVDs about the Israel-Palestine conflict and announcements of up coming events in the area. Information is provided on how people can get involved and make a difference.

We sponsored several Sunday afternoon forums in the last year, including;

- In January Barbara Harvey of the Detroit chapter of Jewish Voice for Peace speaking on **Life in Occupied Palestine**,
- In February Professor Ron Stockton (UM Dearborn) spoke on **Christian Zionism**,
- In March members of the Michigan Peace Team spoke on **The Israel-Palestine Conflict**,
- In April Alison Weir of If Americans Knew spoke on **Israel-Palestine: What the Media Leaves Out**, and
- In May several local Palestinians shared their personal accounts of how their families have been forced out of Palestine in a program titled **Al-Nakba: The Catastrophe Continues**.

Attendance at these forums was consistently in the range of 50 to 60 people with up to one half being from our congregation.

Also, AAUJME worked with the congregation's UU Service Committee as it organized the April visit by Charlie Clements, former head of the UUSC. We continue to work with the UUSC both locally and at the Boston headquarters.

One committee member had discussions with Rev. Nancy Shafer leading to the Spiritual Growth & Development forum on **Beliefs and Practices of Islam** by Soraya Orady of the Islamic Education and Resources Network scheduled for June 6th.

AAUJME collaborates with other community groups with a common interest. We maintain an email list of 100+ contacts, forwarding relevant information from time to time. We maintain over 35 books in our 1st UU library. A list of references is available on our page of the First UU web site.

Committee members are involved in many outside related activities; one member formed a committee, including some non-UUs, and met with U.S. Senators and Representatives, or their staff. Three committee members participated in community access television programs providing varied perspectives on this issue. Others have called and written to news agencies and political representatives offices. All committee members have attended several forums sponsored by other peace, justice, and human rights organizations in SE Michigan, sharing what they learned and extending the reach of the committee.

Going forward, AAUUJME will continue working toward raising the level of awareness of human rights abuses and recruiting support for ending the Israeli occupation of Palestine, ending ethnic cleansing, and supporting a just and lasting peace with security in which all people in the Middle East enjoy equal rights.

We are currently working on developing our program for the year ahead, which will include increasingly more interaction and coordination with other local, national, and international groups working on this critically important human rights issue. Membership is open to all UUs interested in working on making a contribution to solving this issue, in accordance with UUJME guidelines and principles of the Churches for Middle East Peace.

Reproductive Rights Report

Submitted by Marina Brown, Committee Chair

We held several meetings during the year after the first service to facilitate attendance.

We organized a Sunday Forum on March 7 with speakers Dr. Peg Shearer and medical student Michelle Debbink, both members of our congregation.

We met with Rev. Nancy Shaffer to discuss cooperation with OWL program, but so far we have had no luck in getting interest from the high school students in our congregation.

We send emails to our email list with articles of interest. We email information about actions members can take in advocating for reproductive rights with our legislators.

Michigan Prisoner Re-Entry Initiative (MPRI) Report

Submitted by Kate Warner, Social Justice Council Chair

The Michigan Prisoner Re-Entry Initiative is a program established by the Michigan Department of Corrections to promote the successful adaptation of prisoners returning to their communities after incarceration. In Washtenaw County which previously had a shockingly high 76% recidivism rate among returning offenders, a coalition of State and local government agencies and a broad ranging consortium of community service and religious organizations have designed and developed a social support safety net that is already demonstrating considerable success. UU's Kate Warner, Carolyn Morado, and Susan Ashmore are active members of the Washtenaw County MPRI Community Advisory Board.

RAAH – Religious Action for Affordable Housing Report

Submitted by Kate Warner, Social Justice Council Chair

UUAA RAAH is a member of an interfaith coalition made up of 20 local congregations and 18 non-profit organizations serving low income families and individuals. Its purpose is to promote affordable housing preservation and development in Washtenaw County by mobilizing the human and financial resources of our religious community. To do this RAAH works to educate congregations, advocates for policy at local and State government levels, raises funds and promotes awareness of the serious housing needs present in Washtenaw County. UUAA member Lise Andersen is a RAAH Board member.

Unitarian Universalist Service Committee (UUSC) Report

Submitted by Lucia Heinold, Local Representative

The Unitarian Universalist Service Committee is an independent human rights organization that works to advance economic justice, environmental justice, defend civil liberties and works to protect the rights of vulnerable people in humanitarian crises.

The Easter weekend, 2010, appearance of world recognized Charlie Clements, former President and CEO of the organization, made UUSC more concrete for many of us.

The 2009 Justice Sunday worship service led by Reverend Nancy Shaffer, "Unraveling Injustice: Work, Pay and Equity" urged us all to "understand" ourselves...as co-creators of justice."

Immediately following the earthquake in Haiti, our congregation took up a collection to assist UUSC in its relief work.

From November 22 through year end we participated in the Guest at Your Table program.

Behind the scenes many of us support UUSC's world mission by responding to mail, phone and web appeals.

UUAA has 153 UUSC members now, a 30% increase over the previous year. They and other individuals in our congregation contributed these funds to UUSC's justice work this year.

Church Collection \$1,289.00
Haitian Earthquake Relief Fund Collection \$1,215.00
Website Haitian Relief Appeal \$2,380.00
Guest at Your Table (collection and website) \$2,104.63
Gifts in Memory \$450.00
Membership Pledge Promotions \$1,015.00
2009 Direct Mail Appeals \$2,460.00
December 2009 Telemarketing Appeal \$ 1,025.00
Website Merchandise Sales \$150.00
Miscellaneous \$130.95
TOTAL: \$12,219.58

The Michigan UU Social Justice Network Report

Submitted by Kate Warner, Social Justice Council Chair

The Michigan Unitarian Universalist Social Justice Network (MUUSJN) is an advocacy organization with representation from 26 UU congregations throughout the State of Michigan. The group works to alert and inform congregations about State and Federal legislation and administrative policies in terms of their social justice implications. MUUSJN 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, Marina Brown, and Kate Warner, have participated as members of the MUUSJN's Steering Committee. Kate Warner has served as co-chair.

During 2009-10, MUUSJN campaigned for a progressive State income tax and the closing of tax loopholes in order to raise revenues to balance Michigan's budget without slashing needed social services and early childhood education programs. In coalition, MUUSJN worked for health care reform at both the state and national levels, including holding a health reform community organizers training workshop at UUAA. The MUUSJ Network organized a skill building statewide conference titled "Building Power for Justice," and advocated for reform of Michigan's public defender system. It also created a Social Justice Cookbook profiling model Heartland District congregation projects including UUAA's Prison Books Team Program.

This year, MUUSJN was awarded two Standing on the Side of Love UUA grants: (1) working in conjunction with UUAA's Interweave, MUUSJN will work to enhance UU congregations' role as welcoming communities, and (2) advocating for State compensation of wrongfully incarcerated persons for deprivation of their time and life supports.

Holiday Community Giving Program Report

Submitted by Karen & Jon Mattson, Coordinators

Approximately 65 families were served by the congregations participation in the 2009 Washtenaw County Community Giving Program. This includes clients who were served by individuals and those served by groups within the congregation.

Ethical Eating Team (EET) Report

Submitted by Colleen Crawley and Cathy Muha, Team Leaders

MISSION STATEMENT

The UUAA Ethical Eating Team (EET) provides interested members, friends and the wider community with objective, comprehensive, current information needed to make informed ethical decisions about food. EET also provides support to put this information into personal practice and community projects.

BRIEF HISTORY “What does it mean to eat ethically? And why are we discussing it at 1st UUAA? The newly formed Ethical Eating Team (E.E.T.) invites you to join us as we explore these questions and this provocative subject.”

Thus began the Ethical Eating Team of First UUAA. Its roots can be traced to a previous 2-year congregational initiative on the environment called Celebrating the Planet, from which formed the Locavores, **a group dedicated to supporting and promoting local, sustainable agriculture within the UUAA community.** When Celebrating the Planet came to a close in the spring of 2009, the Locavores encouraged our ministers and leaders to take up the Ethical Eating Congregational Study Action Issue (CSAI) of the Unitarian Universalist Association (UUA).

In August 2009, Associate Minister Nancy Shaffer presented a sermon on the subject of Ethical Eating. This was followed by a World Café event on November 14, 2009, where 40+ attendees explored the following questions:

- Why is Ethical Eating important or meaningful to you personally?
- How is Ethical Eating a religious topic?
- What events, activities relating to Ethical Eating should we do at 1st UU that would interest and excite you?

The World Café is a method used to generate discussion, excitement and enthusiasm around a particular topic. Following in-depth discussion on questions surrounding Ethical Eating, we challenged ourselves to ask “where do we go from here?” We defined projects that could take place within the congregation and the community, and identified volunteers to assist or take leadership of various events, “creating a menu of activities and opportunities that will help us better explore the controversies surrounding ethical eating”.

EET LEADERSHIP & MEMBERS The Ethical Eating Team is co-chaired by Cathy Muha and Colleen Crawley. Reverend Nancy Shaffer serves as ministerial liaison, while John Erdevig serves in an advisory role. There are currently 120+ members and friends of the congregation on our EET email list.

WEBSITE & NEWSLETTER Our website is managed by Cathy Muha, and can be found at: <http://uuaa.org/social-justice/faith-in-action#eet>. This link takes you to the First UU website, and we are found under Social Justice/Faith-In-Action. While we are currently under Poverty, Hunger and Homelessness, we could just as easily be located under Environmental Action. Our website includes a link to the UUA CSAI on Ethical Eating, as well as current information on EET events and activities. Colleen Crawley prepares the EET Newsletter which features news, announcements and requests for volunteers, upcoming EET activities and related community events and news submitted by our members. This information and the links to other organizations related to Ethical Eating has become a valuable communication tool for our group, who receive it weekly via email.

EVENTS (Pictures and more detailed summaries of these events can be found at our website.)

Calder Dairy Tour: On cold, blustery April 17, more than 30 people braved the elements to visit this family-run dairy farm in Carleton, which features 300 cows, 135 of them producing milk. Our guide, Sarah, walked us through the life of a Calder cow, explaining what they're fed, how they're milked, and what happens to the 900 gallons of milk produced daily. Milk, cream, butter and cottage cheese are all produced at the Calder Dairy in Lincoln Park, while the farm produces ice cream.

Local Foods Website Presentation: On March 28, about 20 people enjoyed a lively presentation by Karl Rosaen on his upcoming website for connecting people with fresh, local foods. This will be a highly interactive site. As a food purchaser, you'll be able to enter your zip code and the food you're looking for, and you'll be provided with information on who has what you need: local farmers markets, farms, stores, or possibly even people's gardens. www.realtimefarms.com

Vegetarian Cooking Class: Understanding that one way to eat ethically is to consume less meat in your diet, UU Chris Kelly led us in a course on Taking the Mystique Out of Tofu on March 20. His delightful approach to casual cooking both entertained and enlightened participants. Skeptics were pleasantly surprised to taste Chris' delicious tofu in baked, barbecue, stir fry and dessert recipes, all available on our website.

CAFO Presentation: On Monday, March 1, author Janet Kauffman spoke on "The Rise of Industrial Livestock Factories (CAFOs) and the Impact on Communities and the Environment". Janet, author of *Trespassing: Dirt Stories & Field Notes*, shared with us her thoughts and activism around CAFOs that are all around her farm in Hudson Township, and the nightmare that is the reality for those living in this situation.

Sustainable Farming Presentation: Alison Paine, an agriculture practitioner who also teaches sustainable farming at Lansing Community College, presented the perspective of trying to feed 6 billion people on the planet while recognizing the starvation deaths of 6 million children annually. This workshop, on February 21, promoted the safe and regulated use of pesticides and fertilizers in farming in order to meet the world's food requirements. This was a real eye-opening workshop as it presented a radically different point of view from the current thinking on organics.

Farmers' Panel Discussion: Two local farmers, UU members Jennifer Kangas and Dan Bair, did a presentation on February 1 regarding Community Supported Agriculture (CSA), and the political and economic realities of being a farmer today. One of the most important lessons discussed was the reality of the true costs of the food we eat; consumers complain about the high cost of organics, but fail to take into account health care issues and environmental degradation that occurs with traditional and factory farming. Americans spend a much lower percentage of their income on food than Europeans.

Grocery Store Tour: This Saturday morning field trip on January 23 was to three area groceries, meeting with store managers to learn about the store's mission and their approach to local and organic foods. The stores selected represented a national chain, Whole Foods; a Michigan-based company, Meijer; and a local Ann Arbor institution, People's Food Co-op. We were impressed to learn that the stores all followed principles or core values that were used in the decision-making process. Local and organic foods were featured in a variety of ways in all three stores. A second grocery tour is scheduled for June 19.

Book Discussion: Our first EET activity following the World Café was a group book read of Michael Pollen's *In Defense of Food*, on January 21. The book introduces Pollen's personal eating policies, or as he describes them "straight forward and distinctly unscientific rules of thumb". The evening began with a potluck dinner, where contributors were encouraged to include at least one local food item in their dish. We then broke into two groups, and facilitators led discussions on the book. Later, as we reflected on our book read, comments included: "It's so easy to adapt some of these rules in our own lives"; "Some of this seems so basic, when did we lose touch with this information?" and "It was a blessing to read this book."

Upcoming Events: Still to come, in May a forum about hunger in our own community featuring local organizers that work to fight this problem, and a movie night featuring *Food, Inc.* In June we'll do a second grocery tour and another cooking class. These are the events already scheduled; ongoing there may be additional book discussions, field trips, potluck dinners, speakers, movies and workshops, as well as worship service involvement. The goal of EET is to average two events per month through the course of the CSAI study period, which concludes in June 2011.

STUDY, REFLECTION & ACTION These are three steps of the Congregational Study Action Issue. Study is everything learned from our readings, activities and community events, while Reflection occurs in conversations following the events, as well as at a Reflection Brunch on February 27. One of the next steps for this group, besides our ongoing scheduled events, is to take Action. With this in mind, we have been soliciting our members for ideas on projects within the church and the wider community that would address Ethical Eating issues. The Action portion of our work will allow us to incorporate our UU Principles and the UUA Means Statements into our work.

CONCLUSION The Ethical Eating Team was created specifically to address the UUA CSAI. However, it appears that this topic has really struck a cord within our congregation and the broader community. Perhaps it's an issue of timing – currently there is a plethora of excellent books on the shelves, and the subject seems to be everywhere we look; for example, Matthaei Botanical Garden has been offering a series of workshops on local food issues. Whatever the reason, EET has been greeted with enthusiasm and support from within our congregation. Recent visitors to our church indicated that they were drawn in by the fact that we were having this discussion on Ethical Eating, and the subject has come up among newer church members. The ministers continue to support our work. We believe that we are providing valuable information and opportunities for the congregation, and are developing a congregational survey to help us evaluate our work. With the number of participants continuing to grow each week, EET looks forward to our ongoing study, action and reflection of the topic, and of helping to develop the UUA draft Statement of Conscience on Ethical Eating: Food and Environmental Justice.

The UUA Locavores Report

Submitted by Guala Lauzanna, Committee Co-Chair

The Locavores formed as one of the action circles of the Celebrating the Planet initiative. After two years, when that project ended in June 2009 as planned, the Locavores decided to continue as a group. We are now collaborators with the Ethical Eating Team (EET), which kicked-off in November 2009 as part of a UUA-wide CSAI.

We Locavores have a lot of enthusiasm for our mission, which is as follows:

The Locavores are committed to honoring and sustaining the Earth and all beings.

We will:

- Help the UUA congregation make the connection between how we eat and the world we live in;
- Educate ourselves and the congregation about how eating non-local foods contributes to global climate change and resource depletion;
- Incorporate local food into our meals at home and at church functions;
- Facilitate this by providing information, resources, and examples;
- Encourage UUs to grow their own food and preserve food for the winter;
- Network with and support others in the congregation and our community who are walking on parallel paths; and
- Advocate for changes in government policy that will encourage and support production and distribution of local food.

Toward these goals, we have undertaken the following projects during the past year:

Locavore Web Page

With the help of Cathy Muha, EET co-chair, the Locavores finally have their own, attractive web page. Resources currently available include: lists of local farmers markets, CSAs, and local stores & what local products they carry; recipes; local food festivals, etc.

Local Treats

On the 1st Sunday of each month (not during the summer), we serve some sort of local treat at our Social Hall table. A few examples include: an apple tasting in the fall; various local products displayed in a festive manner as suggested Christmas gifts; maple syrup treats in early spring; and devilled eggs on Easter Sunday plus a comparison tasting of egg salad made from eggs and from tofu. The table also features information.

Harvest Exchange Table

For the second year, Locavores set up and staffed a produce exchange table every Sunday from mid-July into the fall. People brought their excess garden produce and anybody could take it - for free.

Square Foot Garden

Last April we gave a workshop on how to construct, plant and care for a SFG. The UU Quest book store carried books for the class. Locavores built two such gardens outside the RE wing, then planted and maintained them.

This summer we are collaborating with Spiritual Growth and Development to conduct a gardening experience for 4th and 5th grade students, loosely based on the Junior Master Gardener curriculum. Students will use the two SFGs the Locavores constructed last year.

Freezing Workshop and Demonstration

In September, UUAA member Marion Holt led a workshop/demo on freezing food. Last year she gave one on canning.

Blueberry Picking Outing

For the second year, we organized blueberry picking outings. People attended the one in Dexter on August 1, but the second outing was rained out.

As-Local-As-Possible Fall Harvest Potluck

Delicious as-local-as-possible offerings made the Harvest Potluck on October 9 a culinary success. Several books were raffled off, and Colleen Crawley announced the up-coming World Café that will launch the Ethical Eating initiative. Entertainment included Reverend Nancy reading one of her poems, Reverend Gail & Guala Lauzzana singing and adaptation of “Come, Come Whoever You Are,” and a showing of the film “Asparagus” followed by a discussion.

Church Auction

We offered a dinner featuring local food and wine for 24 people to be prepared and served by the Locavores at the church on June 6. (23 people bid at \$20.)

Local Food and Produce Festivals

We are making available information about festivals featuring local foods such as mushrooms, melons, apples, blueberries, etc. These will be posted on the SGD bulletin board in the RE wing, posted on our web page, and featured at our 1st Sunday table.

Local Networking

Chairperson Guala Lauzzana represented the UUAA Locavores at the FSEP (Food System Economic Partnership) annual conference in Adrian (June 2009), the Local Food Summit in Ann Arbor (March 2010), and volunteered at the AA Homegrown Festival (September 2009). She also spoke to the Gray Panthers on the topic of GE (genetically engineered) and local foods (March 2010).

UUAA Newsletter

We wrote numerous informative articles for the monthly newsletter.

Currently the Locavores consists of a very active and committed core group of about 9 women and one man. Others were active in the past. We always welcome new members. We feel good about what we have accomplished and are excited by the synergies resulting from the many activities being offered at UUAA by the Ethical Eating Team.

Renewable Energy Committee Report

Submitted by Dave Friedrichs, Committee Chair

Since a 100' *met tower* to measure wind went up on the hill south of the Social Hall in 2003 (thanks to Dick Brown, Dave Friedrichs and John Wakeman), renewable energy for our modern UU facility has been a 7-year itch that we haven't quite yet been able to scratch. With the initial fund raising goal now achieved, however, and a strong committee of congregants still hard at work on optimizing plans for both WIND and SOLAR, 2010 is shaping up as The Year for UUAA's foray into renewable energy to begin.

Many say that the first 100 years of this new millennium will be known for its efforts to bring human energy systems into sustainable harmony with Mother Nature. May it be so! And, may we start locally and reach out globally through education and positive example!

When the Renewable Energy Committee began the past year, its focus was exclusively on windpower. The modest wind resources of our site, however, combined with new utility company incentives for solar and field trips to a "hybrid" set up in Lansing to result in a down-sized wind proposal and the addition of a solar component that DTE's new "Solar Currents" program will help pay for.

By summer 2009 a wind + solar plan had been formulated by your R.E. Committee. Donors who had given to the church for wind alone were virtually unanimous in their support for the new "hybrid" plan. As the year progressed, DTE's Solar Currents incentives became clearer – and an R.E. conference in Detroit brought national suppliers to town to demonstrate their latest and greatest wares, both developments helping to clarify the recommendation to church leadership.

The anchor elements of the proposal are a small 2.5 kilowatt (kw) wind turbine from Abundant Renewable Energy (#110) at an installed cost of less than half of the funds on-hand and an attractive R.E. Plaza to be "paved" with tiles inscribed with the messages of donors. The balance of contributions to the project's fund are earmarked for solar – the first project to be Social Hall rooftop modules (for easy connection to the grid at the DTE service feed adjacent to this area of the roof). As an array of solar modules (from www.wksolargroup.com), ours is "scalable" to eliminate the possibility of a cost overrun while ensuring that all available donations are used as economically as possible. The Committee is pleased that it not only received grant funds of more than \$5,000 from the former State Energy Office (now B.E.S.), but that several suppliers and contractors have indicated a willingness to contribute their services to leverage as many solar panels as possible within available funds.

The south-facing, wide-open roof of the church has room for up to 100 kw of solar modules; and, although DTE's program limits the amount that it pays an incentive on, the future is clearly brightest for solar at UUAA. Your Energy Committee looks forward to working with church leaders and ALL congregants to harmonize the church's energy use with Mother Nature at as early a date in this century as possible. When will it be? Stay tuned – and stay involved!

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

Core Values: The First Unitarian Universalist Congregation of Ann Arbor, MI (FUUCA) 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

The light grows stronger and each day longer this time of year as the sun reaches for the top of the sky. I'm enjoying all the beautiful things that are growing outside. I'm also enjoying the many beautiful things that are growing inside in our congregation. We have had a productive year together.

I worked this year to support **women's programming** by organizing a revival of the Cakes for the Queen of Heaven women's spirituality class, led this year by Amy Thomas and Royla Furniss. I have also met with Katie Pelz-Davis and Janice Summers who are both interested in supporting the health and development of women's groups, and with Lorrie Carbone, Lori Fithian, and other women interested in finding a way to institutionalize support and continuity for leadership of women's programming here in the months ahead.

I continue to work with the **Men's Council**, which provides support and continuity for men's programming. The council's report on its very successful year and plans for the future appears elsewhere in this Annual Report. I want to express my particular thanks and appreciation to Russ Blaesing, the founding chair of the Council, and Tom Reischl, chair for 2010, for their very effective efforts.

It was a pleasure and honor to provide ministerial support to our congregation's **Interweave** chapter this past year. Interweave provides ongoing focus and energy to our work of making real and deep our welcoming in and incorporation of transgendered, bisexual, lesbian and gay people. Interweave also has a critical mission in developing and supporting allies – people who come to understand the struggles and joys of TBLG people and walk together with them. Some highlights of my connection with this aspect of our ministry this year were protesting outside a homo-hostile act outside the Blind Pig September 30th, attending a state-wide TBLG advocacy retreat in October, and helping to organize lead the Abiding Love worship service December 15th with guests invited from other affirming congregations in our area.

Family and **multigenerational fellowship** activities this past year included Family Camp in August and parties at Halloween and Solstice, and, more recently, a Game Day.

I continue to work with families in grief by planning and conducting memorial services, primarily for those who are not members of the congregation. I also continue to provide pre-marital counseling and conduct wedding ceremonies, also primarily for non-members. Providing these **offices of ministry** for those in the wider community is an important form of outreach. Attendance at a wedding or memorial service is for many their first direct contact with Unitarian Universalism.

To stay connected with **the wider Unitarian Universalist movement** I participated this past year in monthly regional meetings of UU ministers hosted at our congregation, the fall and winter Heartland UU Ministers retreats, and helped host our district's annual meeting here as well. As part of that meeting I was the lead organizer for the annual minister's banquet. I also attended the minister's professional meeting and General Assembly in Salt Lake City last June.

I continue to be a member of **UU Allies for Racial Equity**, a continental group working for racial justice within Unitarian Universalism and the wider world. As part of my commitment to work for racial justice I participated with Rev. Nancy and Rev. Gail in leading the Soul Work adult religious education class last May and have been supporting the Courageous Conversations project of our Men's Fellowship this year.

I continue to provide staff support to the **Chalice Circle** and **Pastoral Care** programs, the fruits of which labors are discussed elsewhere in this annual report.

In all the programs I support I have been working with lay leaders this past year to develop our **culture of shared ministry**. Shared ministry means recognizing that we each have unique gifts for service, and that we each grow by using these gifts. We are creating “mini-communities” within the larger congregation in which we can identify, develop, and use our gifts. In these communities, like the Men’s Council, the circle of Chalice Circle facilitators, and the circles of Care Assistants, we get to know each other; we learn from, support, and appreciate one another. We create agreements – covenants – that help us get along, make decisions, and use our time together well. We set goals that help us accomplish important things that help the congregation as a whole achieve its purpose. Shared ministry means recognizing the transformative power of service for both the servers and those served.

I look forward to growing deeper and reaching wider with you in the year ahead.

In faith,

Rev. Mark

Leadership Development Team (LDT) Report

Submitted by Ken Clein & Erik Stalhandske, Co-Leaders

The LDT consists of four members and a Board Liaison. We have meet at least once or twice per month. Erik Stalhandske and Ken Clein took over as co-leaders of the Team this past year as Pat Appleberry and Cecy Ewing complete their last year on the LDT. Ginny Preuss has been the Board Liaison bringing great perspective and energy to our meetings. Many thanks to Pat, Cecy and Ginny for their hard work, dedication and service over the last 4 years.

The LDT has been actively developing our mission from the Board, Senior Minister and Congregation which is to *identify, recruit, cultivate and train a diverse group of individuals to form a leadership community* at 1st UU. We are striving to create a supportive environment where current and future leaders can find opportunities to fulfill their passions, while gaining support of others and serving the community.

In attempting to fulfill this charge we received guidance from the Ministerial Team as well as other congregations that have experience with policy governance. Along the way we realized that the best way to *identify and recruit* leaders is to *cultivate and train* people with passion and willingness to serve.

Leading with Love Program

With the idea that leadership training from a distinctly UU perspective could allow congregants to explore issues that they were passionate about and serve 1UU the *Leading with Love (LwL)* program began to take shape.

The LDT prepared a strategic action plan and timeline to launch the *Leading with Love* program and provided periodic updates on our activities in the newsletter over the course of the last year.

Bruce Gibb and Ann Jones, both with strong backgrounds in organizational psychology, volunteered to develop a detailed curriculum for the program. Without their insights and efforts, we would not have been able to successfully launch this innovative and groundbreaking new program. In November 2009, nineteen individuals (including two YRUU members) began meeting bi-monthly from 6:30-9 and will conclude at the end of May 2010.

Nominations

The LDT identified individuals to fill open Board and LDT positions that will be starting in June. Board positions require a serious time commitment and the following general qualifications:

- Being a member of the congregation in good standing
- Willing to work with the Board, Ministerial Team, Church Staff, LDT and other groups in an open, trusting and respectful manner
- Able to communicate well both verbally and in writing
- Able to *hold the care of the entire congregation* in your heart in reaching consensus with other Board members
- Able to consider long range, strategic goals and work cooperatively to advance these in the best interest of the Congregation

We also began developing a leadership database, which we will populate in the coming year. This will be a tool for tracking potential leaders and their activities in the congregation and will aid the LDT in nominating candidates to fill future positions.

Pastoral Care Report

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

Mission and Covenant

The mission of the Pastoral Care Program is to affirm the inherent dignity and worth of each member in the congregation by providing care and support during times of transition, loss and other times of need. The goal is to have a ministry of hope and caring so that congregants feel an integral part of the Unitarian Universalist Congregation of Ann Arbor (UUAA) community and to build a stronger church community. The covenant to the congregation is to:

- **Visit** the ill at home or in the hospital
- **Maintain** contact with those unable to attend services due to extended illness or disability
- **Support** friends and family in **care giving**
- **Comfort the bereaved**
- Provide **support groups** as needed
- Arrange assistance for **meals, rides**, and in connecting with community resources
- Provide **support for memorial services** and memorial service receptions
- **Communicate the availability of pastoral care services** and help people ask for what they need

The success of the Pastoral Care program is dependent on all participants, both those receiving and those providing service(s), operating as a team focused on meeting the needs of congregants. An essential element of the Pastoral Care policy is confidentiality. Each congregant who requests assistance from the ministerial staff or lay team members will be treated with respect and their privilege to privacy will be paramount in executing any contact and follow through with those asking for support.

Program Highlights

Over the past year, the Pastoral Care team has formed a strong infrastructure to support the program's mission and covenant. We created a **Leadership Council** to meet program needs as we expand and to develop new programs to meet the ever changing needs of the congregation. The Leadership Council currently consists of Eileen Wright, Kathy Freidrichs, Joan Burleigh, and Jill Fogg, plus Meredith Ley and Rev. Mark Evens. We also initiated a grassroots program, **Pastoral Care Liaisons**, to provide program information to congregants through the many small groups within the congregation. The **"My Gift Is" initiative** recruited twelve new volunteers to serve as **Care Assistants** to make home/hospital visits, many new **Care Volunteers** to provide food and rides to those facing life situations and to help support memorial services and receptions, and twenty-two new **Pastoral Care Liaisons**.

A major component of our infrastructure development was to align our goals and direction with the "Ends" statements of the congregation. This statement of goals is included below in last section, titled **"Pastoral Care Program Embodiment of Board Ends."**

New programs have been developed: **Senior Luncheons**, four **support groups**, and more ways for congregants to communicate their needs to the pastoral care team. We have designed and presented two training sessions for the Pastoral Care Liaisons and Care Assistants. To enhance these programs, we are in the process of creating a training manual.

The processes we have created are working! Volunteers are available to assist individuals and to help small groups in responding to their participant's needs. Our volunteers have supported over 200 congregants equaling over 20% of our members and visitors. The number of volunteers has increased by 50 people or 75%.

Over the next year our goals are simple: identify team leads for our Care Assistants and Care Volunteers. Enhance our follow up systems during and after care has been provided; assess the needs of our elder population; continue with our training development and presentation; make sure we keep the congregation an integral part of our programs by more diligent reporting of our outcomes; assess further need for support groups such as divorce or separation.

Pastoral Care Program Embodiment of Board Ends

A version of this document was shared with the Board of Trustees as an aid in evaluating the relative importance of the pastoral care program in achieving the purpose of the congregation as articulated in the Board "Ends" statements. It is organized in alignment with those Ends statements, and where possible, shares language used in those statements.

Spiritual life

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 by and expected of the ministers. The Pastoral Care program seeks to integrate the ministers, friends and congregants in providing support for those seeking assistance. All those participating are pursuing their passion and fulfilling their personal ministry.

"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.

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. This embodiment of the "Sacred Art of Listening" promotes understanding and just and peaceful relations

Community

Pastoral Care teams create and foster community by promoting an intentionally welcoming and safe environment where all participants 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.

Pastoral Care teams 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.

The Pastoral Care team supports all congregants in time of need. We compliment the ministry of this congregation and its social networks in meeting the needs of all who seek assistance. Through our actions we foster a beloved community and contribute to the success of our ability to fulfill this end. 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*.

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.

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.

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.

Chalice Circles Report

Submitted by program co-chair Meredith Ley and Rev. Mark Evens

The Chalice Circles program is in its third year of providing meaningful facilitated discussions where people get to know one another and themselves in a deeper way. We have seen significant growth in participation by members and visitors to our congregation. We have made some major changes in the program infrastructure in order to sustain capacity to meet the needs of small group ministry at UUAA.

We created the Chalice Circle Leadership Council consisting of the two Co-Chairs and Rev. Mark Evens, the supporting minister, to manage policy and program development. Last year's Co-Chairs were Dixie Hibner and Meredith Ley. This year's Co-Chairs are Meredith Ley and Sally Hattig. We created a Steering Committee to assist in program development and management. Members of the Steering Committee in addition to the Leadership Council are Becky Hoort, Denise Frick, Barb Pickett, Kathy McLean, Kate Warner, and Dixie Hibner. Working together we expanded the corps of facilitators so that we can provide more Chalice Circle groups.

The goal of Chalice Circles remains the same: to engage the hearts and minds of participants. We strive to provide a safe community for individuals to explore their beliefs and attitudes and share their personal experiences without fear of judgment. The vision statement of our program best speaks to what we are about in relationship to the End Statements of the congregation. This statement is attached for your review.

The Leadership Council and long-time participants in the program created a more expansive training program for facilitators. We also wrote a facilitators handbook to help guide leaders and answer basic questions of how to facilitate a chalice circle.

We added more entry points this year, with new Circles starting in the summer, and winter in addition to the main program cycle which begins in the fall of each year. We have also started offering one-time "drop in" circles for those who otherwise cannot attend a full cycle of sessions. One drop-in session was offered at the Glacier Hills retirement community.

Each Chalice Circle engages in a service project to benefit the wider congregation. This year's projects included hosting a Senior Luncheon, helping with the "check-out" process at the annual fundraiser auction, designing and installing murals illustrating the UU Principals in the Spiritual Growth and Development wing, and organizing and annotating the congregation's historical portraits and other artifacts.

The program has increased in size from 7 to 11 total circles (+57%), from 14 to 22 trained facilitators (+57%), and from 54 to 90 participants (+66.7%). In the year ahead, the program will continue to solidify its infrastructure, expand its offerings, and contribute more actively to the continental UU small group ministry community as a member of the UU Small Group Ministry Network.

Our success is due to the passion and integrity of its participants and leaders without whom the program would be unable to meet its goals or the needs of the larger faith community at UUAA. Thank you all!

Chalice Circle Program Embodiment of Board Ends

A version of this document was shared with the Board of Trustees as an aid in evaluating the relative importance of the Chalice Circle program in achieving the purpose of the congregation as articulated in the Board "Ends" statements. It is organized in alignment with those Ends statements, and where possible, shares language used in those statements.

Spiritual life

Chalice Circles actively support members of this congregation in their journeys toward spiritual growth and self-knowledge by providing groups of 8 to 10 people with trained facilitators in which individuals can share and reflect on their own experiences, and benefit from hearing the experiences of others in a worshipful setting.

Social Justice and Environmental Action

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

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

Community

Chalice Circles 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 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.

While we do not currently publicize the Chalice Circle program outside the church, we do actively welcome and include visitors. **We are one of the strongest mechanisms for incorporating new entrants into the community of the congregation.**

Stewardship

Recruiting - In our recruiting of program leaders including facilitators, we require membership in congregation (though exceptions are currently granted) to promote the importance of membership and the increased emotional and moral commitment members have made to the values and practices of community here at UUAA.

Training – We make good use of our facilitator's 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 helps equip 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 and through one-on-one interviews with program leaders.

We deepen people's 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 and allows group members to get to know each other in a different way.

Volunteer Appreciation: By regularly and formally appreciating our volunteers we support their spiritual development, the development of their skills for use elsewhere, and their ability to express appreciation of others. This also supports the overall program.

Active Continual Program Evaluation – By consistently and frequently seeking feedback from program leaders and participants we insure 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.

Culture

Chalice Circles, in their design and functioning, embody the core principals and values of this congregation and Unitarian Universalism.

The core truth of Chalice Circles is that **we learn and grow from our differences**. Our curriculum always intentionally includes at least one session overtly focused on one of the UU Principals or Sources. Through this we express the value we place on **our connections, past, present and future, to the Unitarian Universalist world community**.

Welcome Ministries Coordinator's Report

Submitted by Hannah Hotchkiss

At least once a week, I am awed and inspired by the hard work and commitment of the congregants at UUAA. We are a dynamic congregation with outreach programs such as Habitat for Humanity and Alpha House and "inreach" programs such as Pastoral Care and Round Robin Dinners. All of these programs survive and thrive because of your vision and labor. I am so lucky to have contact with many of the group leaders and participants that carry out the amazing work done here. It makes my job of helping people find their connection with the congregation a pleasure.

Sunday Welcoming

It is my responsibility along with the ever-growing Sunday Welcome Team to oversee the welcoming of congregants on Sunday mornings. Two Welcome Team workshops this past year led to a honing of our welcoming procedures, improvements in getting pertinent information to visitors, and better methods of crowd flow. The increase in the number of congregation participants is, I am sure, in part a direct result of implementing the practical suggestions put forth by the Sunday Welcome Team workshop participants.

New Members

We saw nearly a fifty percent increase in the number of people joining the congregation in 2009 (In the 2008 calendar year, we had 33 new members and in the 2009 calendar year, we had 60 people join the congregation.) I attribute much of this to the better publicity and promotion of our Introduction to Our Faith class (a prerequisite for membership), which is now offered on a more regular basis, thanks to Reverend Shaffer and Reverend Evens. Also, our Sunday Welcome Team staff has been instrumental in educating people about this class and offering registration assistance. We had 99 people register for this class in 2009.

New Member Integration

New member connections have been facilitated by the inclusion of the Talents and Interests Survey in the membership enrollment packet. Lay leaders receive contact information for new members who have shown interest in their group, which provides the opportunity for immediate contact and integration into smaller groups within the congregation. On a purely social level, we have provided more opportunities for small, informal get-togethers for new members.

Tracking and Connecting

The big project this past year has been cleaning up the database and preparing for the new UUAA photo directory. This has only been possible with the tremendous contributions of the congregants and staff who have helped in scheduling photo sittings, verified contact information, photographed events and groups, and provided layout expertise. The new photo directory will greatly facilitate making connections in the congregation.

The theme of 2009 in Welcome Ministries is rising numbers. We have seen a steady growth in Sunday participation, visitors to the congregation, and membership. This is all due to the work of our dynamic new ministers, friendly and efficient staff, cheerful and caring Sunday Welcome Team Volunteers, and the offering of terrific programs like Spiritual Growth classes, choir, social action groups and more.

This past year, we saw an increase of 18% in the number of people registering for the Introduction to Our Faith class, which is the prerequisite for membership. The number of new members nearly doubled in 2009 with 60 people joining the congregation as members (up from 33 in 2008). As of this writing, we are well on our way to matching or exceeding those numbers in 2010.

UUA Men's Fellowship Report

Submitted by Tom Reischl, Council Chair

Some History of the Men's Fellowship

For many years, Men's Fellowship activities at the UUA were organized by a small, but dedicated group of men. A weekend Men's Retreat has become a traditional event on the fall calendar for the past 12 years and more than 50 men typically attend this event. At each retreat, a group of participants formed a new Men's Circle – a small group that planned to meet regularly (typically 1-2 times a month) to form stronger bonds and to support each other. Leaders from established circles often supported the development of new circles. The 12th men's circle was established last fall. During most of these years, a group of men organized an annual Men's Dinner event during the winter. Some of the men were also involved in mentoring boys in the Coming of Age program and in hosting an initiation weekend at the end of the Coming of Age year. For years, many of the same dedicated men assumed responsibility for all these activities.

Establishing a Men's Council in 2008

After the 2008 Men's Retreat, Russ Blaesing worked with Rev. Mark Evens to establish a 10-member Men's Council as a way to formalize leadership responsibilities for all activities of the Men's Fellowship. Mark drafted a Charter document establishing guidelines for the election of council members and the responsibilities of council members. Russ facilitated discussions with interested men about the development of the Men's Council. In the fall of 2008, interested men of the congregation elected 10 men to serve on the first Men's Council for 2009. At the same meeting, the men in attendance voted to approve the Charter document.

Men's Council & Fellowship Activities in 2009

The elected Council members for 2009 included Russ Blaesing, Tom Ewing, Bob Hospadaruk, David Myers, Charlie Pekarek, Tom Reischl, Erik Stalhandske, Kevin Sullivan, and Jeff Surfus. Russ Blaesing was elected chair of the council for 2009 and Rev. Evens served as the supporting minister for the council. Council members were responsible for organizing several successful men's activities during 2009 including a Men's Dinner in March, a Coming of Age initiation event in May, a Men's Retreat in October, and supporting Men's Circles throughout the year. The Men's Council also engaged in a number of conversations about the potential of the Men's Council to increase the number of Men's Fellowship activities and the need to further develop the capacity of the Men's Council. In November, there was another meeting of interested men of the congregation who elected new members to the Men's Council for 2010 and voted to approve recommended changes to the Men's Council Charter. The Men's Council also is responsible for managing money collected for these events (registration fees, etc.) and for approving spending for events.

Men's Council & Fellowship Activities in 2010

The elected Council members for 2010 included Russ Blaesing, Steven Camron, Bob Hospadaruk, Terry Madden, David Myers, Ken Powell, Tom Reischl, Jim Schaefer, Kevin Sullivan, and Jeff Surfus. Tom Reischl was elected chair. Jim Schaefer was elected treasurer. Ken Powell was elected secretary. Rev. Mark Evens continued as the supporting minister. This year's Council has committed to expanding the activities of the Men's Fellowship. We have already hosted the annual Men's Dinner on March 26 and 105 men were in attendance enjoy a great meal cooked by Mac McNicol and to hear Jeffery Zaslow speak about his career as a journalist and author. His books include three NY Times best sellers (*The Last Lecture*, *the Girls from Ames*, and *Highest Duty: My Search for What Really Matters*).

In addition to organizing some of the traditional activities like the Men's Dinner, the Men's Retreat and supporting Men's Circles, there will be a community building project and barbeque event on June 19 where men will build new benches around the congregation's fire pit and new trail markers on congregational land. Some members of the council are supporting the 12th Men's Circle's use of a new curriculum. There will be a special opportunity for 20 UUAA men to join 20 African American men from the Alpha Phi Alpha fraternity (a local adult chapter) in a two-day program to engage in meaningful discussions and to do a community service project. This year's Men's Retreat will be held on October 1-3 at a new venue: Judson Collins Center on Wampplers Lake (near Tecumseh, MI). There is also a regular monthly breakfast event for UUAA men every 3rd Saturday, 8:15am at the Old Country Buffet on W. Eisenhower Pkwy.

The Council has discussed the need to learn more about the development of the new Coming of Age curriculum and to look for ways the men of the congregation can mentor boys and youth. One idea is to organize an intergenerational outdoor adventure outing for the congregation's boys and men in the Fall. Some council members are also engaged in learning how to become a more welcoming Men's Fellowship through participation in Interweave and working with Welcoming Ministries. The Men's Council is also supporting new ways to support the development of Men's Fellowship activities by updating our website (UUAAMen.org) and a Google group for announcements and blogging (groups.google.com/group/uuaamen).

Round Robin Dinner Program Report

Submitted by Karen and Jon Mattson, Program Coordinators

Round Robin is a series of monthly potluck dinners. From October to May they are structure dinners of groups of about eight adults, held in members homes with an attempt to change dinning companions monthly to give participants an opportunity to meet others in a small group social setting. Each participant is asked to contribute and item (appetizer, wine, nonalcoholic beverage, salad, bread, main course, vegetable, dessert) to the dinner. The host is not asked to contribute. This UU program is open to all adults (members, nonmembers, young, old, gay, straight, single, partnered, married, etc.).

For June through August, Round Robin changes to potluck picnics, for all who wish to participate, in an outdoor setting. These picnics are held at various locations on the second Saturday of the month beginning earlier in the afternoon. The picnics are usually family friendly with children invited.

The September Round Robin is a potluck for all who wish to participate. It is sometimes held indoors at the 1st UU Church of Ann Arbor in the Social Hall.

In 2009-2010 we had a total of 153 participants. Approximately 30% participate on a frequent basis, another 22 % participate on an occasional basis and 48% never participate. For more information about the program or for a form to fill out in order to participate or for a list of participants, please email or phone Karen or Jon Mattson or stop at the Involvement Table at Social Hour.

Fibre Arts Group Report

Submitted by Karen Mattson, Group Organizer

The Fibre Arts group meets twice a month. Usually there are 6 to 8 women attending. The meeting is mainly a time for idea sharing and fellowship.

Humanist Discussion Group Report

Submitted by Ellen Teller, Group Organizer

The Humanist discussion group meets on the first and third Thursday afternoons at 2 PM in the Church Library. If there is interest, a second group will be formed for those who cannot attend daytime meetings,

Since the four Atheist authors (Dawkins, Harris, Dennett and Hitchens) have written their best selling books, there has been considerable interest in the various types of freethinkers. Such topics as whether one has to be a believer to be good and whether one has to believe in God to be religious are increasingly debated. We collect information about interesting articles, review books and search out web sites, share how we became free thinkers, and how happy we are that our UUism is compatible with our Humanist beliefs. We have the advantages of associating with a religious group without having to subscribe to a particular set of beliefs; the best of both worlds.

Social Hour Report

Submitted by Don Evans, Coordinator

Supplies for coffee and other refreshments are purchased at several vendors, and by keeping the costs carefully down, we are able to make donations to the congregations general fund through money collected for the coffee, cider, milk, bagels and donuts. We thank Marion Hart, Shelley Poliner, Joan Doman, Bob Dinan, Lael Cappaert, Paula Christensen, Robert Kropf, Keely Kaleski, Don Anderson, and Leslie Brooker with their assistance on Sunday mornings.

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

Core Values: The First Unitarian Universalist Congregation of Ann Arbor, MI (FUUCA) 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

My direct responsibilities relate to oversight of several of the key business operations of UUAA – communications to the Congregation, care of our buildings and grounds, coordination of the annual budget and monthly financial reporting to the Board of Trustees and Senior Minister, and the management of a caring and effective support staff, including -

- Leigh Fletcher, Office Manager
- Jamie Faust, Office Assistant
- Arthur Whigham, Custodian

The following volunteers also provide necessary leadership and support for the operations of the organization:

- Building & Grounds Advisors - Dave Friedrichs, Mark Doman, Steve Schewe
- Finance Advisor - Ed Lynn
- Investments - Jim Lee
- Land Stewardship – John Erdevig
- Personnel Advisors - Dixie Hibner, Barb Hall

The financial crunch of our times has been noticeably felt. Since 2007, when I came to UUAA, over \$70,000 has been cut from the operational budget, making appropriate stewardship for our facilities difficult at best, and continually inviting creative solutions to operations for the foreseeable future. Nevertheless, there are many highlights from the past year, utilizing such creativity, that I would like to share:

- Leigh Fletcher guided the successful transition of our monthly newsletter in two important ways – 1) transitioning 90% of recipients to email delivery, which has reduced our ongoing printing costs, and 2) converting the format to html, which adds greater visual impact to the reader. Leigh has also made ongoing improvements to all of our other communication vehicles – annual report, email alerts, the organization’s website and weekly bulletin.
- In the fall of 2009, we added two regular tenants to our building. Ele’s Place is an ongoing peer support group program that helps hundreds of children cope with the death of a parent, sibling or other close family member or friend, and uses the Fahs Chapel and downstairs RE Wing classrooms each Monday and Tuesday. The Ann Arbor Russian School offers classes for children of all ages wishing to learn about Russian history, culture and custom. The group uses select classrooms on Thursday evenings and Saturday mornings during the school year. Between these two groups, we have expanded use of the RE Wing by approximately 200% since this time last year.
- We were also the host site for the Heartland District’s Annual Conference in April. It was the first time the conference had been hosted at church. The value of our services and space to the district was in excess of \$5,000.
- Jamie Faust, who coordinates the facility use schedule, continues to efficiently and professionally assist dozens of congregational and rental groups to ensure full and quality use of our building and grounds. Arthur Whigham continues to provide much of the set-up and take-down services needed to handle our many groups.
- We changed the vendor who handles our snow plowing and removal, selecting a partner (MAS Horticulture) whom we felt listened more closely to our environmental concerns and offered us a different pricing structure that saved us money this past season.

- We have also changed vendors for our lawn care service this summer, utilizing our own John Erdevig's Good Earth Lawn and Air Care, LLC service to provide low emissions mowing of our grounds. John also continues to manage the many volunteers, who help us care for our grounds. In March, he hosted thirty folks at an "Orientation to Our Eden" forum to kick off the 2010 growing season. The theme asked volunteers to connect their personal goals to their use and stewardship of our land. Already, volunteers are wood-chipping trails, and we are doubling the size of the Good Food Garden in response to growing demand for plots. In April, the campfire area supported a pig roast for the Men's Dinner, in May, the grounds will host the Women's Retreat, and in June, the Men's Council will conduct a work day to make benches and trail signposts.
- In February, we used the remaining funds donated for acoustical enhancements to make some recommended improvements to the Jackson Chapel. Thanks to Steve Schewe, Don Pelz and John Frank for their sustain leadership to see this project to completion. Additionally, the chalice circle led by Becky Hoort and Dixie Hibner is in the process of adding historical photos to enhance the value of the room for members. It is hoped that these changes will make that space more attractive for use by both congregational and rental groups.
- With the outbreak of the H1NI flu virus last year, we enhanced our building cleaning, especially in the RE Wing, where the addition of many more children from our rental partners created potential risks. By all accounts, we avoided any serious flu outbreaks among our membership.
- To further enhance safety, we installed an AED.
- It is probably worth mentioning too that no liability or property loss insurance claims have been made on our policy.
- We continue to receive financial and environment benefits from 2008 installation of a better HVAC control system and saved over \$7,000 on our energy bills from 2008 to 2009.
- We completed the 2009 fiscal year with net income of \$16,690 and after unbudgeted payments to both the Heartland District and UUA were made. This net income was carried over to help create a balanced budget for 2010.
- At the beginning of this year, and with assistance from financial contributions from the children of Charles and Jan Kramer, we renegotiated the current mortgage, decreasing our annual payments by approximately \$54,000. Details of the mortgage renegotiation were shared during January's congregational meeting. Many thanks to Ed Lynn and Kim Clugston for providing leadership on this effort.
- We also changed the way in which the budget was formatted and presented, allocating resources as they apply to the particular ENDS established by the Board of Trustees.
- Leigh Fletcher orchestrated a new online pledge payment system, whereby members can manage their own direct bank account or credit card payments to UAAA.
- As reported at the January congregational meeting, we saw a 12.8% increase in our endowments at the end of the year due to the ongoing recovery of the stock market. \$24,300 has been approved for disbursement thru the Jackson Social Welfare Fund to other organizations. Thanks to Jim Lee and Kim Clugston for continuing to help monitor our investments accounts.

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 uuaa.org web site. We also address technical issues, interface with the Internet service provider (UUism.net) and help field questions. The staff has responsibility for content and regular updates.

During the 2009-2010 year the Internet Technologies group continued to transition more of the web site responsibilities to Leigh Fletcher and the UUAA staff. Updates to the front page and information on Sunday Services, Spiritual Growth and Development programs, and many other events are handled by the staff now.

We have also recently added a foray into Social Media with a UUAA page on Facebook. (Find us on Facebook at <http://www.facebook.com/uuaa.org>). Volunteers from the IT committee oversee the administration of the Facebook page. As of this writing it has nearly 200 members.

The web site continues to see increasing use. The number of visitors to our web site has gone up steadily every month – averaging about 350 visitors per day, 1000 pages viewed per day. The top 6 most visited pages are: 1- About Us 2- News & Events 3- Sunday Worship, 4- Finding Community. 5- Spiritual Growth & Development, 6- Social Justice.

Some of the ways people have found our web site are:

- The expected search engines
- Listings on the Heartland web site and the UUA web site
- DetroitKit.com
- The Chinese search engine Sogou!

New projects that are slowly taking shape include: a redesign of the front page to make it more useful, a slide show for newcomers and possibly the addition of blogging capability.

We have recently started growing; five people who have not participated before attended at least one group meeting this year.

The group is also available for consultation with the staff on any technology issues that arise. These have included discussions on calendaring options for scheduling volunteers, maintenance of the building WiFi wireless network, and preliminary discussions on getting real time data from the renewable energy project (solar and/or wind electrical power generation on the congregation property) onto the website.

Acoustics Committee Report

Submitted by Steve Schewe, Acoustics Committee Chair

From the day we moved into our new building more than ten years ago congregants using the Jackson Chapel have had difficulty hearing the spoken word due to poor acoustics. No more! The acoustics have been repaired by the Acoustics Committee who hired the same people who repaired the Phifer sanctuary. If you have attended any meetings lately in the Jackson Chapel, you probably have discovered that you could hear the speaker's voice clearly and that music sounds much better.

UUAA Land Stewardship: The Land We Own, and How We've Cared for It

Submitted by John Erdevig, Land Steward Coordinator

UUAA uses its 46 acres guided by the 2005 Master Site Plan. Designated for intense uses, the frontage contains LEEDS-certified buildings, ample parking, acres of lawn, and a variety of professional-quality gardens, all primarily in the service of worship and spiritual growth.

Remarkably, the decorative, educational gardens and other features are maintained by about eighty UUAA volunteers. Members donated most of the small-to-medium-sized plant material, accessories and tools, and dozens of hours of labor to beautify, maintain and preserve the grounds, sustainably and cost-effectively.

UUAA members also care for the Memorial Garden, a fenced playground, foot trails and bridges, a sweat lodge, primitive camp sites, fire circles, and an outdoor sanctuary complete with seating for 50 and a podium. The Good Food Garden grows food for the UUAA community and for Food Gatherers, and educates children and youth in sustainable horticulture.

Land Management, and Our Environmental Vision, in Transition

Coordination of all-volunteer land management of our mixed-use property eclipsed ad hoc lay committee efforts, but then re-solidified in our transition to "large church" and professional management structures. In April 2009, UUAA contracted with ex-Land Use Committee co-chair, real estate attorney and Master Gardener, John Erdevig to serve as "Land Steward Volunteer Coordinator." Skilled volunteer teams and leaders continue to adopt and maintain valuable and stunning high-visibility landscapes, such as the Front Entry Garden, and the Sanctuary Garden outside the picture windows where we worship, as before.

Recording, rationalizing and recognizing our stewardship effort culminated in an end-of-season appreciation dinner featuring live classical music, catering by a Chalice Circle, and a slide presentation. Ensuing discussion looked forward to a much-needed Master Site Plan revision, and even greater member attachment to, and appropriate use going forward.

This March, thirty members attended the forum "Orientation to Our Eden" to kick off the 2010 growing season. The theme asked volunteers to connect their personal goals – meditation, fitness, social action? -- to their use and stewardship of our land. Already, volunteers are wood-chipping trails. We are doubling the size of the Good Food Garden in response to growing demand for plots. The campfire area supported a pig roast for the Men's Dinner In May, the grounds will host the Women's Retreat, and in June, a Men's Council work day to make benches and trail signposts. These activities put more back in the land than they take, as members who previously weren't familiar with the grounds become attached and improve them. If there were a slogan for 2010 land stewardship and use, it would be "Hold your event or class here, outside!" Our success rests on those activities and work we do in enthusiastic teams. The spirit of our teams grows in our loving forethought for our land and the coming generations who will use it.

As we revise the Site Plan (nominations and volunteers, please), challenges and opportunities abound with large-parcel ownership. Our less-intense-use "Back 40" has pasture suitable for grazing, and a living maze of second-growth brush and forested wetland currently the subject of control efforts targeting highly invasive European buckthorn. Prominent clay subsoil disturbances (our beloved "Mounts

Unitarian and Universalist” and less-admired drainage embankments) are still being stabilized with rocks and plants, years after construction.

Some natural treasures, such as native prairie restorations, and the state-champion Downy Hawthorn tree, require professional maintenance. So does lawn care, now done with low-emissions equipment. But the leveraging of volunteer resources and teamwork with centralized coordination, will probably remain the mainstay of UUAA’s improving land stewardship for years.

For a fiscal and environmental land use analysis, details of current volunteer stewardship priorities, a “wish list,” and grounds tours, please contact John Erdevig, jerdevig@comcast.net or 734-709-6594.

Stewardship Committee Report

Submitted by Lisa Lemble, Tom Darnton, and Beth Hospadaruk

The primary focus of the Stewardship Committee since the 2009 Annual Meeting was the annual pledge campaign, using the slogan “Tending the Flame”. Work began on the campaign in March, 2009, and continued through the end of November with the primary focus of staging a successful Celebration Sunday. We tried out a different leadership structure for this year’s campaign, having two co-chairs, Tom Darnton and Beth Hospadaruk, and a project manager, Lisa Lemble. This leadership concept may have merit, but we were not particularly effective in figuring out how to make it work. In addition to the three lay leaders, we had welcome and effective support from Thom Bales and Leigh Fletcher. Velma Mesa chaired our sub-committee for the Celebration Sunday activities and did an excellent job. Charley Burleigh was responsible for communications and presided over a re-thinking of past practices with the result that we relied more heavily on digital communication and self-produced print materials. These changes resulted in lower costs for the campaign, as did a decision to go with pancakes as the main food served on Celebration Sunday.

In addition to the campaign itself, the Stewardship Committee organized a congregational dialogue, called Conversations that Matter. Steve Camron organized this activity, which produced lively discussions but was not well attended. Our goal in putting this program together was that it would get our membership thinking about the ways in which the congregation is important to them during the season in which the annual pledge decision is made. Given the limited attendance, that particular objective was not achieved, but we think that this model for engaging the congregation around a particular discussion can be effective in other ways.

Early in the planning, we discussed whether to set a goal for the campaign. Our decision was to not set a goal, but to try to present the fiscal needs of the congregation in a way that would help our members understand the relationship between revenues and capacity to achieve our goals. The end result was the highest number of pledging units and the second-highest annual pledge total in congregation history but which fell short of meeting the basic needs of the congregation. These results are respectable given the economy in general (At the time, Michigan lead the national unemployment rate with close to 15% unemployed; Washtenaw County’s unemployment rate was hovering around 10%) and the prevalent congregational values about pledging. The total pledged amount was \$855,114, down from \$877,802 pledged for 2009 but above the amount pledged for 2008, which was \$844,858. The number of pledging units for 2010, 2009 and 2008 were 412, 409 and 377 respectively.

There remains a significant gap between what we need and what we have been able to raise. This gap was narrowed after the campaign because planned gifts were received and applied towards the mortgage, which allowed a temporary arrangement for interest-only payments on the debt. The gap was further narrowed as the result of responses to a special request from the senior minister made early in January which netted approximately \$30,000 in additional pledges. However, we are still not properly caring for our building, we are not meeting our obligations to UUA, staff salaries are frozen and program commitments remain very limited.

By way of debriefing after Celebration Sunday there was consensus that the Stewardship Committee should be an ongoing committee which meets and works year-round, with a mix of continuing members and new faces. This would help encourage unique, creative approaches to our annual campaigns and, at the same time, preserve institutional learning about what works and what does not work within our congregation. We also identified a need for further work on our congregational attitudes about the fiscal needs of the congregation and how best to meet them. Whether this is a job for the Stewardship Committee or some other sub-group within the congregational leadership structure is an issue which we believe merits consideration at the board level.

Scrip Program Report

Submitted by Carolyn Barber, Scrip and Grocery Coupon Sales Program

This has been a year for a major expansion of our efforts, adding scrip from over 600 merchants by way of the Great Lakes Scrip Program (GLS). The Scrip Task Force (Carolyn Barber, Kyla Boyse, Jim Gallas, Dixie Hibner, Peggy Shearer, and Becky Swank, and ably led by Ed Lynn) worked to facilitate the major changes in the Kroger program and expanded the scrip program to include restaurants, clothing stores, gas stations, pharmacies, etc. through GLS. 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.

Having coupons on sale after each service requires two teams of two sellers every Sunday. I am so grateful for the 11 stalwart regulars—Lise Anderson and Miles Peterle, Barb and Bob Dinan, Sara Gibb, James Johnson, Ruth Lamphiear, Sara Mathews, Marjorie Reade, Peggy Shearer, and Becky Swank—who make sure the table is staffed each week. In addition to the grocery coupons, we keep an inventory of the more popular cards on hand.

I am especially grateful for the loyal efforts of Elsie Dyke, who picks up the local grocery coupon orders and brings the coupons to church on Sunday.

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

From January 1 through December 31, 2009, we have been responsible for contributing a total of \$15,784.61 (of which \$2,694.36 was from the new GLS program) to the general fund. Included in that total is an extra \$3747.07 from the matching-fund promotion in 2008, with the rewards credited this year. Another donor stepped up late in 2009 to promote the new GLS program – for every \$300 of GLS scrip a congregant purchased, he/she was given one entry to a drawing. Two winners of the drawing got their choice of a \$25 gift card. This promotion generated nearly \$20,000 worth of GLS scrip sales, or about \$1000 in returns to the church. Many thanks to both sets of anonymous donors for their generosity! Can we do it again?

We are, however, again challenged by Kroger, who is demanding that Community Rewards participants must again re-enroll in April **online** to be able to participate in the upcoming year. Contact us if you need help.

Financial Stewardship Committee Report

Submitted by Ed Lynn, Chair

The main projects of the committee in 2009 were:

To support the Executive Director in the development of the 2010 budget, which allowed approval of a balanced budget before January 1, and

To work with our bank to adjust our mortgage to help the congregation deal with the effects of the severe economic downturn.

On January 18, 2006, the Congregation signed a mortgage agreement with United Bank & Trust (UBT).

Terms of the loan were:

Loan principal of \$2,367,539

Term of loan is 10 years, with a 25 year amortization schedule. Outstanding principal due January 18, 2016 would be about \$1,908,000.

Interest rate of 7.25% on a 360 day year (or about 7.36% on a 365 day year)

Penalty of 1% of outstanding balance if refinanced by another institution during the 10 year term. No prepayment penalty if made through internally generated funds.

At the end of 2009, our outstanding balance on the mortgage was \$2,225,764.43. Late in 2009, the Congregation received a bequest of \$166,665 from the Kramer family. In addition, there remained \$5,300 in the Bishop bequest, which had been used to pay the principal of the mortgage payments since March 2009.

Prepayment options were discussed with UBT. In these discussions, UBT agreed to:

Allow us to make a lump-sum payment of \$172,000 against the outstanding principal on January 14, 2010

Move to an interest-only mortgage as long as the outstanding principal (\$2,053,764.43) after the lump sum is less than the principal owed under the original mortgage amortization schedule,

Revert to the original payment schedule when the outstanding principal under the original schedule is less than \$2,053,764 (August 2013).

This action lowered the annual mortgage expense by about \$53,300 in 2010. The total net interest saved over 42 months is about \$22,000.

We did look into re-financing, but the prevalent competitive rate for a commercial mortgage (which we have) is about 7.25%. Commercial rates are higher than residential rates (now running at a bit over 5%), reflecting the higher risk profile of this asset class. Also, any refinancing rate would need to more than offset the 1% prepayment penalty.

This arrangement also provides us with a fair degree of flexibility to match our payments to the congregational revenue. For example, if we were to receive another bequest, we could make another lump-sum payment and lower our monthly interest payments, or continue with the higher payments and pay some additional principal each month. Finally, the arrangement allows us to have a balanced operating budget in a severely distressed economic climate and prepay about 42 months of the principal we owe. When the economic climate improves, we can re-address the situation.

UUAA Goods and Services Auction Report

Submitted by Sally Hattig and Dixie Hibner, Committee Co-Chairs

Planning for the 2010 auction began in November with the co-chairs, Dixie Hibner and Sally Hattig meeting with Tom Bales, Staff Liaison. They identified the auction's theme, "Tending the Flame" as a continuation of the stewardship drive. A planning team was formed with team leaders assuming responsibility for the following: Volunteers: Katie Kyndely; Decorations: Pete Mooney and Thom Bales; Entertainment: Sally Hattig; Food and Beverages: Jennifer Kangas; Ticket Sales: Lisa Lemble; Sales Item Organization: Rick Johnson, Jeff Poliner and Tom Chettleburgh; Donations: Thom Bales and Pete Mooney; Promotion: Dixie Hibner; Set Up: Kathy and Don Duquette; and Clean Up: Jim Gallas.

The auction was held on March 13, 2010, from 4:00 – 7:00pm. A new format was used with appetizers available throughout the rooms rather than a buffet dinner. Rooms used for displaying the donated items included the Fahs Chapel, Jackson Chapel, and the Social Hall. The David Room was used as a Sales Room where people could purchase items rather than placing a bid. Also, the sanctuary was used for the Live Auction. The availability of child care was advertised which resulted in over thirty children enjoying the evening while their parents participated in the auction.

Entertainment was provided throughout the building by the following congregants: John Erdevig, Allen Duncan, Lori Fifthian, Jean Choraczyczewski, Sarah Ross, David Owens, Gene Gaunt, Allison Hallerz, Chalice Sparks with Linda Jones, and Glen Thomas Rideout. Also, a magician performed for the children and adults.

The three primary goals of the auction were achieved 1) to involve more people in the planning and during the event, 2) to provide an event of fun for family and friends, and 3) to raise a significant amount of money for the church. In addition to the more than eighty volunteers, about 250 people attended and approximately \$21,000 was added to the general fund as a result of the 2010 Auction.

A special thanks goes to all congregants, friends and local businesses that donated items to the auction. Also, a note of appreciation to the eighty plus volunteers—we couldn't have done this without their help.

UUAA Goods and Services Auction Team: Auction Items & Sales Process Report

Submitted by Jeff Poliner

Team Leaders: Rick Johnson, Jeff Poliner, Tom Chettleburgh

Timeline

- Nov, 2009 – team leaders recruited
- Dec 7, 2009 – first meeting of team leaders
- Dec 17, 2009 – first meeting of team (Tom, Rick, Jeff)
- Jan 11, 2010 – second meeting of team leaders
- Feb 1, 2010 – start receiving donation descriptions from Thom
- Feb 3, 2010 – set up of Dropbox site with database
- Feb 7, 2010 – data entry of donors and ticket buyers begins
- Feb 15?, 2010 – third meeting of team leaders; discuss plans for checkout flow
- Mar 1, 2010 – fourth meeting of team leaders; finalize plans for checkout flow
- Mar 2, 2010 – start contacting volunteers to provide instructions and arrange training sessions
- Mar 4, 2010 – review of intro and other text for catalog
- Mar 7, 2010 – volunteer lists finalized
- Mar 9, 2010 – deadline for printing catalogs
- Mar 9, 2010 – walk through church, discussing room set-ups
- Mar 12, 2010 – set up items, place bid sheets; review and make last-minute correctgions
- Mar 13, 2010 – **Auction**
- Mar 14, 2010 – follow-up begins

Volunteer Teams

- Check-in: Michelle Diepenhorst, Emily Diepenhorst, Ana Sofia Moreno, Justin Poliner
- Room Monitors: Charlie Pekarek, Fran Lyman, Dave Hall, Barb Hall, Karen Eisenbrey, Kathleen Russell, Kathy Friedrichs, Keely Kaleski
- Check-out: Terry Butcher, Ana Sofia Moreno, Barb Pickett, Betsy Reitbauer, Susan Dice, Charlie Pekarek
- Check-out assistants: Laura Matson, Nicole Appleberry, Michelle Diepenhorst, Mary Lynn Heininger, George Kreick, Catherine Olson, Judi Speir-Crawford, Dorothy Haigler, Jacqueline Mills, Sam Blackburn, Justin Poliner

Team Tasks

- Decide on database to use
 - There are commercial packages available for managing auctions, but they can be expensive.
 - Decision to use same Access® database as past years, with minor modifications as needed.
 - Problem: the database has been developed by Tom, Jeff and Rick and they are very familiar with it; however a new user that was not comfortable with MS Access may not have an easy time with it.
- Recruitment of volunteers
 - Identify number needed
 - Check-in: 2 (3 would have been better)
 - Room monitors: 6 (9 would have been better)
 - Check-out: 5
 - Check-out Assistants: 10

- Thanks to Katie Kyndely and others who signed up volunteers for this team on Sunday mornings.
- Enter ticket buyers names into dbase
 - Incomplete or illegible data was a problem
 - Donations were solicited by Thom. Data provided to team by email for data entry.
 - Incomplete or unclear information on the form was a problem
 - Need to re-visit form
 - Last minute donations made it challenging.
 - Looked into technology capabilities of using church network or printer. Ability to store database on church server and access by multiple users.
 - Set up location for sharing of database
 - Used website dropbox.com – free, allows sharing of files. Limitation of only one user can have a file open at a time
 - Enter information about donations into database
 - Modified database to handle donations of multiple, non-identical items; they would have separate item IDs, but would not have separate lines in the catalog.
- Decide on how items will be organized throughout the building
 - Decided on 3 rooms: social hall, Fahs Chapel, Jackson Chapel
 - Separate room for “sales” items, such as pottery; room would have its own volunteers to collect at the door.
 - A couple of people did not want to pay and so needed to pay at checkout
 - Idea was also discussed at one point to separate types of items by room (e.g., all dinners in one of the auction rooms; we ended up not doing this)
- Determine closing times for silent auction rooms.
 - 4:00 Auction begins
 - 5:15 Fahs Chapel closes
 - 5:30 Jackson Chapel closes
 - 5:50 Social Hall closes
 - 6:00 start of Live auction
 - 6:45 end of Live auction
- Preparation of catalog.
 - Assigning items to live auction and rooms for silent
 - Prepare
 - Compile catalog pages
- Determined plan for check-out and delivery of items
 - Check-in
 - Upon entering, participant is given their catalog, with bidder number and name printed on label on back cover.
 - Ticket does not need to be collected.
 - Printout available of all ticket buyers, in case somebody forgot their ticket
 - Room closing
 - Room monitors announce room is closing.
 - Collect bid sheets; highlight winning bid(s) on each
 - Deliver bid sheets to team leader
 - Enter data into spreadsheet
 - Check out
 - Receipts printed for each

- Preparation of table ads for items without an item to display (Tom C)
- Provide training for volunteers
- Email basic instructions
- Meet to explain more details, day of auction
- Check-In
- Check-out
- Room Monitors
- Be familiar with items in room and their placement
- Understand different types of bidding sheets.
- basic sheet for 1 item; sheet for dinners; sheet for multiple items
- Greet people as they come into rooms.
- Monitor room at closing time. Make sure bidding stops
- Highlight winning bids on bid sheets
- Wear black pants, white top
- Should have spent more time in training of volunteers before event.
- Arrange for printer for day of auction; this was a limiting factor in past years. Church printer could not be easily accessed.
- Print catalogs
- Entering ticket sales
- Determining starting bids and increments.
- Policy is that if value is known, starting bid should be 40-50% of value, with increment 10%.
- Problem: donors who wanted starting bid to be the estimated value, or some other value was not always communicated through to the team.
- Print bid sheets
- Attach bid numbers/names to catalogs
- Print table displays
- Set-up of items and bid sheets day before auction
- Make corrections as needed (there were many)
- Conduct auction
- Follow-up
- Inform bidders who left without taking their winning items
- Tracking down and correcting errors that were reported
- Sending receipts to those who we knew had left without paying
- Sending statements to donors of who won their items.

Results

- Number of bidders: 252
- Number of items for auction (excluding duplicates): 218
- Number of items for auction (including duplicates): 380
- Number of winning bids: 322

Lessons learned / Improvements for future

· With the elimination of the sit-down dinner, there was insufficient time between silent auction closing and start of live auction for data entry of winning bids. Many participants wanted to leave as soon as the silent auction was over. However, data entry needed about another 20 minutes. This led to needing to rush through the data entry, leaving not enough time for setting up for checkout. Errors were made as a result.

- There was also a rush due to many people wanting to check out and leave while
- the live auction was still going on.
- Possible solutions that should be considered in future years:
- Setting up database on church network, allowing multiple users to work
- simultaneously on it.
- Allowing more time from closing of silent auction rooms to when check
- out is ready.
- Providing for bidders who need to leave before finding out what they won
- and checking-out.
- Donation form should be updated.
- Goal should be to get more information, without overcomplicating the form.
- Suggest adding checkboxes for:
- Single item, vs multiple identical items, vs multiple similar items
- Meals – sold as a single unit (winner invites the allowable number) vs
- bidding on individual seats
- Value of item; is there a minimum required bid?
- Item available at time of auction for take-home; certificate to be provided;
- cert needs to be made.

QUEST Bookstore Report

Submitted by Lucia Heinold, Bookstore Committee Chair

The mission of the QUEST Bookstore is to serve this congregation by making books of special UU interest available in a welcoming, congenial setting.

In 2009 QUEST Bookstore sold \$15,537.25 of books.

2009 expenses, primarily books to sell and a few miscellaneous supplies, came to \$15,183.54

QUEST donated \$2,500 to the congregation's general fund in 2009, a 25% increase over the previous year.

Jane Thornton, one of our beloved long time leaders, died in May. The group has reorganized and gained two valuable new members: Evelyn Burns and Terry Butcher. Chairs are now Lucia Heinold and Marion Holt.

In 2009 we celebrated our 10th Anniversary with a series of special sales events. We also had the delight of hosting two signings of *The Book That Eats People* by our own UUAA author, John Perry.

New booksellers are always welcome. Previous knowledge of the books is not a prerequisite. We learn on the job. A friendly attitude is key to making the QUEST Bookstore an attractive service to our congregation.

Planned Giving Committee Report

Submitted by Nancy Schewe, Planned Giving Chair

Committee Members

Thom Bales
Kim Clugston
Tom Darnton
Scott Ferguson
Nancy Schewe
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 *there are forty-seven individuals or couples who are members of the Sunderland Society.*

2009/2010 Activities

- Presented a workshop on revisiting your estate plans on February 6, 2010
- Sponsored a Planned Giving Sunday on May 9, 2010
- Published a new Planned Giving brochure

Thank You

Our sincere thanks go to the Estate of Chuck and Jan Kramer for its generous gift of \$166,665 to the Capital Campaign Fund.

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

Core Values: The First Unitarian Universalist Congregation of Ann Arbor, MI (FUUCA) 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 Joan Burleigh on behalf of the Interweave Planning Team: Roberta Allen, Scott Ferguson, Roylea Furniss, Victor Hola, Ann Jones, Leigh Robertson, Dave Purcell, Walter Slater and Patrick Warehall

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 75 people at monthly meetings. Interweave delights in the increasing participation of allies from our Congregation in Interweave activities.

Our missions is to:

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

Annual Planning Meeting

Interweave's year began in August with a brunch for all members where we set goals and planned monthly programs for the coming year. The meeting was facilitated by Ann Jones. How we've worked to achieve our mission is described below.

Nurture Social Connections and Build Beloved Community

Through monthly meetings on the 3rd Tuesday of each month from September - June, that begin with a potluck dinner, Interweave members have created a strong sense of community. 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 group has gathered for summer and winter parties hosted by Victor Hola and Scott Ferguson. Visitors have an opportunity to learn about Interweave at the table in the Social Hall, and Brandy Sinco updates the Interweave list serve that keeps our communication strong.

Support for Spiritual Growth

Four of our monthly meetings have been devoted to supporting spiritual growth. Robert Kropf helped us explore Middle Eastern spirituality with the presentation and activities "Finding Another Way to Connect With Your Spirit." "Why I Am a Humanist?" was the title of Terry Madden's presentation to the group with follow-up discussions led by members of the Humanist Group. Lori Fithian leads the Interweave in a drumming circle in May.

In December Interweave invited the Congregation and 18 local faith communities to join with them in a service of affirmation, "Love Abides," led by Rev. Mark Evens. He was assisted by Roylea Furniss, Charles Mekar, Spencer Thomas, Lois Zimmerman, Robert Kropf, Margot Duley, Gene Gaunt and Lori Fithian. Seventy-five people gathered for the service and lively reception that followed in the Social Hall.

Educating Ourselves and Others

Three meetings focused on our goal of education. In the fall we joined in a circle of learning "Sharing Our Stories" led by Lori Fithian. We explored what it is like to be together here at First UU - LGBTQ folks and allies, and how we can honor all the different ways of being human in this community? Ron Shaw, UUAA member and Certified Financial Planner presented "A Checklist for Non-Traditional Couples."

And, a panel of Interweave allies - John & Kathy McLean, Spencer Thomas and Joan Burleigh talked about "What Does It Mean To Be An Ally?" following by a rich exchange in small groups to explore what truly makes a difference.

In addition to monthly programs, the UU "Our Whole Lives" sexuality curriculum for adults was offered to congregants by Ann Jones, Leigh Robertson and Craig VanKampen through the Adult Spiritual Growth and Development Program . Also a rich variety of educational information is available to all at the Interweave Social Hall table coordinated by Ann Jones.

Advocating for Social Justice

At monthly meetings Interweave learned about the founding and programs of the Ruth Ellis Center that serves LGBTQ youth in the Detroit area who are at risk of homelessness. Speakers included Kathleen Russell, a UUAA member and one of the founding board members of the Center, Karen Brown, a current board member and a young person who has receiving service from the Center. Joe Summers, program coordinator for the Oasis outreach ministry of the Episcopal Diocese, explained plans for a state wide summit, "Together In Faith," coordinated by American Friends.

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

- participation in Ann Arbor's Pride event, "Outfest," supporting Rev. Gail Geisenhainer whose inspirational message was much appreciated by all there;
- joining a protest at the Blind Pig to object to the booking of a performer known for his homophobic lyrics advocating violence toward LGBTQ persons;
- gathering 297 signatures in the Social Hall on behalf of the "Standing On the Side of Love" equal rights campaign. The signatures were sent to state and federal elected representatives;
- consulting on and supporting a successful "Standing on Side of Love" grant application awarded to Michigan UU Social Justice Network (MUUSJN) to evaluate the potential of making equal rights advocacy for LGBTQ persons one of the priority issues for MUUSJN's work in Michigan,
- attending the fall conference, "Together In Faith Collaborative" to work toward building a network of faith communities advocating for equal rights. In attendance were Joan Burleigh, Margot Duley, Rev. Mark Evens, Sarah Ross and Kate Warner; and
- representing our Congregation and Interweave at the annual conference of the National Gay Lesbian Task Force, funded by the American Friends Inclusive Justice program, to build community organizing skills. Sarah Ross was our representative.

Planning for Coming Year

The Interweave Planning Team met in the late winter to assess our successes and concerns. From that assessment Interweave members who are part of the Leading With Love training (Bert Allen, Joan Burleigh, Royal Furniss and Kathleen Russell) have taken on a project to strategize the continued development of Interweave. The project mission statement is: "To meet the challenges and opportunities of the growing number of Interweave participants, we will reflect on our success and concerns: (1) to strengthen our shared leadership structure, (2) to be more effective in doing and sharing the work of Interweave, and (3) to create opportunities for participation in the work of Interweave by more members. The strategies of the project will be implemented next year.

Partner Church Program Report

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

This has been a good year for the Partner Church Program. At its beginning we joined with the Khasi Hills SAS program to develop and execute a two year program entitled "Faith Without Borders." The purpose was to begin viewing these programs as a broader "international outreach" effort and make them more visible within the Ann Arbor congregation.

Accomplishments this year include:

- A monthly column in the Newsletter that includes updates on our partners, occasional articles written by them, and information about upcoming activities.
- The creation of a section in the church library of books and materials related to Transylvania, the Unitarian Church of Transylvania, travel to that region, sermons related to this program and other materials we have collected over the years.
- A class taught by Rev. Gail Geisenhainer entitled "Unitarian Genesis" which explored the history of our religious – both in Eastern Europe and in the United States.
- Initial plans for our next "group" trip to Transylvania which will take place in early July 2011.
- Planning for the visit of Rev. Robert Balint, minister of the Unitarian Church in Meszko/ Cheia (known as the Alabaster Church) and his family this coming June. Rev. Balint will be meeting with members here as well as preaching on Sunday, June 6.
- Initial efforts at planning to make the Faith Without Borders programs more visible on the church's website.
- Initial planning for a visit by our Partner Church's minister, Rev. Maria Pap in September, and for travel to Transylvania in the Summer of 2011.

More people have become interested and involved in these efforts. In addition Phyllis Valentine has agreed to join Gretchen Jackson as Co-chair of our Partner Church Program. She has been very involved with both the library work and the development of materials for the website.

Board Nominee Bios

At-Large Trustee: Joan Burleigh

I joined UUAA in 2006 when I and husband Charley moved to Ann Arbor. Together we have raised two sons and enjoy the gift of four grandchildren. I'm a graduate of the University of Michigan with a major in history, and hold a Masters in Library Science from Wayne State University. Before coming to Ann Arbor, I worked with young people for 29 years as a teacher and administrator with the Birmingham Public Schools, Birmingham, Michigan and was a founding member and co-chair of Interweave. Other service to the congregation includes co-chairing the Klein Lecture, and involvement in the Social Justice Council and the Pastoral Care Leadership team. Currently, I'm participating in the Leading With Love program and am honored by this opportunity to serve the congregation.

At-Large Trustee: Tom Darnton

I have been a Unitarian Universalist for most of my 62 years. My parents were members of the Congregational Unitarian Church of Flint and I have a vague recollection of the transition there to a Unitarian Universalist congregation. A good deal of my adult value system, including the intellectual and spiritual work I did as part of obtaining a discharge from the military as a conscientious objector, was formed during my years in the UU teen program, then known as Liberal Religious Youth. I ceased active participation in any organized religion when I set off for college, secure in the knowledge that I was so strong a person that I didn't need "the crutch" of active congregational involvement.

By 1998, my life was in a crisis that had been building for 25 years. I began attending services at UUAA in the autumn of that year and was one of the first people to "sign the book" in our current location. The warmth and support I received on my return helped me turn my life to a direction that has brought me much joy and satisfaction. I have worked on 4 Stewardship campaigns and am currently on the Planned Giving Committee. I am also currently participating in the Leading with Love class. In June of 2009 I was able to retire from the active law practice I had pursued for 38 years. I feel I am ready and able to take on the responsibility of serving as a member of the Board of Trustees. When I first became involved with the Stewardship Campaign, I saw it as an opportunity to "give back". I no longer regard my work within the congregation in that way but rather as the most appropriate and satisfying thing I can imagine doing with my time and energy. I would like to focus on building the kind of infrastructure within our congregation that will enable each of us to achieve our individual and collective life goals.

At-Large Trustee: Bryan Debbink

Bryan is a life long UU. He and his wife Michelle have been active in Unitarian Universalism for many years and joined UUAA in 2007, although they have been attending since January of 2005. Bryan became active in the search committee and after completing that service agreed to join the Board to complete the term of a Trustee who stepped down due to health concerns. Bryan is a candidate for his first full term as a Board member. He is a father to 8 month old Wesley, and in his spare time enjoys playing ultimate Frisbee.

At-Large Trustee: Ginny Preuss

Ginny and her husband Larry joined UUAA in 1995. They have two daughters. Emily is a junior in high school and Rachel freshmen. Both have gone through 1st UU Spiritual Growth and Development programs and are involved in YRUU. Ginny is just completing her first term on the Board as Secretary and is excited about being nominated for a second term as an At-Large Trustee. She appreciates the confidence of the congregation.

Vice President: Edward Lynn

After joining the congregation in 1994, I was a member of the Facilities Group and the Construction Committee from mid-1996 to 1998, when I moved to Germany. Since my return in 2007, I have been a member of the Finance Advisory Committee, worked on this year's budget and mortgage modification, helped introduce scrip and grocery card offerings, and was one of the organizers of the Rent Party last year.

Three years ago I retired from Ford Motor after 30 years, having worked in finance and, for the last 20 years, business strategy, planning and development. As a member of the People's Food Co-op, I served on the Board for 6 years, including the posts of Treasurer and President.

I look forward to working on our Board to help assure we remain a strong and vibrant religious community.

Leadership Development Team Nominee Bios**Allison Halerz**

My husband Mike and I started attending First UUAA in 2003 and became full members in 2007. Together we became very active in the 20's & 30's +/- group and I also quickly joined the music program, both as a choir member and as a pianist. Since 2007, I have had the pleasure of serving the congregation as Pianist-in-Residence. I truly enjoy helping to lead worship on Sunday mornings and am grateful for the opportunity to work with our extraordinary ministerial and music staff each week. I am also the coordinator for the 20's & 30's +/- group. It's exciting to see so many new faces between services and I look forward to introducing them to the fantastic community we have here at First UUAA!

In addition to these positions I have also participated as a mentor in the Coming of Age program, one of the aspects that first drew me to this congregation, and more recently in the Leading with Love seminar. Outside the church, I have worked locally in interactive media development and marketing for the past 14 years.

I look forward to serving with the rest of the Leadership Development Team to continue to identify and encourage individual leaders and be a part of the continued growth of our congregation.

Proposed GA Delegates

Allen, Roberta
Bollettino, Laura
Burleigh, Joan
Burleigh, Charley
DeRoche, Celeste
Furniss, Royle
Madden, Carolyn
Madden, Terry
Preuss, Ginny
Robertson, Leigh
Seeley, John
Slater, Walter