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**First Unitarian Universalist Congregation of Ann Arbor, Michigan**  
**Annual Meeting**  
**May 22, 2011**  
**Agenda**

<b>Chalice Lighting (Bryan Debbink)</b>	
<b>Hymn</b>	
<b>Call to Order</b>	<b>Action</b>
Carolyn Madden, President	
<b>Declaration of Quorum (15% of voting membership)</b>	<b>Action</b>
Ginny Preuss, Secretary	
<b>Adoption of Agenda</b>	<b>Action</b>
Carolyn Madden, President	
<b>Adoption of Rules of Procedure (majority of those present and voting)</b>	<b>Action</b>
Carolyn Madden, President	
<b>Approval of May 23, 2010 Annual Meeting Minutes</b>	<b>Action</b>
Carolyn Madden, President	
<b>State of Congregation/ Senior Minister's Report</b>	<b>Information</b>
Rev. Gail Geisenhainer , Senior Minister	<b>10 Minutes</b>
<b>Report of the Strategic Planning Team</b>	<b>Information</b>
Bruce Gibb and Terry Madden, co-chairs	<b>10 Minutes</b>
<b>Report of Chalice Circle Council</b>	<b>Information</b>
Sally Hattig	<b>5 Minutes</b>
<b>Items for Action: Carolyn Madden, President</b>	
• <b>Vote on approving the Ordination of Andrew Weber at the First Unitarian Universalist Congregation of Ann Arbor</b>	<b>15 minutes</b>
• <b>Election of Board Officers and Trustees</b>	<b>5 Minutes</b>
• <b>By Laws: proposed revision to Article 2.1.2 and IV.2</b>	<b>10 Minutes</b>
<b>General Assembly Delegates</b>	<b>Information</b>
Carolyn Madden, President	
<b>President's Report</b>	<b>Information</b>
Carolyn Madden, President	<b>10 Minutes</b>
<b>Annual Reports: Member Comments &amp; Questions</b>	<b>Information</b>
Carolyn Madden, President	<b>10 Minutes</b>
<b>Passing the torch</b>	
Carolyn Madden, President & Ed Lynn, President-Elect	<b>5 Minutes</b>
<b>Adjourn</b>	<b>Action</b>

**First Unitarian Universalist Congregation of Ann Arbor, Michigan  
Annual Congregational Meeting  
May 22, 2011**

**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 no more than 2 minutes.**
- 3. Time allotments for each matter presented for vote by the Congregation appear on the agenda. Time for discussion may be extended by a majority vote.**

**NOMINEES FOR ELECTED OFFICE**

**Board of Trustees:**

**Elizabeth LaPorte , Trustee  
Tom Reischl, Trustee  
Kim Clugston, Treasurer  
Dixie Hibner, Vice President**

**Leadership Development Team:**

**Kathy Edgren  
Connie McGuire, Appointed by the Board**

**GENERAL ASSEMBLY NEWS:**

As of today, our Congregation has 28 people registered to attend the General Assembly of the Unitarian Universalist Association of Congregations in Charlotte, North Carolina. The Delegates will vote on a number of issues including those two that folks here at UUAA are currently engaged in. They are UUA Study Action Issues, "Ethical Eating: Food and Environmental Justice" which was selected as the Congregational Study/Action Issue (CSAI) for 2008-2012. And "Immigration as a Moral Issue" which was chosen at the 2010 General Assembly in Minneapolis as the Study/Action Issue for 2010-2014.

**DELEGATES:**

These are the folks designated to represent our Congregation as voting delegates to General Assembly 2011.

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

**Proposed ByLaw changes. Article XII require a two thirds (2/3) vote of those present and voting.**

**The proposed bylaw changes are the following:**

**Article IV. Meetings**

**From:** 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.

**To:** 2. A special congregational meeting may be called at the discretion of the Board of Trustees. Also upon written request of **10% of the Full Members of the Congregation**, the the Board of Trustees shall call a special congregational meeting.

**Article VII. Leadership Development Team**

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

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

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

**First Unitarian Universalist Congregation of Ann Arbor, Michigan  
Annual Meeting  
May 22, 2011**

**Rules of Procedure for Discussion**

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

4. Members who wish to speak will be recognized by the presiding officer in the order that they approach the public microphone(s).
5. Each speaker may speak for 2 minutes.
6. 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.
7. Time for discussion may be extended by majority vote upon a motion that includes a proposed length of time for extension of discussion.
8. 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 23, 2010

Congregation president Tim Richards called the congregational meeting to order at 11:40. A quorum was declared with 568 members present, 22.4 percent of the current membership of 127 full members, achieving the quorum requirement of 15% of the full members.

### **Motion 10.05.23.01:**

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

### **Motion 10.05.23.02:**

**John Frank moved and Spencer Thomas seconded the adoption of the rules of procedure as printed in the meeting packet. 1 opposed, 0 abstained, Motion carried.**

### **Motion 10.05.23.03:**

**Don Winsor moved and Gretchen Jackson seconded the approval of the minutes of the May 31, 2009 congregational meeting as printed in the meeting packet. Motion carried.**

Tim Richards explained the change made two years prior forming the Leadership Development Team (LDT), which replaced the Nominating Committee. Tim introduced LDT Co-chair Ken Clein.

Ken introduced the other members of the LDT: Erik Stalhandske (Co-chair), Cecy Ewing, Pat Appleberry and Ginny Preuss (board liaison).

Ken provided an update on the Leading with Love (LWL) Program, the leadership training program developed at UUAA. The program was developed by Bruce Gibb and Ann Jones, and the inaugural class included: Allison Halerz, Dixie Hibner, Meredith Ley, Colleen Crawley, Sarah Ross, John Erdevig, Kathleen Russell, Nic Sims, Kate Warner, Roylea Furniss, Roberta Allen, Tom Reichl, Tom Darnton, Joan Burleigh, Ruth Blackburn, Kim Clugston, Barb Pickett, Erin Huffnagle, Lucas Kennedy

Tim Richards introduced Meredith Ley to provide an update on pastoral care. Meredith reported on the infrastructure developed over the past year to support the program's mission and covenant, including the creation of a Leadership Council. Meredith explained new programs and services rolled out this year, how the program supports our congregational "ends", the goals for next year, and shared stories of individuals and families supported over the past year.

Tim Richards introduced the current Board of Trustees to the congregation: Tom Reischl, Nick Sims (stepping down), Carolyn Madden, Gail Geisenhainer, Kim Clugston, Ginny Preuss, Margaret Pekarek (stepping down), Phyllis Valentine and Bryan Debbink (not present).

### **Motion 10.05.23.04:**

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

- **Vice President: Ed Lynn, first term**
- **Secretary: Ginny Preuss, second term**
- **Member at Large: Bryan Debbink, first term**
- **Member at Large: Joan Burleigh, first term**
- **Member at Large: Tom Darnton, first term**

**Moved by Ken Klein, seconded by Barbara Picket. Motion carried.**

**Motion 10.05.23.05:**

**The congregation elects the Leadership Development Team candidate as presented by the Leadership Development Team:**

- **Allison Hallerz, first term**
- **Royla Furniss, Appointed by Board, First Term**

**Moved by Meredith Ley, second by Joan Burleigh . Motion Carried.**

Kim Clugston gave a treasurers report. She explained we do have a balanced budget of \$1,000,000, and some of the priorities funded at that budget level. She explained how our mortgage is a significant part of our budget, and that as we are able to pay that down we will be able to increase support of priorities set forth in our Core Values and Ends Statements. She explained that conversations have started within the Congregation Leadership to develop a strategy to pay down the mortgage.

Rev. Gail Geisenhainer gave the senior ministers report. Her report included a reflection on the strength and centrality of lay leadership for the life of our Congregation. In the past few years, our leaders have engaged our Sankofa project which became the Celebrating the Planet initiatives and offered the ground work for the languages of our new ENDS Statements and Statement of Core Values. Emerging in this past year have been the Leading With Love Leadership School. The Locavores and Ethical Eating Team and various Renewable Energy Initiatives. We have also been engaged in crafting new ways to structure and envision religious education. What must religious education look like in the 21st century? It is us to us! We renamed our program to Spiritual Growth and Development. We seek to embrace life-long learning as a practice for all ages. We hope to engage the world through values that we fully understand and can articulate. And we seek to work to help the world.

Rev. Geisenhainer gave thanks to Tim Richards who served two terms as Congregational President. He mentored her new ministry here with forbearance, firmness and love. Rev. Geisenhainer welcomed Carolyn Madden as our new President and said she looked forward to working with her as this new year unfolds.

Together, we can make a difference in our world.

Carolyn Madden explained the General Assembly and the role of the delegates attending from our congregation. (A ballot containing three topics that are to be voted on at General Assembly was distributed to the Congregation as they entered the meeting – see attached at end of notes) Carolyn explained that the congregation's vote will advise the delegates. The delegates will attend GA with an understanding of the congregation vote on the issues, to help inform, but not direct, their votes. Carolyn provided background and explanation for the topics on the ballot.

Kathy Muha asked if the proposed Energy, Peace and Justice Congregational Study Action Issue was too large of a topic.

Tom Ewing explained that the topic is focused on the energy crunch in the future, global warming and rising sea levels.

Tim Richards gave his final president's report. He provided an update on the progress of policy governance and its value to the Board of Trustees.

Tim talked about three areas of focus and success for the Board:



- Leadership development, including the Leading with Love program
- Creating sound financial grounding for the congregation.
- Board congregational linkage, to ensure the board provides direction aligned with where the congregation wants to go.

Tim announced the board has elected to create the denominational affairs team, to grow connections to UUs at the district and national level. Celeste DeRoche and Roberta Allen were announced as co-chairs for the team.

Tim ended his comments by encouraging everyone to say yes when given a chance to fill a leadership position.

#### Member comment and question

Spencer Thomas shared 2 recent experiences: 1) After attending an AME church the minister commented on how active UUs are in social justice; 2) at a recent bridging conference in Cincinnati, one of our YRUU members, Fauster Kitchens, was elected to be the district Advisor of Spiritual Support.

Larry Junck asked if the interest rate we are paying is high and if remortgaging is a possibility. Kim Clugston stated we are at 7.25%, the current rate for commercial loans.

Ellen Teller, on behalf of the library committee, asked for more people to take home magazines as part of the magazine recycling program. She then commented on some of the new books available.

Tom Ewing reported he and his wife Hashan had traveled to India 3 months earlier. In 1896, Reverance Sunderland had traveled to India, and Hashan's great great grandfather knew him. Tom brought back thanks from the Kasi Hills church.

Caryl Stock stated the financial report is easier to read, but fears we have lost accountability. We need to go back to line items for all income and all expenses, that will give people assurance of knowing exactly how money is used.

Charlie Pekarok commented on how growing UUs starts early. There were 11 children in nursery today, and 14 is our record. He has had parents tell him their nursery child is why they come to church.

Russ Blaesing wanted to give a special thanks to Nancy Schaeffer for her dedication and the phenomenal job she has done with the Spiritual Growth and Development program.

Jane Bishop stated the budget numbers were all evident in the budget meeting held in January. The budget accounting has been very much enhanced over the past few years.

Kim Clugston stated Thom Bales does a full accounting every month on our website, and paper copies are available in the office. Kim is happy to answer any other additional questions. Transparency is very important.

Margaret Pekarek said before passing the torch, the board wanted to present Tim Richards with a thank you.

Tim Richards presented Carolyn Madden with a presidential chalice made by Ingrid Gunderson. Tim wants to start a new tradition, passing the torch. He said the chalice represents the president's connection to our congregation.

Carolyn Madden offered her gratitude for the past and new board supporting this congregation. She said she can't think of anything more fun than working with Gail over next year.

**Motion 10.05.23.05:**

**Ken Clein moved and Tom Ewing to adjourn the congregational meeting. Motion carried.**

The meeting adjourned at 1:00 pm.  
Respectfully submitted 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 Carolyn Madden, President

In the past year, the Board, in a spirit of cooperation and service, continued to work with Policy Governance as a guiding principal in governing in a large congregation. The Board's principal responsibility is to govern on behalf of the congregation through discernment, strategic planning, oversight and delegation. To this end the Board receives regular monitoring reports from the Senior Minister and regular financial reports to ensure that we are in compliance with board policies and that we are fulfilling our fiduciary responsibility to the congregation.

The Board oversees the **Leadership Development Team**, established to identify, recruit and cultivate leadership in our congregation, through monthly reports from the Leadership Development Team liaison on the Board.

In addition, the Board continues to appoint, when necessary, a task force to provide the knowledge and support for our work. This year we delegated the review of By-Laws to a team led by the current past president, Tim Richards, we appointed a Human Resource advisory task force to support the Sr. Minister in developing personnel standards, and the Board continues to work closely with Denominational Connections Team, a conduit for our engagement with the wider denominational movement. The Board continues to meet once a month for the regularly scheduled business meeting and once a month for a Chautauqua which allows the Board to explore issues and challenges as we move forward as a large congregation. This year one of the major discussions centered on the issue of ***who speaks for the congregation*** which includes providing opportunity for the congregation to engage in respectful dialogue particularly around confrontational issues, and providing guidelines for how groups present themselves to the wider community. The Board continues to work toward addressing this issue. Among the highlights of the year for the Board was the attendance of six board members, the Sr. Minister and Associate Ministers, Music Director and 2 members of the Denominational Team at the 8<sup>th</sup> National **Large Congregations Conference** held in Minneapolis Minnesota. We were the largest group representing a congregation and our presence was felt and heard. We learned a lot about ourselves and much about the challenges and rewards of being a large congregation. In preparation for our participation in this conference, the Board had read and discussed *Governance and Ministry: Rethinking Board Leadership* by Dan Hotchkiss, the main speaker at the conference.

A highlight of the year for the congregation was the approval and installation of the Wind Turbine and roof top solar panels. The Board provided support and worked closely with the Sr. Minister in approving the proposal for the **renewal energy project**. Installation of the wind turbine and solar panels were completed in November, 2011. The renewal energy plaza and solar tracking have also been approved.

A major accomplishment of the year was our successful **Stewardship Drive**, led by Ed Lynn, Vice President of the Board. In spite of the economic hardship of our state and our nation, the FUUAA community responded in this time of need by committing time and money to the vision and stewardship of our resources. The stewardship drive went beyond its goal and we were able to embark on a new era of not only meeting our fiscal responsibility by approving a balanced budget but by approving a budget that supported some of our visions for the future.

Under policy governance, the Board recognizes that one of its major obligations is to listen to the congregation. To this goal, the Board through **Board- Congregational Linkage Meetings** met with more

than 10 groups this year to listen to concerns and to share in understanding the challenges and the vision of each group.

To reach the goal of listening to all members of the congregation and to provide for the future of the congregation, the Board achieved one of its most important goals to establish the organization and implementation of a **Strategic Planning Task Force**. The Board has charged this task force to engage the congregation in reconfirming our vision and values of the congregation and to strategically identify initiatives and resources necessary for their implementation. As the strategic plan moves forward, a capital campaign will be launched to pay down the mortgage and to allow the FUUAA the financial resources to provide financial support for those outcomes of the strategic plan that the Board sees as viable at this time in our congregational life.

The Board accepted the following By-Laws revision and proposes the following changes at the annual congregational meeting:

A. Current: Under Article IV. Meetings

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.

Proposed change: written request **of 10% of the Full Members of the Congregation**

B. Under Article VII. Leadership Development Team

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

Proposed change: to remove this from the Bylaws to allow the Denominational Connections Team to nominate the delegates for Board appointment and **add Article VI 2.5. The Board of Trustees shall appoint UUA General Assembly delegates and Heartland Representatives.**

The Board of Trustees welcomed Tom Reischl, Joan Burleigh and Tom Darnton to the Board this year to serve with Bryan Debbink, Phyllis Valentine, Ginny Preuss, Secretary, Kim Clugston, Treasurer, Ed Lynn, Vice-President/President-Elect and Carolyn Madden, President.

With overriding respect for each of the Board members and an increased awareness of the love and commitment of so many in our community, I respectfully submit this report.

“The future belongs to those who give the next generation hope.” Pierre Teilhard de Chardin

Carolyn Madden  
President, Board of Trustees

# Senior Minister's Report

Submitted by the Reverend Gail Ruth Geisenhainer

This has been the third year of my settled ministry with UUAA. It has also been the third full year of our new governance structures. I believe we have the basics in place and we are ready for the 2011 Strategic Planning project titled, "Faith In Our Future." I look forward to working with the goals and priorities articulated through this process. Last year I wrote, "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 the ENDS Statements" of our Governing Policies.

I believe our worship life is robust and growing. The non-worship highlight of this year for me has been the creation and use of the Congregational Map. Please look to section 1.4 below for an explanation of that event.

This report offers highlights of my own activity gathered in the categories of our ENDS Statements.

## 1.1 Spiritual Life

Attending the dialogue of worship continues to be the core of my calling with this Congregation. I keep as a high priority the crafting of worship services and sermon writing. Consistent with our goals to strengthen the connection between our Congregation and the wider reach of the Unitarian Universalist Association. I spent time this year coordinating and hosting in our pulpit a broad representation of the voices of our faith.

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

- Rev. Shirley Ranck, author of the curriculum "Cakes for the Queen of Heaven" and then interim minister in Flint, Michigan.
- Rev. Michael Dowd, traveling evangelist for the compatibility of science and religion, and the author of Thank God for Evolution!
- Rev. Robert Balint, minister from Transylvania and then the Balazs Scholar with the Starr King School for the Ministry.
- Dixie Hibner and Becky Hoort, UUAA lay leaders, designed with me a service to explore the beauty and power of silence.
- Rev. Jill McAllister, minister of People's UU Church in Kalamazoo, Michigan and former President of the International Council of Unitarian Universalists.
- Rev. Maria Pap, minister of our Partner Church in Kezdivarshahy, Transylvania.
- Rev. Mark Morrison-Reed, retired UU minister, author of In Between – Memoir of an Integration Baby and guest speaker for a UUAA weekend sponsored by our Challenging Racism Group.
- Rev. Jonalu Johnstone, Program minister with the Oklahoma City UU Church and guest consultant for a weekend on leadership development and church size dynamics.
- Terence Madden, UUAA lay leader, preached about our dynamic Congregational history, especially our role in the development of American religious humanism.
- Glen Thomas Rideout, UUAA Director of Music preached about the importance of singing in the religious life.
- Hannah Reischl, Kalamazoo College sophomore and graduate of UUAA religious education spoke of her awakening to her U.U. faith during a semester studying in Ecuador.
- Andrew Weber, UUAA Lead YRUU Advisor offered a feminist view of the divine.
- Rev. Wendy von Zirpolo, minister with the U. U. Church of Marblehead, Massachusetts, past President of A.R.E., UU group, Allies for Racial Equality, and spokesperson for the UU protest

group that was incarcerated in May, 2010 for protests against the Arizona Anti-immigration bill, SB 1070.

- Rev. Therasa Coley, Director of Congregational Life of the Unitarian Universalist Association of Congregations.

I offered Memorial Services or Interments for:

Ann Hubbell, Jane Thornton, Richard Raabe, Jan Kramer and Marjorie Reade.

I provided Wedding Services for:

Lynn Yaeger and Max Hospadaruk, July 10, 2010

Andrea Sisk and William Pekarek, October 01, 2010

Larry Junck and Roberta Duda, December 31, 2010

In addition, this year I attended the Founder's Day Picnic, hosted a GA delegate orientation, attended the UU Musicians Network Annual meeting where I served as Chaplain, and I continued an informal preaching study with a UU minister colleague.

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

I was so happy to welcome Rev. Ken Phifer, our Minister Emeritus, when he offered a lecture for our Challenging Racism Group. Rev. Ken spoke about the history of anti-racism work in our Congregation and in the wider UUA. Our Challenging Racism Group offered a weekend of study and learning with the Reverend Mark Morrison-Reed, UU minister and author of [In Between: Memoir of an Integration Baby](#). I'm encouraging the development of a job description for a UUA Social Justice Coordinator. And I was honored to be invited to provide benedictory remarks at the rally to support education and workers on April 30, 2011.

### **1.3 Community**

I visited briefly with the Women's Seder, attended the Annual Goods & Services Auction, Interweave and the Harvest Pot Luck. I've supported the emerging Strategic Planning conversations. Mostly, I believe I attend to this END through my preaching and my presence in the church and in the community.

### **1.4 Stewardship**

The non-worship highlight of this year for me has been the creation and use of the Congregational Map. We started with an organizational chart that fit onto a letter sized piece of paper. It was useful to me but confusing and frustrating to most others. It really was not much more than a staff list collected into ministry groups. Then one day I saw a "map" Rev. Mark Evens had on his office wall. It was an 11x17 piece of paper and showed all the groups, sub-groups, and leadership positions that it takes to structure our Pastoral Care ministries. It dawned on me then that my earnest little org chart was terribly too small.

Rev. Mark then guided for me a process where each and every aspect of Congregational Life could be depicted on one, giant, map. The result is a three panel foam core wall hanging that measures about 8x6 feet! Each area of our ministries and programs is "mapped" in detail in this presentation. Folks can see where their particular programs "live" in the map of the church. The map has helped many of us to begin to absorb the complexity of our congregation. I am grateful to Rev. Mark and all who labored to pull this project together.

I have worked with our Board through the three regular monthly meetings (business meeting, Chautauqua discussion meeting, and Minister with Presidents meeting). I participated in the Board Retreat, the Church Size Dynamics leadership development weekend here, and we attended the UUA

Large Church conference in Minneapolis. Celeste and I hosted the board Retreat dinner (catered by Nic Sims!)

Our Congregation was one of only a few nationwide to be chosen to participate in the new UUA program called Leap of Faith. Study groups were formed with aspiring and mentoring congregations to create friendships, craft conversations, and generate learning environments between congregations that would help our UU congregations grow in vitality and presence. First UU of Ann Arbor was partnered with the Summit, NJ church. We all took travel teams to New Orleans in October to learn about the program. Then we traveled to our mentor site, Dallas UU Church, in February. The learning has been invigorating and the travel, study and learning may well continue past the end of the formal UUA program in June.

As always, in addition to the Large Church Conference and the Leap of Faith program, my core professional development event is the annual SMOLUUC Retreat in February. Senior Ministers of Large U.U. Congregations. Our study focus this year was the spiritual disciplines unique to early American Unitarianism.

### **1.5 Culture**

Connection with the wider UU community was a major focus for me this year. I participated in the District Executive's Advisory Team. I ended my service on the Board of the Church of the Larger Fellowship by preaching at their annual worship service (held at General Assembly) with the Rev. Abhi Janamanchi of Clearwater, Florida.

Here in Ann Arbor we hosted two ministers from Transylvania. Rev Robert Balint was in the USA as the Balazs Scholar with the Starr King School for the Ministry. And Rev. Maria Pap, our Partner Church minister, was here to strengthen our partner relationships.

For my national service I also was invited to write a chapter for the new UU Pocket Guide and a chapter for a new book of essays on UU's in recovery from alcoholism and addiction.

Locally I had the honor of preaching the Installation of Rev. Kathy Fuson Hurt, the newly settled minister with the Birmingham Unitarian Church in Bloomfield Hills, Michigan. And we attended the Installation of Rev. Yvonne Schumacher Strejcek as the first settled minister in Brighton, Michigan with the Community UU's of Brighton.

I look forward to another year of getting to know you better, growing in our faith with you, and bringing Unitarian Universalism out into our wider community, together.

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 Staff:

Jean Chorazyczewski, Drum Circle Facilitator and Percussionist (volunteer)

Lori Fithian, Drum Circle Facilitator and Percussionist (volunteer)

Allison Halerz, Pianist-in-Residence

Linda Jones, Director of the Chalice Sparks

Glen Thomas Rideout, Director of Music, Conductor of the Chalice Singers

### Ensembles and Programs

Each of our ensembles has enjoyed significant growth in the last year. The **Chalice Sparks**, our children's choir, has doubled the size of its membership to 12 young musicians who offer their vocal and instrumental talents in worship and at other congregation-wide events (including this year's Goods and Services Auction and Sunderland Society Reception). Our **Handbell Choir** has increased its membership to 15 and extended its playing season to offer music in worship services through late winter. And the **Chalice Singers** continue to grow as a musical ensemble, consistently rising to the challenges that new, more complex music and its text bring to the mind. The Chalice Singers' growth as a musical ensemble is due, in significant part, to the work of volunteer librarian Betsy Price. Her work helps our work happen. Each of these ensembles strengthens this congregation's work, employing the immeasurable talent among our staff and volunteers to nurture and grow our congregation's music into an even more vibrant, wider-reaching, thoroughly-expressive community.

Our annual **Ragtime Bash** saw a remarkable increase in attendance after a conscious effort by our Music Advisory Team to welcome people of all ages to enjoy the areas best ragtime musicians. A sincere thank you to the coordinators for last year's Bash, Dick and Carolyn Barber. Our **Summer Hymn Sing Seminar** drew ensemble and congregational musicians alike as we engaged our hymnal and supplement rigorously, from learning notes and rhythms to analyzing hymn poetry. We continue to host a monthly **drum circle** after services for people of all ages. Finally, a two-year sight singing curriculum (called **Decoding the Squiggly Lines**), developed for this congregation by the Director of Music, successfully completed its first run in April, 2011.

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Our congregation has been a hub of truly great music making for over half a century. Our mark on the music of the Unitarian Universalist faith is evidenced in the hymns bear our name or in the presence of ragtime music on the American concert stage. Today, we are a strong, innovative presence beginning to help shape the larger conversation about music and its relationship to us as Unitarian Universalists. We brought these conversations to the 2011 Large Congregations Conference and to the Conference of the American Choral Directors Association. Today, we are strengthening our connections with congregations in our area, sharing music with fellow UU's in Grosse Pointe and Southfield. Today, we are connecting with our own Spiritual Growth and Development Program to design curricula that empower our children and youth to be fully and creatively expressive through music and the arts. Today, our music includes song collaborations where our clergy join our music staff to form a cappella octets for the worship hour and a robust congregational singing culture that renews, changes, saves lives.

Yet, we can be more. We can do more. Our congregation's music stands to become an abundant source of tools for creative collaboration, education, social justice and for pastoral care. Indeed, music can be a

powerful source of connection as we worship together and take our liberating message through our community. It is, then, vital to the wellness of our congregation and our movement that we continue to stand on the cutting edge of this conversation. In this time of goal- setting and strategic planning, we must remember the deep importance that our music holds in our congregation's history and in our own minds. The ability to creatively express, in whatever way, is crucial to the work we do as a congregation. Every one of our congregation's ministries benefit directly and greatly from the vibrant music we make with each other. To build and sustain visionary, well- resourced music ministries would be to make a most sensible investment in the continued health of our congregation.

I have long believed that the true character of a congregation can be gleaned through a careful observance of its music. For human beings, music carries an essence of the musician with it--we sing who we are. And so I'm elated to observe this congregation moving headstrong through tremendously challenging times and choosing a voice of increasing strength. I listen to your singing week after week and hear you bring the courage of your music to the songs that help build our faith. We sing, we ring, we play our music with a remarkable solidarity--a prophetic beacon of hope for a deeply wounded world. For your part in singing that beacon to life, I thank you.

## **The Memorial Reception Committee Report**

Submitted by Bob Heinold, Volunteer Coordinator

On a spiritual level, memorials at UUAA are very meaningful for the people celebrating a life. The service itself is of paramount importance. The reception, though less important, must be carried out as well as possible. Interferences and other shortcomings must not mar the celebration of a life. Therefore, the Memorial Reception Subcommittee must operate receptions in a healthy, unobtrusive and efficient way.

On a mundane level, memorials at UUAA are public relations events. Many celebrants, often most, are not members of our congregation and sometimes express interest in the UUAA and its facility.

The spiritual and mundane contexts of memorial receptions and the subcommittee's use of the kitchens are the bases of the its mission statement:

The Memorial Reception Subcommittee serves the celebrants of lives and the UUAA by helping to organize, operate, and cleanup receptions in a healthy and safe way and by having the kitchens ready for the next scheduled UUAA activity.

In 2010 the subcommittee served five receptions. In 2011, so far the subcommittee has served two receptions. Two took place in April 2011. Sixteen people serve on the subcommittee.

The UUAA staff oversees receptions. The volunteer leader liaises between the staff and volunteers, organizes volunteers, and coordinates with caterers and suppliers. All volunteers setup, serve, and cleanup, as well as maintain health and safety.

The number of volunteers needed for a reception depends on how large it is, on what is required for refreshments and utensils, and on whether or not it is catered. Some receptions have required up to five plus the subcommittee leader, others two to three.

How the subcommittee proceeds is guided by recently revised checklists, one set for the volunteers and one set for the leader, and the Covenant of the Kitchen.



# Spiritual Growth and Development Report

Submitted by Rev. Nancy Shaffer, Associate Minister

Much has been accomplished in the **Spiritual Growth and Development Program for children and youth** in this last year. Some 290 children and youth are registered in the program; approximately half are in attendance in the building on any given Sunday, given class trips (as for sixth grade Neighboring Faiths) and school vacation periods. Nursery through fifth grade classes follow a set schedule; sixth and older have followed individual schedules. About 125 adults from the Congregation contributed to teaching, advising, or serving as mentors over the year. About half of these adult contributors are male; about one-quarter do not have a child in the class they have lead (and may not have a child at all).

Sixteen class sessions are offered **each Sunday morning of the regular church** year in parallel to the worship “track,” fall through spring. In the **summer**, six sessions will be offered each Sunday morning during the worship service. Each of these sessions requires approximately four consistent adults to properly staff/lead it, plus more to assist, mentor, etc. An **additional six-week**, once-every-three years program for middle school girls and their mothers was also offered this year.

**New** this fall-winter-spring program year have been: potlucks held in classrooms (offering the opportunity for teachers and families to meet and establish bonds), a UUA-developed Coming of Age curriculum offered on Sunday mornings (providing a set, predictable weekly time for the program as well as a strengthening and building on the successful Congregation-developed programs of past years), an opportunity for class groups to light the Sanctuary chalice on a rotating basis (overseen by assistants from the Congregation at each service); contributions from teachers and students of a single class to multigenerational worship (9:30am K-1; April 17 Earth Day services), strengthened work by the Children and Youth Committee (careful study and ownership of the budgeting process; separation of policy-making and task force areas within the Children and Youth Committee), and a Christmas Eve service featuring a dozen and a half child and youth readers and actors who skillfully told the Christmas story – supplemented by animal props also made by children and youth. **New last summer** was provision for the first time of a full nursery through high school summer program, made possible by a Congregation-developed curricula that focused on a common, continuing story for all children and youth from kindergarten through eighth grade – an innovative way of offering common points for interaction and learning for children, teachers, and families, all three.

Looking toward **summer 2011**, another Congregation-developed curriculum is being created, this one with a focus on teaching Unitarian Universalist values and identity through songs. This curriculum will again offer common points for interaction and learning for all involved – this time through inclusion of songs learned in common.

Planned as **new for fall through spring next year** are a combination 6<sup>th</sup>, 7<sup>th</sup>, and 8<sup>th</sup> grade class with an arts and service focus; and a Children’s Chapel Program for kindergarten through seventh grade. Given the very high potential registration in our classes (20 to 24 children and youth at each grade level), I want also to offer smaller and alternative classes for children and youth as soon as numbers of teachers available make this possible.

**My thanks and appreciation** to Children and Youth Committee members Lissa Oliver, Stuart Downing, and Audra Eddy for their probing questions; wise consideration of parameters and possibilities; and commitment to understanding the whole, large picture; and to Committee members who completed

their period of service during the year: Cheryl Barget, Cindy O'Connor, and Russ Blaesing. My thanks also to all of the additional Congregation members and staff who have made the children and youth program possible – and particularly to Sandy Garges, SGD program assistant, who so ably and cheerfully manages details and thinks of how to better support the program; and to Andrew Weber, who was willing this year to experiment with offering two hours for YRUU on Sunday mornings.

Curricula, teachers, and events were these, with some Congregation members listed in more than one role:

Nursery, 9:30 and 11:30am: Sanne Krummel, assisted by Charlie Pekarek, Michelle Gordon and others.

Pre-school, 9:30 and 11:30am: *Chalice Children*: Erin Dixon assisted by Sheila Sanders.

K-1<sup>st</sup> grade, *Experiences with the Web of Life*, 9:30am: Jon Palmer-Thomas, Gregg Peterson, Cheryl Barget, and Cindy O'Connor, assisted by James O'Connor and others. 11:30am: Ellen Fischer, Diane Cooper, Marianne Blaesing, and Delphine Benard.

2<sup>nd</sup> -3<sup>rd</sup> grade, *Peace-making*, 9:30: Michelle Ferguson, Henrike Florusbosch, Trish Mooney, Kathryn Sargeant. 11:30 am: Jenna Bacalor, Christine Pellar-Kosbar, Kyle Pellar-Kosbar, Jamie Todd, Kathi Waters.

4<sup>th</sup>-5<sup>th</sup> grade, *Bibleodeon*. 9:30am: Mac McNichols, Lara Brown, and Fran Dew assisted by Ann Brennan and Jenna Bacalor. 11:30am: Pat Herbst, Dennis Ferguson, and Liz Gerber, assisted by Lauren Sargent and Erin Spanier.

6<sup>th</sup> grade, *Neighboring Faiths*, 11:30: Joseph Fenty, David Porter, Audra Eddy, Ryan Dybdahl, Lisa Kohn.

7<sup>th</sup> grade, *Values, Leadership, and Team-Building*: Lisa Lemble, Kate Hutchens, Denise Kearns, and Russ Blaesing, assisted by Anne Davis.

8<sup>th</sup> grade: *Our Whole Lives (OWL) Human Sexuality Curriculum*, 11:30 am: Craig VanKempen, Isabella Weber, Ashley Adamkowski, Kate Stroud (half year).

9<sup>th</sup> grade, *Coming of Age*, 11:30 am: Julie Dybdahl, Bobbi Coluni, Jeff Poliner, Rick Witten, assisted by these mentors: David Borneman, Tom Chettleburgh, Allen Duncan, Beth Hospadaruk, Paul Lalinsky, Scott Peacor, Larry Preuss, Cathy Reischl, Priscilla Spencer, Stephanie Surfus, Carol Bowen, Kyle Connolly, Tom Goodson, Steve Kuzma, Vilma Mesa, Barbara Pickett, Martha Reck, James Schaefer, Jeff Surfus.

10<sup>th</sup>-12<sup>th</sup> grades, *Young Religious Unitarian Universalists (YRUU)*: social and business hour at 10:30 and content hour at 11:30am. Andrew Weber, Elizabeth Senecal, Greg White, Spencer Thomas, Nic Sims (half year).

Rovers (general assistants on Sunday mornings): Shelly Banet, Susie Dice, Stuart Downing, Kathryn Doud, Chris Farnum, Jim Lee, Jeff Kersten, Jenny McKillop, Edward Norton, Shannon Payne, Robyn Schmidt, Phillip Stoll and Karen Tuttle.

6<sup>th</sup>-8<sup>th</sup> grade six-week class, March and April: *Maidens and Mothers*: Stephanie Surfus and Jamie Dybdahl.

Summer 2010: Jennifer Ellsworth, Kate Hutchens, Chuck Ream, Keeley Kaleski, Melanie Dever, Liz Gerber, Lisa Kohn, Mark VanKempen .  
Lindsay Fischer and Stephanie Surfus, curriculum developers.

Summer gardening -- Delphine Benard, Alan Benard, Merrill Crockett and friends

Special Event Sundays: Cathy Muha, Melanie Dever, Barbara Cherem, Jennifer Ellsworth, Dean Yang, Sharon Maccini, Debbie Golden, Anne Davis, Susie Dice, Mollison Morgan, Susan Johnson, Kyla Boyse, Jennifer Kangas, Jacqueline Mills, Edward Norton, Kate Hitcock, Cindy Krueger, Megan Brown, Jeff Kersten.

Teacher Appreciation Task Force: April and Gabby Main

Valentines activity: Debbie Golden, Wendy Willis, Bill Mayes

Christmas Eve service support: Debbie Golden, Henrike Florusbosch, Carolyn Norton.

Chalice-lighting assistants:

9:30am: Steve Kuzma, Barbara Lynn

11:30am: Ana Sofia Moreno, Emily Diepenhorst

Within the **Adult Spiritual Growth and Development** portion of my portfolio, Introduction to Our Faith and Mediation **classes** have been offered regularly over the year, with additional offerings in Unitarian Universalist theology, T'ai chi, laughter (Sit and Laugh Bunch), and self-exploration and discussion for older UUs (Grow). Charley Burleigh and Ann Jones have been consistent teachers; Barb Gales, Andrew Weber, and Stuart Eddy have also taught, in addition to Rev. Mark Evens and I. Fourteen **forums** have been offered so far this year, the bulk of these by members of Ann Arbor UUs for Justice in the Middle East. Congregation members are invited to submit applications to offer both classes and forums (I have developed application forms for both Adult SGD classes and Forums this year). Classes should be related to UU theology, history, identity and values, world religions, spiritual practice, or contemporary issues from a UU perspective. Forums are offered for the purpose of giving information and drawing out discussion about: UUAA processes or events; denominational or UUA affiliate processes or events; personal growth topics; community organizations, processes, or events; or social justice or environmental issues. Forum topics are related to one or more UUAA Ends statements or Unitarian Universalist Principles. Each Forum is sponsored by a UUAA ministry team or recognized Congregational group.

I also had the pleasure of serving in a number of **worship services** over the year, including three multi-generational services that I developed (Thanksgiving, Christmas Eve, Earth Day). It has been a joy to bring more children and youth directly into worship, both through services and the rotational chalice-lighting program.

My **travel** schedule has felt hectic this year, but the learning has been large and rich: with the Leap of Faith team to both New Orleans (October) and Dallas (February); to CENTER (continuing education opportunity for ministers; Monterey in February), and the Large Church Conference in Minneapolis

(March) – plus General Assembly in Minneapolis last June. I look forward next year to **integrating** learnings from this last year – particularly around adaptive leadership (my topic at CENTER), inclusion of more music within SGD children and youth classes, continued strengthening of teaching teams and curricula, and greater inclusion of children and youth in worship – including in Children’s Chapel. My sense is that the children and youth program has been significantly strengthened in the last three years, and is just about to make large leaps into even greater creativity and integration with the larger Congregation.

Please see the separate report included elsewhere and written by Andrew Weber, lead youth advisor, about **YRUU** within the Spiritual Growth and Development Program.

## **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 10<sup>th</sup> - 12<sup>th</sup> grade youth at UUAA. In striving towards this goal we focus on six components of a balanced program:

**Worship:** Our group attends Sunday service at UUAA once per month and frequently converses with the preaching minister afterward. The main YRUU worships are events where we welcome in new members and say goodbye to graduating seniors, both of these take place in the summer.

**Youth-Adult Relations:** The YRUU is led by youth with adult advising. The adult advisors include: Andrew Weber (Lead YRUU Advisor), Cheryl Barget (YRUU Parent Volunteer Coordinator), Elizabeth Senecal, Spencer Thomas and Greg White. Extra-curricular Sunday morning activities regularly include having congregational groups and members visit the group. This year the YRUU had visits from the board of trustees, the ethical eating team and many individual congregational members.

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

**Social Action:** The YRUU have an annual tradition of buying holiday gifts for children at the Peace Neighborhood Center with funds raised from Apple Dumpling Sales. The 2010 Sumer Service Project to Chicago with Habitat for Humanity was a great experience, and a return trip is being planned for July. The YRUU’s annual fund-raiser, a rummage sale, raised approximately \$1,100 this year for UUAA.

**Learning:** This year the YRUU uses two curricula for Sunday morning learning actives: “Exploring Our Values Through Poetry” and “Our Name is Earl”. The curriculum on poetry allows discovery into the ways poetry illuminates the human experience while the other focus on Unitarian Universalist values as gleaned through interaction with a contemporary television show.

**Leadership:** New this past year, the YRUU has created elected positions within the group. The youth leaders are elected annually and consist of the following positions:

*Leader(s) of Leaders -*

Run leadership meetings and ensure support for other leaders.

*Vice Leader of Leaders -*

Assist and learn from current Leader of Leaders:

*Curriculum Advisor -*

Advise adult advisors on curricular Sunday morning activities.

*10:30 Coordinator -*

Coordinate extra-curricular Sunday morning activities.

*Worship Coordinator -*

Plan leading of worship services put on by YRUU.

*Gnomapalooza Coordinator -*

Plan monthly social activities.

*Congregational Liaison –*

Motivate YRUU involvement in the congregation.

*Communications Coordinator –*

Ensure proper communication within the YRUU.

# **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 18 other local churches. UUAA substantially exceeded its Habitat funding pledge. 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 200 pounds of food to 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 2010, the Prison Books Team estimated they delivered 19,000 books to 13 different prison facilities. The Team's 2011 goal is to continue to collect and distribute books at the same level and also to encourage and mentor other Michigan UU churches in establishing their own prison books programs. 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). In September, a major MPRI workshop "Reintegrating Sex Offenders" attended by elected community leaders, nonprofit and interfaith leaders, and community law enforcement officials was held at the Church. MPRI has been the recipient of Sunday plate collections and several members of the congregation are actively involved on MPRI's Community Advisory Committee.

### **International Partnerships**

Our Congregation supports social justice efforts internationally. The Khasi Hill Committee has adopted a school in the Khasi Hills of India and supports over 100 students and teachers. 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. Both the Khasi Hills and Partner Church groups are actively planning for their next overseas trip.

Congregational attention and support has been focused on the vital work being done by the Unitarian Universalist Service Committee (UUSC) and other Unitarian Universalist Association (UUA) relief efforts. Most recently over \$4,000 was raised for on-the-ground disaster relief work in Japan. Our congregation has a total of 153 UUSC members and contributed over \$12,000 last year to UUSC's vital work with local grassroots organizations that serve marginalized population groups often overlooked by large scale relief campaigns.

# **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  
Food Buckets  
Prison Books Project

### **UUA ENVIRONMENTAL JUSTICE INITIATIVES**

Ethical Eating Team  
Locavores  
Equal Exchange Coffee

### **UUA JUSTICE ADVOCACY & SUPPORT GROUPS**

Justice in the Middle East Committee  
Interweave  
Reproductive Rights  
Challenging Racism Initiative  
Immigration Reform Study/Action Group

### **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 DENOMINATIONAL ORGANIZATIONS**

Michigan UU Social Justice Network (MUUSJN)  
UU Service Committee (UUSC)  
Justice in the Middle East Committee



## **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 an important voice for liberal religion in our community, State, Nation, and the world. The wide array of social justice programs and activities going on at UUAA are supported, encouraged and gently coordinated by the Social Justice Council.

The Council is currently made up of five members. This year's Council members are Kate Warner as Chair; Lucia Heinold as Treasurer; and Don Pelz, Ellen Teller, Margot Duley and Jill Baker.

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

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

- 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 and funding for the Unitarian Universalist Service Committee (UUSC).
- 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.
- Supporting two newly developing congregational initiatives focused on Challenging Racism and Immigration Reform

## **Sharing the Collection Report**

Submitted by Sandra Bitoni-Stewart, Committee Chair

The mission of the Sharing the Collection program is to bring to life the First Unitarian Universalist congregation's second principle, "Justice, equity and compassion in human relations." We do this by giving Sunday collections (twice each month) to local non-profit organizations who serve disadvantaged and vulnerable populations within our community.

Much praise is due to out-going committee member, Kathy Friedrichs who worked to strengthen our committee's structure and process. Our 2011 committee members include: Royla Furniss, Jessica Kelly Shaieb, Leigh Robertson and Sandra Bitonti Stewart.

In 2010, \$46,075 was raised by our congregation and donated to the following organizations:

Community Action Network  
Girls Group  
GAYT  
UUSC-Haiti Relief  
HIV/AIDS Resource Center (HARC)  
UUA/Heartland District  
Jewish Family Services  
Kids' Club  
Lighthouse  
Education Project  
Shelter Association  
SOS  
Washtenaw Literacy  
Ypsilanti Meals on Wheels  
CASA  
Habitat for Humanity  
Friends In Deed  
MUUSJN  
Corner Health Center  
Perry Nursery School  
UUSC-Haiti/Pakistan Relief  
Inclusive Justice  
UUSC  
Wellness Community  
Alpha House  
Food Gatherers  
HARC  
Avalon Housing

## **Washtenaw/Ann Arbor CROP Walk Report**

Submitted by Sandy Simon, UUAA CROP Walk Co-Chair

2010 marked the 37<sup>th</sup> 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 2010 Washtenaw/Ann Arbor CROP Walk on Sunday, October 10th. Our very generous congregation was still generous but fell a bit behind this year with less walkers than in previous years and contributions down a bit to about \$4000 (from \$5600). Non-perishable food donations were also down, with SGD classes not participating this year. This very directly beneficial program needs some invigorating at First UU.

The community event included about 450 walkers from many different area congregations, bringing in **\$56,526** 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, everyone for making a very tangible 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 2010 CROP Walk:

Love thy Neighbor (First United Methodist Church program)  
SOS Community Crisis Center  
Interfaith Hospitality Network (Alpha House)  
Peace Neighborhood Center  
Aid in Milan  
Catholic Social Services  
Packard Health  
Community Action Network  
St. Andrews Breakfast Program  
Hope Clinic

Non-perishable food donations were given to Northfield Human Services and Emmanuel House.

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

## **Habitat for Humanity Report**

Submitted by Barb Pickett, Committee Co-Chair

The summer of 2010 marked this congregation's 11<sup>th</sup> year joining in partnership with 18 local religious communities providing substantial support to the "Good News House" Habitat for Humanity projects in the Ann Arbor/Ypsilanti area. We renovated two houses in northeast Ypsilanti, helping to stabilize the neighborhood.

Our congregation really stepped up to the plate this year. We topped our \$7000 pledge goal by sending \$9300 to the local Habitat for Humanity of Huron Valley. All of these monies came directly from the congregation; we don't get any money from the budget. We provided volunteers to work on the site on

four “UU” days, and many of you went to the build on other work days. Our lunch volunteers provided nutritious, healthy lunches for our hardworking “UU”s.

The leadership at Habitat for Humanity of Huron Valley sends their heartfelt thanks to our congregation. We have been a leader in volunteerism, money raised and providing lunches. Your efforts are very much appreciated, by both the HHHV and this committee!

Committee members: Barb Pickett, Sandy Simon (co-chairs), Dorothy Wilson, Mike Muha and Ruth Blackburn

## **UU Service Committee Coffee Project Report**

Submitted by Jenny Kropf, Committee Chair

The UUSC Coffee Project is a collaboration between UUSC & Equal Exchange, a worker-owned, fair trade company 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 & chocolate while supporting small scale farmers within their cooperatives in Latin America & Asia to:

- . earn a fair price for their products
- . have access to affordable credit
- . invest in education, health care & agricultural improvements

For each one pound of coffee purchased by UUAA, Equal Exchange makes a contribution to UUSC's Small Farmer Fund. This program supports community-based cooperatives in coffee-growing regions in the work of:

- . human rights
- . environmental concerns
- . social justice

When the congregation buys EE products from us, not only is UUSC supported, but our church also profits from the sales. We sell most Sundays & were able to make \$3000 profit for UUAA in 2010. Every Sunday, Marion Hart makes EE organic coffee for the congregation. Our goal is that in the near future, UUAA will use only EE organic coffee & tea for the coffee hour on Sundays.

The UUSC Coffee Project is run by 12 dedicated members: Marion Hart, Connie Fredrick, Nancy Harter, Shireen Jones, Lynn Dwyer, Cathy Whitaker, Sue Tons, John Russell, Mary Ann Camron, Cathie & Hal Breidenbach, 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 (19,000) books to confined readers who welcome the opportunity to have reading materials. More than THAT, these books provide one of the few legal means of escape for inmates who are seeking connections to the outside world and, perhaps, even retention of humanity/values which can be lost within the walls of these facilities. The effort is more important than a simple count metric, Prison Books touches lives.

**Some new/continuing initiatives that are highlights of our 2010 efforts:**

- 1) Continued Special Youth Book Programs for Washtenaw Youth Home
- 2) Continued delivery of Children's Books for several prison facility Visitor Reception areas
- 3) Continued delivery to (13) Prison facilities : Washtenaw County Jail and Juvenile Home, Maxeys-Woodland Adult Centers, Adrian( Gus Harrison & Parr Rd) Adult Centers, Jackson ( Parnall, Cotton, Egeler and Cooper St facilities), Coldwater ( Lakeside& Florence Crane facilities), Ypsilanti Huron Valley-Women's Facility, Milan-Federal Correctional Facility...and NEW initiatives at Ionia and Macomb Facilities as potential adds
- 4) Continued receiving donations from (9) principal sources: UUAA congregation ( almost 3000 books!), Libraries at Tecumseh, Chelsea, Ypsilanti, Ann Arbor, Saline...and our "new add" Clinton , as well as AAUW and the Borders Books Stores...THANK YOU ALL!
- 5) ADDED several new Prison Books Committee Members to help with the collection, sorting, packaging, and delivery efforts...as well as said "so long" to others who are now seeking other endeavors.....THANK YOU TOO! UUAA Prison Books continues to collect books from Congregants and (9) outside Organizations while distributing these "valuable" commodities to (13) different Prison facilities. Through the work of the Prison Books Ministry and wonderful assistance of the UUAA Men's 10<sup>th</sup> Circle, this effort continues to prosper and grow ,while extending help to others. We have also launched a new initiative (through the Michigan UU Social Justice Network) to network with other interested UU Congregations to form satellite Prison Books Programs. We have become size constrained here at UUAA , and our initial contacts at Brighton and Muskegon UU churches indicate we may be able to do even greater GOOD by working together.

Prison Books is grateful for your continuing personal efforts and contributions to this worthy cause, and for the wonderful efforts provided by the UUAA Team members. THANK UU.

## **Ann Arbor UUs for Justice in the Middle East Report**

Submitted by George Garcia, Committee Chair

Ann Arbor Unitarian Universalists for Justice in the Middle East (AAUJME) is a committee within the Social Justice Council of the First Unitarian Universalist Congregation of Ann Arbor. 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 more active chapters of the national Unitarian Universalists for Justice in the Middle East (UUJME) of which one of our members (Larry Cooper) is President. Seeing this conflict as being fundamentally about human rights, AAUJME has worked to inform members of our congregation and community. Our committee had a change in leadership this year when Larry Cooper was elected President of the national UUJME. George Garcia took over as committee chair Sept. 1, 2010. Current committee members include: George & Anne Garcia, Larry & Diane Cooper, Marina Brown, Ellen Teller, Ruth Vail, Carol Haddad and Jill Baker (new member this year and liaison to Social Justice Council replacing Kate Warner). We normally hold committee meetings on the second Sunday of the month between services and welcome church members who are interested in peace in the Middle East.

The AAUJME committee holds informational forums on an almost monthly basis during the church year. Forums this past year (2010-2011) include: Mark Braverman on "The Path to Peace in Israel/Palestine", a 2-part discussion of Alan Hart's book "Zionism, the Real Enemy of the Jews", Dr. Soraya Orady on "Islam: Beliefs and Practices", the documentary film "Little Town of Bethlehem" about non-violence, a dramatic reading based on the book "Three Wishes, Israeli and Palestinian Children Speak" (by Deborah Ellis) which included 2 of our own YRUU and 4 other youths, Zaki Alawi, of our

congregation, presented a forum and Q & A session on the “Current State of the Middle East”, and Prof. Rosina Hassoun presented on “Water Rights in the Middle East”. Our committee also co-sponsored a number of events in collaboration with other groups (e.g., Jewish Voice for Peace, Palestine Israel Action Group of the Ann Arbor Friends Meeting, UM Students Allied for Freedom and Equality, Women’s International League for Peace and Freedom) working towards social justice in the Middle East. Members of our committee are now working with a number of other faith groups (e.g., Presbyterian, United Church of Christ, Lutheran, Methodist, Jewish Voice for Peace, Palestinian Christian (Sabeel), Catholic (Pax Christi)) in a new Interfaith Coalition for Palestine.

We will be working over the summer to develop a new program to offer to the congregation to become more engaged in this critically important human rights issue.

### **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. UUAA has hosted a number of important MPRI community leadership conferences.

### **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, and our congregation is a contributing member of the RAAH coalition.

### **Unitarian Universalist Service Committee (UUSC) Report**

Submitted by Lucia Heinold, Local Representative

**The Unitarian Universalist Service Committee** is the UUA affiliate that works around the world to promote social justice with a focus on four areas: humanitarian crises, civil liberties, economic justice, and environmental justice. Individuals in our congregation supported this work last year in many ways.

The numbers below cover March 2010 through March 2011. They are from the UUSC Appeals Totals Reports

#### In Our Building:

Collection Plate	\$ 1,680.00
Guest at Your Table	\$666.19

Through Response to Direct Mail Appeals: \$4,680.00

Response to Telemarketing Appeals: \$850.00

Donations through our Website, uusc.org: \$2, 051

Miscellaneous (jewelry, cards, special appeals) @ 1,778.76

**Our total contribution was \$11,705.95.**

Our current membership is only 65, a decline from last year when Charlie Clements visited us. Please consider renewing on line [at uusc.org](http://uusc.org).

Some of you may know that our chalice symbol originated from the days of UUSC's founding, as a symbol of hope to refugees from Nazi terror. Our banner still flies from Africa to Latin America, and even in the US, as a beacon to people in need of a safe refuge and support in their battles for civil rights. There is no less need today.

Our branch of UUSC is requires new energy and leadership. The post of local rep (or two spots for co-local reps are available). To learn more, contact Lucia Heinold at [Heinoldcia@aol.com](mailto:Heinoldcia@aol.com). These positions receive strong email support from the UUSC Boston office.

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

Submitted by Kate Warner, Social Justice Council Chair

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

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

This year, Ann Arbor UU's: Ellen Teller, and Kate Warner, have participated as members of MUUSJN's Steering Committee. Kate Warner served as co-chair. Members of Interweave: Joan Buleigh, Roberta Allen and Roylea Furniss helped establish MUUSJN's newest Task Force on LBGT Advocacy.

During 2010-11, MUUSJN worked with a coalition of State health groups lobbying to preserve and wisely implement the Affordable Health Care Act in Michigan. The MUUSJ Network organized a skill building statewide conference focused on building support for Immigration Reform and LBGTQ Rights. MUUSJN also advocated for reform of Michigan's faulty public defender system and for legislation requiring State compensation of wrongfully incarcerated persons for deprivation of their time and life supports.

UUAA's Prison Books Team has been asked by MUUSJN's Task Force on Criminal Justice to develop a guidebook about their very successful prison books program to then be disseminated to other UU churches in Michigan.

## **Challenging Racism Group**

Submitted by Edith Croake, Group Co-Chair

At the beginning of 2010, three UU's attended the Interfaith Council for Peace and Justice (ICPJ) Book Group which focused on *Uprooting Racism* by Paul Kivel. These three--Edie Croake, Kathy Friedrichs, and Lucia Heinold, decided to reconstitute a UU group to address racial injustice. In the spring of 2010, these women joined forces with Terry Madden who had begun working with UU men and a Black fraternity. Terry was already planning to have a congregational discussion of *The New Jim Crow*. These four remained the core membership of the group although we have had valuable help from others. Terry resigned in early March to work on the Strategic Plan.

Here are the events we organized and implemented for the UU Congregation—or a portion of it, in the fall of 2010 and the winter of 2011.

- Rev. Kenneth Phifer (Emeritus) explained the history the First UU Congregation of Ann Arbor to racial justice within the congregation and in relationship to the larger Ann Arbor community stressing the years he was the senior minister.
- Presented three book discussion groups for the congregation on Mark Morrison-Reed's (MMR) memoir: *In Between* in preparation for his November visit.
- Helped organize the Mark Morrison-Reed visit. We assisted with a Workshop Sat. morning and a book reading Sunday evening .
- Organized a follow-up discussion and reflection on the Mark Morrison-Reed visit.
- Helped with a "Where do we go from here?" discussion of issues related to Mark Morrison-Reed lead by Rev. Gail who urged us all in addition to racism, to ponder classism as a source of discrimination. (1/2/11)
- Presented a book discussion of *The New Jim Crow* by Michele Alexander on ML King, Jr. weekend.
- Facilitated a Book Discussion of *Life Is So Good* by George Dawson and Richard Glaubman , the Ann Arbor – Ypsilanti Community Read book for this year.
- Multicultural Youth Book Display (with UU Library Committee): African American
- Organized Storytelling session by La'Ron Williams .
- Organized a follow-up discussion to La'Ron's Storytelling .
- Organized a UU group attending *The Piano Lesson* by August Wilson followed by reflection.
- Multicultural Youth Book Display (with UU Library Committee): Arab and Jewish

Note: Anyone is welcome to participate in our meetings and/or to give us suggestions.

## **Ethical Eating Team (EET) Report**

Submitted by Colleen Crawley and Cathy Muha, Team Leaders

### **INTRODUCTION**

The Ethical Eating Team had three main areas of focus this year. Previously, this initiative involved a series of Study programs – films, books, panel discussions, speakers, workshops and field trips – designed to educate us on the many aspects of the topic. This year we focused our attention on Action, in the form of service projects. We kicked off the year with a Harvest Potluck at which those in attendance helped define the year's activities by voting on particular action projects connected to our theme. We also reached out to our youth through our Spiritual Growth and Development program, and



by including them in all of our Action projects. Concurrently, this was the year in which our congregation had an opportunity to submit comments on and cast a vote on the UUA Congregational Study Action Issue (CSAI) on Ethical Eating: Food and Environmental Justice. These three areas of focus defined the year for the Ethical Eating Team.

### **ACTION PROJECTS**

At our Harvest Potluck on October 13, 2010, we presented a number of local action project that matched our group's mission. Following the presentation, participants were asked to vote on which activities they found to be the most worthwhile and in which they would most likely participate. The following three programs, suitable for all ages, were selected.

#### **Growing Hope Work Day: Saturday, February 12, 2011**

Growing Hope began in 2003 as an effort to help young and old start growing gardens in community, school and home spaces. An educational aspect involves teaching how to grow your own food and the importance of eating fresh foods. Twenty volunteers braved bitter cold temperatures and worked in an unheated barn to help construct frames that hold lights and trays for seed starting kits. These kits are used by volunteers, who grow seedlings that are distributed for use in community and personal gardens.

#### **Food Gatherers Work Day: Saturday, April 2, 2011**

Since its inception in 1998, Food Gatherers has distributed nearly 14 million pounds of food, providing enough for approximately 10,000 meals a day in Washtenaw County. Each year, almost 5,000 volunteers do 70% of the work at Food Gatherers, ensuring that most of their resources can be used directly on food programs. Almost two dozen EET participants spent a morning working in the Food Gatherers Warehouse, sorting canned and dried goods into boxes for distribution, and turning loaves of day old bread into bags of croutons or stuffing mix.

#### **Hoop House Construction: Saturday, April 30, 2011**

This was our most complex service project yet – assisting in the one-day construction of a hoop house on a local farm. Erected in the style of old-fashioned barn raisings, these structures benefit local farmers and the local economy by providing year-round growing opportunities. Close to 30 UUs helped with the construction, along with 20 or so others, while another UU team prepared and served three great meals for the entire group.

### **SPIRITUAL GROWTH/YOUTH**

We have worked with Rev. Nancy Schaffer to include the children and youth of the church through our SGD area. Colleen and Cathy presented to the YRUU with slides and descriptions of ethical eating issues (Dec. 2010). The youth were engaged as they added comments and asked questions. Some were very aware of such issues as food security and industrial farms, and were familiar with food author Michael Pollen, while others were unfamiliar with the concepts but wanted to learn more.

We presented the "What the World Eats" (Peter Menzel) books and curriculum to several lower elementary levels (Jan 2011). Several church members and teachers took the lead as the children were shown photos of families from various countries with a week's worth of food. They discussed how the food from other countries was different and/or the same as ours, and they colored maps and drew examples of various foods.

### **COMMUNICATION**

We communicate with UUA congregants and the larger community in various ways. Colleen sends out an EET newsletter once a week that features an article about current food-related issues, upcoming events and news, both EET news and the larger community's, and articles from online magazines and websites. There are almost 200 recipients, and people from the church and from outside continue to request to be added to our list. Cathy maintains the website (<http://www.uuaa.org/social-justice/faith-in-action/225-eet>), which covers some of the same things as the newsletter, also including photos of EET events, and archives of past events.

We use the newsletter and the Bulletin to get the word out about our activities.

We have a table most Sundays with an information board, as well as flyers, sign-up sheets, articles, and relevant books. We meet and greet many members of the congregation here, as we inform them of our mission and our events. Often church visitors or newcomers who are drawn by the topic visit our table in the social hall.

### **CONGREGATIONAL STUDY ACTION ISSUE (CSAI)**

Although our church's interest in food-related issues dates back to the Locavores, who came out of the Celebrating the Planet initiative of a couple years ago, the Ethical Eating Team was founded as a means to explore the UUA's CSAI on Ethical Eating: Food and Environmental Justice. Begun in the fall of 2009 with a World Café that defined how we would proceed, EET proceeded with a series of programs involving Study, Reflection and Action. Study included books, films, classes, forums, panel discussions and field trips designed to educate participants on the many aspects of ethical eating. Reflection was a time to look back on what we had learned, and what we still needed to know. Action allowed us to put what we learned into good works, serving the community through volunteer efforts.

Throughout this process, we kept our congregation informed on our progress and invited all to join us in our efforts. The CSAI process includes a congregational vote to support going forward with the topic and placing it on the agenda of General Assembly. Towards that end we held a Forum on January 9, 2011 at which congregants were invited to evaluate the Draft Statement of Conscience that was proposed, and to submit comments and suggestions for revisions. Our revised draft was distributed to congregants through the EET Newsletter and the UUA Newsletter. On Sunday, January 23, 2011 our congregation voted unanimously to move this topic on to GA, and approved sending our comments on the Draft Statement of Conscience. With the support of our delegates to GA and other congregations in attendance, we hope to see this document adopted by the UUA.

### **CONCLUSION**

We have striven to accomplish our mission of providing "interested members, friends, and the wider community with comprehensive, current information needed to make informed ethical decisions about food" as well as "support to put this information into personal practice and community projects". In doing so, we have learned a great deal about how what (and how) we choose to eat affects us, food producers, animals, and the rest of the world.

We've used a variety of methods to learn these lessons, and many in the congregation have joined us at events both on and off the church campus. In our communications throughout the local food community, we've discovered that many non-UUs know who the Ethical Eating Team is. We also know this because many are on our newsletter list.

We've had a very active and satisfying two years in exploring this CSAI.

## **The UUAA Locavores Report**

Submitted by Guala Lauzanna, Committee Co-Chair

The Locavores came together in October 2007 as one of the action circles of the Celebrating the Planet initiative. When that project ended as planned after two years, the Locavores decided to continue as a group. We have been collaborating with the Ethical Eating Team (EET) since their kick-off in November 2009 as part of a UUA-wide CSAI.

Currently the Locavores consists of a very active and committed core group of about 7 members. Others were active in the past. We always welcome new members. We feel the issues surrounding mindful eating are only going to grow in importance as the planet moves toward resource depletion and global climate change. We 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 UUAA 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:

### **Local Treats Tasting Table**

On the 1<sup>st</sup> Sunday of each month (except during the summer), we prepare and serve some sort of local treat at our Social Hall table. A few examples include: various local products as suggested Christmas gifts; winter soups; eggs at Easter; clean out your freezer in March. The table also features information. Recipes are available on our web page.

### **Summer 2010 Square Foot Garden**

During the summer we collaborated with SGD to conduct a gardening experience for 4<sup>th</sup> and 5<sup>th</sup> grade students, loosely based on the Junior Master Gardener curriculum. Six students, who named themselves the Flaming Cauliflowers, used the two Square Foot Gardens the Locavores constructed two years ago. They chose and planted a variety of vegetables in the garden and planted potatoes in buckets as well. They enjoyed a salad party in early June and ended the season with a lunch of their own produce. Locavores were assisted by parents, other UUAA members, and some Master Gardeners.

### **Summer 2010 Produce Sharing Table**

For the third year, Locavores set up and staffed a produce sharing table every Sunday from mid-July into the fall. People brought their excess garden produce and anybody could take some home, free of charge.

### **October As-Local-As-Possible Harvest Potluck**

Locavores provided the desserts for this annual as-local-as-possible Harvest Potluck, organized this year by EET.

### **March 2011 Church Auction**

We offered three dinners featuring local food and wine at the homes of three Locavores (June, August, October) and also auctioned the use of our Square Foot Garden plots for one season's use. A consultation on how to use the garden and the book on SFG were included in this auction item. Our items raised over \$800 for the church.

### **April 30 Hoop House Build**

Locavores worked with EET to coordinate builders and food providers for a Hoop House build in Washtenaw County. Hoop houses help extend the growing season in our Michigan climate. Jennifer Kangas led a forum on hoop houses in March to inform and motivate people to work on this community project.

### **May 15 Seedling Sharing Table**

Locavores invited people to bring in their extra seedlings to share with others.

### **Local Food and Produce Festivals**

We made available information about regional festivals featuring local foods such as mushrooms, melons, apples, blueberries, etc. These posters were displayed on the SGD bulletin board, posted on our web page, and featured at our 1<sup>st</sup> Sunday table.

### **Locavore 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 Networking**

Chairperson Guala Lauzzana represented the UUAA Locavores at the Homegrown Festival (Sept. 2010), ReSkilling Festival (February 2011), and Local Food Summit (March).

## **Alpha House/Interfaith Hospitality Network Program Report**

Submitted by Paula Christensen, Program Coordinator

Since 1992, hundreds of members of First Unitarian Universalist Congregation have participated in the community wide effort to provide housing for homeless children and parents in Washtenaw County. In the beginning, First UU joined with other congregations letting homeless families stay in their empty buildings during the week, then moving them to other congregations on Sundays. Members of our congregation moved mattresses, clothing, bedding and belongings of the families from one congregation to another. First UU hosted families in our building on Washtenaw Avenue and then in the RE trailers before the RE Wing was built. We cooked food, stayed all day and over night, organized, washed sheets and played with the children.

Finally, St. Joseph hospital rented to IHN, Interfaith Hospitality Network, the Alpha House building for one dollar a month. Money was raised for a staff. Now, Alpha House is located in a grove of trees on Jackson Road west, just past the dealerships. Six families can live there for up to three months. First UU hosts four weeks per year partnering with Beth Israel. We buy supplies, make food, stay over night, play

with children, call other volunteers, serve and clean up food and donate money. For each of our four host weeks per year, eighty-to-ninety of our members participate.

At least half of our congregation has participated in the Alpha House/IHN effort during the last nineteen years. Some of this past year's participants are;

Kristin and Sabrina Alafita, Ronyn Baker, Bassett Kennedy family, Victoria, Alex, Greg and Nicholas Bennett, Grace Biller, Dan Blair, Jenna Bacolor, Lara Brown, Ann Brennan, Barbara Bowman, Carol Bower, Kyla Boyse, Megan Brown, Amy Bunch, Kate Burkhardt, Terry Butcher, Katlyn Cameron, Carol Cramer, Judy and Tom Croxton, Rachel Chadderdon, Ginny Creasman and Jonena Jones, Joseph and Johah, Tracey and Meg Darrow, Tina Devereaux, Fran Dew, Kristen DiBlassio, JoAnne Diehl, Michelle Diepenhorst, Tracy and Meg Darrow, Melanie Dever, Marie and Dick Duke, Stuart and Ryan Downing, Jan Duncan, Michelle and James Dunnum, Eddy family, Morgan Fish, Diane Fead, Denise Frick, Michelle Ferguson, Margaret and Sara Flannery, Kathy Friedrichs, Ingrid Furlong, Carol Girafa, Brittany Gardner, Lisa and Maddie Goodson, Chris and Kim Goolsby, Amy Grant, Cynthia Gronvall, Sharon Guyton, Lorraine Gutierrez and Bob Peyser, Rebecca Hardin, Nancy Harter, Kate Hitchcock, Becky Hoort, Sally Hattig, Barb and Dave Hall, Kate Hutchens, Mark Van Kempen, Denise Kearns, Beth and Bob Hospadaruk, Art, Shaugh and Emma Kalnaraups, Dave and Lisa Kohn and family, Katie Kyndely, Robert and Janet Kropf, Danielle Lepar, Fran Lyman, Paul Lalinsky, Ruth and Donald Lamphiear, Dave and Sue Lindemer, Bob and Denise Leffler, Danielle Lepar, Chris LePottier, Thomas Longworth, Mary Locey, April and Gabi Main, Lisa Mazzia, Laura Matson, Sara Matthews, Mac McNicol, Garrett Meek, Vilma Mesa, Marla Mikelart, Millison Morgan, Kirsten Mogbo, Marla Mikelait, Mollison family, Cathy and Mike Muha, Garrett Meek, Peter Mooney, Eis Nieuwenhuijsen-Eldersveld, Kerry Ryan, Chase Morris, Paul Tomoshuns, Kristen Graban, Quincy Northrup, Edmond O'Brien, Kittie O'Hallaron, Michelle O'Grady, Sharon Chapin O'Leary, Lisa Oliver, Mike Paskus, Jeff Poliner and family, Sharon Quiroz, Kerry Ryan, Marie Russell, Tim Richards and Connie McGuire, Sharon and Mike Paskus and family, Margaret and Charlie Pekarek, Susan Pinneo and family, Courtney Peterson, Deidre Piper, Ginny and Larry Preuss, Pam Reister, Betsy Reitbauer, Mike Reitz, Melissa Foster Reitz, Allissa Ruelle and Bob Berg and family, Pat Runyon, Rev. Nancy Shaffer, Kathy Shay, Lynn Raabe, Lyn Solms, Brandi Sinco, Chantelle, Deanna and Bruce Shields, Carol Shultz, Sandy Simon, Lyn Solms, Karen Spangler, Mary Lynn Stevens, Joshua Traylor, Marilyn Tripp, Kate Thomas-Palmer, Judy Slater, Mary Stadel, Phillip Stoll, Bev Todd, Rachel Croskery, David Thibault, Sue Tons, Robert Treadway, Phil Tuchinsky, Karen, Dan, Logan, Karen and Audrey Tuttle and family, Anne and Michoela Claire Vanden Belt, Roberta Walker, Cheryl and Vey Valentine, Julie Voelker, Kathi and Foster Waters, Greg White, Terri and Spencer Wilkerson, Wendy Willis, D. N. Wilson, Tim Whittemore, Eileen Wright, Kathy and Jim Zeichman, Lois Zimmerman

Give each of them a thank you for their time helping our community. We hope everyone will join us again in August for our next UU host week. Our UU Coordinating Committee performed amazingly, filling in and spending many hours: Bev Fish, Pat Herbst, Angela Barber, Don Anderson, and Paula Christensen

## **ICPJ, Washtenaw Interfaith Council for Peace and Justice**

Submitted by Lucia Heinold, Liaison

We work through ICPJ to join with others to fight for peace and justice. Anyone, religious or not, is welcome to join ICPJ. Visit the website, <http://www.icpj.net/> to see more about our major areas of concentration. UUAA supports ICPJ through the Social Justice Council.

In 2010 some of the ICPJ highlights were:

ICPJ participated in the *nation wide US Social Forum* in Detroit this summer. ICPJ presented three workshops: Civil Rights for Muslims in America, Sustainable Living (Resilience) and the Injustices of Torture. We also organized car pools to get as many local activists there as possible.

ICPJ has been **Responding to Intolerance** by working to dispel stereotypes of Muslims. We worked with the Ann Arbor Library to present two panels: "American Daughters" and "American Sons". Both are available on the library web site now. When the atmosphere of threats, vandalism and attacks increased last fall, ICPJ coordinated people of faith to speak out and mobilized the Ann Arbor City Council to pass a resolution reaffirming our community's commitment to respect and inclusion.

ICPJ's **Common Ground for Peace in Israel/Palestine** has been working to educate people about the conflict, increase positive contact between local Jewish and Muslim communities and to oppose settlements in the West Bank. The **No Weapons, No War** Task Force has been offering educational programs about Afghanistan, end torture and eliminate nuclear weapons.

**Our Latin American Task Force** advocates an end to the expansion of US military bases in Latin America, the closure of the School of the Americas, and educates people about the injustices persisting in Latin America. In November, ICPJ hosted Padre Alberto Franco, a Columbian human rights leader, who showed how the US could act in solidarity with the people of Columbia.

ICPJ's **Hunger Task Force** coordinates Ann Arbor **CROP Walk**. This year's walk, strongly supported by our congregation, raised over \$56,000. Nearly \$12,000 of this went toward local hunger initiatives. ICPJ collaborates with Food Gatherers and Growing Hope to raise food to share. In 2010 growing season, participating congregations, including UUAA, increased its yield over 2009 by 170%, donating 9,296 pounds of fresh healthy produce.

**The Climate Change and Earth Care Task Force** lobbied for comprehensive climate and energy legislation at the state and national level. They hosted a faith leaders breakfast during the initial AATA/The Ride Transportation Plan Process, provided educational materials for CROP Walk, and led the US Social Forum workshop: Resilience.

**The Racial and Economic Justice Task Force** presented the Religious Freedom Affirmation resolution to the city council. It advocates for affordable public transportation and maintaining public Human Service Funding. The group presented three Welfare Simulations to help people understand the deficiencies in our current systems. The *Uprooting Racism Book Club* met all year, reading about systematic racism and nurturing actions to confront it.

### **What Next?**

ICPJ will continue its work in all the areas above and is coordinating signatures to a letter calling on the US government to ensure that money given to Israel does not support settlements in the West Bank. We are also taking a group of people on a balanced tour of the Middle East this spring.

Your ideas and help are welcome. Contact Lucia Heinold ( [Heinoldcia@aol.com](mailto:Heinoldcia@aol.com)) or Chuck Warpehoski at <http://www.icpj.net/>

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

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

Life has been busy and rich here since our annual meeting last May. I want to use this report both to give you some idea of my regular responsibilities of ministry which continue from year to year, some of the special projects and new developments I have been involved in these past twelve months, and a few areas of new work I'm looking forward to in the year ahead.

### **On-Going Work**

I continue to provide senior staff support for the pastoral care program, and our Welcoming Ministries. I also provide staff support to our Chalice Circles and other small-group ministry programs, identity-based ministries, multi-generational ministries, recreational ministries and community ministries.

My familiarity with members of the congregation, our history and culture has been growing. As a result, I am focusing my programming support efforts more narrowly on working with lay leaders in collaboratively developing the vision and strategies for our programs.

You will find details about the various programs I support in the following pages. In Pastoral Care I am particularly proud and appreciative of the increasing depth of our training of our Pastoral Care Assistants, the continued growth of the Senior Luncheon program, and our newly developed capacity to keep track people in care using our church database. In our Chalice Circle program, I note the continued development of our facilitator mentoring program, and our successful satellite group which met in Tecumseh this past year.

The Men's Fellowship continues to benefit from the Men's Council's thoughtfully developed structure and the skills and commitment of its elected members. Our Interweave group, already a model for other congregations in our association, had a great year with the development and implementation of its new expanded leadership structure, and another year of rich and successful programming and involvement both within and beyond our walls.

### **Worship**

This past year I lead Sunday morning worship services for our congregation ten times, covering a wide variety of themes (though they do mostly boil down to "love"), including "Remembering (those who we loved – Memorial Day)", "Will Robots Steal My Soul? (the impact of technological advancements on our sense of self and our future)," "Question Box (responses to selected questions submitted by you)," "Gratitude (the benefits of saying 'thank you')." I also provided one Sunday worship service for our neighboring UU congregation in East Liberty to help support them during their minister's sabbatical leave.

In addition to Sunday morning worship, I organized and helped lead worship for our annual weekend Men's Retreat in October. With Episcopal priest Rev. Joe Summers, I helped organize and lead our second annual Service of Affirmation in support of our congregation's welcome and the wider Ann Arbor area LGBT community. On many other Sundays I have had the privilege of assisting Rev. Gail in presenting worship services.

### **Other Offices of Ministry**

Over the past twelve months I provided pre-marital counseling and conducted **wedding ceremonies** for two congregational couples and six couples from outside. I worked with families in grief and conducted three **memorials**, one for a congregation family and two for outside families. I also conducted a



committal of ashes in our Memorial Garden for the family of a former congregant. Conducting rites of passage is an important way in which many people first have a direct encounter with Unitarian Universalism and become interested in deeper involvement.

My direct presence in **public witness** has been somewhat more limited this year than last. In June I participated with many others at the Standing on the Side of Love LGBT rights rally in Minneapolis during our annual General Assembly. In October, Jennifer, Emma and I joined the CROP Walk to fight hunger here in Ann Arbor. In November it was a pleasure to help welcome and renew my acquaintance with our guest diversity and anti-racism workshop leader, Rev. Mark Morrison Reed. I had the joy of first getting to know Mark a number of years ago when a close friend served as ministerial intern at the church in Toronto where he and his wife Donna served as co-ministers.

Last December, as noted above, I helped organize and lead an interfaith worship service of affirmation for TBLG folks and allies, held here in our sanctuary. Among the community members attending and participating were the high school youth from Saline who organized to pressure the Saline school board to specifically include TBLG identities in the district anti-bullying policy. It was wonderfully moving to provide visible, proud, spiritually grounded community for these young activists who will hopefully see to completion the work we now share.

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

In addition to attending the annual meeting of the Unitarian Universalist Minister's Association (UUMA) and **General Assembly** in Minneapolis last June I have continued to participate in district and regional gatherings of UU ministers. These mutually supportive relationships help me to continue to grow professionally, and provide me with opportunities to support other ministers and congregations as well. In February I attended a week-long UUMA sponsored **professional development class**, included among the six learning tracks which gathered over 300 UU ministers together for a week at the Asilomar Conference Center in Monterrey, California. My track, "Social Ethics" with Gary Dorien provides me with additional historical and theological grounding for my understanding and practice of social action. Later in February I traveled with Rev. Gail, Rev. Nancy, Terry Madden, and Nic Sims to the **First Unitarian Church of Dallas** to learn how they meet the challenges and opportunities of coming together as a congregation of 1,100. This was the congregation where I did my ministerial internship back in 4-2005. It was enlightening to see how they have grown and changed and what has remained steady and sustaining for them over the years since I was with them. From this experience I returned confirmed in my belief that our Chalice Circle program and Pastoral Care programs are developing quite well. I also brought back some new ideas for our further future development and a deeper understanding of communication and decision making in large churches. I also attend the Unitarian Universalist Association's **Large Church Conference** in March. From that trip I brought back a wealth of information with regard to hospitality and welcoming new people to our congregation.

### **Special Projects**

In the fall we completed and delivered the **photo directory**, (started in December of 2010). It is very helpful to everyone, including staff and volunteer leaders, to have photos of most of you. Thanks again to Steve Kuzma for photos and to Paula Christenson for photos, photo editing, and layout. If you were not able to sit for a portrait and get into the printed photo directory, we would still welcome a photo of you and your family to help us better connect names and faces. Send a jpg format photo with information about the people depicted to [hannah@uuaa.org](mailto:hannah@uuaa.org) and we will add you in.

In December and January, at Rev. Gail's request, I undertook creation of our four by seven foot **Congregational Map**. With the assistance of Brandon Watkins, our regular staff, and the many people in

groups of the congregation who provided the necessary information, we have made visible the breadth and complexity of our congregation. It simply could not be done on an eight-and-a-half-by-eleven-inch page. The modular design allows each program or area of the congregation to understand how they receive staff support, and keeps production and ongoing revision costs down because we can print “in house.” Taken as a whole, it allows each of us to understand some of the challenges we face in terms of better supporting some of our groups, the opportunities available for reaching towards future programming to fulfill needs we currently can meet, and how current programs can collaborate together. The software used to create the map is OpenOffice Draw, part of a free program suite. I’m very interested in helping groups learn to update their page of the map on their own for use as communication aids in their areas.

### **The Year Ahead**

I will continue with my present responsibilities within our congregation. I anticipate development of cross-program-area lay leader meetings as one major development effort in the year ahead.

This month I began serving our wider community as a member of an **Institutional Review Board** at University of Michigan Medical School which approve, monitor, and review research involving human subjects. Some of you may be aware that our Minister Emeritus, Ken Phifer, served in this is a role for many, many years. My role as a “community” member of the C1 Cancer IRB is to help ensure that people invited to participate in cancer research studies are given the information they need to understand the possible risks and benefits to them of the studies they are considering participating in, and to ensure that research participant’s rights and interests are respected.

In July I will travel for twelve days with our congregation’s group to **visit our Transylvanian partner church** in Kezdivasarhely, Romania. As part of our time with our partner church I will be leading an “American style” Unitarian Universalist worship service as has been our tradition for these visits.

### **Special Thanks To...**

Meredith Ley who is ending a two and half year term as co-chair of our Chalice Circles small group ministry program, Lori Fithian and Jean Choraczyczewski for their frequent contributions of their talents with drumming, and community building, Joan Burliegh for her wise caring stewardship of Interweave, and Terry Madden for his leadership as chair of the Men’s Council.

With gratitude for a good year and anticipation of another to come,

**Rev. Mark**

# Leadership Development Team (LDT) Report

Submitted by Ken Clein, Leader

## Team

The LDT consists of four members and a Board Liaison, who meet once per month, typically on the 4<sup>th</sup> Tuesday. Ken Clein and Erik Stalhandske served as co-leaders with Allison Halerz and Royla Furness joining in June. Tom Darnton acted as the Board Liaison.

## Mission

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.

To fulfill this charge we developed a leadership program for the congregation with roots in our UU principals and based on the realization that the best way to *identify and recruit* leaders is to *cultivate and train* people with passion and willingness to serve.

## Activities

### Leading with Love

In May of 2010 the first Leading with Love class of nineteen “graduated” and many of these individuals immediately began serving the congregation in leadership roles on the Board of Trustees, LDT and other groups. Many expressed that the program was transformative in their lives.

Unfortunately there was not sufficient interest to offer the program in 2010/11. The facilitators, Bruce Gibb and Ann Jones, felt that a minimum of 12 were needed, while 16 participants are preferred. For a number of reasons, only seven could commit to the program, so we had to make the difficult decision to withdraw it for the year.

This was disappointing in light of the previous year’s success, as well as the amount of time and effort that were put into organizing and promoting the current year’s program. We are planning to offer the program again in the fall/winter of 2011/12 and will begin advertising and seeking input on the best times/days to meet.

We feel that this unique program offers a distinctly UU perspective on leadership training that can allow congregants to explore issues that they are passionate about and serve our congregation and community in the process.

### 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

#### Leadership Database

We developed a leadership database, which will serve as a tool for the Team to track potential leaders and their activities in the congregation and will aid the in nominating candidates to fill future positions.

#### Other

The LDT participated in the large church leadership workshop at 1UU on January 8, 2011 and the Board of Trustees Chautauqua on February 12, 2011.

Discussion at this latter session revolved around considering how the LDT's role, responsibilities and make-up might evolve as part of a strategic plan for the next 5 years.

Ken Clein and Erik Stalhandske will be stepping down after two consecutive terms. New members nominated to the LDT are Kathy Edgren and Connie McGuire.

## **Welcome Ministries Coordinator's Report**

Submitted by Hannah Hotchkiss

This has been a wonderful year for Welcome Ministries thanks to the newly revived membership committee that has concentrated on the 3 R's—Reviewing and Revising or Retaining. Particular areas of concentration have been reviewing and revising methods of recruiting and training Sunday Welcome Team members and new member integration.

**Welcoming and Connecting Visitors and New Members to the Congregation**

The Sunday Welcome Team is ever growing and becoming more proficient in creating an inviting atmosphere on Sunday mornings. Thanks to the new "Try it Out" program, we are attracting new people to the welcome teams and finding the best fit for their talents. Also, the commitment to hospitality in the larger congregation has helped significantly in connecting visitors and new members to groups of interests. Chairs of various groups and committees have been wonderful about following up with visitors and new members who have shown interest in their areas.

The opportunity for social connection for new members has been greatly enhanced by the work of Terri Wilkerson, who has revived and organized the small new member, in-home potlucks that help new members connect socially with long-time congregants. While our dedicated UUAA volunteer cooks have provided for larger dinners at the congregation that offer the social setting for new members to get to know other new members.

#### **Vital Signs as of April 15, 2010**

- Total active membership: 578
- New members in 2010: 54
- Number of visitor cards in 2010: 192
- Number of Introduction to Our Faith participants in 2010 (prerequisite for membership): 78

#### **Accomplishments for 2010**

- Resurrecting a membership committee with a clear mission
- Production of new photo directory
- Revising Sunday Welcome Team recruiting based on "Sharing the Ministry"
- Reviving new member potlucks

- Streamlining process of joining

#### **Future Opportunities**

- Devising a tracking method to measure number of returning visitors
- New interests and talents survey
- Revising Sunday Welcome Team training
- Create formalized follow up for new members

## **UUAA Men's Fellowship Report**

Submitted by Terry Madden, Council Chair

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

#### **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 of the congregation about the development of a 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 and Fellowship Activities in 2010**

The Men's Council members for 2010 included Russ Blaesing, Steve 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.

- **Annual Men's Dinner** - On March 26 the Annual Men's Dinner was held in the social hall with 105 men in attendance. A great meal cooked by Mac McNicol provided the nourishment as the group was then able to focus on the stories told by our featured guest speaker, the journalist and author, Jeffrey Zaslow, co-author of three New York Times best sellers, The Last Lecture, The Girls from Ames, and Highest Duty: My Search for What Really Matters.

- **Community Building Project and Barbecue** - On June 19 Jim Schaefer spearheaded the effort that attracted roughly 40 men to come out to the First UUAA to help with the community building project that helped clear the fire pit area, install a fire ring, install pea gravel and wood chips around the fire ring, as well as clean up paths, put mulch in wet areas and dig about 20 post holes and installed trail markers in each.

On June 19 the wood for the 12 benches was cut for the benches that would be constructed later in the month. To celebrate the accomplishment, a great feast with local food and great beverages was consumed.

- **Men's Retreat** - On October 1 - 3 the annual Men's Retreat was held for the first time at the Judson Collins Center on Wampers Lake (near Tecumseh). The theme of "Intentional living: Mission Possible" provided the unifying structure that held the various discussion groups and group activity together. On Friday night, Bruce Gibb engaged the group with his presentation that asked, "What value is there in living with an intention or vision?"

- **Additional** - The Men Council is always looking for ways to support the development of the

Men's Fellowship. Some examples include the 12th Men's Circle piloting the new curriculum; looking for deeper involvement in the Coming of Age program; and updating the web site and forming a Google group for announcements and blogging ([groups.google.com/group/uuaamen](http://groups.google.com/group/uuaamen)).

### **Men's Council and Fellowship Activities in 2011**

The Men's Council members for 2011 include Russ Blaesing, Steve Camron, Bob Hospadaruk, Jim Carbone, Terry Madden, Ken Powell, John Preston, John Russell, Jim Schaefer, and Jeff Surfus. Terry Madden was elected chair. Jim Schaefer volunteered to continue as Treasurer. Ken Powell continued as Secretary. Rev. Mark Evens continued as the supporting minister.

- **Coming of Age Boys Weekend**

Rick Witten, Advisor in the Spiritual Growth & Development program of the First UU, is organizing this year's 2011 Coming of Age Weekend for Boys (May 6, 7) on the church's property. Men of the congregation have been invited to help revamp the Sweat Lodge as well as participate in the Coming of Age welcoming initiation for the boys.

- **Annual Men's Dinner** - This year's Men's Dinner will be in conjunction with the Boys Coming of Age weekend on Saturday, May 7. Bob Hospadaruk is leading up the effort to strengthen the bonds between the youth and the men of the congregation.

- **Men's Retreat** - The annual Men's Retreat will return to the convenient and functional Judson Collins Center on Wamplers Lake (near Tecumseh) from Friday night, September 23 - Sunday noon, Sept. 25. Planning is now under way under the leadership of Jeff Surfus, chair of this year's Retreat.

- **Men's Circles:** Each Fall, a "Circle of Men" class is organized with support from an existing Men's Circle. This class of between 10 – 12 men is based loosely on the book called [A Circle of Men](#) by Bill Kauth. Once a class is formed, membership is closed for that class and a new Men's Circle is formed usually at the Men's Retreat. It is expected that the beginnings of a new Men's Circle will germinate at the Men's Retreat.

- **Monthly Breakfasts** - On the 3rd Saturday morning each month from 8:15 -10:30. (Sept thru May) at the Hometown Buffet Restaurant in the Cranbrook Village Mall, a mix of 10 - 12 men of the congregation drop by to share stories and to catch up on the news of the day. The monthly Men's Breakfasts are organized by Fred Lynch.

- **Additional** - The Men Council is looking at modifying the Men's Charter to allow for more continuity and involvement from the men of the congregation.

## **Wednesday Morning Readers Report**

Submitted by Joyce Phillips, Coordinator

The Wednesday Morning Readers have met for several years at 10:00 am on the second and fourth Wednesdays of each month to discuss non-fiction books chosen by the group. Diverse opinions and life experiences make for an invigorating and cohesive group. One book is read each month and discussed over two meetings. Current book choices are listed in the Sunday Announcements and are available at QUUest Bookstore. Newcomers are always welcome, whether on a regular basis or occasionally, when a title is of particular interest.

## **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.

## **UUAA Art and Aesthetics Committee**

Submitted by Paula Christensen, Chair

Chair, Paula Christensen with Vivian Wilson, Eppie Potts and Sharon St. Mary Our committee oversees and establishes guidelines for our UUAA art, signs and ornaments around our building and in storage. We discuss our work with Thom Bales. Please contact us for any questions or ideas.

Our committee also coordinates with UUAA artists to display their art in our hallways hanging new art about every two months, including an all congregation show in the fall.

This past year we happily coordinated with the Number 3 Morning chalice circle and Thursday Afternoon chalice circle who identified and labeled our UUAA art and past minister's portraits.

No virus found in this incoming message.

## **UUAA Library Team Report**

Submitted by Kate Hutchens, Chair

**Committee Members: Edie Croake, Chris Farnum, Royle Furniss, Kate Hutchens, Becky Swank, Ellen Teller.**

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

This year the Library Committee has increased the volume and quality of the book collection, developed a web presence to increase visibility and access, expanded our mission to incorporate books for children and young adults, and generally sought to improve the appeal of the Sunderland Library's resources and space.

### **Cultivating the Collection**

Since April, 2010, we have added over 300 books to our cataloged holdings. Nearly all of the newly acquired books come from the donation drop-box, supplied by members of the Congregation. This generosity allows us to keep the collection fresh and engaging, and we are tremendously grateful to those who give books. A couple of donations merit individual mention: the QUUest Bookstore group, in memory of Jane Thornton, donated a beautiful atlas, a dictionary, and stands for both, as well as some funds; and Edie Croake donated over 30 books as the foundation of a multi-cultural youth literature collection.

Part of maintaining a relevant collection with such limited shelf space involves discerning what will be of use to the Congregation and recognizing when a donation should not be added to the collection. This year we donated dozens of books that did not quite fit our parameters to the Prison Books program, in order to ensure that the donations are still used in support of the Congregation's social justice work.

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

### **Aiding Access**

In June of 2009, we embarked upon a project to develop an online catalog of our books by using LibraryThing ([www.librarything.com](http://www.librarything.com)). This is meant to facilitate the Congregation's use of our books, as well as the Committee's work. By December, 2010, we had over 650 books in our LibraryThing catalog, and it was finally organized well enough to unveil it. To provide a home for links to our LibraryThing catalog, and to supply information about our group and our role in the Congregation, we also added a "Sunderland Library" webpage to the "Spiritual Growth and Development" section of UUAA.org. This was primarily developed by Chris Farnum.

### **Growing our Group**

This year, we added two new members to the Library Committee: Becky Swank, and Edie Croake. Becky joined us early in 2010 after attending a meet-and-greet with the Committee. Edie came to us last summer with her idea about donating youth books, and has ended up joining the committee to help us grow in the area of youth materials a bit more broadly. Both of their contributions have been very much appreciated.

### **Sprucing our Space**

With the absorption of the youth books, the Library Committee has gained significant flexibility in our use of shelving space. We are working on rearranging the collection in the most useful and visually appealing way. We were also able to purchase, with donated funds, a lovely new bookcase. This will be used to display featured or new titles, as well as the non-circulating "reference" books in the collection, and provides much needed storage space for in-process books and supplies.

### **Widening our Work**

In November, 2010, we augmented our mission to include the development and maintenance of a Youth Collection in the Sunderland Library. These books were previously the bailiwick of the SGD program. We began by sorting out books that were very old, shabby, or of which there were many copies, and transferring them to Sandy Garges to determine their potential use by SGD. Youth books that did not seem to fit were also donated to the Prison Books program. We have not yet begun building the general youth collection, though we look forward to doing so in the near future.



Also, with our LibraryThing account, we have been able to extend our capacity for cataloging books to assist the Partner Church group in making their own books easier to use. The Library Committee is exploring ways to connect with more groups in the Congregation, and we hope to focus this year on developing partnerships with these groups to support their work and ministry.

## **UUAA Bridge Mix**

Submitted by Bert Ramsay, Bridge Mix Coordinator

The UUAA Bridge Mix serves both as a recreational opportunity for the UUAA Congregation and friends, as well as a modest fund-raiser for the Congregation. There are about 36 “regulars” each of whom contributes \$25 to the general fund. In addition, since there are no membership requirements, the Bridge Mix serves as an outreach to the community to meet members of the Congregation in an informal setting. The group meets once a month – generally on the second Sunday - to play social bridge from 2:00 – 5:00 pm. We have averaged about 30 players each month. In addition, one of our members, Dick Baumann, has led a bridge tutorial prior to the regular play.

It is possible that the Bridge Mix might expand – but we are limited in the space available which can not hold more than 8 playing tables and 2 tables for refreshments.

## **Denominational Connections Team Report**

Submitted by Celeste DeRoche, Team Co-Chair

The Denominational Connections Team (DCT) is officially one year old! With thanks to the Board of Trustees of UUAA which commissioned the effort, the DCT is off to an enthusiastic start thanks to the great energy and commitment of current team members: Royla Furniss, Terry Madden, Kathy McLean, Laura Bollettino, Kate Warner and co-chairs, Roberta Allen and Celeste DeRoche.

During this first year, the DCT focused on basic issues of structure and organization. Developing a mission statement was its first goal and the successful completion of the statement gives the DCT its heart:

***The Denominational Connections Team (DCT) serves as a conduit for the exchange of information between the First Unitarian Universalist Congregation of Ann Arbor (UUAA) and the wider Unitarian Universalist (UU) community, providing our congregation and the denomination with a vibrant means of co-operating together and strengthening our identity as UU's.***

The DCT believes that central to our identity as UU's is our annual General Assembly. Educating members and friends of UUAA about GA was the intent of two forums on GA that the DCT provided. For those members and friends who will not be able to attend GA, the DCT will sponsor gatherings to watch key events of GA through live streaming of the UUA website. Thanks to DCT member, Kathy McLean who is unable to attend GA this year, the Opening Ceremonies, the Service of the Living Tradition, 50 Years of UU Music and the Ware Lecture will be available for viewing in the Fahs Chapel.

The DCT also reached out to the already active Ethical Eating Group of UUAA. Since Ethical Eating is one of the current Congregational Study Action Issues (CSAI), the DCT offered our help with the congregational vote on the CSAI and ensuring that the vote was properly registered with the Commission on Social Witness. This active support of an already ongoing initiative is one of the best examples of how the DCT will continue to pursue its critical goal of active support for the work this congregation is already doing around denominational issues.

Future goals of the DCT include:

--educating groups and committees at UUAA about funding opportunities through the UU Funding Program and the Veatch Committee

--teaching about the 2012 Justice General Assembly in Phoenix, AZ as plans about that GA become available

--outreach to our UUAA Youth Group about their participation in the 2012 Justice GA

--encouraging members of UUAA to think about developing workshops for presentation at either GA or our Heartland District Assembly

The DCT will also be looking for ways to reach out to other UU congregations in this greater Ann Arbor/Detroit area. There are forums and workshops we could be a part of sponsoring that would help all of us grow.

**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

The Executive Director's responsibilities include the oversight of key business operations at UUA – care of our buildings and grounds, communications to the Congregation, creation of monthly financial reporting to the Board of Trustees, preparation of the annual budget, and management of an effective support staff, which currently includes -

- Andrew Weber, Building Attendant
- Arthur Whigham, Custodian
- Leigh Fletcher, Office Manager

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

- Financial and Investment Advisors - Ed Lynn, Jim Lee, Kim Clugston
- IT Committee – Don Winsor, Connie Lippert, Sandy Simon, Christine Boltz, Brandy Sinco, Tricia Mooney, Jennifer Lill, Pete Mooney, Spencer Thomas.
- Land Stewardship – John Erdevig
- Monday Morning Money Counters – Betsy Price, Gretchen Jackson
- Office Volunteers – Betsy Price, Gretchen Jackson, Sara Mathews, Phyllis Valentine, and Judy Slater
- Renewable Energy Committee – Dave Friedrichs, Mark Doman, Emile Lauzzana, Don Winsor, John Wakeman, Jim Carter, Marina Brown, Paul Morris, Cathy Reischl, Tom Ewing, David Hoffman, and John Franks
- Site Plan Revision Team – Ann Jones, Bob Lippert, John Erdevig, John Seeley, Jennifer Kangas

Although the general economy is gradually improving, the recent financial crunch remains entrenched in our operational budget. UUA currently spends \$80,000 less on operations than in 2007, challenging our stated value of stewardship of our facilities. Nevertheless, there are several highlights from the past year worthy of mention:

- We completed the 2010 fiscal year with net income of over \$24,000. That makes four years in a row of increased positive net income - meaning that we have received more money via pledge payments, special events and other source of income than we have spent.
- Growth in our endowments has continued with an overall 8.4% increase in the balance of all funds at the end 2010 (2010 = \$833,506 vs. 2009 = \$768,619). \$23,962 was allocated for disbursement thru the Jackson Social Welfare Fund to other organizations. Thanks to Jim Lee and Kim Clugston for continuing to monitor our investments accounts.
- We are benefitting both financially and environmentally from 2008 installation of a HVAC control system. We currently accomplish an estimated annual savings of over \$10,000 and have achieved total savings of \$25,213 since we installed the system. (Now, if we could just get folks to turn off the lights when they leave a room.)
- Of course, our big environmental project this year was the installation of both solar panels and a wind turbine, spearheaded by the Renewable Energy Committee. Once due diligence was applied to congregational conversation and contract preparation, the work was straightforward, efficient and worthy of garnering the Congregation attention in both local and UU media. The wind certainly seems at our back now to complete the final phase of the originally proposed project, a Renewable Energy Plaza.
- It is worth mentioning that although our building sustained a lightning strike damaging several building systems, we did not file an insurance claim, and in fact, no liability or property loss

insurance claims have been made against our policy, which has stabilized our rates over the past few years.

- A “Finance & Policy” quick link has been added to every page of UUAA.org. With one click, visitors to our site can find the various operational policies of the organization (Building & Grounds, Communication, Finance, Fundraising and Office Support), plus the current General Fund Budget and related monthly financial reports.
- Andrew Weber, who coordinates facility use for both congregants and guests, 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’ve retained 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 the Ann Arbor Russian School, which is offering classes for children of all ages wishing to learn about Russian history, culture and custom. Rental income from both groups increased during this past year.
- We add several new renters to our schedule, including notably the Rudolph Steiner High School, who hosted their holiday concert last December in our Sanctuary. Other key
- We changed vendors for our lawn care service last 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, as our contracted Land Steward Coordinator. Details can be found in John’s Land Steward report.
- A Site Plan Revision Team has been meeting for several months with the focused intention of gathering ideas and input from folks to create a new plan for our land.
- In March of 2011, we began the first of a set of monthly or semi-monthly office orientations for those who are involved in a committee, task force, team or in anywhere in the church to learn everything you need to know to making their experience successful and smooth at UUAA. Topics include an orientation to using equipment, how to request support for your event or group, where things are located, how to request a room, how to submit items for publication, and more.
- The folding machine that the church owned was more than 10 years old and had started have serious mechanical problems. There are currently no vendors in the area who would service it, so Leigh Fletcher, our office manager researched the options and purchased a new machine for the congregation. The result is a machine that folds twice as quickly, and has the added function of multi-page stapled folds.

Lastly, as part of my report, I want to offer my heartiest thanks to Dixie Hibner and Sally Hattig for their co-leadership of the Congregation’s Annual Goods & Services Auction the past two years. They navigated the event thru some very significant changes, all intended to make the event more affordable, fun and inclusive for all. They accomplished this goal with great dedication and sustained sense of humor. I greatly enjoyed working with them.

## **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. The group also addresses technical issues, interfaces with our Internet service provider (UUism.net) and helps answer questions. The staff has responsibility for content and regular updates.

Our website gets about 1300 distinct visitors each month. The ten most visited pages on our site were "About Us", "Worship", "Sermons and Forums", "Finding Community", "Renewable Energy Data", "Spiritual Growth and Development", "Social Justice", "Ministers and Staff", "Directions and Transportation, and "What UUs believe".

The 2010-2011 year saw the successful implementation of two major projects on our uuaa.org web site. Connie Lippert led the development and installation of a new home page design that includes a new slide show and more space for highlighted events. Don Winsor worked with the renewable energy group and the I.T. group to bring our solar and wind renewable energy production data onto our web site in real time.

We continue to publicize a variety of featured news and events on our Facebook page. Our page readership has grown to 360 fans.

The Internet Technologies group is also available for consultation with the staff on any other technology issues of interest to the congregation that may arise.

## **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](mailto:jerdevig@comcast.net) or 734-709-6594.

## 2011 Stewardship Campaign Report

Submitted by Ed Lynn, Chair

The 2011 stewardship campaign, titled “Looking Forward”, was conducted slightly differently than in previous years.

- The campaign was based on five-year goals approved by the Board, such as Fair Share Giving to the UUA and fair compensation.
- Objectives for 2011 required to meet these goals were then established, resulting in an overall stewardship drive goal of \$917,000.
- Information was provided in the information packet on congregational gift patterns.
- Finally, the campaign was structured as a low-cost effort, with minimal intrusion in the Sunday worship service.

The pledges from the congregation made the campaign a success. We received 431 pledges for a record \$917,257. Thanks to Elizabeth LaPorte for creating the thermometer, Kim Clugston and Lisa Lemble for help in the follow-up, those who helped staff the collection box, and Leigh Fletcher for all her help getting the campaign launched and keeping the pledge tracker updated.

The table below provides a comparison of the gift patterns compared with the 2010 campaign.

Pledge Amounts	2010 Campaign			2011 Campaign		
	Pledge Units		Cum \$	Pledge Units		Cum \$
	Number	Cum	Pledge Amount	Number	Cum	Pledge Amount
\$20,000 or more	0			1		
\$10,000 to \$19,999	11	2.7%	16.3%	8	2.1%	13.7%
\$8,000 to \$9,999	3	3.4%	19.2%	2	2.6%	15.6%
\$6,000 to \$7,999	15	7.1%	30.5%	16	6.3%	27.2%
\$4,800 to \$5,999	15	10.8%	39.1%	22	11.4%	39.5%
\$3,600 to \$4,799	31	18.4%	53.4%	33	19.0%	54.1%
\$2,400 to \$3,599	56	32.1%	71.6%	56	32.0%	70.7%
\$1,200 to \$2,399	97	55.9%	88.5%	112	58.0%	88.9%
\$ 600 to \$1,199	82	76.0%	96.3%	86	78.0%	96.5%
Less than \$600	98	100.0%	100.0%	95	100.0%	100.0%
<b>Total</b>	<b>408</b>			<b>431</b>		

If you look at the granularity behind the above data, there are three potential areas of concern.

First, the relative portion of very large pledges decreased. It is not until the \$4,800 to \$5,999 group where the cumulative amount of the 2011 campaign exceeds the 2010 campaign (39.5% compared with 39.1%).

Second, the distribution, even with this decrease in large pledges, is skewed. Wayne Clark, the director of Congregational Stewardship Services for the UUA, posits a healthy distribution of financial giving, and then what is usually found in UU congregations:



	<u>Healthy</u>	<u>UU Standard</u>	<u>UAAA</u>
First Quartile	10%	5%	6%
Second Quartile	15%	10%	11%
Third Quartile	35%	25%	20%
Fourth Quartile	40%	60%	63%

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

With this distribution, the congregation is more vulnerable. If just a few top contributors stop giving, the consequences to the congregation's fundraising efforts are severe.

In our case, if the top 9 pledge units (just 2% of the total pledge units) stopped giving, there would be a hole in our budget of about \$125,000.

The third area of concern is the "churn" not evident in the table above, but more apparent in the data below.

	<u>Pledges</u>	<u>Amount</u>
<b>2010 Stewardship Results</b>	<b>408</b>	<b>\$ 870,394</b>
Of the 408 pledges, number who:		
- Left congregation or moved	(15)	(18,897)
- Did not participate in the 2011 campaign	<u>(45)</u>	<u>(23,251)</u>
Subtotal	(60)	\$ (42,148)
There were also 71 pledge units who decreased pledges		\$ (58,920)
<b>Gross Decrease</b>	<b>(60)</b>	<b>\$ (101,068)</b>
Increases		
- By 133 of the 408 carryover units		\$ 62,865
- By 30 pledges of new members joining during 2010	30	42,296
- By people who began pledging again after a break	26	21,385
- By people who pledged for the first time	27	21,385
<b>Gross Increase</b>	<b>83</b>	<b>\$ 147,931</b>
<b>2011 Stewardship Campaign Result</b>	<b>431</b>	<b>\$ 917,257</b>

In other words, year-over-year we lost 60 pledges and a little over \$100,000, but gained 83 pledges and almost \$150,000. That is substantial churn compared with the base.

The 2011 process, including time required, has been documented, as has what worked well and what needs improvement. A job description for a future Stewardship Chair has been created. An Excel program also has been created to help track program progress daily during the campaign as well as to allow more analysis of the data afterward.

## **Scrip Program Report**

Submitted by Carolyn Barber, Scrip and Grocery Coupon Sales Program

This has been the first full year for our expanded efforts, adding scrip from over 600 merchants by way of the Great Lakes Scrip Program (GLS). We continue to be challenged by meeting the Kroger program re-enrollment requirements, but have embraced the GLS scrip program that includes restaurants, clothing stores, gas stations, pharmacies, etc. 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, except for the single-service months. I am so grateful for the 10 reliable regulars—Lise Anderson and Miles Peterle (ably assisted by Nathan), Barb and Bob Dinan (ably assisted by Emily), Sara Gibb, James Johnson, Ruth Lamphiear, Sara Mathews, Peggy Shearer, and Becky Swank—who make sure the table is staffed each week. We really miss the presence of Marjorie Reade, who passed away this year. In addition to the grocery scrip, we keep an inventory of the more popular GLS cards on hand.

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

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

From January 1 through December 31, 2010, we have been responsible for contributing a total of \$15,054 (of which \$4409 was from the GLS program) to the general fund. A special promotion this year encouraged folks to order GLS online. Many thanks to the anonymous donor who donated \$10 vouchers for every individual's purchase of \$200 GLS online or \$250 GLS at the Scrip Table.

## **Audio Committee Report**

Submitted by Dick Barber, Audio Committee Chair

Current Active Members:

Dick Barber, Skip Tucker, David Schwab, Tim Romlein, Marlin Whittaker, Bruce Shields

The Audio Committee consists of volunteers who operate the Sanctuary and Social Hall sound system for Sunday Services and other events like lectures, weddings, concerts, and memorial services that are held in the Sanctuary. The members volunteer for specific services via a sign-up web page that is now administered by the church office staff.

The Audio Committee provided audio services at approximately 96 regular Sunday Services, four special services (Christmas, Annual Meeting, etc.), plus a number of Memorial Services and Weddings. We still currently have a goal of attracting more volunteers in order to better serve the congregation and share the workload over a greater number of people. We also anticipate helping to determine improvements that will be needed in the sound system, particularly involving the wireless microphones, which have suffered some wear and tear over the last few years

## 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

Recruiting and planning for the 2011 auction began in September with the co-chairs, Dixie Hibner and Sally Hattig meeting with Thom Bales, Staff Liaison. A UUAA Auction Kick Off was held on October 24, 2010, to provide information about the many volunteer opportunities available through the event. The first planning team meeting was held on December 6 with the following team leaders: Volunteers: Mary Ann Camron; Decorations: Sharon St. Mary, Victor Hola and Debra Golden; Entertainment: Sally Hattig; Food and Beverages: Ruth Blackburn and John Russell; Ticket Sales: Lisa Lemble and Paul Forringer; Sales Process: Thom Bales and Tom Chettleburgh; Donations: Thom Bales, Ed Rutherford and Jo Anne Diehl; Cash and Carry: Meredith Ley; Childcare and Activities: Erin Dixon; Promotion: Dixie Hibner; Set Up: Kathy and Don Duquette; and Clean Up: Jim Gallas.

The auction was held on March 26, 2011, from 4:00 – 7:00pm. Appetizers, beverages and desserts were available throughout the building. Rooms used for silent bidding included the Jackson Chapel, the Social Hall and the Sanctuary. The Fahs Chapel was used for Cash and Carry sales for guests to purchase items and take them with them. Childcare and activities were provided on the lower level of the Religious Education wing. Entertainment was provided by congregants Gene Gaunt, Allison Hallerz, Brandy Sinco in the Fahs Chapel and the Keely Kaleski, the Chalice Sparks with Linda Jones, Jennifer Marshall Evens, Gregg and Emily Peterson, and Glen Thomas Rideout in the Sanctuary. Also, the Royal Garden Trio provided music at the end of the evening.

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 one hundred volunteers, about 265 people attended and approximately \$24,000 was added to the general fund as a result of the 2011 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 many volunteers—the auction would not have been a success without their help.

## QUUEST Bookstore Report

Submitted by Lucia Heinold, Bookstore Committee Chair

**The QUUest Bookstore's goal** is to serve the congregation by making books of special interest to UU's available, particularly from the UUA, Beacon Press and Skinner House. We also obtain books from other sources on subjects of congregational interest such as references from sermons, forums, adult seminars and other congregational activities. We regularly contribute our profits to the UUAA General Fund. Two people staff the book selling table and a third comes in to help put the books away after each service. QUUest is open every Sunday, year round. There are twelve booksellers now; we always welcome more.

**Sales** Book sales for 2010 were \$16,413.

**Transfers** to First UU General Fund for the year were \$3,100.

**Memorial Donation** This year QUUest completed our memorial plans for beloved former leader, Jane Thornton. We donated The American Heritage Dictionary, 4th Edition, and tabletop dictionary stand, The National Geographic Atlas of the World, 8th Edition and an atlas floor stand to Sunderland Library as well as \$250 for the purchase of new library books.

**Special Event** QUUest played an important part in the Rev. Dr. Mark Morrison-Reed programming, November 13 and 14. Mark's three books were featured: *In Between: Memoirs of an Integration Baby*, *Black Pioneers in a White Denomination* and *Been in the Storm Too Long*. Participants could register at the QUUest table. On Sunday we hosted signings of *In Between* after each service and at the reading Sunday evening.

**Plans for 2011** QUUest continues to support congregation reading initiatives such as the Wednesday Morning Readers, and *Death of Josseline*.

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

## **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-nine individuals or couples who are members of the Sunderland Society.**

### 2020/2011 Activities

- Sponsored a Planned Giving Sunday on May 1, 2011 with a special reception for members of the Sunderland Society.
- Introduced a Planned Giving Commitment Form as part of an effort to upgrade our documentation system.

### Thank You

Our sincere thanks go to the Estate of Marge Reade for the generous gift of \$7000 given to the Congregation in her memory.

Respectfully submitted,  
Planned Giving Committee

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**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

Planning Team Leader, Joan Burleigh  
Program Coordinator & Incoming Planning Team Leader, Roylea Furniss  
Membership Coordinators, Jon McLean & Meaghan Foley  
Social Networking Coordinator, Roberta Allen  
Education Group Leader, Ann Jones  
Social Event Group Leaders, Victor Hola & Scott Ferguson  
Social Justice Group Leader, Dave Purcell  
Spiritual Group Leader, Walter Slater  
Pastoral Care Liaison, Leigh Robertson  
ExOfficio, Rev. Mark Evens

Interweave is a meeting place for lesbian, gay, bisexual, transgender, and queer people, their families and straight allies. It is a vibrant group within the UUAA Congregation with growing participation and attendance attracting from 35 to 60 people at monthly meetings and approximately 150, including community members, to the annual interfaith service of affirmation in December.

Interweave's mission is to:

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

This year Interweave successfully implemented a new shared leadership structure, the Interweave Planning Team, developed as a part of the Leading With Love class. We have found it a collaborative, efficient and an effective way to share the decision making and the work of our group. It has also been an effective way to develop new leaders and extend the activities and reach of our program.

## Planning for the 2010-2011 Year

Planning for the the 2010-2011 year began at the May, 2010 Interweave monthly meeting where everyone present brainstormed and prioritized program ideas for the coming year.

## Achieving Our Mission:

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. All members of our Congregation are welcome to attend meetings and many have participated. As well as the potluck, monthly programs include a presentation followed by time for small group discussion giving an opportunity for members to come to know one another better. The Interweave table in the social hall is staffed each week by rotating Interweave members to extend authentic welcome to folks new to our community. John McLean, Membership Coordinator, keeps the table stocked with information to share and follows up with new Interweave members. Brandy Sinco updates the Interweave list serve that keeps our communication strong and is a vehicle for a monthly newsletter. Interweave was featured in the Crazy Wisdom Community Journal, January through April, 2011 issue, on "Gay and Lesbian Spirituality and Family Life" extending UUAA's welcome into the community. We also participated with an information table at Ann Arbor's Pride event, "Outfest." One Interweave participant comments that

“the vitality of this group of LGBTQ folks and allies, their openness and mutual appreciation of one another and the way people remain in touch” is the most important part of his experience.

### **Support for Spiritual Growth**

Two meetings have been devoted to supporting our spiritual growth.

In December Interweave invited the Congregation and local faith communities to join together at an interfaith service of affirmation, “Standing Up For Love, Coming Out As People of Faith,” led by Rev. Mark Evens and Rev. Joe Summers, Episcopal Church of Incarnation, with worship leaders from many denominations and traditions. One hundred and fifty people gathered for the service and lively reception that followed in the Social Hall. In January Rev. Nancy Shaffer joined us for a very much appreciated program - “Nurturing Your Spiritual Practice.”

### **Educating Ourselves and Others**

Four monthly meetings and two forums focused on our goal of educating ourselves and others. The documentary film, “Out In the Silence,” showed change is possible when LGBTQ people and their allies break the silence around sexuality and harassment in a small town. Ann Jones facilitated two meetings from the Our Whole Lives adult sexuality curriculum: “Discovering Oneself; Promoting Acceptance and Sexual Being” and the “Complexity of Gender.” And, Celeste Deroche shared some of her research into the history of LGBTQ people in Unitarian Universalism. One ally highlighted the importance of the education goal saying that “membership and participation in Interweave feeds my growth as an ally and keeps me connected to my family - the GLBTA family.”

Two Sunday forums offered by Interweave were well attended, “Transgender 101” and “Courageous Love.” The later celebrated the social advocacy by Riot Youth, the LGBT group at Neutral Zone, Ann Arbor’s teen center. They were presented with the “Courageous Love Award” recognizing their deeds and advocacy for LGBTQ youth in local school districts.

### **Advocating for Social Justice**

Two monthly meetings highlighted social justice advocacy. Jay Kaplan, ACLU, LGBT Legal Project Staff Attorney, gave an overview of the status of LGBT/equal rights legislation in Michigan at the September meeting. “Speak Up” was a workshop helping us to find the courage and skill to speak up in a variety of everyday situations involving discrimination of all sorts.

Interweave has been increasingly active in the greater community spreading our message of welcome and inclusion, and advocating for equal rights on behalf of the LGBTQ community. These activities included:

- active membership in the Michigan Unitarian Universalist Social Justice Network’s Equal Rights Task Force, which is a priority issue for their work in Michigan, including a presentation, “After Welcoming - What’s Next?” by Interweave members Joan Burleigh, Roylea Furniss and Victor Hola at their fall conference. The same presentation was giving at the Grosse Pointe UU Church as a part of their successful program toward becoming a Welcoming Congregation.
- public witness, led by Roberta Allen, at a meeting of Saline Schools Board of Education meeting to support a district non-discrimination policy and at the Ann Arbor City Council meeting to support Chris Armstrong, the first openly gay U of M student body president, who was facing harassment by Andrew Shirvell, formerly Assistant Attorney General in Michigan.
- service by three Interweave members, Margot, Duley, Roberta Allen, and Joan Burleigh, as Board Members of the non-profit organization, Inclusive Justice, whose mission is “to build an interfaith coalition for the human and civil rights of all in Michigan, particularly for sexual, gender and sexual



orientation minorities - inclusive of all faith traditions, all races and all ages.” They has been very active in planning a May 13-14 statewide conference “Lifting Up the Voice of All-Embracing Love.”

### **Planning for Coming Year**

The May, 2011 meeting will invite all Interweave members to participate in the excitement of developing programs and setting goals 2011-12 At present twelve Interweave members will be attending the General Assembly which will help to enliven and inform our work.

## **Partner Church Program Report**

Submitted by Gretchen Jackson and Phyllis Valentine, Program Co-Chairs  
The fourteenth year of our partnership with the Unitarian Church in Kézdivásárhely, Romania (Transylvania) has been a busy year in which we have experienced travel between Transylvania and Ann Arbor.....in both directions. This has enabled us to engage more members of the Ann Arbor congregation in this program as well as strengthen the connections with our Transylvanian partners and their minister, Rev. Maria Pap.

We have hosted Transylvanian ministers twice:

First was the visit of Rev. Robert Balint and his family in June of 2010. Rev. Balint was the 2009-10 Balázs Scholar at the Starr King School in Berkeley and he visited many churches in North America during his year in the United States. (Some of us first got to know Rev. Balint when he was one of our guides during our 2008 pilgrimage to Transylvania.) During his Ann Arbor stay

- he and his family met with our ministers to learn more about our programs,
- they visited numerous places of interest in the area, including a trip to Detroit and the historic Unitarian Church there, and
- he preached a moving sermon on the life and work of Rev. Ference Balázs, a pioneering minister in the Transylvanian village Rev. Balint now serves.

The Balint family enjoyed their time here and our congregation benefitted in many ways from the visit.

Rev. Maria Pap made a trip to Ann Arbor in September 2010. During that time

- she met with Rev. Gail and they continued to develop what is becoming a strong relationship,
- she met with Gretchen Jackson, Phyllis Valentine, and Rev. Gail to work out the details of a planned pilgrimage to Transylvania in July of 2011
- she spoke to members of the congregation in four sessions that explored the history and present practices of the Unitarian Church in Transylvania and life and culture there.
- She preached a sermon on “The Attraction of Otherness” which explored the issues of the differences between us and the need to work hard to maintain our partnership. She concluded by saying “*Let ours be a partnership of true minds that admit the impediments but are willing to work to overcome it in love, acceptance and dedication for the benefit of both communities.*”

This sermon is accessible on our website at <http://www.uuaa.org/about-us/unitarian-universalism/faith-without-borders/244-partner-church> As always, her visit was extremely important to our partnership as more of our congregation became engaged.

During 2010-11 we continued financial support to our partners in the form of an annual salary supplement for Rev. Pap and scholarships for two of the youth in our partner congregation who are attending the University in Kolozsvár. In addition, during the past year there have been significant enhancements to the Partner Church presence on the UUAA website and the Partner Church materials

in the church library have been catalogued and housed in a special section, making them more accessible to our members.

As this report “goes to press” we are in the final stages of preparation for a pilgrimage to Transylvania that will take place from July 7-19, 2011. Travelers include Phyllis Valentine, Gretchen Jackson, Cathy Doherty, Edie Croake, Laura Bolletino, Hayley Boyse, and Rev. Mark Evens. During our travels, which begin in Budapest, we will visit several Unitarian churches and participate in worship services in three of them, visit numerous historic Unitarian sites, spend a night in the rural village of Székelyderzs, the home of a Unitarian Church which has been designated as a UNESCO World Heritage Site, and conclude with a visit to Kézdivásárhely where we will stay with members of the congregation, experience the Unitarian confirmation service at Maria’s village church, picnic with our partners at a beautiful lake nearby and present an “American style” service for our partners.

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

Submitted by Allen Duncan, Committee Chair

2010/2011 was an active year for the Khasi Hills Sponsor a Student Committee. The committee continued to support over 100 students and several teachers at Mawkysiem Lower Primary School, including facilitating the annual exchange of letters between students in the Khasi Hills and sponsors from the Ann Arbor congregation. Additionally, the committee, through the generosity of many donors, was able to make a significant monetary contribution to the Mawkysiem Church reconstruction fund.

As part of the “Faith Without Borders” effort, committee members met occasionally with members of the Partner Church Program Committee and published an article in the January 2011 newsletter.

Several “Second Sunday” committee lunches at Temptations restaurant were hosted, and a significant Khasi Hills trip planning effort began (trip scheduled in September, 2011, currently seven travelers have committed). In addition to meetings with the UUNEI Education Committee and numerous gatherings with our friends in the Khasi Hills, a teacher training program is planned to occur in conjunction with the visit.

Active members of the Committee this year include: Laura Bauman, Anne Davis, Cathy Doherty, Allen Duncan, Janet Duncan, Debra Golden, Peter Hochgraf, Mark Kinney, Nancy Kinney and John Seeley. The committee welcomes those interested in participating in our activities.