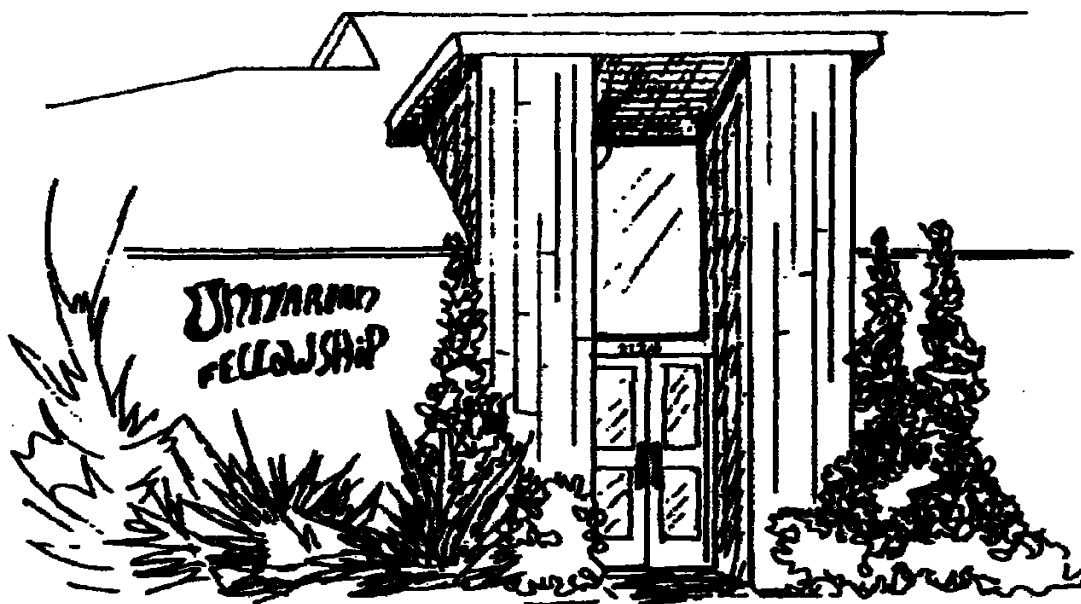


Unitarian Universalist Fellowship of Redwood City

2124 Brewster Avenue, Redwood City



Annual Report
2010–2011

for

Annual Meeting
Sunday, June 5, 2011

Staff

Reverend Julia Older, Minister

Michelle Collins, Intern Minister

Reverend Bill Kennedy, Affiliated Community Minister

Derby Davidson, Director of Religious Education

Debra Schwab, Administrator

Kay Kleinerman, Music Director

Cindy Johnson, Welcoming Coordinator

Sunday Services 10:30 a.m.

Newsletter Editor, Susan McBain

Pacific Central District, UUA 510-530-1437

Starr King School for the Ministry: 510-845-6232

UU Legislative Ministry 916-441-0018 admin@uulmca.org

BOARD OF TRUSTEES 2010-2011

PRESIDENT: Lori Longo 7/09 – 6/11

VICE-PRESIDENT: John Cooney 7/10 – 7/12

RECORDING
SECRETARY: Bill Welch 7/10 – 6/12

CORRESPONDING
SECRETARY: Beverly Morgan 7/09 – 6/11

MEMBERS-
AT-LARGE: Janette Rabin (Chair, Personnel Committee) 7/09 – 6/11

Mike McGrew (Treasurer) 7/09 – 6/11

Dave George (Chair, Website) 7/10 – 6/12

APPOINTED BY THE BOARD

TREASURER: Mike McGrew

COMMITTEE Chair: Cal Sloan
On MINISTRY: Eric Gentry, Steve Hill, Anna Olsen, Erika Pretell

FINANCE: Ralph Humphries, Chair
Derby Davidson, Geri Kennedy, Cyndi Williamson, Dick Edminster,
Mike McGrew

DENOMINATIONAL AFFAIRS COMMITTEE

Geri Kennedy (2009-2011)

Kelly McGrew (2010-2012)

Sarah Skovlund (2009-2011)

Solveig Zarubin (2010-2012)

STANDING COMMITTEES

<i>Committee</i>	<i>Chair / Co-Chairs</i>
ADULT EDUCATION	Thomas Atwood
AUCTION	DeeDee Stovel
AESTHETICS	Lisa Conrad
BUDGET DRIVE	Amy Shaw
BUILDING/MAINTENANCE	Steve Hill
CARING COMMITTEE	Joanne McMahon/Kathy Voss-Jensen
COMMITTEE ON MINISTRY	Cal Sloan
FINANCE	Ralph Humphries
GREEN SANCTUARY COMMITTEE	Debbie Mytels
GROUNDS	Michael Withers
CONNECTIONS/MEMBERSHIP	Sarah Skovlund
MINISTRY OF CULINARY ARTS	Annie Tate
MUSIC	John Anning/Jennifer Davidson
NEWSLETTER	Susan McBain, Editor
PENINSULA INTERFAITH ACTION	Leslie Vallerga
PERSONNEL (Sub comm. of the Board)	Janette Rabin
RELIGIOUS EDUCATION	Caroline Mitchell
RETREAT	Jen Davidson
SOCIAL ACTION	Kaye Bonney/Carol Cross
WORSHIP	David Zarubin

UUFRC Annual Report, June 2010 - 2011

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Agenda for June 5, 2011 Annual Meeting

1. Opening Words
2. Call to Order
3. Roll Call: Declaration of Quorum
4. Adoption of Agenda
5. Special Thank Yous
6. Approval of Minutes of the 2010 Annual Meeting
7. Election of Members for the Board of Trustees (4 openings)
8. Election of Members for the Denominational Affairs Committee (2 openings)
9. Approval of Bylaws revision (Article XII: Ministers)
10. Approval of Mission/Vision Statement
11. Approval of 2011-2012 Budget
12. Adjournment



Annual Meeting Minutes - June 6, 2010

Rev. Bill Kennedy shared some opening words.

The meeting was called to order by Peter Hartzell, Moderator (at 12:05). Debra Schwab confirmed that we have a quorum.

The agenda was unanimously adopted.

Peter Hartzell reflected on the accomplishments of the past year. He thanked the following people for their contributions:

- Julia Older, Tracey Fecher, Cindy Johnson, and those who supported them.
- Kay Kleinerman, Larry Chinn, Dawn Reyes, Emily Lehr-Anning, and Michael Green.
- John Anning, Jen Behr-Davidson and the music committee
- David and Charlotte Stoutamire, and those who helped with the budget pledge drive
- Steve Hill and the auction committee
- Derby Davidson, who chaired the Finance Committee, played a leading role on the RE committee, and led the OWL program
- Debra Schwab, who has handled all the responsibilities of the office with great finesse

Lori Longo thanked Peter for serving as President of the board.

The minutes for the 2009 annual meeting were unanimously approved.

Peter thanked the members of the Fundraising ad-hoc committee, and he briefly described our plans to change the way that we do fundraising in the future.

Each of the candidates for the Board of Trustees said a few words. Bill Welch, David George, and John Cooney were unanimously elected to the Board of Trustees.

Solveig Zarubin and Kelly McGrew were unanimously elected to the Denomination Affairs committee.

Geri Kennedy presented the list of UUA Study Action Items. Members of the congregation were asked to each vote on an item for discussion at the General Assembly. Written ballots were collected at the end of the meeting. Peter thanked Geri for her contributions to the UUFRC.

Peter presented the proposed budget for 2010-2011. Several questions were asked and answered. The budget was unanimously approved.

The meeting was adjourned at 12:48.



Report from the President of the Board of Trustees

The Board of Trustees, with the help of our fabulous staff, energetic volunteers and generous congregation, was able to accomplish a significant number of our goals this year. We worked together to make decisions that would continue to support this vibrant community and move us forward. Board members Janette Rabin, Bill Welch, John Cooney, Beverly Morgan, David George and Mike McGrew are to be thanked for their diligent review of the issues and their leadership.

It was an eventful year of activities both inside our walls and in the larger community. There were activities such as the Holiday Craft Fair and very successful Winter Wonderland Auction that raised money for our Fellowship and brought us together in fellowship and service. Many Sundays we had an abundance of choices of engaging forums and important committee meetings. Volunteers served in the community as tutors at Roosevelt School, as well as helping at the Maple Street Shelter, with Bike-to-Church Day, and much more.

Our dedicated staff members continue to work tirelessly to serve the needs of our congregation. We were fortunate to have Michelle Collins join us this year as our Intern Minister, fulfilling our desire to be a "Teaching Fellowship". The position of Community Minister, filled by Bill Kennedy, was initiated this year as support for our ministry in the larger community. Derby Davidson was hired early in the fall as our Director of Religious Education and has seamlessly carried on the work of our former DRE, Tracey Fecher, in keeping our children and youth programs going strong. Welcome Coordinator Cindy Johnson took the lead in bringing forth an updated Photo Directory while continuing her valuable work helping all members make connections within our Fellowship. Office Administrator Debra Schwab's willingness to accommodate the many suggestions for changes, improvements and efficiency while keeping everything running smoothly was exceptional. Our wonderful Reverend Julia Older continues to be highest on everyone's list of the reason they come to UUFRC. Choir Director Kay Kleinerman, Childcare Providers Michael Green and Adam Fecher, Middle School Youth Advisor Emily Lehr-Anning and Pianists Dawn Reyen and Larry Chinn worked well with the many volunteers to create Sunday Services and other activities throughout the year that enriched our community.

A major focus of the year was creating a Mission/Vision Statement that will illustrate our Fellowship. The work began with a weekend of study and conversations with Unitarian Universalist Association Consultant Mary Gleason, who gave us an Assessment Report. Building on what we learned, a Mission/Vision team was appointed, led by Peter Hartzell and Elisabeth Rossi. This was an ambitious project, culminating in a Sunday Café to get as much input from members and friends as possible, and then craft the UUFRC Mission and Vision Statements.

The Annual Budget Drive is of particular concern for the Board of Trustees since the results determine our ability to craft a Budget that meets the needs of the Fellowship.

We were so fortunate this year to have Amy Shaw as the Chair of the Drive. Her energy and inspired planning led to a successful drive. Again, using what we learned from the UUA Consultant Visit in September, the Budget Drive complemented the Mission/Vision work. We held Cottage Meetings over several months, made an effort to personally hear from each member and sent ambassadors out for one-on one conversations with members and friends. A handout, "Becoming a Member", detailing the financial stewardship for our members, was created by Amy and will be presented at new member classes.

We made some improvements to our building and tried some new approaches during this year. Most noticeable was the replacement of the old range with two shiny new ranges with overhead microwave oven/fan units. Repairs and patches were made on the roof to stave off a major reroofing for a few more years. We tried out a new format for the Sunday morning Order of Service, going to a single page to save money, paper and staff time. Video projection in the Sanctuary is a work in progress. The UUFRC website has become the place to go for both members and visitors, especially with the calendar feature that lists all our offerings. Our application was accepted and we have been designated as a Green Sanctuary.

All of this could only be accomplished with the generosity of time, resources and talents of everyone in the Fellowship.

Respectfully submitted by,

Lori Longo, President of the Board of Trustees



Minister's Report

This continues to be a healthy, active, engaged, and hospitable community, constantly learning and wrestling with personal growth and activism and, more important than anything, caring for one another. After all the activities are stripped away, what we humans need is a community where we feel we belong, where we know people miss us when we are not here and friends who will be present when life deals us a hard blow or a difficult transition. Over and over I hear from people who go through hard times that they were surprised and moved and grateful for the care of this community.

You may have read through that quickly, but if you were the one in need, nothing matters more and we do it well. We do it sincerely.

Our governance continues to shift because of our size and the number of interests pursued and all the activities going on simultaneously. Many Sundays we have a forum and two other gatherings after coffee hour. I'm excited . . . and it's stressful. My role as minister changes with these other changes. I am less involved in committees; I simply can't attend the meetings for most groups now. More of my time is spent in pastoral care and in the wider community . . . and of course, working out worship services and writing sermons.

As I write this, a competent, committed team has organized a series of cottage meetings and created a questionnaire for everyone. We are about to have a church-wide conversation to name who we are and how we see ourselves going forward. It is another sign of health that we have such dedicated leaders and that we are willing to do the deep work of defining our direction for the next decade or so. You can't even *imagine* how I brag.

The losses we had last year, the deaths of beloved members and a baby, have been with me all this year. The fragility and uncertainty of life makes me especially aware of my gratitude for our connections. How important, in a world with so much alienation and loneliness, this opportunity for community. It's not always easy. What family is easy? Belonging here asks us to grow, to examine assumptions more deeply, to be called to greater service and to work with quite a cast of characters. Belonging here helps us to stay awake to what matters. We are called by the company we keep to be thoughtful about how we live, what we serve and how we use the precious time we have been given.

My own parents took me to church every week for my first eighteen years. I eventually left that belief system but the yearning for a place where I knew I belonged and could grow into my better self has remained. This church is providing that shaping and nourishing and safety to me, to our children and us.

I cannot imagine a community where I would be more honored to serve.

Love,

Julia

Report From Your Foolish Intern, by Michelle Collins

This year has been an amazing one, and I feel truly blessed to have had my ministerial internship with UUFRC. Thank you for the opportunity to be part of your lives and the life of the Fellowship for the year.

A UU ministerial internship involves learning and engaging with ministry in a number of areas – the primary one where you’ve seen me this year is in leading worship about once a month. This has been a growing edge for me, and it’s been such a pleasure to share in this part of the life of the congregation. I’ve particularly enjoyed working with our high school and middle school students, exploring video possibilities with our new video team, being with all of our talented musicians, and most of all experiencing the depth of sharing and being together that we have.

This year I also accompanied five youth through our congregational and district Coming of Age program. Through a progressive journey of self discovery, with reflections, sharing, time with mentors, and a series of three retreats, the youth (all girls this year) learned about themselves, Unitarian Universalism, and deepened relationships with other UU youth. The second of the retreats was a highlight for me, a social justice retreat with the Faithful Fools Street Ministry in San Francisco, where I am also serving as an intern this year.

I could go on for a while, but I just want to mention one more thing right now. This year, part of the outreach I’ve been involved with was serving on the steering committee for a local initiative aimed at increasing understanding and feelings of welcoming for immigrants in our community. It is based on the national “Welcoming America” program. It was a great opportunity to take our values and also our name out into the community, in a way that was recognized. It also felt very time appropriate as our current denominational study action issue is immigration, so working locally on immigration related issues connects us with that larger effort in Unitarian Universalism.

Last, I want to recognize a bit about your identity as a teaching congregation, one that has taught me much this year. It is not arbitrary that a ministerial internship is a requirement for fellowship as a minister in our tradition. There is really only so much that one can learn from reading and classroom discussions, and while that classroom learning is important, I’ve come to appreciate just how much of my own formation waited until I was doing the work of ministry, as an intern. It’s very much an apprenticeship, not only to Rev. Julia, but also to the congregation as a whole. This is some of the most beautiful and most significant work that you can do, to hold and nurture us fledgling ministers and to hold us accountable to our best and to challenge us. I thank you from the bottom of my heart for the opportunity to learn with you this year – it is most certainly time and relationships that I will never forget. Blessed be.

Affiliated Community Minister Report

My first year as an Affiliated Community Minister at UUFRC was rewarding, and frustrating, and fascinating.

In June I processed in the Service of the Living Tradition at General Assembly in Minneapolis. I was among the ministers recognized for having achieved Preliminary Fellowship. Preliminary Fellowship is the Denominational way of saying that I am, in their eyes, a Minister. The term Preliminary refers to the need to submit evaluations to the Ministerial Fellowship Committee for the next three years of active service at which time I will be granted Final Fellowship. This is very much like tenure, in that I will no longer be required to submit evaluations. Until then I will need a Committee on Ministry and a Mentor who is involved in Community Ministry. Another part of this path is becoming a Certified Chaplain by submitting 29 written reflections and other tests to the Association of Professional Chaplains. I will be pursuing that this coming year.

In July I traveled to Phoenix Arizona to join the demonstration against the Arizona law known as SB1070, and Sheriff Joe Arpaio and his determination to deport everyone darker and more liberal than himself. Standing out in the street when it is 106 degrees is no easy task. Wearing a clerical collar and that "Standing on the Side of Love" t-shirt somehow made it seem doable. I was not among those who were arrested and spent the night in jail. If you were lucky enough to be at this year's District Assembly on Friday the 13th, you would have heard the story of two who were, Rev. Greg Ward from the Monterey Church and Rev. Pallas Stanford from Aptos. The Arizona boycott has done so much damage to the economy that conservative republicans are now calling for repeal.

I made two trips to Sacramento this year. I enjoy this process, lobbying for bills and meeting with the staff of State Senator Joe Simitian and Assembly Member Richard Gordon. The latest trip was about the human right to water. A whole suite of bills were passed out of committee. Now we have opposition trying to kill them, so we need to make sure that they know Californians want safe water for everyone. More to come. Meanwhile, I have stood on a few corners with signs about marriage equality. I enjoy that, but I prefer marrying people.

In early February I attended the Center Institute at Asilomar. We UU Ministers increased our membership dues to invest in a different method of continuing education. Ministers from all over the US, met at Asilomar Conference Center for five days of workshops, and music, and some really excellent preaching. The next one of these will be held in Florida two years from now. I took the opportunity to provide a UU Christian Communion service. An even dozen of us gathered for that Holy Meal that nourishes the soul. I hope to share similar rituals at UUFRC this coming year.

My search for Hospital Ministry has produced no work so far. I am reorganizing my strategy and thinking about forms of paid ministry that I had not previously considered. I am volunteering in the Spiritual Care department at Stanford Hospital. I will be visiting patients, reinforcing those practices that help keep my heart open, and doing work that challenges and feeds me.

I have continued working with the Worship Committee, as a worship associate and preaching on occasion. I have enjoyed the opportunity to work with our intern Michelle. She is a gifted Minister, and I expect to hear great things about her in the future.

If you have any questions about Community Ministry or my work in particular, please feel invited to ask.

I am Sending You Light,

Rev. Bill Kennedy
Affiliated Community Minister



Report from the Director of Religious Education

During the 2010/2011 year, we had five or six Sunday school classes in the building on Sunday mornings. The PreK/Kindergarten class used a UU values curriculum all year, and the high school class used a ethics-and-big-questions curriculum all year. For those in between, we had rotating themes: UU Identity in the fall, Jewish scripture in the winter, and Native American spirituality in the spring. The 3rd/4th grade UU Identity class was the UU Catechism, in which they learn our 7 Principles and write their own credos. It is always wonderful to see the accomplishments of this group, and I look forward to offering the class again in two years. The 5th/6th grade UU Identity class was Our Whole Lives (OWL), which is age-appropriate, comprehensive human sexuality education. Because I believe this is one of the most important programs we offer, I am pleased that we will be offering Kindergarten/1st grade OWL next spring for the first time (as well as 7th-9th grade OWL on the usual two-year rotation). We tried something a bit different for the 7th/8th grade class in the winter. Rather than study stories from Jewish scripture, we tried to teach them about Jewish life, such as rites of passage, rituals, and core beliefs, similar to what we do for Islam and Buddhism.

The backbone of the Religious Education program at UUFRC is the teachers. This year, 31 individuals gave their time and talents to the children and youth of our congregation. I want to thank all of this year's teachers and assistants for the creativity, continuity, and commitment they bring to our classrooms: Tristan Knoth, Tiki Dare, Sara Morgan, Peter Hartzell, Patty Leeper, Pat Dwyer, Pam McGee, Neela Patel, Michelle Rosenaur, Maeve Knoth, Lisa Conrad, Lillian Svec, Leslie Vallerga, Laura Withers, Kim Hall, Kaye Bonney, Jorie Schulz, John Anning, Jennifer Bahr-Davidson, Gwendolyn Holden, Geri Kennedy, Erika Pretell, Emily Fagans, Eduardo Pretell, Danielle Stagner, Charmaine McCrystal, Caroline Mitchell, Bruce Knoth, Ana Athanasu, Amy French, and Alex Stagner.

For the first time, we had two youth groups this year, both under the direction of Emily Lehr Anning: a middle school youth group (MUUGs) and a high school youth group (YoUUth). The youth gathered one evening a month to participate in activities chosen based on input from the youth. Emily and I are working toward expanding the number and types of activities for the youth next year. I want to thank Emily for her enthusiasm and ideas. I also want to thank the volunteer youth advisors that ably assisted at youth group meetings: Solveig Zarubin, Sarah Skovlund, and David Zarubin.

Five of our youth participated in the Coming of Age (COA) program this year. COA consists of three weekend retreats with other 8th-10th grade UU youth in our district, service to UUFRC, and monthly meetings. It is our hope that COA will help our youth integrate their childhood into their emerging adulthood, with a clear sense of themselves and their place in our faith tradition and the world. To assist them on this journey, each youth was assigned a mentor, each of whom I want to thank: DeeDee Stovel, Miriam Morgan, Linda Lehr-Anning, Joanne McMahon, and Geri Kennedy. UUFRC's COA program was run by our intern minister Michelle Collins. The COA program benefited greatly from Michelle's caring, enthusiasm, and organization. Many thanks, Michelle!

Child care for children 6 and under is important to this fellowship. Michael Green is as dependable as the sun rising, and the children in his care love him. Michael is ably assisted most Sundays by Adam Fecher. Together, they provide a fun and safe place for our youngest congregants. I want to thank Michael, Adam, and the youth that have occasionally substituted for Adam (Risa Jensen, Lily Hartzell, Will Fuller, and Jason McGee).

I want to thank the many volunteers who assisted with the December intersession activities and all the performers in our annual Christmas Pageant. These events don't happen without you!

Our spaghetti dinner fundraiser in March raised over \$600 to educate Nepali children through the American-Nepali Students' and Women's Educational Relief (ANSWER). Kudos to the youth, Emily Lehr Anning, and the volunteers from the RE and Social Action committees for putting on a great event!

The Religious Education Committee ably assists me in making policy and running the children's religious education program. Many thanks to them; I'd be lost without them: Caroline Mitchell (chair), Pat Dwyer, Pamela Miller, Lisa Conrad, and Eduardo Pretell.

Last, I want to thank the entire community for their support, patience, and trust as I grow into this position.

Respectfully Submitted,

Derby Davidson
Director of Religious Education

Report from the Administrator

My fourth year at UUFRC has brought a little more routine, a little less stress, more knowledge of the workflow and better anticipation of what each week brings.

Some of my responsibilities include:

- Processing staff payroll (everybody likes to get paid)
- Facilities and property manager
- Managing the church office
- Attending and preparing for the monthly Board meetings
- Attending weekly staff meetings
- Managing the public church calendar and private (rental) calendar
- Updating the website
- Working with the Minister, Intern Minister, or Guest Speaker and preparing the weekly Order of Service and Bulletin
- Supporting Staff, the Board of Trustees, Committee Chairs and all volunteers where needed
- Attending Professional Day at District Assembly
- Member of the AUUA: Association of Unitarian Universalist Administrators

All-in-all, it has been a great year and I have enjoyed working with the staff and the many volunteers. One aspect of this position that I GREATLY enjoy, is the flexibility available which allows me to care for my aging parents while still getting the job done. My office hours are generally Monday, Tuesday and Thursday, 10am – 3pm. If I can be of assistance and you would like to come down to the fellowship during the week, please, let me know ahead of time so that I can make myself available.

Respectfully submitted,

Debra

Debra Schwab,
UUFRC Office Administrator



Welcoming Coordinator Report

This year has seemed much quieter as far as visitors, and this has been a topic of conversation in the Connections committee, as well as with Julia and the Board.

When reviewing the entire church year's visitor numbers for this report, I was surprised to find that we actually had 79 visitors sign in from July 1st through mid-May, which is an increase of 10 people over last year! We continue to be known throughout the Pacific Central District as an exceptionally warm and welcoming Fellowship, and I thank each of you for your part in reaching out and welcoming those who walk through our doors.

This year I've continued my close work with the Connections Committee to help accomplish all that you will find in their Annual Report. I am grateful for this extraordinarily dedicated group of people.

I continue to be challenged in finding new and better ways to connect with our newcomers as well as our newer members. I'm now a member of the national UU Membership Professionals organization, which was created last fall. We communicate via email, sharing ideas, asking questions, and exchanging information and resources with churches all over the country. Attending our Pacific Central District Professional Day and District Assembly workshops also provided new energy and ideas in working with and connecting our newcomers.

One of the biggest accomplishments of this year was in creating a "Becoming a Member" class with our Pledge Drive Chair, Amy Shaw. This was an idea that Amy brought to life with her energy, drive, and belief in the fact that we were missing the opportunity to teach people what membership means, and what benefits and responsibilities we have as members. We held our first class in winter, and have our next one on June 5th. Taking this one hour class is now a requirement before joining.

Along with my continued work of welcoming visitors, doing visitor follow-up and extending invitations, I also continued to train new Welcomers, assist Greeters, lead the monthly Newcomer Circle, assist with teaching UU101, organize the Newcomer Potlucks, assist with Ingatherings, attend weekly staff meetings, monthly Board meetings, and worked closely with our Administrator, Debra Schwab, to keep database details updated. This is a continual process that's so important because it impacts all systems within the church. I give my everlasting thanks to Debra for her dedication, work ethic, patience, and shared laughter as we work together in so many ways.

I've also continued to interface with many of our committees such as Worship, Children's RE, Adult RE, MOCA, and C-Groups, as well as working with Debra and Amy Shaw on the Pledge Drive, and with the Silent Auction.

My ministry here is not only to welcome our newcomers and help create connections for them, but to help do the same for everyone at UUFRC. I'm a resource, a listening ear, someone who can help find answers to questions, and hopefully provide direction within the Fellowship. It's not hard to find me: I'm the one hanging out around the Welcome Table in the foyer almost every single Sunday!

Respectfully submitted,
Cindy Johnson

Silent Auction

Winter Wonderland. January 22 2011 Raffle, Silent and Live Auctions

Stars hung from the ceiling of the Social Hall. Twinkly lights and swaths of gauzy fabric created a Winter Wonderland out of the Sanctuary as people sipped wine and beer and bid on silent auction items and nibbled on delicious sandwiches and veggies from the carving stations. People reported have a really good time.

Many people cooperated to create this wonderful atmosphere for our biggest fundraising event of the year which yielded a net profit of over \$25,000.

Leslie Vallerga and Ellen Hill of the Food Committee provided us with fabulous food. Sara Morgan and Jorie Shultz and the decorating committee transformed the Sanctuary and Social Hall into a Winter Wonderland.

Chris Fuller and the bartenders provisioned the Bar with delectable drinks.

Steve Jung created version after version of the catalog culminating with document that helped us all spend money.

Sam Carfagno, ticket seller extraordinaire, master minded the sale and tracking of dinner and raffle tickets .

Linda Thomas enticed us to donate and participate with her awesome articles.

Veronica Palmer used her computer magic to turn our bids into invoices and did so much more ...

Bev Morgan assembled the steady stream of wonderful sounds to provide a musical background, entertainment and dance tunes.

Cal Sloan, the most amazing "pitcher-inner", organized the set up crew, the transition team also and helped with cleanup.

Sally Mentzer, who in her cute apron, organized the miraculous change-over from Winter Wonderland to a church ready for Sunday service.

Carol Sundermeyer performed a major behind the scenes job of tracking all our donations before, during and after the auction.

Janette Rabin tracked the business donations and followed up with the appropriate thank you notes.

Peter Hartzell not only offered information and support, but served as liaison between the mysterious backroom of data processing and the checkout.

Steve Hill created "The Book of the Auction" which helped us all immensely and who spurred us all on to bid and bid at the Live Auction.

Debra Schwab is just always there to answer questions and lend a helping hand.

It was a great privilege and pleasure to lead this event.

DeeDee Stovel, chair of the January 2011 auction



Budget/Pledge Drive Report

The 2011-2012 UUFRC Budget/Pledge Drive was longer, starting in the fall. Our goal was to plant some seeds that would ultimately make future UUFRC pledge drives more fruitful and easier. Coming into the planning process for the drive, we already knew the economy was not doing well and our congregation was too dependent on a small number of higher donors. We had a consultant from UUA work with us over a weekend in September 2010 who pointed out that our distribution of pledges was not considered “healthy” because we had so few carrying the burden of the overall pledge donations: close to 50% of our congregation gave less than \$1000 annually before this pledge drive started. Please refer to the pledge quartile analysis at the end for more details.

This year’s drive was exciting and we went into it with positive feelings about our plan. We decided to try some new strategies and tactics while weaving these into common pledge drive components such as Ambassador visits, announcements at services, etc. Our approach this year was to raise awareness about UUFRC finances by touching a larger percentage of the congregation. Another key approach to the drive was to tie into the energy of the cottage meetings conducted for the Mission/Vision process led by Peter Hartzell and Elisabeth Rossi.

Before covering the components of the pledge drive, the overall assessment and summary of the 2011-2012 pledge drive was a bit disappointing. We did not reach our goal and we had to conduct a second pledge mailing. Our initial results were \$184,880 generated against goal of \$230,000. This data was summarized at the April board meeting with 32% of the pledges from the congregation still not in, but we were fairly certain that we weren’t going to make our goal. Last year, we raised nearly \$197,000 in pledges at the time of publishing the annual report. By the start of this year’s pledge drive we had actually raised \$220,000 through pledges last year. The overall assessment of the 2011-2012 pledge drive is that \$212,200 has been pledged from the congregation (compared to our goal of \$230,000).

The decision was made to hold a second pledge drive because we did not have enough pledges to meet these requirements:

- Adequately compensate our Music Director and Welcoming Coordinator for the hours that they work.
- Give our staff (Minister, Director of Religious Education, Welcoming Coordinator, Office Administrator, Music Director) a 3% salary increase which hasn’t been done in 3 years.
- Offer funding for delegates to General Assembly or Leadership School, a learning experience that is important to the ongoing work of the Fellowship.
- The hours for the Youth Advisor working with our middle and high school age group would need to be reduced.

With pledge commitments below the goal, all items in the original budget could not be fulfilled.

At the time of the second pledge mailing, we believed we didn't make our goal because, for the second year in a row, we lost pledges from our larger donors. This year \$18,000 was not pledged by our larger donors. The reasons why this group of 5 family units decreased their pledges this year varied from some moving away to others not remaining involved in the congregation due to circumstances in their lives that have changed. There was believed to be another \$8,000 that would probably come in from the members of the congregation who simply hadn't pledged yet. But the larger concern going into the drive of reducing our dependency on a small number of big donors proved to be the reality.

We are not concerned about UUFRC's finances in the future. The future continues to look bright because we have a vibrant committed congregation. The work simply falls on us to educate our congregation better about our financial needs. We believe we've done good work so far to move the congregation toward a healthier distribution of pledges, but it will take time.

Specifically, here are some of the major changes we made to this year's drive that we believe will improve the long-term financial stability of our congregation:

- Our Ambassador visits targeted members of the congregation who were giving well below our average cost per member of \$1700/year.
 - In total, 15 Ambassadors conducted visits with 28% of the congregation. We think this is higher than in previous years although we haven't tracked this statistic previously.
 - Ambassador outreach was very successful, generating an extra \$11,425 in increased pledges over the previous year.
 - The result of this reach out to our lower tiers of givers was also considered a success by considering the change over last year: tier 1 givers pledged \$12,250 (those giving over \$4,800) less this year; tier 2 givers (those giving \$2,500 - \$4,799) pledged \$3,400 less this year while tier 3 givers (those typically giving \$1500 - \$2499) actually pledged \$2,835 more this year. And tier 4 givers (those giving <1500) pledged \$7130 more this year.
- We continued to call on key members of the congregation during Ambassador visits but those who were attending Cottage Meetings or participating on our Board or in other active ways were not visited so that we could reach out to more of the congregation who hadn't had a visit in recent years.
 - Including the 61 members of the congregation that attended Cottage Meetings, our overall "touch" was 47% of UUFRC during this pledge drive.
- We introduced a new member class for those joining UUFRC that covers the ways in which new members can volunteer and give back to the congregation.

This class is an informal gathering of all people wishing to join and it covers basic questions about UUFRC finances. We believe this class helps set a more appropriate “bar” for initial pledges from new members.

- We held a longer pledge drive – 5 weeks – to give Ambassadors more time to complete their visits.
- Moving the auction up to January this year was an important strategic move to separate our two largest fundraising events: UUFRC auction and pledge drive. It’s hard to say if the January timing helped or hurt this year’s pledge drive. Regardless, when we complete the move of the auction to the Fall in 2011 where it will stay, we will be in a much better position to ask the congregation for money during next year’s pledge drive.

We also made these smaller tactical changes that will help in this and future pledge drives:

- The congregation can now pay by credit or debit from their checking account online using a simple secure online payment process. Our pledge card was modified to include this option along with monthly payments. We believe that making it easier to “do business with UUFRC” will go a long way in improving UUFRC pledge drive outcomes in the future.
- We didn’t include pledge cards in the mailer for those receiving an Ambassador visit because we wanted Ambassadors to personally deliver the cards. Ambassadors all sat through training including role playing on how to answer questions about UUFRC finances. Ambassadors have now been through a consistent program over the last two pledge drives and are better trained on how to talk about the UUFRC pledge process.
- There were 3 email messages that went out during the pledge drive to keep the drive uppermost on people’s minds: one email offered tips and ideas on ways to increase your pledge; another email was humorous and a final was a simple reminder about the due date.
- We updated the [UUFRC Finance FAQ](#) and posted it on our web site. This gives very clear and direct answers to questions about UUFRC finances such as “how much should I pledge?”. We also developed a hand-out for new members. These two materials clarify expectations concerning pledging.
- Ambassadors all filled out a 1 page “feedback form” on each person they visited or talked to at length. These feedback forms were used to provide input into the mission/vision process. They also enabled us to summarize how each congregant is feeling about UUFRC in a spreadsheet that can be used in next year’s pledge drive.

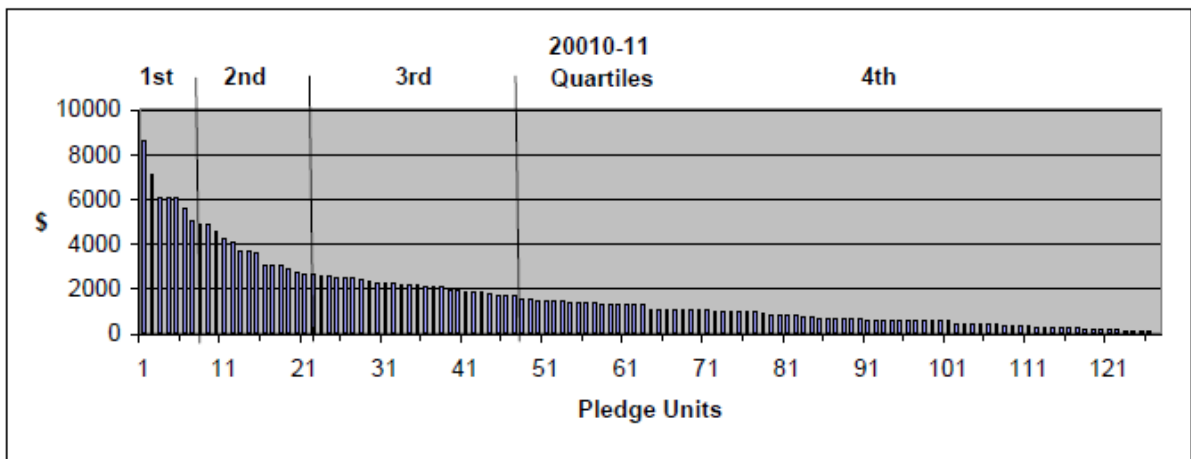
The 2011-2012 Pledge Drive also included several tried and true components: in addition to Ambassador visits, we held a Leadership Circle dessert function for our larger donors; we wove messages into 3 of the services to remind people about the pledge drive; and we sent a letter to the entire congregation about our goals for the

drive. Our Leadership Circle included a small investment in distributing a CD compilation of 4 of Julia’s best sermons. This CD is available for purchase through the UUFRC office. We also put together a slide show of UUFRC happenings at no additional cost.

While we didn’t immediately reach our goal with this year’s pledge drive, I continue to be optimistic about future pledge drives for UUFRC. I believe this year’s pledge drive was successful despite the shortfall because we are going through a difficult but expected transition from a small congregation led by a few committed members to a more established larger congregation that relies on each and every member to do their part. The transition to a “healthy distribution of pledges” will take some time, but there is abundance in what we already have. We continue to bring in new committed members and we are blessed to have so many already generous and committed people who are part of the congregation today.

For a pledge drive to be successful, people need to believe in UUFRC and believe in what we’re doing. The mission/vision work we did this Spring was a good start. We need to execute on a common vision/mission for our congregation and we need to improve “stewardship”. We need to continue reaching out to everyone in our congregation, making sure that we’re having a significant impact on their lives. When people feel UUFRC is having a substantial impact on their lives, they will give generously. We will not have difficult pledge drives if we continue down the path of educating people about our financial needs and performing a sustained improved program of stewardship.

I would like to personally thank our Ambassadors who did an excellent job of visiting with the congregation. Many of these Ambassadors have been doing pledge visits for 3+ years in a row and they have become very experienced in talking with the congregation about pledging. There were some new Ambassadors who also showed us talents of their own that we didn’t know about. All Ambassadors did a great job of making people feel appreciated and heard. They all went the extra mile to complete feedback forms on their visits. They deserve a huge thanks for their time and efforts: John Anning, Thomas Atwood, Jennifer Davidson , Peter Hartzell, Lori Longo, Mike McGrew, Beverly Morgan, Veronica Palmer, Janette Rabin, Liz Sloan, Danielle Stagner, DeeDee Stovel, Leslie Vallerga, and Bill Welch.



Amy Shaw, Pledge Drive Chair

Building and Maintenance Committee

We held two successful work days and were able to do such things as clean out and reorganize the shed, start construction of new enclosures for the electrical panels outside the kitchen door, oil the sanctuary wall along with the usual trimming, cleaning, organizing and lunch activities. The enclosures were finished at a later time.

The major accomplishment was the removal of the old stove and replacement of it with two new standard stoves plus two new microwaves. Final installation of the microwaves over the stoves, routing of new exhaust ducts, wiring and construction of a hood is in progress and should be completed in June. The acquisition activities were done by Dee Dee Stovel and Sam Carfagno. The installation work is being led by Charlie Zimmerman and Cal Sloan, with Michael Withers arranging the electrical requirements.

Another major diagnosis and resolution was in regards to the sudden absence of hot water in the back parts of the building mostly used by Open Gate. We discovered there was another water heater that fed that area that had died. This was replaced.

We also did some major research on roof repairs needs and decided on a short term repair to address a couple leaks we were experiencing. This postponed a need for a new roof for a few more years, but funding will need to be built up for the whole project within the next 5-7 years.

Once the roof leaks were fixed, we were able to then address the effects of those leaks and patched an area in the entry way. Once the patching was done, a whole new color scheme appeared, courtesy of the Aesthetics Committee.

Future plans include development of a means to project images during services without needing to have the huge white screen on the chancel. This effort is being led by Kristin Caldwell, John Cooney and Grant Huberty.



C Groups

C Groups, Covenant Groups, a small group ministry of 6-10 people each who meet regularly for about six months to build close relationships, were alive and well this year.

In August, a leadership transition took place. **Bill Welch**, who had served as Coordinator for a number of years, turned over the leadership to **Sam Carfagno** and **Linda Thomas**. Although Sam and Linda had been UUFRC members less than a year, they had benefited greatly from participation in a C Group and wanted to ensure that this opportunity continue to be available to all within the Fellowship.

Four new C Groups were started in 2010-11. One was led by Sam & Linda, and another was led by **Veronica Palmer**. When a sufficient number people indicated that they, too, wanted to form a C Group, **Carol Cross**, a member of one of the existing groups, offered to leave that group and start a new one. By February, when two of the three groups had finished, there were again a sufficient number of people to start a new group, and Sam & Linda were available to lead the new group.

While the average length of a C Group is six months, one group has been going since October and wishes to keep going. As a ministry in which people reflect on their lives and what they've learned -- and grow to spiritual wholeness through learning from, caring about, and being cared about by others -- the possibilities are limitless. Topics discussed ranged from resilience to loneliness; from death to belongingness. UUFRC C Groups reached approximately 30 members and friends this year.



Caring Committee

The Caring Committee has a roster of 31 people signed up to help members of the UUFRC Community in times of need (We've gained and lost some members since last report). The Caring Committee Directory was updated again this year and the new directory was e-mailed to each member. The directory gives the phone number and e-mail address for each Caring Committee member, and lists the type of help each member is interested in providing: transportation, shopping, contacting (by cards, phone calls or visits), providing help with chores, childcare or pet care, insurance forms or paperwork, and preparing and delivering meals.

In the past year, Caring Committee members sent notes of sympathy or encouragement, made phone calls, visited and/or provided meals and transportation to over 35 UUFRC'ers when they were ill, stressed, homebound, suffering a loss or injury, or had new additions to their families and needed extra help. We also sent messages of congratulations to families with new babies, and sent happy birthday wishes to members celebrating significant birthdays. Because we have a large number of enthusiastic card-senders, each announcement of someone in need of cards & other contact leads to 5-10 cards (and phone calls and e-mails) being sent to the person in need.

In April, 2011, the Caring Committee and Pastoral Visitors met to check in, eat chocolate, and discuss ideas for improving the support we provide for UUFRC members in need. Caring Committee members and Pastoral Visitors shared ideas and suggestions, including some ideas from the caring programs at UU San Mateo.

Michelle Rosenaur is our new co-chair, as of May 1! Joanne, after serving for over 3 years, will "retire" from her role as co-chair, but will be available for consultation, and will be an active Caring Committee member 😊

Involvement of RE Children: In Spring 2010, RE children made Tibetan prayer flags as part of one of their lessons. Tracey Fecher later gave these flags to the Caring Committee to enclose with cards to those in need. Those receiving prayer flags have been very appreciative of them. In the past, RE kids have made Get Well cards that the Caring Committee can send to UU'ers in need – this is a fun way for RE kids to participate if any of the teachers are interested in leading their RE students in making cards.

Pastoral Visiting Program (initiated Fall 2009): During the past year, 4 UU members were visited on a regular basis by PV's. Several PV's are eagerly awaiting someone who needs visiting! Pastoral visitors visit UUFRC'ers in need, whether in the hospital, nursing home, or at home. Pastoral Visitors meet with Rev. Julia Older 1-2 times per year, in addition to attending the annual Caring Committee/ Pastoral Visitors meeting in the Spring. We need a volunteer to coordinate the efforts of the PV's. There are currently 7 UUFRC members who are trained and available to serve as Pastoral Visitors.

Point of Contact Program

This summer, the Caring Committee initiated the "Point of Contact" program, to help meet the needs of UUFRC members who need ongoing support. We currently have 5 Point of contact people keeping track 6 UUFRC members on a regular basis. Two "care-ees" have already "graduated: from this program since they are doing well and keeping in touch with the UUFRC community on their own. Every month, Kathy Voss- Jensen e-mails a reminder to the Point of Contact people, asking that each Point of Contact person contact their care-ee, to offer support and see how that person is doing. Point of Contact people are also asked to let the Caring Committee Co-chairs know if there are any new needs that the Caring Committee can respond to. The co-chairs met with Rev. Julia in September 2010 to discuss this new program.

Please contact the Caring Committee Co-chairs if you know of a family or individual who might need ongoing support. We'd like to make sure we have everyone covered.

Difference between Pastoral Visitors (PV) and Point of Contact (POC) Program:

- PV focuses on in-person visits, while POC can be just a monthly check-in by phone or e-mail
- PV has training on how to be with someone in need. POC requires no training
- PV can become a long term relationship/ arrangement (as long as both parties are agreeable), while POC is often short-term (and discontinued as the person in need recovers)

Informing New Members about the Caring Committee: Cindy Johnson reports that beginning in April 2011, information about the Caring Committee will be given in UU101 classes and included in the New Member folder that is given out at Ingatherings.

Sermon Sending program (initiated in Summer 2009): Two UUFRC members have been mailed CDs of recent UUFRC services this past year. In this program, these CD's are sent (2 CDs at a time) to members who are no longer able to attend services but wish to stay

in contact. After listening, recipients return the CD's in a postage paid envelope that is also provided.

Just a reminder that the Caring Committee offers to provide meals to those in need of meals due to illness, injury, or a new baby. We make every effort to contact anyone who might be in need of meals or other help. We appreciate everyone's cooperation in letting us know of those in need. The Caring Committee could use a volunteer to coordinate meals when the need arises.

If you would like to add your name to the Caring Committee list, please contact either of us (Michelle Rosenaur or Kathy Voss-Jensen). We communicate as much as possible by email or telephone, so that we can devote our time to caring for members of our UUFRC community. We have one meeting every year in the spring, so that Caring Committee Members can share suggestions and ideas, and give each other support for handling challenging situations.

Thank you to the UUFRC community for your continued generosity and compassion!

Kathy Voss-Jensen
Joanne McMahon

Caring Committee Co-Chairs

(Michelle Rosenaur is assuming the co-chair role as of May 1, with Joanne continuing on as our consultant and advisor 😊)



Community Outreach

“Who is our community? Is it only people with our same values? The same view of the world? What is it to be a community that embraces difference and walks with people who need advocates and allies? To be with those who are considered ‘others’ in our society?”

“This seems just exactly the work of a liberal faith. . .to keep pushing open the brackets that we live between, so that more and more folks are ‘our’ kind of people and fewer are ‘others.’” -- Julia Older

There are many ways we reach beyond our walls into our community. We do so to express through our actions our understanding, love and affection for those society brands as “others” -- and to move society toward greater social justice for all. It can involve endless hours of meeting, strategizing, listening, study, advocating, writing letters, making telephone calls, delivering services. Not moment by moment, certainly, but taken all together, these activities fill our hearts and satisfy our hunger for lives that have meaning. In the face of cultural despair and the urge toward cynicism, they make us feel alive, participating, contributing to something bigger than our own personal wellbeing and that of our families. They provide an opportunity to do what we are meant to do: engage with and care for one another.

Here, we try to count some of the ways we have done so over the past year, knowing there are many we are missing.

Economic Justice

- We organized our first three Common Security Circles to discuss how economic change is affecting us. A combined group will continue as an ongoing circle. Four people became friends of UUFRC as a result of this first round; future sessions will also reach beyond UUFRC walls.

Education

- We tutored Roosevelt Elementary School children from Spanish-speaking families who are at risk of failing to maintain grade level proficiency in reading and language arts.
- We advocated on behalf of Roosevelt School at School Board meetings.
- We contacted and met with state legislators at home and in Sacramento to advocate for greater equity in state education funding.
- We offered a Substitute Teacher Training Program to improve the quality of substitute teachers throughout the Redwood Elementary School District.
- We are in the process of organizing a Cuban Literacy Campaign fundraising dinner and film.
- We held a Nepali student fundraising spaghetti-dinner, working through the American-Nepali Students' and Women's Educational Relief Fund.
- We worked for passage of a nonpartisan bill lowering the threshold necessary to pass school parcel tax.
- We serve on the Board and do other volunteer work for the Redwood City Education Foundation.

Environment

- We worked to restore the Cargill salt ponds to tidal wetlands.
- We are working to ban plastic bags in Redwood City.
- We support the community's Drive-Less Challenge.
- We helped clean up Redwood Creek
- We held a Bicycle Repair and Safety Workshop to encourage biking instead of driving.

Health Care

- We were represented on the Health Steering Committee for the UU Legislative Ministry.
- We were represented on the regional organization for health reform (five UU congregations on the Peninsula) for the UU Legislative Ministry
- We organized three health care forums at UU churches in Sunnyvale, San Jose, and Palo Alto
- We administered the Yahoo Group email list for UU Voices for Health Care: legislative alerts, health reform education, and advocacy
- We established a Medi-Cal enrollment team to organize enrollment events at Latino congregations in San Mateo County

Hunger

- We provided Maple Street homeless shelter dinners and entertainment.
- We made food donations and did volunteer work at the Second Harvest Food Bank.

Legislative Reform

- We worked to enact the nonpartisan California Clean Money Act.
- We worked for passage of a nonpartisan bill allowing the State budget to be passed with a simple majority vote.

Various

- We held an Empty Bowls lunch to raise funds for the Faithful Fools ministry.
- We organized a "Pastors for Peace" dinner & overnight stay and contributed building supplies for their trip to Cuba.
- We organized rides to church for members of the Maple Street Shelter.

Pastor's Outreach – Julia Older

- Serves on Peninsula Clergy Network (clergy of all faiths and civic leaders; the only organization of its kind in the country.)
- Member of Peninsula Interfaith Action, including the monthly clergy group.
- Meets with monthly "cluster group" of UU ministers, including former intern Nina Kalmoutis.
- Hosts interfaith team that meets monthly for lunch. (Personal networking and relationship-building is SO important.)
- Serves on "Welcoming America" Redwood City team with Redwood City 2020 and PCRC.
- Does Roosevelt School tutoring and advocacy.
- Member of UU Women Minister's study group.
- Serves as one of two clergy "Good Officers" to Lindi Ramsden of UU Legislative Ministry.
- Serves as "Good Officer" to the clergy of the PCD.
- Mentor to another UU clergy "in formation."
- Is a "Faithful Fool," – "the most relevant ministry anywhere, in my opinion, outside the structures of charity organizations. What do we do there in the streets of the Tenderloin? Bear witness. Not to try to fix homelessness or the homeless. Just listen and talk and share what we have. This flies in the face of our notion that homelessness is a problem to be fixed. That people need to be fixed. The fools just stop and talk and make eye contact and ask how it's going. Out of these meetings, deeper connections are made and paradigms are changed and love happens."

Intern's Outreach (Michelle Collins)

- Serves half-time as a community ministry intern with the Faithful Fools in San Francisco's Tenderloin district through a ministry of presence and accompaniment.
- Serves on the steering committee for "Welcoming Redwood City," an initiative aimed at promoting welcoming and awareness of immigrants in Redwood City.
- Participates in interfaith team of ministers that meets monthly.
- Supports congregational environmental activities, such as Bike-to-Church days and the Drive Less Challenge.
- Coordinated the Empty Bowls fundraiser for the work of the Faithful Fools.
- Supported the congregation's Coming of Age program for youth, which includes a focus on social justice awareness through a district retreat.

Connections Committee (Membership)

The Connections Committee has had another busy year. We continued our work of integrating newcomers, new friends, and new members into the life of our Fellowship.

Our new accomplishments include the following:

- We welcomed in two new members to our committee: Aaron Castle and JoAnn Smith.
- We organized and created the new Olan Mills Photo Directory.
- We created a monthly event to introduce to/review our committees with the congregation. "The Committee Spotlight" highlights the important work of each committee.
- We now offer a Mentoring Program to help integrate our newcomers. This works by pairing the newcomer(s) with an established member of the Fellowship.
- Committee member, Orrin Cross, single-handedly revised and reprinted every nametag in a larger font for improved readability. We thank him too, for printing up new nametags each and every week.
- The format of our annual fall Ice Cream Social and Committee Fair was changed from a recruiting event to be informational only. It is more fun this way!

We also continued to do the following:

- Provided and trained Welcomers and Greeters for every Sunday worship service this year.
- Helped our Welcoming Coordinator with the monthly Newcomer Circles that introduce visitors to our congregation.
- Scheduled and assisted with two UU101 classes, one in the fall and one in the winter.
- Held two Newcomer Potlucks, one in the fall and one in the spring.
- We held two Ingatherings (gathering in of new members). A third one will be held on June 12th. As of this writing we have welcomed in 10 new members.
- Continued our trek into high tech connections with our Face Book page. We average 38 visits each week and we have 94 "Likes" since September, 2010.

We would like to recognize two members of our committee who "retired" this year: David Vallerga whose years of commitment to this committee helped shape who we are today; and Debra Pritchard who left us for new adventures in the Peace Corps.

We are looking forward to a new and wonderful year full of warmth and welcoming with our new Chair: Pat Dwyer, and committee members Sarah Skovlund, Sally Mentzer, Cindy Johnson, Orrin Cross, Sam Carfagno, Aaron Castle, JoAnn Smith, and Rev. Julia Older. A HUGE thank you to everyone on the committee! Our work will continue in fellowship and fun at the Round Table provided by Orrin Cross.

The Connections Committee meets on the first Monday evening of every month at 7:00pm in the Social Hall. We welcome your comments, suggestions, and help. Please talk to any of us if you would like to join our team!

Respectfully Submitted by Sarah Skovlund, Chair

Council of Committee Chairs

The Council of Committee Chairs meets two or three times each year. The Chair (or one representative) of each Committee attends. The pro-forma agenda includes a round table where each committee shares its goals, successes and challenges; a review of the church calendar for the next half year or more; and often another topic relevant to the committees and these church leaders.

The Committee meetings are a very nice way to share and to find synergies and at times conflicts that are best explored with everyone in the room. The Chair of this committee is the Vice Chair of the Board of Trustees.

John Cooney, Vice President of the Board of Trustees



Denominational Affairs Committee

This is the first full year for the newly chartered Denominational Affairs Committee. Last year you elected Kelly McGrew & Solveig Zarubin (2 year terms) and Geri Kennedy & Sarah Skovlund (one year terms).

The main job of the committee is to keep the denomination apprised of denominational happenings and to assure that we have delegates to represent UUFRC at both District Assembly and General Assembly.

We had 4 delegates at District Assembly, Debbie Mytels, Susan Walker O'Brien, Thomas Atwood and Sarah Skovlund.

We're still looking for a few folks that would like to go to Charlotte, June 22 - 26 for General Assembly. Just contact one of the committee members!

Geri Kennedy, Chair



Finance Committee Report

(Minutes from January 18, 2011 meeting)

Attending: Derby Davidson, Ralph Humphries, Geri Kennedy, Mike McGrew,
Cyndi Williamson

1. Review of December financial statements
 - a. Geri reported that Julia's compensation blend will be adjusted due to a significant drop in her Kaiser premium once she became eligible for Medicare. Because Julia's contract specifies her total compensation, her salary will be increased to offset the decrease in her benefits expense.
 - b. No other issues were noted.
2. Insurance rider to cover serving alcohol
 - a. Policy has been activated; will be in effect for the Silent Auction this coming weekend.
3. Review of draft budget prepared by Geri
 - a. Assumptions
 - i. Geri forecast 2010-11 actual financial commitments income will be \$230,000.
 - ii. Based on this, \$220,000 was estimated for financial commitments in '11-12.
 - iii. Geri forecast a \$14,000 budget surplus in '10-11, as compared with a \$17,000 surplus in '09-10.
 - b. Is Open Gates' contract due for renegotiation?
 - c. Income from the Holiday Boutique was dropped from the budget due to uncertainty. This is in line with the BOT's desire to move away from being dependent upon fundraisers for the operating budget.
 - d. In the first draft budget, minister's salary (only) was increased 5%. FC decided to increase Julia's total compensation by 5%, with the increase added to her salary.
 - e. Choir Director's salary was adjusted to be in line with Kay's actual hours required to do her job. The rate remains \$37.50 / hour, and hours increase to 12.8 hrs / week.
 - f. Funding for the Minister's Reserve was reinstated at \$500, on principle.
 - g. As indicated to the BOT, a line item of \$2,500 will be added to pay for a professional review of UUFRC's finances.
4. Ansell Adams fund
 - a. FC agreed to recommend to the BOT that a congregational vote be held to approve moving the Ansell Adams fund balance of \$20,000 into the Building Reserve.

Balance Sheet 2010-2011**April 30, 2011****ASSETS****Current****Assets****Checking/Savings**

First Republic Bank 8,026

CD's 45,961

Edward Jones mm 39,097

Edward Jones Securities 78,135

First Rep – Scrip 2,963

Total Checking/Savings 174,183**Accounts Receivable**

Prepaid Pledges -6,991

Total Accounts Receivable -6,991**Other Current Assets**

Petty 105

Cash

Retreat Deposit 1,472

Total Other Current Assets 1,577**Total Current** 168,770**Assets****Other Assets****Building &****Land**

Furniture & Fixtures 30,951

Building & Land - Other 351,575

Total Building & Land 382,526**Total Other** 382,526**Assets****TOTAL** 551,296**ASSETS****LIABILITIES &****EQUITY****Liabilities****Long Term Liabilities****Major Reserve Accounts**

Res Investment Income/loss 8,674

Building Reserve 51,096

Compensation Reserve 2,942

Futures Reserve 28,012

Ministry Reserve Acct 50,896

Music Reserve Acct. 2,492

	R.E. Salary Reserve Acct	792
	Restricted Reserve/Ansel Adams	20,000
	Total Long Term Liabilities	<u>164,904</u>
Total		<u>164,904</u>
Liabilities		
Equity		
y		
	Retained Earnings	353,341
	Net	33,052
	Income	
Total		<u>386,392</u>
Equity		
TOTAL LIABILITIES & EQUITY		<u><u>551,297</u></u>

Proposed Budget 2011-2012

A	B	C	D	E	F	G	H
1							
2							
3	Income			2010/2011 Estimated	2011/2012 from 5/12	2011/2012 w/ updated salary	Notes
4	Financial Commitments			\$ 212,000	\$ 212,200	\$ 212,200	
5	Sunday Offering			\$ 8,500	\$ 8,500	\$ 8,500	
6	Open Gate			\$ 18,000	\$ 18,000	\$ 18,000	
7	The Universal Church				\$ 12,000	\$ 12,000	
8	Other Income						
9	Investment/Interest			\$ 1,000	\$ 1,200	\$ 1,200	
10	Special Donations			\$ 1,500	\$ 3,000	\$ 3,000	
11	Space Donations			\$ 14,000	\$ 10,000	\$ 10,000	
12	Fundraising						
13	Silent Auction			\$ 25,450	\$ 19,100	\$ 19,100	
14	Holiday Boutique			\$ 1,086	\$ 1,000	\$ 1,000	
15	Rummage Sale			\$ 3,990	\$ 2,500	\$ 2,500	
16	Other			\$ 900	\$ 700	\$ 700	
17	Total Fundraising			\$ 31,426	\$ 23,300	\$ 23,300	
18	Music Reserve						
19	Prior Year Carryforward			\$ 11,649	\$ -	\$ -	
20	Total Income			\$ 286,075	\$ 286,200	\$ 286,200	
21							
22	Expenses						
23	Administrative Expenses						
24	Professional Ministry						
25	Minister Salary			\$	\$ 69,462	\$ 69,462	
26	Minister Benefits						
27	Minister Housing Allowance						
28	Minister Expenses						
29	Total Minister			\$89,769	\$ 92,462	\$ 92,462	
30							
31	Staff						
32	Administrator			\$24,850	\$ 26,111	\$ 26,086	Administrator salary (\$20.09*25 hrs) for 48 wks, plus substitute salary (\$15.45*25 hrs) for 4 wks, \$433 for extra project work. Both administrator and substitute pay includes 3% pay raise.
33	Religious Education			\$37,500	\$ 40,685	\$ 40,685	
34	Child Care Payroll			\$2,300	\$ 2,060	\$ 2,369	Revised to 2010/2011 actual plus 3% pay raise
35	Childcare - Nonpayroll			\$1,200	\$ 1,165	\$ 1,236	Revised to 2010/2011 actual plus 3% pay raise
36	Music Director			\$12,750	\$ 13,133	\$ 13,133	
37	Intern			\$6,240	\$ -	\$ -	
38	Community Minister			\$500	\$ 500	\$ 500	
39	Welcoming Coordinator			\$8,000	\$ 9,064	\$ 9,064	
40	Youth Advisor			\$2,375	\$ 2,000	\$ 2,060	Revised for 3% raise
41	Pianist - Contracted			\$8,160	\$ 8,834	\$ 8,405	Music Committee request was 8,834. Balance of \$429 is for anticipated extra work, and will be paid through Music Reserve.
42	Payroll Taxes			\$13,610	\$ 14,938	\$ 14,973	Increased due to increase in salaries.
43	Workers' Compensation			\$1,827	\$ 2,000	\$ 2,000	
44	Employee Benefits			\$450	\$ 783	\$ 783	
45	Payroll Service			\$1,400	\$ 1,400	\$ 1,400	
46	Bookkeeping			\$4,200	\$ 4,800	\$ 4,800	
47	Total Staff			\$125,362	\$ 127,473	\$ 127,493	
48							
49	Office Expenses						
50	Office Supplies			\$6,000	\$ 5,700	\$ 5,700	
51	Database			\$	\$ 600	\$ 600	

A	B	C	D	E	F	G	H
52		Telephone		\$2,400 \$	2,400 \$	2,400 \$	
53		Newsletter		\$800 \$	900 \$	900 \$	
54		Insurance		\$4,066 \$	4,400 \$	4,400 \$	
55		Total Office Expenses		\$13,266 \$	14,000 \$	14,000 \$	
56		Total Administrative Expenses		\$228,397 \$	233,935 \$	233,956 \$	
57		Within Our Community					
58		Sunday Worship		\$2,300 \$	4,500 \$	4,500 \$	
59		Children Religious Ed.		\$1,707 \$	2,200 \$	2,200 \$	
60		Adult RE		\$350 \$	300 \$	300 \$	
61		DRE Expense		\$408 \$	1,200 \$	1,200 \$	
62		Music Director Expense		\$0 \$	1,500 \$	1,500 \$	
63		Committee Expenses					
64		Connections		\$1,000 \$	950 \$	950 \$	
65		Music		\$1,500 \$	800 \$	800 \$	
66		Annual Budget Drive		\$250 \$	500 \$	500 \$	
67		UUA Consultant		-\$314 \$	- \$	- \$	
68		Retreat		\$1,000 \$	300 \$	300 \$	
69		Misc. Committee Exp		\$150 \$	200 \$	200 \$	
70		Total Committee Exp.		\$3,586 \$	2,750 \$	2,750 \$	
71		Board Discretion		\$500 \$	500 \$	500 \$	
72		Total Within Community		\$8,851 \$	12,950 \$	12,950 \$	
73		Serving Beyond Our Walls					
74		PIA		\$2,000 \$	2,280 \$	2,280 \$	
75		Social Action		\$0 \$	300 \$	300 \$	
76		Minister Discretion Fund		\$0 \$	- \$	- \$	
77		Total Beyond Our Walls		\$2,000 \$	2,580 \$	2,580 \$	
78		Connection with the Larger UU					
79		PCD/UUA Fair Share		\$13,600 \$	14,514 \$	14,514 \$	
80		Leadership School/GA		\$2,100 \$	1,000 \$	1,000 \$	
81		Total Connections		\$15,700 \$	15,514 \$	15,514 \$	
82		Caring for Our Building					
83		Grounds		\$300 \$	300 \$	300 \$	
84		Utilities		\$4,600 \$	4,500 \$	4,500 \$	
85		Maintenance		\$1,500 \$	1,500 \$	1,500 \$	
86		Janitorial Service		\$2,700 \$	3,000 \$	3,000 \$	
87		Supplies		\$700 \$	600 \$	600 \$	
88		MOCA		\$700 \$	800 \$	800 \$	
89		Total Caring for Our Bldg.		\$10,500 \$	10,700 \$	10,700 \$	
90		Reserve Allocation					
91		Futures Reserve					
92		Reserve Minister		\$1,260 \$	1,500 \$	1,500 \$	
93		Reserves Building		\$9,685 \$	11,000 \$	11,000 \$	
94		Total Reserves		\$10,945 \$	12,500 \$	12,500 \$	
95							
96		Total Expense		\$276,393 \$	288,179 \$	288,200 \$	
97							
98		Over / under - income to expense		\$21,682 \$	21 \$	1	

Grounds Committee

Care and maintenance of the planted area of the Fellowship is the work of the Grounds Committee. Duties include mowing the lawn and trimming the shrubs and trees. Twice a year additional volunteers are added to the crew to do more extensive work. On Oct. 9 and April 16, Church Cleanup Days, we accomplished much of this work.

In December 2010, the Fellowship purchased a battery rechargeable lawn mower, which makes mowing the lawn and caring for the grounds, so much easier, and environmentally friendly!

In keeping with the Fellowship's Green Sanctuary Project, we use no chemical fertilizers or pesticides in the planted areas.

Special thanks, goes to Jane Taylor for her planting and upkeep of the planter box around our sign on Brewster street.

Our committee, which consists of eight teams of two or more members each, has the work of maintaining the planted areas of the Fellowship.

We thank the following members of the Grounds Committee for their year-round work: Cindy Johnson and Allen Perry, Jonelle Preisser, David and Leslie Vallerga, The Hartzell Family, The Mitchell Family, Aaron Castle, Laura Gentry, Sarah Skovlund, and Laura and Michael Withers. (Michael teams up and works three weeks of the rotation).

The Grounds Committee is always looking for additional people. It is a wonderful way to keep the Fellowship happy and healthy...and a chance to work outside.

Respectfully Submitted,

Michael Withers
Chair, Grounds Committee



Intern Committee

Members:

Beth Harrison, Chair
Page Benway
Denis Paul (Faithful Fools)
Leslie Vallerga
Phil Warnes

Purpose:

We see ourselves as a teaching congregation, which means that we both contribute to the training of a UU minister—by providing an essential extension of the formal academic program—and benefit from the intern’s work and involvement in our congregation. Our two interns thus far, Nina Kalmoutis (2007-2008) and Michelle Collins (2010-2011), have both provided fresh perspectives as well as great contributions of time and energy to the Fellowship.

Our committee convened Winter-Spring 2010 to select a part-time intern for the 2010-2011 church year. We had a budget allocation for one year, but most part-time interns in the UUA are selected for two-year positions, so we needed to choose a candidate doing a hybrid internship—part-time with two different organizations. We were very fortunate to find Michelle Collins, who has been working with us and with the Faithful Fools since September 2010.

Michelle has made a tremendous contribution to UUFRC while learning the “ropes” of being a congregational minister. She has led worship once a month, led the Coming of Age program for our youth, organized and run the Empty Bowls Fundraiser for the Faithful Fools at UUFRC, participated in several committees as well as the Vision/Mission process, and been a vital presence in our church community.

Our committee met once a month with Michelle to discuss her activities as an intern at UUFRC and the Faithful Fools. We gave Michelle feedback and offered her support and encouragement. Now we are completing her final evaluation to be sent to the UUA in June.

Recommendation:

We propose that UUFRC continue to affirm its commitment as a teaching congregation and approve an intern during the next budget cycle. Because there are so few hybrid internships, we recommend selecting a two-year part-time intern. A two-year intern could make a more continuous contribution to the Fellowship and have the opportunity not only to experience the full range of congregational activities, but also to gain a deeper understanding of the congregation’s community.

Respectfully submitted,
Beth Harrison

MOCA (Ministry of Culinary Arts) – Annie Tate, Chair

We have continued in the tradition established by Jeanne Durnford, with the “Host a Sunday” approach. We have had some challenges in filling the host role, but I am happy to report that the fellowship committees have stepped up, with each committee taking one Sunday during the active season. This has been a huge help. We’ve also gotten good response from the various C-groups, who have offered to host as a service to the wider community.

We were blessed this year by the replacement of the beautiful but dysfunctional old stove with **two new** easy-to-use **side-by-side ranges**. We now have dependable ovens and electric starters for the burners...no more gas smells when pilot lights go out. Thanks to several people, notably Sam Carfagno Steve Hill, and DeeDee Stovel, who made it happen.

At the end of May, two new coffee pots were purchased to keep the coffee flowing!!!!!!!!!!

I would also like to notice especially **Millie Kowski**, who does all the kitchen laundry and has made several sets of napkins so that we can avoid paper; Sam Carfagno, who is the go-to guy when things don’t work (for example, he’s helped us get past problem with poor coffee due to blown circuits); Debra Schwab, who orders coffee and notices our volunteers in the order of service; and my co-host, Leigh Wall, who was a source of encouragement and ideas all year.

Beyond these constant contributions, many individuals have hosted or helped. As Jeanne pointed out, if everyone takes a turn, each Sunday will be covered, and we will be able to continue providing people of all ages with the healthy snacks, allowing an opportunity for parents of hungry children to visit while everyone enjoys the social hour.

People who have Hosted a Sunday this past year include:

Alicia De Valliere, Mitchell Family, Millie Kowski, Veronica Palmer, Noelle Ritter, Stoutamire Family, Benway family, Emily Fagans, Sally Mentzer, Beverly Morgan, Jonelle Preisser, Frank Montoro, Clara Perez, Ron Hansman, Jordan Kamen, Michelle Rosenaur, Leigh and Bill Wall, Kristina Treanor, Tovis Page, Kaye Boney, Ellen and Steve Hill, Michelle Collins, Carol Cross, Kathy Voss-Jensen, Lori Longo, Janette Rabin, Bill Welch, Cindy Johnson, Debbie Mytels, Thomas Atwood, David Krevor, Rossi Family, Patricia Dwyer, Ralph Humphries, Sam Carfagno, Linda Thomas, Sara Morgan, Miriam Morgan, Margaret Timothy, McGrew Family, DeeDee and Jack Stovel, Davidson Family, Aaron Castle, Kitty Bownass, Cliff Christensen, Carolyn Chaney, Geri Kennedy, Susan Walker-O’Brien, Harrison/Hartzell Family, David and Solveig Zarubin, Michael and Laura Withers, Jackie Olsen, Orrin Cross, George Sliter, Erika Pretell, Bev Spiker, Sarah Skovlund, Susan Lehman, Joanne McMahan, Svec-Burdick Family, Jorie Schulz, Leslie and David Vallerga, Debra Pritchard, Susan Bain/Steve Jung, Anita Ayers, Sirena Putman, Megan Rosenhart, Joni Reid, Dieter Hurni.

I apologize if I missed you and you volunteered. But whether you are on the list or not, please know that your efforts in the kitchen are always welcomed and appreciated by the entire community.

Music Committee

The Music Committee members include John Anning and Jennifer Bahr-Davidson (co-chairs), Kathy Warne, Beverly Morgan, and Bill Welch (with input from many others!).

This year was our first full year under the leadership of Kay Kleinerman, our Music Director. Kay challenged the choir with a wide repertoire which spanned several languages and many different musical styles. The choir has grown in consistency and musicianship. One of the high points for the year came in September when we celebrated the Jewish High Holy Day Kol Nidre, where Kay sang the part of the Cantor with the choir for two beautiful pieces, *Avinu Malkeinu* and *Kol Nidre*.

John Anning's attendance at the worship committee meetings and Kay's attendance at the staff meetings this last year has really helped integrate the music into the worship service in ways we have not experienced before. This close communication has been particularly important with the introduction of the "second Sunday House Band". Kay's idea to have folk/rock/blues music on a regular schedule was implemented this year under the leadership of John Anning followed by Beverly Morgan, with oversight by Kay. The congregation has enjoyed the music and this venue has provided an outlet for several musicians previously not participating in music at UUFRC!

We continue to job-share the position of Pianist between Dawn Reyen and Larry Chinn. Both of them continue to be a valuable part of our community and we are continually thankful of their willingness to share their talents!

Musical events included:

- Halloween at the Flaming Chalice Lounge (October 30, 2010) – We played some music and a party sprang up! A potluck dinner along with pumpkin carving and several crafts and activities accompanied the fabulous music organized by John Anning.
- Holiday Concert (December 18, 2010) – Kay organized a wonderful evening of music with all of our favorite performers! One of the highlights was Kathy Warne singing *Lo How a Rose E'er Blooming* accompanied by Susan McBain on the harp.
- Spring Soiree (May 21, 2011)—Kay organized an eclectic evening of song and storytelling by colleagues of hers. We hope that the evening will be a rousing success!

Thanks to all of the talented performers who have helped enrich our worship services and musical events!

We are always looking for ideas in how best to get our children and youth involved with the music program! Please let us know your ideas or if you would like to perform or be involved on the committee! Leadership of the committee will pass to Beverly Morgan next year and we are terming out.

Yours in harmony,
Jennifer Bahr-Davidson and John Anning

Peninsula Interfaith Action (PIA) Committee – EDUCATION

Peninsula Interfaith Action at UUFRC is a small group of dedicated members who work to improve the greater community in a variety of arenas, primarily education. Our Education group continued with our fourth Roosevelt Elementary School Tutoring Program with approximately 20 UUFRC members and friends volunteering in the classroom to assist Roosevelt teachers. Our efforts have been greatly appreciated by Roosevelt teachers and staff and we have contributed to a revitalized PTA involving many more family members.

Peninsula Interfaith Action helps our congregation stay connected to neighboring faith communities in our efforts on healthcare, housing assistance, immigration, banking reform, and educational and training events. We hope to keep our congregation better informed of the opportunities to participate in these interfaith events.

PICO California (People Improving Communities through Organizing) has a statewide federated committee to which we belong, that focuses on improving education in local communities and through statewide policy changes. PICO has similar groups that concentrate on housing, immigration and healthcare, We keep in touch with the education work of PICO through monthly statewide conference calls, workshops and lobbying efforts in Sacramento. PICO currently is developing an action plan to address the devastating cuts to public education.

Our Education group again organized and held a substitute teacher-training program for the District on the Roosevelt campus. We hope to repeat another training in the future.

We hosted a Sunday Forum program on Literacy and Equity Issues in Education, with Dr. Julie Wilson, who is associated with the Stanford School of Education, presenting.

We advocate for Roosevelt School in District Board Meetings and stay in contact with the District Administration. We attend events on the Roosevelt campus and some of our members attended the Roosevelt School Rummage Sale and PTA meetings.

Geri Kennedy, a Roosevelt tutor, sponsored a Wish List donation program for Roosevelt that resulted in much-needed school supplies donated by Fellowship members to the Roosevelt teachers.

Our future plans include exploring whether our tutoring program can expand to offer after school enrichment and learning more about budget and financial issues within the State, as they affect us locally and throughout the State.

- Leslie Vallerga, Chair



Adult Religious Education

The Adult RE committee and our congregation benefit from many talented and engaged volunteers who are willing to step forward and offer educational events. The following ongoing events were a regular part of the 2010-2011 calendar year:

- Book group
- C-groups
- Interfaith team
- Common Security Circles
- Loss group
- Yoga and meditation

These are the one-time events and classes that Adult RE helped schedule or produce for this church year:

- UU Theology
- Becoming a Woman of Wisdom
- PIA Forums
- UU 101
- Interfaith Dialog (Judaism, Islam)
- Intentionally Multicultural Congregations
- Bringing Health Reform Home
- Discovering the Historical Jesus
- Calculating your Personal Ecological Footprint
- Conflict Resolution Skills for Parents

Aligning Adult RE with Children's RE

The committee is working with Derby Davidson to provide educational offerings for adults that work in parallel with what the children are studying. These are some of the alignments we are considering for 2011-2012:

- Adult classes on UU Identity in the Fall
- Adult classes on Christianity in the Spring

In addition, committee members have agreed to plan programs for next year that represent a variety of world faith traditions: Pagan or earth-based spirituality, secular humanism (atheism), new science and spirituality, Buddhism, and Islam.

Respectfully submitted,

Thomas Atwood, Chair
Adult Religious Education Committee

Annual Family “Church” Retreat at Monte Toyon

The UUFRC Retreat was held November 5-7, 2010 at Monte Toyon. The weather generally cooperated until Sunday morning (light rain) such that the 49 adults and youth (12 years and up), and 19 kids had a wonderful weekend of crafting, workshops, and just hanging out. We had separate “active”, “craft”, and “workshop” tracks for folks to partake in, with activities for the kids as well. Thanks to Carolyn Chaney and helpers, a wonderful quilt with squares made by the children was created, lovingly quilted, and sold at the silent auction. My fearless co-conspirator, Solveig Zarubin, and I organized a highly competitive team scavenger hunt to start our organized activities on Saturday. Other highlights included a trip to the beach with the Annings, clock decorating by Allen Perry and Cindy Johnson, card making by Jackie Olsen, Sara Morgan, and Cindy Johnson, Rev. Julia’s workshop, kids activities put together by Michelle Collins (our Intern Minister) and led by Lori Longo, microscope slide necklaces by Cyndi Williamson, intergenerational softball, hikes, a campfire, and a performance by Ken Sundermeyer and John Anning! And we can’t forget the ever-popular Foosball (and Sarah Skovlund’s chocolate block!!!) that occupied our younger set! Thanks to all who helped!

Jen Davidson, Retreat Chair 2009 and 2010



Social Action Committee

Accomplishments:

- Offered letter-writing opportunities by providing sample letters, addresses and stationary.
- Provided and labeled recycling and composting containers for the Fellowship to reduce the amount of garbage collected each week.
- Prepared and served two dinners and collected personal-care products for Maple Street Shelter residents.
- Provided drivers to bring shelter residents to our services every second Sunday.
- Organized voter’s forum with League of Women Voters.
- Organized *Let’s Bike* event with bicycle repair and safety training as part of 350.org climate-change action day.
- In conjunction with the RE Committee, hosted the annual spaghetti dinner to support American-Nepali Student’s and Women’s Educational Relief.
- In conjunction with the Faithful Fools, hosted Empty Bowls fundraising lunch.
- Organized Drive-Less Challenge.
- Supported the Fair Election campaign, Save the Bay, and Ban the Bag by hosting meetings and planning and participating in political actions.
- Researched where to buy Fair Trade chocolate for Easter and publicized the results to our congregation.
- Helped children make prayer flags as part of RE intercession.

Arranged for donations to the following organizations during Share-the-Plate Sundays:

- Books and Wings
- Japan Earthquake Relief
- Kara
- Kay Pou Fanm Ayisyen
- Mindful Schools
- Peninsula Peace and Justice Center
- Planned Parenthood Mar Monte
- Redwood City Educational Foundation
- Save the Bay

- \$6,587 total (not including direct checks.)



Worship Committee

Current Committee members: Kristin Tripp Caldwell, Bob Honea, Steve Jung, Bill Kennedy, Joanne McMahon, Jen Myhre, Rev. Julia Older, Sarah Skovlund, Roz Wagner, Susan Walker-O’Brien, and David Zarubin

We contribute to the spiritual life of the Fellowship by supporting Reverend Julia and our other professional staff, including DRE Derby Davidson, Choir Director Kay Kleinerman, and Office Administrator Debra Schwab, as well as other Committees, including the Music Committee, in constructing and organizing our Sunday morning services. We also recruit and support guest speakers during those Sundays when Reverend Julia is on planned leave.

In addition to regular services, we program certain rituals and special services every year:

- Water Communion to open the church year in September
- Day of the Dead around Halloween
- the Christmas Pageant
- Christmas Eve service
- Easter
- Flower Communion in June.

In response to a request from the Membership Committee, we agreed to open the partitions between the sanctuary and the lounge in advance to allow easier overflow seating in the lounge for five of these services.

Improvements included:

As a direct result of my leadership school experience, the worship committee gathered to create a group covenant, which we read at the beginning of each meeting. This reminds us of our purpose and helps us focus on the tasks at hand.

Worship Committee Covenant:

We bring with us passion, enthusiasm, varied talents and a sincere desire to create excellent Sunday services.

We speak truthfully, are heard respectfully, and work cooperatively.

We balance tradition with innovation and the wide range of preferences within the congregation.

We are thoughtful, creative, and attend to innumerable details.

Our dedication creates engaging, transformative, heart-opening worship, which is the keystone of our communal life.

In addition to the Center of Interest and Sound Technician subcommittees, we have established the Video subcommittee, consisting of John Cooney, Kristin Caldwell, and Grant Huberty, to research the cost of video equipment to be used during Sunday service and to find a way to implement the technology that works best for the location, the worship leader, and the congregation.

We have members of the Music Committee to join us at our monthly meeting, to improve our coordination with the music program.

2011 Summer Sundays

We are very pleased that Darcy Baxter has agreed to serve as our summer speaker for five services between July and September. In addition we have found speakers to fill the other Sundays Rev. Julia will be on vacation.

Budget

We ended the year with expenses close to our budget.

Cooperation with Children's RE

Very successful this year was the "superheroes" service, led by Michelle Collins. Derby & Michelle work together with our junior high school group (the MUUGS) to help create and participate in the entire service. The MUGGS really enjoyed the process and I think going forward, this is a great way to integrate the youth into our programming.

This August, the Worship committee will meet to plan the schedule for next year.

Needs

David Zarubin will finish two-years as Chair of the Worship Committee next June 2012, and we will need a new Committee Chair for the following church year. We would like to recruit someone for that position now so that they can be fully prepared to take on the role.

We are currently recruiting new members for the Worship Committee as we have lost a few people for various reasons.

Changes and Milestones Amongst Our Membership

Our membership currently stands at 169. (With an Ingathering scheduled for June 12)

New Members (in order of joining)(beginning May 16, 2010 through May 22, 2011)

Leland Bond-Upson	Annie Tate
Pamela Cote	Carol Welsh
Michael Griffin	JoAnn Smith
Sandy Jukes	Robert Simoni
Holly Lindquist	Aaron Castle
Michael Merriam	Gwendolyn Holden
Robert Holden	

Changed to Emeritus Status

Marge Axley
Frances Bownass

Resigned/Withdrawn

Sara Burke (Sipes)
Debbie De Marco
Greg Eden
Kat Eden
Doug Mac Gowan
Kate Mc Kusick
James Peters
Beth Ross

Moved and Resigned

Jeanne Durnford, Juanita Mast, Alan Simpson-Vlach

Deceased

Daniel Panger 12/5/10
Malcolm Mitchell 2/1/11