

Unitarian Universalist Church of Flint
2474 S. Ballenger Hwy.
Flint, MI 48507

Annual Report
2010-2011

Moderator's Annual Report

We entered into this year as a strong, healthy, vibrant community and we exit in the same fashion. At the beginning of this program year, the Board articulated a set of goals to guide its work. One goal stated: To initiate and complete a process to reaffirm our status as a welcoming congregation. Another set of goals dealt with the re-imagining of our church structure and reviewing of our constitution, policies and procedures through the lens of a welcoming congregation, cottage conversations, a safe congregation, a green congregation and the possible experience of larger ministries. Other goals involved increasing the number of adults participating in Sunday morning religious education programs, initiating and completing a safe congregation process, and innovating communications strategies to increase congregational and community understanding of our church and issues of importance.

As I reflect on these goals, I am thankful for the work and effort of this congregation and how much progress we made in obtaining them. In September we began our journey to reaffirm our status as a welcoming congregation. During the next nine weeks we examined the common elements of oppression, gender socialization and homophobia, bisexuality and biphobia, transgender identity, racism and homophobia/heterosexism, religion and homosexuality, and HIV/AIDS. Our conversations were rich and deep. We struggled at times individually and collectively as topics touch deep emotions but always remained in loving covenant with one another. The experience brought us together in deeper communion and deeper resolve to take the next steps. In our last session we spent time thinking about what's next. Board Liaisons then worked with committee chairs to and members to examine the recommendations and enact those that resonate with the mandates of the committees.

Work moves forward on issues of a safe congregation, a green congregation, a welcoming congregation. Committees have been formed and congregational members are diligently applying their wisdom and insight to create innovative responses to these critical church issues. The Transition Team led us through facilitated inquiries honoring and re-discovering our past, re-imagining our vision for the future, and re-crafting mission that will get us there. As we did this work leadership asked, "Will our current governance structure (how we are organized) help us or hinder us with achieving our vision and mission?" Stated through another lens, the question became, "How easy or difficult is it for an individual relatively new to our church to connect their passion into church action?" Finally, leadership continues to ask, does our governance structure make it easy or difficult to realize our principles:

- Does participation in committees, teams, and elected positions honor the inherent worth and dignity of every person?
- Do we work together in ways that are just, equitable and compassionate?
- Does our church structure promote the acceptance of one another and encourage spiritual growth?
- Do we provide mechanisms and processes for a free and responsible search for truth and meaning?
- Do we promote the right of conscience and the use of the democratic process within our congregations and in society at large;

- Does our structure help us promote peace, liberty, and justice for all within our church and community?
- Are we structured in an interdependent web of mutual benefit or are we in silos separated from one another?

These are important questions to ask. I dream that we will find answers that elevate our community and quest in loving gratitude and grace. It's been a great year. I can't wait for the next one.

Bob Brown
Moderator

2010-2011 Annual Report Minister's Report by Rev. Shelley Page

It has been a deep pleasure and an honor to serve Unitarian Universalist Church of Flint as your interim minister. This congregation has made some important progress. It is good to step back and reflect on the growth-filled changes from the past few months.

A time of transition in a faith community can be a challenging time. The congregation must address the important interim tasks of coming to terms with its history, becoming clear about its identity, allowing leadership shifts to occur, reconnecting with the wider Unitarian Universalist movement and making a commitment to a new minister and a new future. I have been working on these interim tasks as the year progresses in partnership with the Transition Team (John Helsom, Aimee Loubert, Joan Smalley and John Straw), the board, committees, congregants and staff. The Transition Team identified the greatest need as coming to terms with the past so the congregation can move forward in hope-filled positive way.

We gathered as a community for a Healing Ritual in the fall and I have had many personal conversations with congregants and staff to sort out feelings from past conflicts and griefs. I have also preached about forgiveness and healthy communication patterns. It is heartening to see some members re-engaging with the community as a result of these efforts. Another hopeful sign is the emergence of the Non-Violent Communication Study Circle which is actively engaged in exploring ways to better communicate within the community. This group plans to share their learning with the entire congregation in the future.

We also convened a Safe Congregations Team (Anne Anglim, Amy Derrick, Teresa Fowler, Michael McAvinchey, Chris Monk, Shelley Page and Steve Urdy) to explore how to respect the inherent worth and dignity of every individual in all aspects of congregational life with the goal of creating literally a safe place to be—physically, emotionally and spiritually. In a safe place, people feel free to explore new dimensions of faith and learn how to live well in community through navigating the inevitable tensions in a healthy way.

This team has made a commitment to continually examine the life of the congregation and recommend changes to create a safe environment. Some of their initial work resulted in the creation of Community Keepers to help people of all ages remain safe during Sunday morning worship and religious education, recommending background checks for all staff and volunteers who work with children, writing monthly safety newsletter columns and getting training from the Michigan State Police and the UUA. They look forward to continuing their work, exploring further dimensions of safety with the community including supporting the development of a covenant of right relations.

We also reflected on UUCF's identity during the course of the year. We explored questions about identity in two Conversations in Community Sundays that featured facilitated discussions

in the context of worship. These rich conversations provided insight for church leadership and the Canvass team, and will continue to be a resource moving forward.

The congregation also experimented with ways to reflect on identity in the context of worship. The Worship Committee reflected about ways to engage people of all ages and how to make worship meaningful to those who are long term members *and* those just joining the community. We have increased the level of participation with families and children in the first part of the worship service, and created intentionally multi-generational services throughout the year. The congregation also engaged in an experiment to express personal joys and concerns via a Community Prayer voiced by the minister in place of the personal candle lighting ritual. Several members have shared their spiritual journeys through the new Living Into the Beloved Community worship element, helping to build the identity of the community in the process. The community may find it a rich journey to continue exploring new forms of worship that meet the current needs of the ever changing UUCF.

The identity as a multi-generational community was also embodied by the children's participation in the Canvass Dinner with their chalice making and singing. People of all ages participated in some new fellowship activities as well. This year also saw the kick-off for a new junior high youth group.

Another way that UUCF claimed its identity this year was to make an important decision to reclaim its religious education wing by not renewing its contract with the Valley School. This major decision marks a meaningful step in the community more fully committing to religious education.

UUCF continues to build its identity as a community dedicated to creating more justice and peace in the world. Members provide important leadership for FACT (Flint Area Congregations Together) and serve in other critical leadership roles in the Flint community, walking the talk of our faith. It was my honor to represent Unitarian Universalism at the Peace Day celebration sponsored by Genesee County Committee for Community Peace and the annual Interfaith Thanksgiving Worship Service. Another contribution toward building a strong identity for UUCF came from the continuing activities of the enthusiastic Green Sanctuary Team. Finding a good balance of inner directed focus and outer directed social justice work will likely continue to be a fertile area of exploration for UUCF.

A time of transition can mean transitions of leadership in a community. Some long term leaders who have given much to UUCF will soon be stepping down from their leadership roles. This congregation is blessed by their contributions and looks forward to the gifts of new leaders who are stepping up. The board started the process of examining the church governance structure this year—a critical and daunting task. They will be continuing this work with the goal of creating right-sized, effective and empowering structures from which UUCF can live out its mission. The leadership also addressed ways to monitor and manage finances more effectively. Communications within the congregation were addressed with an updated website, Facebook

presence, Lifespan Learning blog and a fresh look at printed/email communications to meet today's needs.

Another shift in leadership was to model a more collaborative working style with staff. This year staff met together to address communications, calendaring and other administrative challenges. They also gathered weekly with congregants to plan worship as a team, a new approach to worship creation.

This community connected in some new ways to the wider UU community through participation in webinars and other resources made available through interim ministry. Continuing to learn about best practices and new ideas from other UU congregations and other UUA resources may be a rich source of growth and learning for UUCF.

This community has journeyed together through this transition and has emerged hopeful and ready to move on. This year's pledge campaign yielded a stable level of pledge income in spite of the continuing economic downturn, which indicates a commitment and faith in the future of the congregation. Also, UUCF has seriously engaged in the Search process and is ready to welcome a new minister. It was my pleasure to consult with the Canvass Team and the Search Committee to help in their vital efforts.

UUCF has grown and changed in this church year, moving toward wholeness and a new start. I urge the community to continue its work together in healing past griefs, learning to live in right relations, discovering its identity, re-imagining "how church gets done" to empower congregants and making full use of UUA resources. Blessings for the journey ahead!

Canvass Annual Report 2010-2011

Canvass Committee 2010-2011: Dorothy Davis, John and Ruth Straw, Bob Barnett and Phillip Greenfield, Rev. Shelley page.

Table Host Canvassers at February 5th dinner: Dorothy Davis, Dave Handwerker, Jennifer Howard, Sue Owen-Kinsey, Chris Monk, Tina Putney, Sheila Smith, John Straw, Charles Thomas, Andrea Unsel, June Urdy.

Canvassers February 6-19: Dorothy Davis, Dave Handwerker, Jennifer Howard, Sue Owen-Kinsey, Sheila Smith, John Straw.

The Canvass committee would like to thank everyone for their generous pledge for the coming year. Our total, at this point, is \$117,778. The original canvass was extended to ask church members if they could possibly increase their pledge this year to help make up a projected shortfall. Many members stepped forward with increased pledges.

Our Canvass Kickoff Dinner was February 5th with UUA Moderator, Gini Courter (who had her UU beginnings at UUCF) as our keynote speaker. The MC for the evening was Harold Ford. Gini gave an inspiring talk about our government and its heavy-handed dealings with Hispanic immigration and immigrants and US citizens of Hispanic origin who are also targeted. She invited all of us to join her at General Assembly in Phoenix in June of 2012, where we will work with local groups to overturn Arizona legislation that targets Hispanics.

Gini was also our Guest Minister on February 6th. We greatly appreciated her taking time from her busy schedule to be a part of our Canvass weekend.

We have 97 pledging units this year: 41 increased their pledge, 22 decreased, and 28 remained the same. We have 6 new pledges and 9 units have not returned their pledge card at this time.

Communication Committee A Annual Report 2010-2011

BOARD LIAISON: June Urdy/Sheila Smith

CHAIR: Marion Van Winkle/ Philip Greenfield

MEMBERS: Cheryl Craig –Public Relations and Office Communication
Nyama Marsh (until Feb. '11) Dorothy Davis – Newsletter Editor
Lisa Land – HALF NOTES Editor
Lottie Ferguson – Website (paid professional), Cheryl Craig and
Philip Greenfield. Brent Smalley (until Nov. '10)
Stephanie Morales and Amy Derrick – Facebook
Sheila Smith – Bulletin Boards
Ruth Straw and Cheryl Craig – Telephone Tree
Gail Edmonds – helps with newsletter mailings

PURPOSE: This committee has oversight over all internal and external communications.

ACCOMPLISHMENTS:

1. Did a budget request
2. Bulletin boards were kept up in Fellowship Hall and the Narthex
3. Published a new directory
4. Set up a new telephone tree and used it a few times
5. Switched newsletter editor from Nyama Marsh to Dorothy Davis
6. Mailed out newsletters monthly to non-computer users
7. Continued a weekly e-mail update for members
8. Published a Spring HALF NOTES LITERARY MAGAZINE
9. Yellow pages ad in Telephone book was renewed.
10. Switched to Go Daddy Domain for the Website
11. Hired Lottie Ferguson to set up our website and become our webmaster until November, 2011.
12. Held meetings with a committee to set up content for website
13. Did an Annual Report
14. Published the Annual Report for 2010-2011
15. Kept the sign updated weekly

GOALS FOR 2011-2012

1. Philip Greenfield will be Chair
2. Set up a Members Only section on the website
3. Do a Pictorial Directory
4. Revamp the way we do the telephone tree notifications
5. Continue the monthly newsletter and weekly memos in new ways

6. Go back to Quarter Notes?
7. Improve our public relations in the community
8. Do a budget for 2012-13
9. Do an Annual Report
10. Publish the Annual Reports for 2012-13
- 11. Goals for 2011-12**
12. Pending (and anticipating) a positive outcome at the May 15 vote, this committee will disband.

Development and Annual Giving Committee
Annual Report 2010-2011

This year, from July 1, 2010 through May 30, 2011, we have raised the following through fundraising efforts:

Jim Scott concert \$231.00

Rummage Sale \$2,662.46

Meijer Rewards \$106.99

VG (Spartan) Rewards \$66.49

Service Auction \$4,319.17

Total \$7,386.11

This would not have happen without the dedication and hard work of many volunteers. Thanks you for your efforts.

Bob Brown
Moderator

Endowment Fund Committee Annual Report 2010-2011

Committee Members: Harold Ford; John Straw, treasurer; Charles Thomas, secretary; David Hurt, chair; Marion Van Winkle, board liaison

The Endowment Fund achieved a 6.84% total return vs. 5.97% for the relevant benchmark at the time of our annual investment review with Citizens Bank in November 2010. We disbursed \$15,411 to the board for the general fund for 2009-10 and 2010-11. In addition, we disbursed \$5,000 for the Ministerial Search Committee, as authorized by congregational vote.

We continued our investment objective of 60% stocks and 40% bonds for long-term capital appreciation with a secondary exposure to current income. In addition, we plan to maintain approximately \$12,000 in money market funds for immediate access in a church financial emergency.

The total value of the fund at the end of the most recent quarter, ending March 31, 2011 was \$316,029.80, distributed as follows:

62% in equities (stocks, etc.) \$190,682

33% in fixed income investments (bonds, etc.) \$100,315

5% in cash and equivalents \$13,930

The following total fund values illustrate the fund's historical performance:

December 31, 1999 – \$193,873

December 31, 2000 – \$199,508

December 31, 2001 – \$214,596

December 31, 2002 – \$203,354

December 31, 2003 – \$238,913

December 31, 2004 – \$280,548

December 31, 2005 – \$297,457

December 31, 2006 – \$316,555

December 31, 2007 – \$316,132

December 31, 2008 – \$205,673

December 31, 2009 – \$290,994

December 31, 2010 – \$305,199

The Committee continues to monitor the performance of the fund and evaluate its investment guidelines with the support of the investment management team from Citizens Bank.

The total interest earned during calendar year 2010, which was \$6,543.87, will be available for the general fund for 2011-2012.

In keeping with our long-term goal of investing for the church's future, the committee planned and offered two informational meetings to the congregation in the fall of 2010. The meetings dealt with ways that members can develop planned giving legacies through wills, trusts, insurance and so on. The meetings were well attended and generated considerable interest and discussion. Efforts to encourage bequests to the church will continue through future years.

Respectfully submitted,
David Hurt, Chairman of the Endowment Committee

Finance Committee and Treasurer Annual Report 2010-2011

BOARD LIAISON: Dr Van Winkle

TREASURER AND CHAIR OF FINANCE COMMITTEE: Marion Van Winkle

MEMBERS: Bob Brown, Moderator; Jennifer Howard, Operations, Dr. Van

BOOKKEEPER: Tina Dewey

DEPOSITS: Ruth Straw

CHECK SIGNERS: Executive Committee has signing privileges: Bob Brown, Moderator; Ron Kruger, Secretary; and Marion Van Winkle; Treasurer

PURPOSE: The Treasurer supervises the Church's financial operations and performs specific duties under the direction of the Finance Committee according to the policies set forth by the Congregation and the Board. The Treasurer will liaise with the Endowment Fund Committee.

GOALS ACCOMPLISHED:

1. Monthly review of the Profit and Loss Performance and Balance Statement
2. Bar graphs of Pledge income, rentals, and cash flow for the last 3 years.
3. Creation of a Dashboard approach to update the Board
4. Had a review of our finances by an outside accountant.
5. SageLink Credit Union is working out well for our banking needs.
6. Look at alternative utility companies for lower rates.
7. Look at ways to increase income.
8. Stay within our budget of \$225,549.77
9. Prepare the budget for 2011-12
10. Had a Congregational Budget Hearing on May 22
11. Prepare an Annual Report

GOALS FOR 2011-12

1. Elect a new Treasurer
2. Stay solvent
3. Keep trying to reduce expenses.
4. Prepare a budget for 2012-13
5. Prepare an Annual Report

Green Sanctuary Committee Annual Report 2010-2011

The Green Sanctuary group has completed several projects this past year. Attendance at the two Northwest Earth Institute discussion courses was very good, 12 to 14 participants. Dr Natzke's Q and A was very informative and several people benefited from his presentation. Plans are in the works to sow the milk thistle seeds from the Easter/Earth Day service in time for the arrival of the monarch butterflies. Only two of the twelve required projects remain to be completed. Some topics for consideration for those projects include vegetable cooking classes, an eco-book group, and a youth Project Green water analysis of the creek near the Memorial Garden. After twelve projects are done, then the next step is to apply for certification through the UUA. After five years, we are required to reapply to maintain it. So during this coming year and for five years after that, we will continue to work to lessen our carbon footprint(s) and further build our awareness about the need to tread more lightly on the Earth. Most of us are beginners in this area, not experts, so please feel free to join us and have the chance to raise your consciousness about what environmentalist Bill McKibben has called "the greatest threat to our national security."

Director of Lifespan Learning 2010-2011 Annual Report

The 2010-2011 program year has not just been a year of transition, but also a year of transformation!

For as long as I can remember, our congregation has always expressed a desire to “grow.” While in the past our conversations about growth have generally been limited to a dedication to increasing our congregation’s membership, I feel that this year marked an exciting transformation in the way we imagine “growth.”

Our congregation has engaged in amazing spiritual growth as we took some real (and sometimes hard!) steps to deepen our understandings of self, our faith, and the very purpose of our community.

This fall our community “Renewed Our Vow” as a Welcoming Congregation. We took time for in-depth personal reflection and understanding; examining our own life experiences and growing in our awareness of privilege and the issues that face our LGBTQ brothers and sisters. We explored why our faith calls us to this work, we had tough conversations with one another and are stronger UUs and stronger allies as a result.

This spring, members of our community began work to explore Non-Violent Communication as a way to put into practice our UU commitment to peace and understanding. Each week they meet to learn new methods and talk about the struggles of communicating peacefully.

This year, we also grew as a multigenerational community and we grew in our lives as UUs at Home: During this year’s Canvass Dinner, our children made and gave away chalices (and a couple of songs!). I have been touched by many of you who have shared stories of your daily chalice-lighting rituals; this is a simple, meaningful way to help bring Unitarian Universalism and our Principles into your everyday life. (And the kids can help, too!)

We took part in wonderful multi-generational worship celebrations that honored and engaged community members of every age. We joined together in an extended project examining the other ways that we live our faith every day as well. Our “Faithful Footprints” path is full of reminders that we aren’t just UUs on Sunday; we are UUs every day of the week and, hopefully, we strive to live our Principles

in everything that we do. This project showed that we aren't just growing in understanding, but also in intention!

Of course, our children and youth have grown and changed as well. Our Junior High youth group, with the leadership of Diane Vack, learned a lot about our church and what it means to be together in community; even when it is hard! On Sunday morning, these same youth had the opportunity to explore world religions, led by Pat Nilsson. This group had the opportunity to go on field trips, engage in discussion, and even had an occasional feast!

While our junior high youth proved to be an active and vibrant group this year, there was a noticeable absence of senior high youth, and their presence has been sorely missed. This winter, I worked with Rev. Shelley Page to invite together a group of youth, parents and teachers to talk about what is missing from our programs and what we could do better to serve our youth.

While the attendance for this gathering was low, it has become clear to me that our congregation, like many UU congregations, has much work to do when it comes to nurturing our youth in more meaningful ways. This means really listening to the wants, needs, and dreams of our youth and being more diligent about welcoming our youth into the life of our congregation and leadership roles. It is easy to forget that, as a result of a lifetime of UU religious education here and at home, our youth often times possess incredible understandings of our faith and can offer many insights and gifts that can enhance worship, faith development, and congregational processes, and can even make changes in our greater UU movement if we let them. We also shouldn't forget that these same youth need the presence of a strong, faithful UU community just as much as anyone else in our congregation. We are charged to demonstrate how to be a community of faithful UUs for each other so that our youth can see how Unitarian Universalism can be a presence in their lives as adults.

As we move forward, I am looking forward to working with the congregation as we discover the best ways to harness the energy and wisdom of our youth and listen to their needs, so that our vibrant junior high group can grow into a vibrant senior high group, and eventually into a group of dedicated UU young adults! Our faith can be such a powerful presence for youth. They are our future; we cannot let them down!

The rest of our Sunday morning programs have shifted quite a bit this year as well; you may have observed a noticeable change in our children and youth attendance

this year. Like many other congregations, we have many families who simply cannot be present each and every week. This phenomenon is due to sharing time between two or more different homes (and churches), soaring gas prices, and many parents who are needing to work more and more to support their family.

So while we began our program year with a wonderfully developed curriculum (many thanks to Johanna Brown for her time, help and wisdom!) and an ambitious plan to divide age ranges, I realized quickly that this model was no longer fitting the needs of our families or honoring the time and efforts of our volunteer teachers. Half way through the year, I began to re-focus our time together and played with some more multi-age (ages 5-12) Children's Chapel experiences during our class time. I worked to create a Sunday morning experience that encourages rituals and spiritual practices which do not require a child to be at church every week in order to participate, and that each family could easily replicate at home when they cannot be at church. I am looking forward to tweaking this model and working over the next year to imagine a program that meets our congregation right where they are; including engaging families even when they cannot be at 2474 Ballenger Highway!

We also spent a majority of this program with year without a functioning Lifespan Learning committee; this left some noticeable gaps in what I was able to accomplish, but also provided a space for reflection on how this committee functions and eventually led to a renewed sense of energy and commitment that emerged with June Urdy at the forefront as our board Liaison! We are ending our year with a newly-formed Lifespan Learning "dream team" that will explore the future of our Lifespan Learning programs as we embark on a new journey with our newly settled minister, the Rev. Dr. Deane Oliva. I am very excited for the possibilities of the future; as long as we are dedicated to growing in spirit and ideas, the sky's the limit!

We have learned a lot over this past year about the challenges in volunteer recruitment, despite a very promising "50 for the Future" Campaign enthusiastically led by Bob Brown, as many of our teachers had to step back as circumstances in their lives did not allow them to fulfill their initial commitments. I also learned a lot about creating programs that are realistic expressions of our needs and gifts. I am looking forward to re-discovering this congregation and our needs and gifts as we continue to grow together in faith.

(Growing) In Faith,
Amy Peterson Derrick
Director of Lifespan Learning

Membership Committee Annual Report - 2010-2011

BOARD LIAISON: Sol Johnson

COMMITTEE CHAIR: Marion Van Winkle

COMMITTEE MEMBERS:

New Member Coordinator – Philip Greenfield

Caring Coordinator – Pat Nilsson

Biographies and Dinners for Eight – Deb Simmons

Events – Stephanie Morales

PURPOSE: To maintain and increase Church membership by establishing ways to bring seekers into membership, to provide social activities, and to nurture members by caring for their joys and concerns.

GOALS ACCOMPLISHED:

1. Three “Pathway to Membership” sessions with Rev. Page
2. Welcomed 12 new members
3. Held several “Dinners for Eight” as a means of integrating new members
4. Caring Committee members, Pat Nilsson, Rita Short, and Sheila Smith took care of our homebound members, sent cards of joy and concern, and found rides and meals for people.
5. Held a Thanksgiving Dinner, Open Houses, and Soup Social, a movie night, spaghetti dinner, and a Easter Egg Hunt.
6. Provided nametags and subscriptions to WORLD magazines to new members.
7. Did a committee budget
8. Did an Annual Report
9. Maintained a membership list. Reported 130 members to the UUA by Feb. 1, 2011. This is our official number for the next Fiscal year.

GOALS FOR 2011-12:

1. Find a Chair person
2. The important work of the Caring Committee, New Member Coordination, and Social Events need to be continued.
3. Have at least 3 “Pathways to Membership” sessions
4. Prepare a budget for 2012-13
5. Prepare an Annual Report for 2011-2012

**Memorial Garden and Grounds Committee
Report for 2010-11
Unitarian Universalist Church of Flint**

We have continued our efforts to maintain the beauty of our garden and grounds by having a number of work parties through the spring, summer and fall.

We have removed a significant number of invasive trees and weeds including a clump of cottonwood trees that were displacing the paver walkway in the memorial garden.

We have written and received a \$700 grant from Keep Genesee County Beautiful to renew the landscape in front of our church. I am also pursuing a \$1,000 grant from the Community Foundation for Greater Flint to purchase plant material for the same.

Virginia Chatfield is continuing to work on a plan for the Memorial Garden to make it even more attractive with the use of native plants.

A detailed description will be provided in the near future.

John Helsom
Memorial Garden and grounds chairman

From Memorial Library and Archives Sub-committees Report to Operations Committee

September 8, 2010

Dorothy Gae Davis, Committee of One

Library activity has been minimal. I have one book that needs to be marked and put on the shelved: more on that later.

My attention has been focused on the archives while Valley School has been out of session so I had free access to the Archives room. Early in July Cheryl Craig informed me that a woman from Fort Wayne, IN was interested in getting access to the Archives for research. I communicated with Christel Gehlert, a one time member of UUCF. She was interested in the period 1962-1974, so I concentrated on getting newsletters and orders of service for that period in order and inventoried. Evelyn Neumann had done an admirable job of organizing and labeling files, particularly newsletters and orders of service. Christel spent August 10 and 11 here. I was thrilled to be able to assist her. In return she left a copy of her first book: *Recollections of a Hamburger* for the library, along with a generous donation to the church.

The major physical job has been weeding through a 20-year backlog of office financial records. Very few such records need to be (or should be) retained more than seven years. However, boxes of paper had been transferred from the office over the years and nothing (apparently) disposed of. At first Jennifer and Sheila volunteered to burn the stuff. After the first car load, I decided that was not very environmentally friendly, not to mention a logistical nightmare. Office Max accepts paper for shredding for \$0.59 per pound. The material is deposited in locked bins. When the bins are full a truck comes and shreds the material. No one has a chance to snoop. Marion Van Winkle and Cheryl Craig agreed the expense should be charged to the Operations Committee.

In addition to eliminating office records, I am removing what I consider to be confidential records from other materials: specifically, old pledge cards and records of pledge payments. My vision for the Archives is a facility for research by the congregation and the public in the history of UUCF, religion in Flint, liberal religion, etc. but not the financial relationship of individuals to the church. Bequests and publicized contributions are excepted, of course.

As to the archival materials: in most cases I will be retaining only one copy of a particular document. I have found boxes full of duplicate publications of various types. I am even limiting orders of service and newsletters to one copy each. The large filing cabinet is very near capacity. I hope eliminating duplicates will ease the crush.

Once Valley School is back in session I plan to work on getting the half of the library I have at home cataloged and labeled in a form compatible with the half Evelyn Neumann did. Access to the Archives will be difficult except possibly on Sunday afternoons.

Mystery: I asked some people why the library is called the "Memorial" Library. No one could give me an answer. Then in a 1967 newsletter I came across a reference to the "Peter

Koerts Memorial Library.” There was a Koerts glass company, now closed, on Dort Highway: any connection? Any ideas? I later ran across a blue paper labeled “Richard and Pat Wertz collection dedication, Unitarian Universalist Church Library, February 24, 2002.” I’m sure I should remember this, but my mind’s totally blank. I assume the answer is to be found somewhere in the archives but so far it has eluded me.

If you’ve read this far, thank you. Since I’m operating alone, I want to let you all know what I’m doing and why. Your input is welcome.

Update for annual report 2010/2011

There is not much to update. I’ve purchased a few books for the library and cataloged a few more. I hope when Valley School moves out I can get myself organized and get back to serious work.

Ministerial Search Committee Annual Report 2010-2011

Committee Chair: Carrie Hoffman

Committee Members: Brent Smalley, Rayna Bick, Scott Stensaas, Sheila Smith, Ruth Straw

Purpose: The Search Committee (consisting of seven members, five nominated by the Nominating Committee and two nominated by the Board) is elected by the congregation to present a candidate for the position of minister in accordance with procedures recommended by the Unitarian Universalist Association, when such a vacancy exists in the ministry of the church.

Goals Accomplished for 2010-2011

1. We compiled, organized, and collated the Candidate Information packet that is to be distributed in both digital and paper form to ministers of interest.
2. We posted our packet online at the UUA website, open to all pre-candidates for consideration by the UUA deadline.
3. We selected pre-candidates for packet exchange and review pre-candidate packets.
4. We interviewed pre-candidates via Search Committee Interview Weekends and excitedly offered candidacy to one of them, which was joyously accepted.
5. As of report submission, we are presenting the candidate to the congregation via Candidating Week, May 8-15, with the hopes that the congregation will be as taken with Rev. Dr. Claudene "Deane" Oliva as we are and vote to call her as our settled minister on May 15.

Goals for 2011-12

Pending (and anticipating) a positive outcome at the May 15 vote, this committee will disband.

Nominating Committee Annual Report 2010-2011

Board Liaison: Ron Krueger

Committee Chair: Carrie Hoffman

Committee Members: Dorothy Davis, Brent Smalley, Tina Putney

Purpose: The Nominating Committee nominates qualified members of the congregation for all vacancies of elected church positions: Endowment and Nominating Committees, and the Board. The Committee can also suggest appointments to other committees and positions in the church.

Each year, we select a person/persons for a Volunteer of the Year award from among nominations presented to us by church members.

Goals Accomplished for 2010-2011

1. We sought nominations for all positions open due to term limits on the Board, Nominating and Endowment Committees to be filled by election at the Annual Meeting in June. This year, that includes Liaisons for Development and Annual Giving, Membership and Red Carpet, Worship, and Social Justice/Communication, and Treasurer; 3 positions on Nominating and 2 on Endowment. At the time of report submission, we were successful in filling the election slate for all the positions in a timely manner except Liaison for Development and Annual Giving. Several people were glad to be presented for re-election, and two shifted roles.
2. At the time of report submission we were in the process of selecting a Volunteer of the Year to be presented during the Flower Communion service in June of 2010.
3. We began inquiring about positions that were fill-able via re-election in December so as to help more people begin thinking about various opportunities and have time to ask and get questions answered about the roles, meeting times, and activities of various positions, as well as financially prepare for delegation costs well ahead of registration deadlines.

Goals for 2011-2012

1. Bring a full slate of candidates to the 2011 and 2012 Annual meeting for elected positions in the Church.
2. Encourage new and inactive members to take an active role in our church by filling elected and non-elected positions in the church in 2012.
3. Solicit delegates for General Assembly, Heartland District, and Leadership School for 2012, focusing our efforts on members who desire to hold or currently hold a leadership role in the church. While finding members to attend GA is relatively easy, members are not usually excited about attending Heartland District or Leadership School. Reasons most noted are the "dry" newsletters of the Heartland District and lack of knowledge about program quality, and prohibitive costs of Leadership School.

**Operations Committee
Unitarian Universalist Church of Flint
Annual Report July 2010/June 2011**

Committee Chair: Jennifer Howard

Board Liaison: Dr. L. VanWinkle

Committee Members: John Helsom, John Straw, Keith VanCamp, Aaron Pyciak

Purpose of Committee:

1. to facilitate the efficient operation of the church on a daily basis; to ensure maintenance of records; to manage security; to examine cost of supplies and office equipment.
2. to maintain and to improve the church buildings and grounds; to ensure the proper functioning of all fixtures, appliances and all subsystems of the total physical plant.

Committee Subcommittees:

1. Internal Site Development – Jennifer Howard
2. External Site Development – John Helsom
3. Memorial Garden – John Helsom
4. Archives – Dorothy Davis
5. Memorial Library – Dorothy Davis

Goals Accomplished:

1. Negotiated snow removal contract with Charlie Bruton.
2. Scheduled a sidewalk snow shoveling crew. Thank you to the following snow shovelers: Harold Ford, Ron Krueger, Ray Rust, Brent Smalley, Bob Barnett, Michael Rawley, Keith VanCamp and John Helsom.
3. Ensured that there were Sunday office volunteers. Thank you to the following office workers: Margie Latter, Howard Schultz, Gael Edmonds, Dorothy Davis, Tina Putney and Audrey Bassett.
4. Scheduled Sunday morning opening/security workers. Thank you to John Helsom, Jennifer Howard, John Straw, Keith VanCamp and Dr. L. VanWinkle.
5. Prepared 2011-2012 budget.
6. Prepared 2010-2011 annual report.
7. Installed doorway sweeps, weather stripping and foam in outside wall electrical outlets.
8. Resealed the planter by the office.
9. Built new air conditioning covers for the units outside of Fellowship Hall. Thank you Don Klein.
10. Placed new room maps under Plexiglas.
11. Removed yellow jackets from Blackinton Hall and contracted Jim Deitering for the carpentry work.
12. Built shelves in the storage area behind the altar.
13. Installed new face boards at the top of the bell tower.
14. Contacted Comcast to install one new telephone line for the minister at the cost of \$39.95 a month.

15. Purchased new phones for the main office and minister's office with called ID. Thank you, John Helsom.
16. Purchased a new vacuum for the janitor.
17. Had the church office door rekeyed.
18. Purchased with the Wish List money:
 - A locking file cabinet for the minister's office.
 - Four chairs for the minister's office.
19. Contracted Russ Hill to remove a virus from the office computer.
20. Authorized Cheryl Craig to purchase anti-virus software for the office and religious education computers.
21. Purchased three first-aid kits for the hallways.
22. Authorized office personnel to replace the present software with Church Management Solutions. Initial cost is \$836 and \$586 for each ensuing year.
23. Organized with Amy Derrick, the religious education director, a series of workdays in July to transform the religious education wing from Valley School's education to our religious education.

Goals for 2011-2012

1. Prepare annual budget.
2. Prepare annual committee report.
3. Include annual report from the subcommittees: Memorial Garden, Archives and Memorial Library.
4. Develop other goals as needed.

Jennifer Howard, Chair
Operations Committee
May 4, 2011

Red Carpet Committee 2010-2011 Annual Report

Committee Members: Ann Delana, Sue Kinsey Owen, Karen Plummer, Virginia Chatfield, Sheila Smith, Chair Diane Vack, Liaison Sol Johnson

The Red Carpet committee for the year 2010/2011 has been maintaining operations. Thanks to Sheila Smith and the many volunteers she has maintained the Greeter functions of the church. Diane Vack and the many volunteers have maintained the Sunday morning kitchen functions. We need more kitchen volunteer help though. I ask the congregation to consider volunteering two to three times through out the year. This would help keep the kitchen services available on Sunday mornings. Without the help of the congregation these services of bagels and coffee as well as potluck would not be available. The committee meets on fourth Sunday before service. This year it became apparent that we needed to post Safe Serve licensure requirements. Look for the orange signs posted in the kitchen for safety practices; they came straight out of the manual. Thanks to Rayna Bick for her help.

We updated some equipment to be more safety applicable. New cutting boards color coded for safety was purchased along with thermometers and some pans. We removed all chemicals from the kitchen area where food is prepared to reduce cross contamination. We tried to organize the pantry with tub purchase and stocking. We set some times to help volunteers to coordinate schedules and recognize and respect their help by changing the kitchen service opening time to 11:30 am and closing the kitchen by 12:30 pm in order to get cleanup done in a timely manner and let those locking up get out in a timely way. We gathered volunteers who have been greatly appreciated for their commitment to keeping coffee hour going. True commitment is an honor in our congregation. They are Ann Delana and Rita Short who coordinate First and Second Sunday kitchen setup regularly. We recruited Kristine Diaz, Thorpe Sexton, and Virginia Chatfield who coordinate First, Third and Fourth Sunday kitchen cleanup. We also want to appreciate Rita Short, Sue Kinsey Owen and Karen Jason and Rowena Plummer for helping with Second Sunday Pot Luck setup and clean up. Other random volunteers to appreciate are: Sol Johnson, Keith Van Camp, Pat Nelson, Joseph Morales, John Helsom, Alton and Tina Putney to name a few. Thanks to all who help without you we would not be able to offer such services to our congregation.

Diane Vack attended the licensure class last year and is now licensed as the kitchen manager. This will allow us to sell food at our fundraising events. So if anyone is conducting a fundraising event where food will be sold please let me know so I can make sure I am available to attend. This cooperation will allow us to maintain public safety and keep our kitchen license. The Red Carpet committee's mission is committed to maintaining an attractive first impression for new comers when they enter our church. For example the first person they meet the Greeter gives the visitor a packet of information telling them who we are and helping the visitor to navigate the church building and structure for the first visit. The literature rack is kept full, updated and orderly thanks Sheila Smith.

The fellowship hall presentation is also important when the new comer comes down to join the congregation for coffee it is important that we have a welcoming presentation of food,

cleanliness and invitation to events. The congregation is always responsible for welcoming visitors at coffee hour so that they feel welcome and noticed. I hope everyone will do their part in the upcoming year. Thanks to those who donated kitchen supplies Ruth Straw, Rayna Bick and Stephanie Morales. I try to be present at the kitchen window and welcome all new people asking about whom they are and what brought them to visit today. The kitchen is also a place for many hugs. The coming year goals are to find information on cleaning our equipment so as to sustain the life as long as possible. Any one who knows where to get manual please let me know. To get new commercial grade coffee mugs for the kitchen to maintain safety and health. To get third and fourth Sunday volunteers to coordinate clean up. To continue to work on organization of the pantry and table clothes. To organize a yearly cleanup project. To talk more about how we can be more welcoming to those who visit. To work on being more environmentally aware and active. Thanks goes to John Straw for helping to recycle our trash.

Social Justice and Outreach

Annual Report for Christmas Angel Tree, MUUSJN and FACT

2010-2011

Christmas Angel Tree program of NESK (North End Soup Kitchen) provided gifts for 26 children and towels, socks and personal supplies for other adults. Sue Kirby coordinated with help from Rayna Bick. Join us in Dec. 2011 to continue this tradition.

MUUSJN (Michigan Unitarian Universalist Social Justice Network) involves UU's from 23 Michigan congregations and fellowships. Surveys of local congregations have led to Task Forces on Health Care Reform, Criminal Justice and Prison Reform, Standing on the Side of Love with Immigrant and LGBT persons and Environmental Issues. Several Flint UU participate via monthly conference call meetings, respond to email action alerts, have attended Annual Justice Conferences, lobbying days in East Lansing and given personal stories or advocacy messages in our state capitol and via media. Check out our statewide advocacy network and live our principles of justice and democracy.

FACT (Flint Area Congregations Together) has offered Flint UU's the opportunity via our LOM (Local Organizing Ministry) to be involved in Education Reform Initiative with the current Process Improvement Teams formation aimed at Academic Improvement, School Safety and Resource mobilization, Safety Committee including Ceasefire Lifeline Initiative, Environmental Health committee including a collaboration with our Green Sanctuary Program around lead testing and abatement and Neighborhood Revitalization via research and FACT representation on Planning Advisory Committee. Flint UU has provided active leadership on FACT board, Safety, Education and Environmental health subcommittees and 18- 30 UU's have turned out for actions. Join the LOM meetings on the 3rd Sunday of each month at 12:30p to learn more about congregation based community organizing. To date Rayna Bick, Sue Kirby, Diane Vack and Sue Owen Kinsey have attended national training. We will continue to support our FACT dues via contributions on 2nd Sundays twice a year. We will be conducting one to one conversations with Flint UU's about their concerns as part of our commitment to do 2000 documented interviews for the Promise Neighborhood Roundtable and to identify concerns AND solution ideas. Be involved for a more just and equitable community.

Rayna Bick

**SOCIAL JUSTICE
SECOND SUNDAY DONATIONS
Annual Report 2010-2011**

2010		
July	Eisenhower Back Pack (Food Bank)	\$ 914.73
August	MUUSJN	191.00
September	FACT dues	521.56
October	UUA Association Sunday	564.00
November	Planned Parenthood	638.00
December	Wellness Aids/HIV Services	450.00
2011		
January	UUCF Leadership Scholarship	307.00
February	Motherly Intercession	525.00
March	FACT dues	638.00
April	Food Bank (matching funds)	486.00
May	UUSC for Japan and Southern States	779.52
June	Safehouse/YWCA	Collection June 12
	TOTAL	\$6014.81

UNITARIAN UNIVERSALIST SERVICE COMMITTEE Annual Report of Local Activities, October 2010 - May, 2011

CROPWALK

Every autumn, people from many religious congregations in the Flint area participate in the CROPWalk. 'CROP' stands for "Communities Responding to Overcome Poverty." Walkers obtain monetary pledges of support from relatives, friends, neighbors, co-workers, fellow members of their congregations, and others who sponsor them on the walk. One-fourth of the funds raised stays in Flint. Three-fourths of the funds raised go to Church World Service (a Christian organization) or another designated organization whose work helps eliminate hunger and poverty in the larger world. The Unitarian Universalist Service Committee (UUSC) is such an organization.

Before reporting on the CROPWalk held last fall, it is necessary to provide additional information about the 2009 CROPWalk. Participants in our congregation raised \$500 and this amount (in cash and checks) was transferred to LOVE INC, the local CROPWalk facilitating agency. In the summer of 2010, a member of our congregation informed me that her donation still had not cleared her checking account. I contacted LOVE INC and the regional CROPWalk office in Elkhart, Indiana. According to LOVE INC. the money from our church had been sent to Elkhart. According to the Elkhart office, it never arrived. To my knowledge, this had never happened before. To prevent it from happening again, the Elkhart office advised that all cash donations be put into the form of a check. This advice was taken in 2010 and will be followed in future years.

The October 2010 CROPWalk occurred without a hitch and the amount we raised was \$405. One-fourth of those funds (\$101.25) were distributed among five local agencies (Crossover, Food Bank of Eastern Michigan, LOVE INC, North End Soup Kitchen, and Shelter of Flint). Three-fourths of the funds (\$303.75) went to the UUSC.

GUEST-AT-YOUR-TABLE

"Guest-at-Your-Table," the foremost annual fundraising and educational activity of the UUSC, was conducted between Thanksgiving and New Year's Day. Small, colorful Guest-at-Your-Table boxes were distributed on Sunday, November 21, 2010. Individuals, couples, and larger families in the congregation were encouraged to take a box home and to keep it handy at mealtime. Fifteen households in our congregation symbolically welcomed "guests" at their tables by depositing bills and coins (representing the cost of one or more daily meals) in these boxes during the holiday season.

The ingathering of boxes began in January. By the middle of March, all boxes had been returned. They held a total of \$444.43. One household had contributed \$100, the minimum amount eligible for matching funds from an endowment fund managed by the Unitarian Universalist Congregation at Shelter Rock in Manhasset, New York. Consequently, the UUSC received \$544.43.

FAIR TRADE PRODUCTS

A large variety of fairly traded organic coffees, teas, chocolate bars, cocoa, and other items were sold during the fall, winter, and spring, through an arrangement with the Equal Exchange Company. A portion of each sale benefits the UUSC.

Pamela Pinti, UUSC Local Representative

Worship Committee 2010-2011 Annual Report

Board Liaison; Chris Monk, Worship Associates and Secretary Chair,
Sue Owen Kinsey, Lay Services Members
David Handwerker, Sound
John Straw, Ushers
Karen Plummer, Aesthetics

Helpers: June Urdy, Aimee Loubert, Thorpe Saxton, Joyce Saxton, Ellen Patnaude
Sound Technicians: David Handwerker, Thorpe Saxton, David Hurt and Karen Olson
Ushers: Bonnie Pobocik, David and Wyn Handwerker, David and Cathy Frazee, Howard and Tammy Schultz, John Straw, Al and Tina Putney, Karen Plummer, Wayne and Ellen Haney, Teresa and Lauren Fowler, Virginia Chatfield,

Worship Associates: Harold Ford, Joan Smalley, Sheila Smith, Rayna Bick, Jim Newtown, John Straw, Chris Monk, June Urdy, Aimee Loubert, Sue Owen Kinsey and Ron Krueger

Purpose: The purpose of the committee is to work with the Minister on Sunday service, and to coordinate lay service when the Minister is not in the pulpit.

Accomplishments: In the 2010/2011 Worship committee had twenty-two lay/professional services when the Minister was not in pulpit, eleven of these services were in the time period from when Rev. Ranck left and Rev. Page started. These covered a variety of topics and formats, from informal circles, to concerts, to outside speakers, along with two services done by the Rev. Laurie Thomas.

A group has been organized to do power point presentations on Sunday.

The Sanctuary has been decorated even after the loss of free flowers from Rainforest Florist.

Worship was in charge of the picnic after the ingathering service.

- Helped create weekly worship through participation in the Worship Weaving team process
- Experimented with creating more contemplative time in the service by shifting from Candlelighting to a combination of Meditation Hymn, Community Prayer and Sacred Silence
- Experimented with Living into the Beloved Community as a way to build community and offer testimony about our UU faith

- Experimented with Today's Lessons as a way to bridge the Sunday experience of children and adults

- Supported additional multi-generational services throughout the year

- Worked with Minister to address aesthetics/visual impact of the sanctuary including use of fabric altar cloths, reorganized worship storage area

Goals for Next year: To have training session for worship associates before November.

Continue to find new ways to decorate the sanctuary. To involve more of the congregation in the worship process, thereby bringing fresh ideas and a sense of ownership. Also to have services which meet the needs of the congregation and are interesting, challenging and spiritual in nature. As this is one way to have visitors return and become active members of the church