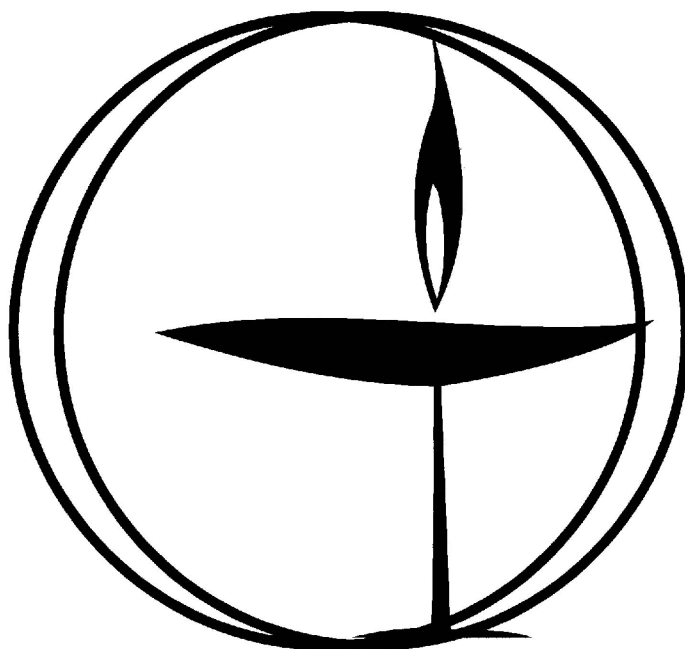


First Unitarian Universalist Church of Columbus
Annual Report
June 13, 2010



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Board, Staff, and New Members

BOARD

Chair	Tony Skrabak
Vice Chair	Rich Humenick
Secretary	Patricia Boughton
Treasurer	Frank Phillips
Board Members	Anita Bucknam
	Kay Gaskill
	Bob Gordon
	Sarah Graffagnino
	Judy Kleen
	Kevin O'Neil
	Gina Phillips
	Doug Rossiter
Past Chair	David Easter
Moderator	Doris Oursler

STAFF

Senior Minister	Rev. Mark Belletini
Associate Minister	Rev. Eric Meter
Chaplain	Dick Dawson
Director of Religious Education	Jolinda Stephens
Administrator	Susan Hollenbach
Music Director	Tony McDonald
Pianist/Accompanist	Nathan Hamm
Bookkeeper	Joe Voltolini
Office Administrator	Marian Garcia
Events Coordinator	Don Hippensteel
RE Assist./Staff Secretary	Deb McGuire
Facilities Assistant	Naoko Kobayashi
Facilities Assistant	Cathy Hausmann
Director , School for Young Children	Stephanie Rottmayer
Lead Toddler Room Teacher	Jessica Winters
Minister Emerita	Rev. Carol Brody
Minister Emerita	Rev. Wendy Fish

NEW MEMBERS July 1, 2009 THROUGH May 31, 2010

Anne Casto
Susan Closson
Eric Conrad
Megan Garbe
Madge George
Anne Gilliland
Jennifer Hefner
Steven Huwig
Tanya Huwig
Laura Justice
David Landsbergen
Kim Landsbergen
Beth McCreary
Peggy McKee
Marla McMichael-Liston
Jennie Merna
Gary Miller
Deborah Miller Gnann
Ian Mykel
Nancy Nehring
Karen Oldham
Tony Rice
Mark Rudoff
Richard Russell
Dave Tessier
James Wendelken
Jennifer Wendelken
Susan White

Annual Congregational Meeting, June 14, 2009

1. Opening Worship

Rev. Mark Belletini, Rev. Eric Meter

Mark and Eric read a poem by Robert T. Weston, UU minister, about the beginning of Summer. Mark acknowledged our many accomplishments this year, and also spoke of his dreams for the future.

2. Welcome, Announcement of Quorum

Steve Abbott, Moderator

Steve reminded us that as part of our congregational polity, this meeting is one the most important things we do every year. 165 members signed in for the meeting. 118 are required for a quorum.

3. Approval of Minutes

Steve Abbott

- June, 2008 Annual Meeting
Moved by: Mark Pinnsonneault
Seconded by: Kelly Blake
Approved
- February, 2009 Mid-Year Meeting
Moved by: Carole Pruiksma
Seconded by: Paul Evans
Approved

4. Board Chair Report

David Easter

David began his report by asking the congregation to read the new Mission statement in unison. He mentioned some of our many accomplishments this year, as well as some challenges

Accomplishments include:

- Ad hoc committee to consider church name
- Safe Congregation policy
- Green Team established
- Racial Diversity Task Force established
- Young Adult/Campus Ministry Task Force established
- Two new professional staff members
- Various committees restructured
- Partner church program

Challenges include:

- Half a year without a church administrator
- Vacancy in the music program
- Search for a settled second minister
- Financial challenges include a proposed budget with no raises for staff and below fair share contributions to OMD and UUA

5. Elections

Leslie Armstrong, Chair, Nominating Committee

- Board of Trustees, by acclamation
Moved by Alice Rathburn
Seconded by Julie Pinsonneault
Approved
Anita Bucknam
Judy Kleen
Gina Phillips
Doug Rossiter
- Moderator, by acclamation
Moved by Jane Larson
Seconded by Karen Dawson
Approved
Doris Oursler
- Nominating and Leadership Development Committee
Elected:
Kirsten Chen
Lauri Nandyal

Ron Rathburn
Ross Schifano

- Ministerial Search Committee, by acclamation
Moved by: Linda Thompson
Seconded by: Ross Schifano
Approved
Su Farnlacher
Beth Jewell
Steve Kraynak
John McCrystal
Karen McGuire

6. Nominating Committee Revision

Leslie Armstrong

Moved by: Bill Inglis

Seconded by: Kelly Blake

Approved, by a 2/3 majority, to amend the constitution as follows:

...that the name of the committee be changed to Leadership Development committee, and that the name be changed throughout Article V and Article VII, and where else the name appears. The following language in Article VII, Section 2, "The Nominating Committee will help identify throughout the year interested candidates for leadership and service roles throughout the church" will be replaced with "The Leadership Development Committee will coordinate the identification, recruitment, training, support and recognition of church leaders. The Leadership Development committee will be responsible for allocating budgeted funds for leadership development." The following language in Article VII, section 3, "The duties of the Nominating Committee shall be to review...", shall be replaced with "Every year the Leadership Development Committee shall review..."

7. Committee on Church Ministry Revision

Chas Williams, Board Liaison

Moved by: Su Farnlacher

Seconded by: Donna Jarrell

Approved, by a 2/3 majority, that we amend the constitution as follows:

Article V, Section 5, regarding the Committee on Church Ministry, and Article VII, section 3C, relating to the nomination of a candidate for election the Committee on Church Ministry be REPEALED. Further, that the congregation require the board to appoint an ad hoc committee to study models for a similar committee to the Committee on Church Ministry for churches of our size, and that this committee make recommendations and report to the board and congregation at either the mid-year or annual meeting in 2010.

It should be noted that the members of the current committee are willing to serve as the ad hoc committee, subject to Board approval.

8. Ordinations to the Ministry

Mark Belletini

- Kathleen Fowler
Moved by: Alice Rathburn
Seconded by: Myrna Paris
Approved
- Suzan McCrystal
Moved by: Bill Inglis
Seconded by: Sue Engle
Approved

9. Budget Report

Tim Hooks, Chair, Finance Committee

Frank Phillips, Treasurer

Frank briefly explained Income and Expenses as percentages of the total budget.

Highlights of the proposed budget: a more reliable figure for pledge income, a much reduced Holiday Appeal, no salary increases, contributions to UUA and OMD that are closer to fair share.

Move by: John Reisman, that any funds collected in excess of the currently budget amount for Holiday Appeal would go for bonuses for ministers and staff.
Seconded by: Kay Fisher

There was lively discussion of the proposed amendment. David Easter explained that the Board passed this budget with the clear understanding that salary increases and UUA contributions would be the first priority for any additional income.

Amendment defeated.

Moved by: the Board of Trustees, that the congregation approve the budget as distributed.
Approved

10. Mission and Vision Statements

David Easter, Mark Belletini

David reviewed the year-long process in drafting the proposed new Mission/Vision statements.

Moved by: Don Hippensteel, that the words *multiracial* in Vision Statement Section 2, and *racial* in Section 3, be changed to *multiethnic and ethnic*.

Seconded by Donna Jarrell

Amendment defeated

Moved by: the Board of Trustees, that the congregation approve the new statement.

Approved

11. Racial Diversity Task Force

Steve Kraynak, Lauri Nandyal

Steve outlined precedents, both from UUA and First UU, that have led to the establishment of this task force. Lauri outlined three main thrusts of the new group: education and exploration, communication and coalition building, and events and outreach.

12. Report on Partner Church Initiative

Gretchen Faulstich

Gretchen reported on some recent developments in the partner church initiative. Recently some of our members spoke by Skype with the new minister of our partner church. They have invited us to send representatives to the July ordination of their new minister. We will develop a covenant statement for this partnership.

13. Report of Ad Hoc Committee on Church Name

John Dickinson

John reported on the activities and results of the committee over the past year. Although a previous report concluded that there was no clear call for a change in name, John ended his report with the hope that a change to “Unitarian Universalist Congregation of Columbus” be put to a vote of the congregation.

14. Report on Administrator Search

Kevin O’Neil

Kevin thanked committee members Judy Kleen, Anita Bucknam, Gretchen Faulstich, and Roger Nash.

Susan Hollenbach has accepted the position and will begin July 1.

15. Report on Music Search

Tony McDonald

Tony thanked his committee: Rich Humenick, Peg Meckling, Sandi Coen, Holly Adams, Linda McNabb

Cheridy (“Dee”) Keller will be the new director for Spirit of Life, Rising Voices, and Peace Pals Choirs. She will begin in the Fall.

16. New Business

Steve Abbott

No new business.

17. Litany of Names of Deceased Members

Rev. Eric Meter

18. Closing Words

Rev. Mark Belletini

Adjourn

Steve Abbott

Special Congregational Meeting December 6, 2009

1. Call to Order: *Doris Oursler, Moderator*

She reminded everyone only members can vote.

2. Lighting of the Chalice: as a reminder we are all in this room together and this light is here to guide us and look forward to our future.

3. Verification of Quorum, *Doris Oursler, Moderator*

240 members signed in for the meeting. That is enough for a quorum.

4. Opening Words: *Rev. Mark Belletini*

Discussed Principle of *Use of Democratic Process* – A process is something that is ongoing so even though the vote is today, this process has been going on for a long time. (Mark then left the meeting.)

5. Listening Session process

Karen McGuire read the process that the Ministerial Search Committee followed for the listening sessions. Congregation gave a rousing thank you to Committee for all their work. Asked if any questions on the process that the Committee followed for the Listening Sessions and there were no questions.

6. Recommendation is read: The Ministerial Search Committee recommends to the congregations of the First Unitarian Universalist Church of Columbus that Reverend Eric Meter be called as our settled Associate Minister. This recommendation is based upon:

- The overwhelming support voiced for Reverend Meter during the Listening Sessions conducted by the committee
- The strong link between the essential characteristics for our Associate Ministry identified during the Listening Sessions and the specific skills, talents and gifts that Reverend Eric Meter will bring to the position

7. Discussion of Motion to Call Rev Meter, *Doris Oursler, Moderator*

Members of the congregation were given a chance to discuss motion.

8. Congregation voted using paper ballots and ballots taken to office to count.

9. Jolinda Stephens discussed the Youth Justice Trip to New Orleans while votes were counted.

10. Ballot Results: *Doris Oursler*

There were 240 votes. 228 yes and 12 no. This is 95 % yes.

11. Eric Meter accepted position of Associate Minister

Recommendation to adjourn moved by Alice Rathburn.

Respectfully submitted, Patricia Boughton: Board Secretary

Mid-Year Congregational Meeting, March 14, 2010

1. **Opening Words**

Rev. Mark Belletini

Mark read a poem by Wendell Berry.

2. **Welcoming and Announcement of a Quorum**

Doris Oursler, Moderator

125 members signed in so we do have a quorum

3. **Approval of Minutes**

Doris Oursler, Moderator

Annual Meeting Minutes, June, 14 2009

Congregational Meeting Minutes, Dec 6, 2010

Moved by Steve Abbott and Seconded by Kay Fisher . **Approved**

4. **Endorsement by Congregation of Donna Jarrell as Ministerial Candidate** **Sydney Schardt**

Sydney Schardt is the head of Donna Jarrell's Sponsorship Committee. She described many things that Donna has been involved in at First UU. The Sponsorship Committee solicited feedback from First UU members and friends via a survey Nov 20-29, 2009. Based on both personal interactions with Donna and confidence in her potential as a minister, responses resulted in overwhelming support for Donna's candidacy.

Questions: Bob Lechter asked if there was a limit on the number of people we can endorse.

Rev. Mark answered there is no limit. Endorsement is something the candidate needs to ask for from the congregation, not something the congregation initiates.

Motion is coming from the Board so do not need a second. **Approved**

5. **Board Chair Report**

Tony Skrabak

Accomplishments this past year include: Ordained 2 ministers: Kathleen Fowler and Susan McCrystal. Last year our Sunday School was bursting at the seams - Changed time of first service and the SS more evenly spread out. Breakfast has helped first service's popularity. Even in challenging times, members have been able to maintain their pledge payments. Rental Income is down a little bit. In spite of that, we do not expect to have budget cuts.

Looking ahead: Next year is our 70th anniversary. We will celebrate this at our Fellowship dinner in the Fall.

6. **The State of the Church**

Rev. Mark Belletini

Wonderful things are going on at our church including Racial Diversity Task Force.

We may need to start thinking outside the box on Space issues for church rooms. When Mark first arrived in 1998 he was often here alone in the evenings. Now rooms are constantly filled as there many activities going on at the church. In addition, Marian now spends a lot of her time on calendar scheduling.

Also ways information is communicated is evolving. Personally, many people communicate via Facebook. Church Newsletter is mostly sent via email and there is a lot of information included in the newsletter. Right now looking at number of announcements that can be included in Worship Service.

Mark thanked us for our support during this difficult year for him due to the health of his parents.

7. **Report from Task Force on Church Ministry**

Josette Bodonyi

Recognized dedicated members of task force: Doug Rossiter, Ginny Wemmerus, Paula Hook, and David Easter. The Task Force has been studying committee models of churches of our similar size and looking at recommendations from UUA. Name to be changed to Committee on Shared Ministry. Board will vote on recommended model and then share more information at Annual Meeting.

8. Annual Budget Drive

Carole Pruiksmas and Cary McDonald

There were some changes this year to Annual Budget Drive inspired by our Mission and Vision. In the budget, want to move Holiday Appeal from funding general Operating Budget to more holiday specific activities and outreach. Moving towards Fair Compensation for ministers and staff and Fair Share to district and UUA. As of today, 50% of pledge units have turned in their pledge forms. The committee will now start calling members to remind them to pledge.

9. Report on Auction, Feb 20, 2010

Cathy O'Neil and Jo Anne St. Clair

This was a very successful auction. Raised more than \$30,000 and had more donations than ever: 400 plus. Thanked the core committee and many others who made the auction a success.

10. Report on Search for Chalice Choir Director Judy Field

Tony McDonald has sent about 34 announcements about the position to various music programs and colleges in the area. When applications are received, the committee will review and then bring some candidates in for Auditions/Interviews.

11. Partner Church Initiative Gretchen Faustich

We have had a Partner Church for almost a year. Fellowship dinner in the fall was Partner Church themed. Gretchen and Kevin O'Neil visited our partner church last Fall also. Have struggled a bit with communication as minister is one of few who speaks English and the Minister did not have internet for a few months. But congregation is very excited about our partnership.

12. Report on Green Team Initiative

Tom Baillieul

Rain Garden was installed last summer/fall – it is highly engineered and very gorgeous garden. Will have a dedication ceremony for it in the Spring. It uses water that would ordinarily rush into the sewers and will help with water quality in the Olentangy River.

Our church building: due to Church age need to repair/replace some items (Roof over Worship Center, furnaces, etc) With Building committee, looking at opportunities for energy efficiency & alternatives (like solar panels).

13. Report on Social Justice Trip

Jolinda Stephens, DRE and Evan Hoppens

Youth will be taking a Justice Trip to New Orleans. It will be a multi-layered experience. First trip in 6 years but now hope with be able to a trip every 3 years. Evan is chair of youth adult steering committee.

14. CommUUnity in Challenging Times

Michael Greenman

CICT was born in Dec 2008 to help with impact of effects of the economy. Organize tables in fellowship hall, community fairs, workshops. Will also now reach out to community. Large focus is helping people with employment. Started a jobs list serv. Thanked the many dedicated volunteers who have supported the efforts. Will be an upcoming seminar "The Big Squeeze" Sun March 28, 2010 at First UU.

15. Adjourn Doris Oursler

Proposed Budget for 2010-2011

Account		FY2010 Revised Budget	Proposed FY2011 Budget	FY11 % change from FY10R
Revenues				
Contributions				
4000-1210	Pledge Payments-Operating	\$615,000	\$628,141	2.1%
4000-1220	Prior Year Pledge Payments	\$12,500	\$16,000	28.0%
4000-1230	Uncollectible Pledges	(\$18,450)	(\$18,844)	2.1%
4000-1250	Non-Pledged Contributions	\$12,000	\$14,161	18.0%
4000-1260	Plate Cash Collection	\$17,000	\$16,000	-5.9%
4000-1500	Social Justice Contributions	\$15,000	\$15,000	0.0%
4000-1514	Heifer Contributions	\$5,000	\$5,000	0.0%
4000-1515	Feed My Sheep Contributions	\$500	\$500	0.0%
4000-1530	Racial Diversity Task Force			
4000-1580	Fair Trade Coffee Sales	\$5,440	\$5,440	0.0%
4010-1420	Contrib -UUSC - Guest at Your Table		\$1,600	
4000-1240	Holiday Appeal Income	\$13,000	\$12,000	-7.7%
	Subtotal Social Justice	\$25,940	\$25,940	0.0%
4010-1325	Contrib -Caring Comm.		\$0	
	Contrib - Music	\$0	\$0	
4010-1630	Contri - RE SSP	\$1,600	\$0	
	Subtotal Contributions	\$678,590	\$694,998	2.4%
Other Income				
4610-1075	Facility Use and Rental Income	\$21,000	\$11,500	-45.2%
4610-1080	Facility Use SYC	\$6,841	\$7,114	4.0%
4610-1085	Miscellaneous Income	\$2,000	\$2,000	0.0%
4610-1095	SYC Year End Split	\$3,693	\$3,000	-18.8%
4700-1000	Realized Gain/Loss-Operating	\$0		
4701-1000	Unrealized Gain/Loss-Operating	\$0	\$2,000	
4710-1000	Interest/Div.-Operating	\$800	\$1,500	87.5%
	2nd Minister Search - special ask	\$12,000	\$0	
	Tax Credit		\$1,500	
	Retail Rewards Programs		\$6,000	
	Subtotal Other Income	\$46,334	\$34,614	-25.3%
Miscellaneous Sales				
4600-1005	Auuction Income	\$32,000	\$30,000	-6.3%
4600-1010	Bookstore Sales	\$5,000	\$5,150	3.0%
4600-1015	Sunday Breakfast Income	\$0		
4600-1020	Congregation Retreat Income	\$5,000	\$5,000	0.0%
4600-1025	Cookbook Sales	\$0	\$0	
4600-1028	Entertainment Books	\$0	\$0	
4600-1030	Fellowship Dinner	\$500	\$500	0.0%
4600-1040	Coming of Age Fundraising Activity	\$2,500	\$2,500	0.0%
4600-1042	Computer Repair Income	\$0	\$1,500	
4600-1043	Contra Dance Income	\$5,000	\$5,000	0.0%
4600-1050	Seder Supper Income	\$800	\$800	0.0%

4600-1055	Social Dance Income	\$9,000	\$7,200	-20.0%
4600-1058	Peace Camp	\$1,500	\$1,500	0.0%
4600-1060	Special Event Misc - Income	\$0		
4600-1065	Coffee Hour	\$1,250	\$1,250	0.0%
	Subtotal Misc Sales	\$62,550	\$60,400	-3.4%
4600-1610	RE Other Income	\$0	\$0	
4600-1620	RE Fees - Adult	\$1,500	\$1,000	-33.3%
4600-1630	RE Fees - Children	\$0	\$0	
4600-1635	RE Library Income	\$0	\$0	
	RE Youth Child Care Fund Raising			
4600-1640	RE Coming of Age Income	\$0	\$0	
	Subtotal RE Income	\$1,500	\$1,000	-33.3%
Transfers				
4900-1000	Transfer to Operating	\$0	\$0	
	Subtotal Transfers	\$0	\$0	
	Total Revenues	\$788,974	\$791,012	0.3%

Expenses

Personnel

Senior Minister

\$0

6010-1100-A	Minister Salary	\$62,055	\$62,055	0.0%
6012-1100-A	Minister Housing Allowance	\$24,455	\$24,455	0.0%
	Subtotal Senior Minister Salary	\$86,510	\$86,510	0.0%

Associate Minister

6020-1110-A	Assoc. Minister Salary	\$37,600	\$37,600	0.0%
6022-1110-A	Assoc. Minister Housing Allow.	\$17,000	\$17,000	0.0%
	Subtotal Associate Minister Salary	\$54,600	\$54,600	0.0%

Minister Benefits & Expenses

6051-1100-A	Minister Pension	\$9,313	\$9,313	0.0%
6052-1100-A	Minister Health Insurance	\$6,212	\$7,350	18.3%
6053-1100-A	Minister Workers Compensation	\$210	\$165	-21.4%
6054-1100-A	Minister Life/Disability Ins./Dental	\$1,144	\$1,395	21.9%
6055-1100-A	Professional Exp. - Minister	\$7,500	\$7,500	0.0%
6056-1100-A	Minister SSA Equivalent	\$6,618	\$6,618	0.0%
6061-1110-A	Assoc. Minister Pension	\$5,598	\$5,878	5.0%
6062-1110-A	Assoc. Minister Health Ins.	\$4,130	\$4,812	16.5%
6063-1110-A	Assoc. Minister Workers Comp.	\$126	\$96	-23.8%
6064-1110-A	Assoc. Minister Life/Disability	\$1,166	\$919	-21.2%
6065-1110-A	Professional Exp. - Asso. Min.	\$5,200	\$5,460	5.0%
6066-1110-A	Associate Minister SSA Equival	\$3,978	\$4,177	5.0%
6067-1110-A	Assoc Minister Moving Expense	\$0	\$0	
	2nd Minister Search/Installation	\$12,000	\$2,000	-83.3%
	Subtotal Minister Benefits & Exp	\$63,195	\$55,682	-11.9%

6100-1120-C	Administrator Salary	\$46,000	\$34,500	-25.0%
6100-1122-M	Choir Director Salary	\$10,897	\$13,320	22.2%
6100-1123-M	Music Director	\$9,476	\$9,476	0.0%
6100-1124-M	Pianist Salary	\$11,866	\$11,866	0.0%
6100-1125-M	Children's Choir Director	\$7,107	\$7,107	0.0%
6100-1126-E	RE Director	\$50,000	\$50,000	0.0%
6100-1128-E	Sunday School Assistant	\$9,083	\$10,340	13.8%
6100-1130-E	RE Summer Director	\$1,485	\$1,485	0.0%
6100-1132-C	Office Administrator Salary	\$27,836	\$27,836	0.0%
6100-1134-C	Staff Secretary Salary	\$3,026	\$3,026	0.0%
6100-1135-C	Sunday Receptionist			
6100-1136-C	Bookkeeper Salary	\$17,262	\$17,262	0.0%
6100-1140-J	ASL Interpreter Stipend		\$0	
6100-1142-A	Sound Technician Stipend	\$300	\$600	100.0%
6100-1144-C	Toddler Care	\$3,000	\$2,229	-25.7%
	Toddler Sitter			
6100-1146-C	Events Coordinator Salary	\$16,219	\$16,219	0.0%
6100-1148-C	Facilities Assistant Salary	\$24,253	\$24,253	0.0%
6100-1150-C	P T Facilities Assistant Wages	\$12,238	\$12,238	0.0%
	Administrator Search		\$600	
	Subtotal Staff Salaries	\$250,048	\$242,357	-3.1%
Staff Benefits & Expenses				
6600-1120-C	Administrator Professional Exp	\$2,000	\$1,500	-25.0%
6600-1124-M	Music Director Prof Expense	\$1,500	\$1,500	0.0%
6600-1126-E	DRE Professional Development	\$3,500	\$4,500	28.6%
6600-1200-C	Staff Bonuses		\$0	
6610-1190-C	Staff Pensions	\$14,781	\$14,883	0.7%
6615-1190-C	Staff Health Insurance	\$15,826	\$17,271	9.1%
6615-1195-C	Health Reimbursement Account	\$5,000	\$5,000	0.0%
6615-1196-C	Health Plan Administration		\$450	
6620-1190-C	Staff Workers Compensation	\$599	\$653	9.0%
6625-1190-C	Staff Life/Disability Insurance	\$304	\$371	22.0%
6635-1190-C	Staff FICA & Medicare	\$18,876	\$17,037	-9.7%
6100-1153-C	Pool for Pay Increases	\$9,000	\$13,327	48.1%
	Subtotal Staff Benefits & Exp	\$71,386	\$76,492	7.2%
	Total Salary and Benefits	\$525,739	\$515,641	-1.9%
7000-1610-E	RE Council	\$850	\$600	-29.4%
7000-1615-E	RE Adolescent (to become YASC)	\$250	\$500	100.0%
	RE Youth Leadership Training (was Youth Advisor Training)		\$700	
7000-1620-E	RE Adult	\$500	\$800	60.0%
7000-1630-E	RE SSP	\$2,125	\$1,800	-15.3%
7000-1640-E	RE COA		\$0	

7000-1645-E	RE OWL	\$1,000	\$1,250	25.0%
7000-1646	R E Youth Advisor Training	\$700	\$0	
	RE Youth Child Care Fund Raiser			
	Youth Justice Project Fund		\$0	
	Adult OWL		\$650	
	RE Volunteers		\$500	
	Subtotal Religious Education	\$5,425	\$6,800	25.3%
7100-1000-D	UUA Annual Program Fund	\$16,200	\$19,440	20.0%
7108-1000-D	UUSC - Institutional Pledge	\$692	\$692	0.0%
7110-1000-D	UU-OMD District Dues	\$14,528	\$13,782	-5.1%
	Subtotal Denominational Support	\$31,420	\$33,914	7.9%
Programs & Committees.				
7000-1300-P	Board of Trustees	\$617	\$500	-19.0%
7000-1315-P	Arts/Space Committee	\$0	\$0	
7000-1320-B	Building Comm.	\$450	\$450	0.0%
7000-1325-P	Caring Comm.	\$400	\$660	65.0%
7000-1326-P	Caring/Pastoral	\$600	\$600	0.0%
7000-1330-P	Child Care Comm	\$2,500	\$2,500	0.0%
7000-1335-M	Choirs	\$4,000	\$4,000	0.0%
7000-1345-P	Communication Comm.	\$1,500	\$1,500	0.0%
7000-1355-P	Covenant Group	\$210	\$400	90.5%
7000-1360-D	Denominational Connections	\$200	\$200	0.0%
7000-1365-P	Stewardship Comm.	\$1,500	\$1,000	-33.3%
7000-1374	FOCUUS	\$500	\$500	0.0%
7000-1375-B	Grounds Comm.	\$900	\$900	0.0%
7000-1380-P	Historian Comm.	\$50	\$100	100.0%
7000-1390-C	Info/Tech Comm.	\$103	\$103	0.0%
7000-1395-P	Leadership	\$2,000	\$2,000	0.0%
7000-1405-P	Membership	\$700	\$1,000	42.9%
	UUSC			
7000-1425-A	Worship Comm.	\$900	\$900	0.0%
7000-1430-P	Social Committee	\$100	\$100	0.0%
	Sunday School Committee	\$300	\$300	0.0%
7000-1450-P	Partner Church Committee	\$0		
7000-1435-P	Library		\$0	
	Holiday Appeal Social Justice Outreach			
7000-1500-J	Social Justice Program	\$15,000	\$100	-99.3%
7000-1505-J	Faith Mission/Pater Noster	\$0	\$2,500	
7000-1506-J	YWCA Family Center	\$0	\$2,500	
	RESULTS		\$300	
	SPAN		\$250	
	Buckeye Forest Council		\$125	
	UUJEC (UU's for a Just Economic Community)			
	Equality Ohio		\$100	
7000-1507-J	Feed My Sheep Pantry	\$500	\$3,400	580.0%

7000-1508-J	BREAD Contribution	\$0	\$1,320	
7000-1509-J	BREAD Misc	\$0	\$0	
7000-1510-J	Nat. Am. Indian Center	\$0	\$1,100	
7000-1511-J	Reproductive Rights (ORCRC)	\$0	\$625	
7000-1512-J	Clintonville Resource Center	\$0	\$1,200	
7000-1513-J	Travel to Mineral OH	\$0	\$1,200	
7000-1514-J	Heifer Int'l	\$5,000	\$5,000	0.0%
7000-1515-J	Mid-Ohio Workers Assoc.	\$0	\$125	
7000-1516-J	NARAL Pro-Choice Educ.	\$0	\$450	
7000-1522-J	Franklin Co. Good Gov't	\$0	\$50	
7000-1525-J	UU Children's Justice Projects	\$0	\$0	
	MLK Breakfast		\$0	
7000-1580-J	Fair Trade Coffee	\$5,440	\$5,440	0.0%
	Subtotal Social Justice	\$25,940	\$25,910	-0.1%
	Subtotal Programs & Committees	\$43,470	\$43,623	0.4%
	Total Church Programs	\$80,315	\$84,337	5.0%
7210-1000-C	Bank Service Charges	\$100	\$100	0.0%
7215-1000-C	Bank Card Processing Fees	\$2,000	\$2,200	10.0%
7220-1000-C	Copier Lease & Maintenance	\$2,636	\$2,850	8.1%
7225-1000-C	IT Equipment & Maintenance	\$1,000	\$1,200	20.0%
7230-1000-C	Office Equipment/Maintenance	\$1,000	\$700	-30.0%
7235-1000-C	Office Supplies	\$4,500	\$4,700	4.4%
7240-1000-C	Newsletter Bulk Mailing	\$1,200	\$900	-25.0%
7245-1000-C	Payroll Processing Fees	\$2,600	\$2,750	5.8%
7250-1000-C	Postage	\$1,600	\$1,600	0.0%
7255-1000-C	Telephone	\$3,100	\$3,400	9.7%
7260-1000	Staffing Needs	\$90	\$0	
7290-1000-C	Miscellaneous Expense	\$1,000	\$1,000	0.0%
7292-1000-C	Emergency Exp.	\$500	\$500	0.0%
	Financial Audit Fund		\$2,000	
	Total Administration	\$21,326	\$23,900	12.1%
	Facilities			
7310-1000-B	Grounds Maintenance	\$6,000	\$6,300	5.0%
7315-1000-B	Parking Lot Maintenance	\$3,000	\$4,560	52.0%
7320-1000-B	Building Maintenance/Repair	\$11,000	\$12,000	9.1%
7330-1000-B	Building & DOO Insurance	\$6,800	\$6,800	0.0%
7340-1000-B	Building Supplies	\$5,000	\$5,250	5.0%
7350-1000-B	Bldg. Equip. Purchase/Maint.	\$4,120	\$4,300	4.4%
7355-1000-B	Roof repair	\$0	\$0	
7365-1000-B	Security	\$360	\$360	0.0%
7370-1000-B	Utilities	\$37,500	\$38,500	2.7%
	Green Audit	\$1,500	\$0	
	Subtotal Building & Grounds	\$75,280	\$78,070	3.7%

Mortgage				
9020-1000-B	Mortgage Principal Payment	\$54,335	\$54,335	0.0%
9025-1000-B	Mortgage Interest Payment	\$0	\$0	
9040-1000-B	Parking Lot Taxes	\$3,110	\$3,110	0.0%
	Subtotal Mortgage	\$57,445	\$57,445	0.0%
	Total Facilities	\$132,725	\$135,515	2.1%
Miscellaneous Expenses				
8000-1005-Q	Auuction Expenses	\$2,500	\$2,500	0.0%
8000-1010-Q	Bookstore COGS and Expenses	\$3,150	\$3,150	0.0%
8000-1015-Q	Sunday Breakfast Expense	\$0		
	Tuesday Supper			
	Coffee House			
8000-1020-Q	Congregation Retreat Expense	\$5,000	\$5,000	0.0%
8000-1030-Q	Fellowship Dinner Expense	\$500	\$1,000	100.0%
	Fellowship SSL			
8000-1034	Coming of Age Fundraising Expense	\$2,500	\$2,500	0.0%
8000-1043-Q	Contra Dance Expense	\$5,000	\$5,000	0.0%
8000-1050-Q	Seder Supper Expenses	\$800	\$800	0.0%
8000-1053-Q	Senior Group	\$69	\$69	0.0%
8000-1055-Q	Social Dance Expense	\$7,200	\$7,200	0.0%
8000-1058	Peace Camp	\$1,500	\$1,500	0.0%
8000-1065-Q	Coffee Hour Expenses	\$800	\$800	0.0%
8000-1075-Q	Building Rental Expenses	\$750	\$500	-33.3%
	UUSC Contribution - Guest at Your Table	\$1,600	\$1,600	0.0%
	Total Miscellaneous Expense	<u>\$31,369</u>	<u>\$31,619</u>	0.8%
	Total Expenses	<u>\$791,474</u>	<u>\$791,012</u>	-0.1%
	Net Income	<u><u>(\$2,500)</u></u>	<u><u>\$0</u></u>	

Profit and Loss Statement, April, 2010

Account	Annual Budget	Current Actual	Year to Actual	Prior Year Actual	YTD Budget	% to Budget
Revenues						
Contributions						
4000-1210	Pledge Payments-Operating	615,000	37,597	493,712	471,303	512,500 96.33%
4000-1220	Prior Year Pledge Payments	12,500	0	16,035	11,188	10,417 153.94%
4000-1230	Uncollectible Pledges	(18,450)	0	0	0	(15,375) 0.00%
4000-1240	Holiday Appeal Income	13,000	0	13,913	37,174	10,833 128.43%
4000-1250	Non-Pledged Contributions	12,000	1,978	12,389	11,560	10,000 123.89%
4000-1260	Plate Cash Collection	17,000	1,389	13,523	15,221	14,167 95.46%
4000-1500	Social Justice Contributions	15,000	997	12,416	14,773	12,500 99.33%
4000-1514	Heifer Contributions	5,000	70	985	3,908	4,167 23.64%
4000-1515	Feed My Sheep Contributions	500	0	0	354	417 0.00%
4000-1530	Racial Diversity Task Force	0	0	57	0	0 0.00%
4000-1580	Fair Trade Coffee Sales	5,440	638	4,809	4,729	4,533 106.08%
	Sub Total Social Justice	25,940	1,705	18,267	23,764	21,617 84.50%
4010-1325	Contrib -Caring Comm.	0	0	105	0	0 0.00%
4010-1420	Contrib -UUSC	1,600	0	1,405	2,340	1,333 105.38%
4010-1630	Contrib -RE SSP	0	0	0	328	0 0.00%
	SubTotal Contributions	678,590	42,669	569,349	572,878	565,492 100.68%
Other Income						
4610-1075	Facility Use and Rental Income	21,000	611	12,025	17,658	17,500 68.71%
4610-1080	Facility Use SYC	6,841	570	5,701	5,534	5,701 100.00%
4610-1085	Miscellaneous Income	2,000	161	1,433	2,842	1,667 85.98%
4610-1095	SYC Year End Split	3,693	0	0	0	3,078 0.00%
4700-1000	Realized Gains-Operating	0	(64)	51	(888)	0 0.00%
4701-1000	Unrealized Gains-Operating	0	0	2,021	(3,017)	0 0.00%
4710-1000	Interest/Div.-Operating	800	253	2,622	596	667 393.30%
4710-1110	2nd Minister Search	12,000	0	0	0	10,000 0.00%
	Subtotal Other Income	46,334	1,531	23,853	22,725	38,612 61.78%
Miscellaneous Sales						
4600-1005	Auuction Items Sale Income	32,000	49	29,621	27,911	26,667 111.08%
4600-1006	Auction Ticket Sales Income	0	0	2,113	2,639	0 0.00%
4600-1007	Auction Refreshment Sale Incom	0	0	911	569	0 0.00%
4600-1008	Auction Bake Sale Income	0	0	854	957	0 0.00%
	SubTotal Auction Income	0	32,000	49	33,499	32,076
4600-1010	Bookstore Sales	5,000	143	2,962	4,842	4,167 71.09%
4600-1015	Sunday Breakfast Income	0	207	1,432	0	0 0.00%
4600-1016	Tuesday Night Supper Income	0	77	330	0	0 0.00%
4600-1018	Coffee House Income	0	0	400	0	0 0.00%
4600-1020	Congregation Retreat Income	5,000	0	6,535	5,220	4,167 156.84%
4600-1025	Cookbook Sales	0	20	140	260	0 0.00%
4600-1028	Entertainment Books	0	0	150	281	0 0.00%
4600-1030	Fellowship Dinner	500	0	1,517	200	417 364.08%
4600-1031	Fellowship SSL Income	0	460	460	0	0 0.00%

Account		Annual Budget	Current Actual	Year to Actual	Prior Year Actual	YTD Budget	% to Budget
4600-1040	COA Fund Raising Income	2,500	5	3,190	4,979	2,083	153.12%
4600-1042	Computer Repair Income	0	0	1,600	0	0	0.00%
4600-1043	Contra Dance Income	5,000	353	4,335	3,182	4,167	104.04%
4600-1050	Seder Supper Income	800	244	842	991	667	126.30%
4600-1055	Social Dance Income	9,000	133	5,611	9,794	7,500	74.81%
4600-1058	Peace Camp	1,500	0	1,505	1,099	1,250	120.40%
4600-1060	Special Event Misc - Income	0	0	67	0	0	0.00%
4600-1065	Coffee Hour	1,250	122	914	1,128	1,042	87.74%
	Subtotal Misc Sales	62,550	1,813	65,489	64,052	52,125	125.64%
RE Income							
4600-1610	RE Other Income	0	0	58	717	0	0.00%
4600-1620	RE Fees - Adult	1,500	168	1,161	1,816	1,250	92.88%
4600-1635	RE Library Income	0	0	18	0	0	0.00%
4600-1640	RE Coming of Age Income	0	0	0	60	0	0.00%
4600-1645	RE Youth Child Care Fund Rais	0	0	145	0	0	0.00%
	Subtotal RE Income	1,500	168	1,382	2,593	1,250	110.56%
Transfers							
4900-1000	Transfer to Operating	0	0	0	8,334	0	0.00%
	Subtotal Transfers	0	0	0	8,334	0	0.00%
<i>Total Revenues</i>		<i>788,974</i>	<i>46,181</i>	<i>660,073</i>	<i>670,582</i>	<i>657,478</i>	<i>100.39%</i>
Expenses							
Personnel							
Senior Minister							
6010-1100-A	Minister Salary	62,055	5,171	51,712	51,712	51,713	100.00%
6012-1100-A	Minister Housing Allowance	24,455	2,038	20,379	20,379	20,379	100.00%
	Subtotal Senior Minister Salary	86,510	7,209	72,091	72,091	72,092	100.00%
Associate Minister							
6020-1110-A	Assoc. Minister Salary	36,000	3,133	30,667	27,001	30,000	102.22%
6022-1110-A	Assoc. Minister Housing Allow.	16,000	1,417	13,750	12,000	13,333	103.13%
	Subtotal Associate Minister Salary	52,000	4,550	44,417	39,001	43,333	102.50%
Minister Benefits & Expenses							
6051-1100-A	Minister Pension	9,313	776	7,761	7,761	7,761	100.00%
6052-1100-A	Minister Health Insurance	6,212	630	5,797	5,195	5,177	111.98%
6053-1100-A	Minister Workers Compensation	210	0	83	283	175	47.43%
6054-1100-A	Minister Life/Disability Ins.	1,144	74	744	744	953	78.04%
6055-1100-A	Professional Exp. - Minister	7,500	535	5,456	6,230	6,250	87.30%
6056-1100-A	Minister SSA Equivalent	6,618	552	5,515	5,515	5,515	100.00%
6061-1110-A	Assoc. Minister Pension	5,598	490	4,781	4,198	4,665	102.49%
6062-1110-A	Assoc. Minister Health Ins.	4,130	428	3,975	2,570	3,442	115.50%
6063-1110-A	Assoc. Minister Workers Comp.	126	0	48	126	105	45.71%
6064-1110-A	Assoc. Minister Life/Disabilty	1,166	77	766	460	972	78.83%
6065-1110-A	Professional Exp. - Asso. Min.	5,200	475	4,080	3,729	4,333	94.15%

	Account	Annual Budget	Current Actual	Year to Actual	Prior Year Actual	YTD Budget	% to Budget
6066-1110-A	Associate Minister SSA Equival	3,978	348	3,393	2,984	3,315	102.35%
6067-1110-A	Assoc Minister Moving Expense	0	0	0	2,836	0	0.00%
6068-1110-A	2nd Minister Search	12,000	0	1,199	0	10,000	11.99%
	Subtotal Minister Benefits & Exp	63,195	4,385	43,598	42,631	52,663	82.79%
Staff Salaries							
6100-1120-C	Administrator Salary	46,000	3,833	37,567	40,982	38,333	98.00%
6100-1122-M	Choir Director Salary	10,897	908	9,081	9,036	9,081	100.00%
6100-1123-M	Music Director	9,476	790	7,897	7,897	7,897	100.00%
6100-1124-M	Pianist Salary	11,866	989	9,838	9,848	9,888	99.49%
6100-1125-M	Children's Choir Director	7,107	573	4,469	5,923	5,923	75.46%
6100-1126-E	RE Director	50,000	4,167	41,667	41,551	41,667	100.00%
6100-1128-E	Sunday School Assistant	9,083	918	8,504	7,692	7,569	112.35%
6100-1130-E	RE Summer Director	1,485	0	1,100	900	1,238	88.89%
6100-1132-C	Administrative Assistant Salar	27,836	2,320	23,197	23,197	23,197	100.00%
6100-1134-C	Staff Secretary Salary	3,026	252	2,522	1,472	2,522	100.01%
6100-1136-C	Bookkeeper Salary	17,262	1,488	14,184	15,099	14,385	98.60%
6100-1142-A	Sound Technician Stipend	300	0	150	350	250	60.00%
6100-1144-C	Toddler Care	3,000	0	575	1,799	2,500	23.00%
6100-1146-C	Events Coordinator Salary	16,219	1,354	13,522	13,522	13,516	100.05%
6100-1148-C	Facilities Assistant Salary	24,253	2,099	20,335	20,288	20,211	100.61%
6100-1150-C	P T Facilities Assistant Wages	12,238	1,060	8,756	9,359	10,198	85.86%
6100-1153-C	Salary & Bonus Pool	9,000	9,000	9,000	0	7,500	120.00%
6100-1154	Toddler Care Sitter	0	210	1,234	0	0	0.00%
	Subtotal Staff Salaries	259,048	29,961	213,598	208,915	215,873	98.95%
Staff Benefits & Expenses							
6600-1120-C	Administrator Professional Exp	2,000	199	199	801	1,667	11.94%
6600-1124-M	Music Director Prof Expense	1,500	0	0	1,505	1,250	0.00%
6600-1126-E	DRE Professional Development	3,500	88	3,588	3,072	2,917	123.02%
6610-1190-C	Staff Pensions	14,781	1,366	13,005	15,197	12,318	105.58%
6610-5000	SYC Pensions	0	0	0	0	0	#DIV/0!
6615-1190-C	Staff Health Insurance	15,826	999	12,984	13,079	13,188	98.45%
6615-1195-C	Health Reimbursement Account	5,000	0	3,948	3,841	4,167	94.75%
6615-1196-C	Health Plan Administration	0	49	469	0	0	0.00%
6615-5000	SYC Health Insurance	0	0	0	0	0	#DIV/0!
6620-1190-C	Staff Workers Compensation	599	0	687	1,280	499	137.63%
6620-5000	SYC Workers Compensation	0	0	0	0	0	#DIV/0!
6625-1190-C	Staff Life/Disability Insuranc	304	254	532	744	253	210.00%
6625-5000	SYC FICA & Medicare	0	0	0	0	0	#DIV/0!
6635-1190-C	Staff FICA & Medicare	18,876	1,615	15,608	17,139	15,730	99.22%
6680-5000	SYC Staff Education	0	0	0	0	0	#DIV/0!
	Subtotal Staff Benefits & Exp	62,386	4,570	51,020	56,658	51,988	98.14%
	Total Salary and Benefits	523,139	50,675	424,724	419,296	435,949	97.43%

Account		Annual Budget	Current Actual	Year to Actual	Prior Year Actual	YTD Budget	% to Budget
Church Programs							
Religious Education							
7000-1610-E	RE Council	850	15	786	387	708	110.96%
7000-1615-E	RE Adolescent	250	0	235	48	208	112.80%
7000-1620-E	RE Adult	500	0	466	570	417	111.84%
7000-1630-E	RE SSP	2,125	100	1,166	940	1,771	65.84%
7000-1640-E	RE COA	0	250	1,169	2,360	0	0.00%
7000-1645-E	RE OWL	1,000	0	995	41	833	119.40%
7000-1646	R E Youth Advisor Training	700	60	110	0	583	18.86%
7000-1647	RE Youth Childcare Fundraiser	0	48	327	0	0	0.00%
	Subtotal Religious Education	5,425	473	5,254	4,346	4,521	116.22%
Denominational Support							
7100-1000-D	UUA Annual Program Fund	16,200	0	11,250	6,674	13,500	83.33%
7108-1000-D	UUSC Dues	692	0	692	0	577	120.00%
7110-1000-D	UU-OMD District Dues	14,528	0	10,371	7,176	12,107	85.66%
	Subtotal Denominational Support	31,420	0	22,313	13,850	26,183	85.22%
Programs & Committees.							
7000-1300-P	Board of Trustees	617	0	0	1,010	514	0.00%
7000-1305-E	DRE Search/Moving Committee	0	0	0	6,018	0	0.00%
7000-1315-P	Arts/Space Committee	0	0	16	0	0	0.00%
7000-1320-B	Building Comm.	450	0	0	194	375	0.00%
7000-1325-P	Caring Comm.	400	0	498	111	333	149.40%
7000-1326-P	Caring/Pastoral	600	0	89	1,263	500	17.80%
7000-1330-P	Child Care Comm	2,500	284	2,233	2,077	2,083	107.18%
7000-1335-M	Choirs	4,000	1,380	3,746	1,929	3,333	112.38%
7000-1345-P	Communication Comm.	1,500	39	468	519	1,250	37.44%
7000-1355-P	Covenant Group	210	0	247	250	175	141.14%
7000-1360-D	Denominational Connections	200	0	151	0	167	90.60%
7000-1365-P	Stewardship Comm.	1,500	150	236	317	1,250	18.88%
7000-1374	FOCUUS	500	0	107	0	417	25.68%
7000-1375-B	Grounds Comm.	900	132	396	454	750	52.80%
7000-1380-P	Historian Comm.	50	0	0	0	42	0.00%
7000-1390-C	Info/Tech Comm.	103	0	0	221	86	0.00%
7000-1395-P	Nominating Committee	2,000	0	0	216	1,667	0.00%
7000-1405-P	Membership	700	0	286	659	583	49.03%
7000-1420-J	UUSC	0	(1,387)	0	805	0	0.00%
7000-1425-A	Worship Comm.	900	77	528	680	750	70.40%
7000-1430-P	Social Committee	100	0	90	0	83	108.00%
7000-1432-P	Sunday School Committee	300	0	0	0	250	0.00%
7000-1435-P	Library	0	0	0	14	0	0.00%
7000-1450-P	Partner Church Committee	0	0	202	0	0	0.00%
	Subtotal Programs & Committees	17,530	675	9,293	16,737	14,608	63.61%

Account	Annual Budget	Current Actual	Year to Actual	Prior Year Actual	YTD Budget	% to Budget
Social Justice Programs						
7000-1500-J Social Justice Program	15,000	0	0	0	12,500	0.00%
7000-1505-J Faith Mission/Pater Noster	0	341	1,896	1,939	0	0.00%
7000-1506-J YWCA Family Center	0	0	1,181	1,832	0	0.00%
7000-1507-J Feed My Sheep Pantry	500	300	3,000	3,472	417	720.00%
7000-1508-J BREAD Contribution	0	0	1,990	1,410	0	0.00%
7000-1509-J BREAD Misc Expenses	0	0	0	39	0	0.00%
7000-1510-J Nat. Am. Indian Center	0	0	1,046	1,095	0	0.00%
7000-1511-J Reproductive Rights (ORCRC)	0	100	300	935	0	0.00%
7000-1512-J Clintonville Resource Center	0	250	375	750	0	0.00%
7000-1513-J Travel to Mineral OH	0	90	900	900	0	0.00%
7000-1514-J Heifer Int'l	5,000	50	1,015	3,908	4,167	24.36%
7000-1515-J Mid-Ohio Workers Assoc.	0	0	150	233	0	0.00%
7000-1516-J NARAL Pro-Choice Educ.	0	0	400	650	0	0.00%
7000-1517-J SPAN-Ohio -Single Payer Health	0	0	250	0	0	0.00%
7000-1518-J RESULTS	0	0	200	0	0	0.00%
7000-1519-J EQUALITY OHIO (GBLT-Q Rights)	0	0	250	0	0	0.00%
7000-1520-J UU for JUST Economic Committee	0	125	125	0	0	0.00%
7000-1522-J Franklin Co. Good Gov't	0	0	50	0	0	0.00%
7000-1525-J UU Children's Justice Projects	0	0	0	352	0	0.00%
7000-1526-J MLK Breakfast Contribution	0	0	0	475	0	0.00%
7000-1527-J Buckeye Forest Council	0	125	125	0	0	0.00%
7000-1580-J Fair Trade Coffee	5,440	0	3,642	4,364	4,533	80.34%
Subtotal Social Justice Programs	25,940	1,381	16,895	22,354	21,617	78.16%
Total Church Programs	80,315	2,529	53,755	57,287	66,929	80.32%
Administration						
7210-1000-C Bank Service Charges	100	0	10	1,126	83	12.00%
7215-1000-C Bank Card Processing Fees	2,000	110	1,738	1,628	1,667	104.28%
7220-1000-C Copier Maintenance	2,636	264	2,530	9,944	2,197	115.17%
7225-1000-C IT Equipment & Maintenance	1,000	80	726	911	833	87.12%
7230-1000-C Office Equipment/Maintenance	1,000	0	532	572	833	63.84%
7235-1000-C Office Supplies	4,500	336	4,151	3,526	3,750	110.69%
7240-1000-C Newsletter Printing/Mailing	1,200	59	706	993	1,000	70.60%
7245-1000-C Payroll Processing Fees	2,600	236	2,523	2,382	2,167	116.45%
7250-1000-C Postage	1,600	(41)	2,093	1,476	1,333	156.98%
7255-1000-C Telephone	3,100	244	2,319	2,569	2,583	89.77%
7260-1000 Staffing Needs Expense	90	0	0	90	75	0.00%
7290-1000-C Miscellaneous Expense	1,000	5	1,287	2,987	833	154.44%
7292-1000-C Emergency Exp.	500	0	0	410	417	0.00%
Total Administration	21,326	1,293	18,615	28,614	17,772	104.75%

Account		Annual Budget	Current Actual	Year to Actual	Prior Year Actual	YTD Budget	% to Budget
Facilities							
Buildings & Grounds							
7310-1000-B	Grounds Maintenance	6,000	0	5,552	4,652	5,000	111.04%
7315-1000-B	Parking Lot Maintenance	3,000	380	2,321	4,600	2,500	92.84%
7320-1000-B	Building Maintenance/Repair	11,000	2,144	12,718	9,290	9,167	138.74%
7330-1000-B	Building & DOO Insurance	6,800	557	6,014	5,459	5,667	106.13%
7340-1000-B	Building Supplies	5,000	581	4,675	4,673	4,167	112.20%
7350-1000-B	Bldg. Equip. Purchase/Maint.	4,120	66	2,228	1,671	3,433	64.89%
7355-1000-B	Roof repair	0	0	450	0	0	0.00%
7360-1000-B	Sound Equip. Purchase/Maint.	0	0	60	0	0	0.00%
7365-1000-B	Security	360	30	459	150	300	153.00%
7370-1000-B	Utilities	37,500	2,875	30,204	31,970	31,250	96.65%
7375-1000-B	Green Audit	1,500	0	0	0	1,250	0.00%
	Subtotal Building & Grounds	75,280	6,633	64,681	62,465	62,733	103.10%
Mortgage							
9020-1000-B	Mortgage Principal Payment	54,335	1,469	14,910	14,799	45,279	32.93%
9025-1000-B	Mortgage Interest Payment	0	3,059	30,370	31,780	0	0.00%
9040-1000-B	Parking Lot Taxes	3,110	0	1,266	4,095	2,592	48.85%
9045-1000-B	Parking Lot Back taxes	0	0	0	5,225	0	0.00%
9100-1000	Rounding	0	0	1	1	0	0.00%
	Subtotal Mortgage	57,445	4,528	46,547	55,900	47,871	97.23%
	Total Facilities	132,725	11,161	111,228	118,365	110,604	100.56%
Miscellaneous Expenses							
8000-1005-Q	Auuction Expenses	2,500	0	2,692	1,804	2,083	129.22%
8000-1010-Q	Bookstore COGS and Expenses	3,150	0	0	4	2,625	0.00%
8000-1015-Q	Sunday Breakfast Expense	0	32	848	0	0	0.00%
8000-1016	Tuesday Night Supper Expense	0	47	214	0	0	0.00%
8000-1018-Q	Coffee House Expenses	0	0	400	0	0	0.00%
8000-1020-Q	Congregation Retreat Expense	5,000	0	5,978	4,581	4,167	143.47%
8000-1030-Q	Fellowship Dinner Expense	500	0	591	472	417	141.84%
8000-1031	Fellowship SSL Expense	0	495	495	0	0	0.00%
8000-1040	COA Fund Raising Expense	2,500	0	2,731	3,692	2,083	131.09%
8000-1043-Q	Contra Dance Expense	5,000	1,020	4,835	3,601	4,167	116.04%
8000-1050-Q	Seder Supper Expenses	800	439	765	496	667	114.75%
8000-1053-Q	Senior Group Expenses	69	0	119	69	58	206.96%
8000-1055-Q	Social Dance Expense	7,200	14	3,965	6,521	6,000	66.08%
8000-1058	Peace Camp	1,500	0	1,506	1,248	1,250	120.48%
8000-1065-Q	Coffee Hour Expenses	800	15	551	662	667	82.65%
8000-1075-Q	Building Rental Expenses	750	0	0	610	625	0.00%
8000-1080-Q	UUSC Contribution-GAYT	1,600	1,387	1,387	0	1,333	104.03%
	Total Miscellaneous Expense	31,369	3,449	27,077	23,760	26,141	103.58%
	<i>Total Expenses</i>	<i>788,874</i>	<i>69,107</i>	<i>635,399</i>	<i>647,322</i>	<i>657,395</i>	<i>96.65%</i>
	Net Income	100	(22,926)	24,674	23,260	83	

Board and Staff Reports

Board of Trustees

Tony Skrabak, Board Chair

Membership

The members of the Board of Trustees for the 2009-2010 church year were: Tony Skrabak (Chair), Rich Humenick (Vice-Chair), Patricia Boughton (Secretary), David Easter (Past Chair), Anita Bucknam, Kay Gaskill, Bob Gordon, Sarah Graffagnino, Judy Kleen, Gina Phillips, Doug Rossiter, and Kevin O'Neil. Frank Phillips served as Treasurer.

List of accomplishments for past year

A major goal for this year was to begin to weave our new Mission and Vision Statements into the life of the church. Whenever possible, the Mission and Vision Statements were our guides in decision making. We tried to find ways to put the Mission and Vision Statements into action.

We welcomed a **Music Staff** member and said good-bye to one also. Dee Keller started in the Fall as our new Peace Pals, Rising Voices, and Spirit of Life choir director. When Doug O'Neil left in the Fall, she and Tony McDonald divided the Chalice Choir director duties (this included producing a wonderful holiday concert in December!) The Search Committee for a Chalice Choir Director anticipates bringing in a new director with an intended start date of Fall 2010.

The **Ministerial Search Committee** did an excellent job as it established timelines and conducted *23 Ministerial Search Committee Listening Sessions*. The most important job of the committee was to listen to the congregation to ascertain the characteristics of a ministry that will support our congregational mission and vision. The Board sat through the first "trial" Listening Session and provided very helpful feedback to help refine the listening session. In the Listening Sessions, people learned a lot from each other and it was great that differing opinions were heard. People could discuss what they felt was important in the church. Overwhelmingly, participants said Rev. Meter possesses the essential characteristics they desire in an Associate Minister. At the Special Congregational Meeting Dec 6, 2009, the congregation voted to call Rev. Eric Meter as our settled Associate Minister.

The Task Force on Church Ministry studied models and what other churches our size are doing for a similar committee to the Committee on Church Ministry. The Task Force recommended we create the Committee on Shared Ministry. It will focus on ministry, congregational vitality, and respectful relations and for the continual assessment of the effectiveness of the shared ministries of the congregation.

In fall 2009, the Rolls Review Committee contacted or tried to contact church members who had not made a contribution for the past two years or longer. The committee tried multiple times to contact those on the list, and each person was reviewed to determine if they should be considered for hardship, or if they no longer wished to be members of the church. After much review, the committee provided a list of names to the Board, and the Board voted to drop members from the membership rolls.

Problems encountered during year and method of resolution

Staffing continues to be a challenge. At the beginning of the church year, we welcomed a new church administrator, Susan Hollenbach. Unfortunately, Susan has tendered her resignation, so we will once again conduct a search for a church professional.

Dee Keller started in the Fall as our new Peace Pals, Rising Voices, and Spirit of Life choir director. When Doug O'Neil resigned as Chalice Choir Director in November, Dee and Music Director, Tony McDonald divided the Chalice Choir director duties (this included producing a wonderful holiday concert in December!)

Stewardship also remains a challenge. This year we developed an ambitious budget that included Fair Share contributions to UUA and OMD, along with salary increases for staff. We planned that if we made the Annual Budget Drive goal that we would use any Holiday Appeal funds for a special project rather than to make up a budget shortfall. When this report was being prepared, the Annual Budget Drive fell short, so we may not be able to follow through on those plans.

Plans for the upcoming year

In the upcoming year, we will continue to find ways to live the challenges of our Mission and Vision Statement. We will begin to implement the Committee on Shared Ministry and start to figure out just what shared ministry means. We will continue to define the role of Leadership Development in attracting and preparing the future leaders of the congregation.

We will take a comprehensive look at staffing to determine just what need in the way or professional staff and what functions they should perform. We will also continue to look at our governance to determine the most effective means for the Board and church leadership to operate as we get accustomed to being a large church.

Senior Minister
Rev. Dr. Mark Belletini

Cats, according to the popular proverb, have nine lives; Tibetan Lamas, according to the accounts of their lives, have lived considerably more lives than that. And I too feel as if I have lived many lives...my life as a child in Detroit, my high school years, my college years, my early work years, my seminary years, my ministries in various congregations, my partnership of 16 years and the end of that partnership, my mourning years during the AIDS crisis; my life in California, my life in Ohio.

But recently, I am aware of only two lives, and they are being lived not one after the other, but at the exact same time. There is my life as a minister here at First Unitarian Universalist Church as well as in the larger Association, as Rev. Dr. Mark Belletini, (usually just Mark, sometimes Rev. Mark or Rev. Belletini), and there is my life away from my congregational commitments as Mark Belletini, (usually Mark or Marco, but occasionally, Hey You.)

As most of you know, my personal life has been unusually trying since Christmas of 2009. Between my brother's hospitalization for seven weeks, and continuing wrestling with his addictions, the painful and dramatic incapacitation of parents, my father's death, the death of my way-too-young-to-die friends Devere and Jeff Abraxas Dade, (not to mention the death of my dear colleague/friend Forrest Church) the hospitalizations of my mother, her emotional transfer to Assisted Living, her struggle with painful memories from childhood, and my own constant campouts at my doctors' offices: broken foot (held together by an ungainly boot for 5 full months,) prostate biopsy, diabetes management, acute hearing loss, tinnitus, two year old sinus infection, allergies and assorted other amusements, part of me is simply wobbly and weary beyond the power of mere English to convey.

My life at church has largely been positive, however. Attendance has been steady. The transfer from 9 to 9:15 had a few bumps, but most of those have been worked out. The Chalice Choir can get sufficient rehearsal time in one of our classrooms. And in general, things have flown smoothly. The sudden loss of Doug as our Chalice Choir director, and now Susan as our Administrator added sadness, since I liked working with them both. But my immense enjoyment in working with our new Associate, Eric Meter, has balanced things out there. His pastoral skills are superb, his attention to detail amazing, his vision uplifting. Our communication seems to flow, and I count us all lucky to be served by him. The autumn process that allowed us to ask him candidate and be called was a rich, if demanding, event in the life of the congregation. I cannot thank him enough for his support and excellent work during this past year. My ministry is made possible partially by his own. And Dick Dawson, our Chaplain, has lifted the pastoral bar high indeed for a larger congregation like ours. Weekly face-to-face communication, phone calls and texts and emails keep Dick, Eric and me in rather constant touch. His work in organizing the quarterly seniors' luncheons is especially welcomed. The awesome privilege of being able to preach the Ordination Sermon of Eric Dawson, Dick and Karen's son, just recently in Milton MA, has crowned the year beautifully.

But, also, how privileged I was this year to preach the ordination sermons of two such wonderful ministers from among us, Kathleen Fowler and Suzan McCrystal! And to have preached the Charge to the Minister of my good bud Manish Mishra in Cherry Hill New Jersey, outside Philadelphia. In a similar but not particularly Unitarian Universalist vein, I was especially thrilled to have offered the well-received invocation at the Investiture Ceremony of Carter Stewart, US Attorney for Southern Ohio. This took place at the recently restored Lincoln Theater, surrounded, hauntingly, by the amazing murals of my friend Jeff Abraxas. I have also enjoyed teaching at local colleges on Unitarian Universalism.

Preaching has taken on new dimensions for me this year. My writing style has changed. I am allowing myself more freedom to move from my gut before adding the insights of my mind. More than ever this year, I have picked readings that have *first picked me*, and where I am not really sure how I'll be led along by them. I enjoyed especially this year exchanging pulpits with Rev. Gail Gisenhainer, our senior minister and a good friend up in Ann Arbor. Next year we can look to Rev. Bill Schulz joining us in our pulpit around Thanksgiving.

I've performed the marriage ceremonies of many members of the congregation this year, more than most years, eight. The congregation provided memorials for eight this year. I was involved with six of them: Ruth Leuchter, John C. Young, Lucy Buchanan, Martha Saenger, Warren Eason and Nancy Pope Lee. Nancy and I have known each other since the 1970's, when she served on the Starr King School board of Trustees, so officiating at her memorial was particularly moving to me.

Other, lesser known activities: I am official mentor to three colleagues, with whom I talk monthly, or more often during crises. I have watched one receive a call to a Canadian church this year, so I suppose a trip up to Alberta is

going to be in my future for an installation. I have also been a significant support to a colleague who went through a traumatic assault earlier this year. I write letters for students applying to college, parents applying to adopt, or members looking for work. The Kirwin Institute conference was a highlight for me, especially because of missing the Large Church Senior Minister's retreat in CA due to family crises. I am offering some GLBT presentations at Batelle and for Diversity Matters later in June. I also led a workshop at this congregation on the meaning of diversity in our Mission Statement. I am offering a workshop on creative worship with a few colleagues, and am beginning work on another book, a chance offered me by Skinner House. I have conference-call conversations with colleagues on 1. Racial and Ethnic Diversity issues in the parish, and 2. BREAD-like organizations around the nation. Our BREAD is one of the largest, and I will join Eric in presenting stories about our organization using film excellently put together by Michael Greenman. (Thanks!) The New Member history sessions in Room 9, the Naming Ceremonies, the blessing of the Rain Garden, preaching at First AME Zion on Good Friday, and the present pride of the church, the concerts by under-represented composers put together by Lea Pearson and Tony McDonald have been special blessings for me. The wonderful work by Tony Skrabak and the work skills and commitment and sense of our superb board have lifted my gratefulness many times this year. I am especially grateful that the Board, in the famous metaphor, "took the bull by the horns" and asked us as a congregation to complete our canvass to the edge. And I cannot imagine a more creative, skillful Director of Religious Education than Jolinda, clearly a most elegant team player and the true fountain of progressive and useful insights about not only education, but institutional accountability. I have so enjoyed working with her. What a pleasure it has been to work with all of them!

There have been many spontaneous delights that have lifted my spirits this year too. Like today. David Krohn, on hearing me say "The Asian garden is looking a bit raggedy today after all those May rainfalls," immediately (with Naoko and without telling me till he was done), pulled all the weeds and yanked some of the vines that were eating the statue of Laozi. Wanda Hambrick drops by with a poppy from her garden of a color never before seen in nature... ("root-beer" foam was my guess). She just wanted to share the joy. And the cards I received at the time my father died (and for months thereafter) were astonishing. I have to say that this congregation is jam-packed with amazing writers, folks well acquainted with grief themselves, and able to name elusive emotions accurately. Some of the poems people sent me, or the understandings they offered, fed me for weeks. I haven't always felt like I've here fully present this year, but you all sure have been. Thank you.

Despite my very intense lives, both outside and inside the church, I do sometimes catch glimpses of what appears to me to be the congregation as a variegated whole, and contemplate overviews of the that complex system. I notice diversities that are not the commonly expressed ones of gender, skin color or orientation. And there is such variety here! Thus, over the coming year of sermons, I'd like to help to build more bridges between the diversities and varieties: between those who tell me they think the church is only interested in justice work to the detriment of spiritual practices, and those who tell me they think the church is in arrears as far as justice work goes, and spends too much time on the intellectual and spiritually nurturing. I'd also like to build bridges between both shores of Fiscal Falls River, between those who think about money one way ("It's fun and we should be bold and open about it all the time,") and those who think about in another way ("I hate to hear people talk about it all the time. Two offerings? Yuk!") as well as many other fiscal opinions that don't seem to overlap much. I'd like to build more bridges across Generation Rapids (Will the Kindle Era folks be able to relate to the Book Era folks in ten years?) And build more bridges across the Gulf of Theology (Can you claim the word God as your own and still believe that everything is a matter of chance?) And build great causeways across the Ocean of Unexplored Distance: by which I mean the life-experiences and vocabularies of the various "class cultures:" working, upper-middle, school-educated, hard-knocks educated etc. Examples: "He is a bit coarse in his language." "She is a bit intellectual, isn't she?" "You know how little respect I have for someone who spends all day on Facebook (or--- reads the Wall Street Journal avidly, or prefers graphic novels, or thinks that Sean Hannity is probably not the Antichrist 24 hours per day, seven days a week.)"

At the Meeting today I am going to offer an outline I made with Eric about some visions I have for the congregation. Five year plan? Ten year plan? But things to consider over the next few years at least... together. We give them now to allow the ideas to develop, thicken, deepen and become less "new" over the coming years. Perhaps some among you will own these ideas.

It's been an amazing around here despite staff changes and growing pains. And I can't thank you enough for the support you offer me as I have negotiated such difficult changes in my personal life this year. I couldn't do this work without you. Blessings...


Rev. Mark Belletini

Associate Minister

Rev. Eric Meter

My report to you last year began with the banner "Consulting Minister's Annual Report." I'm happy to file this report under a different heading.

This has been a year of taking stock and looking ahead. To begin, let me repeat how heartened I am that the congregation called me as your settled associate minister in December. The process was a rigorous one (just as anyone on the Search Team) but when you want a strong house, build a strong foundation. The same applies for beginning a settled ministry. The Listening Sessions the Team sponsored were a brilliant solution. To everyone on the Team (Karen McGuire, Ray Nandyal, Beth Jewell, Nina Lewis, Su Farnlacher and John McCrystal) and everyone else who shared their hopes and wishes during the entire process. I couldn't be more proud, or happy, with the outcome.

Sadly, there wasn't much time to bask in the good news. Eight days after you called me, my mother died back in Chicago. Thank you for the time you gave me to be with my family then, and again for her memorial in March. Through it all the many cards and words of encouragement from so many of you helped carry me through a raw and emotional time. Thank you.

When I was hired in a consulting capacity, it was largely to carry on the programmatic work Rev. Wendy Fish had put in place. At the same time, last year I began working with the Stewardship Committee and in addition to continuing there, I also began working with the Membership Committee more intentionally in the past months. At the present time, Susan Williams, Debra Boyd and I are working to revise our Path to Membership process. Next year, I will be leading the series with Susan, alternating sessions between Saturday mornings and Tuesday evenings.

Before I continue reporting on other activities and milestones of the past year, let me continue to look ahead a bit.

As I mentioned during my remarks during a recent Sunday service, in September I'll be bringing a new program to First UU, one called Wellspring. The program is the brainchild of Rev. Jen Crow of Rochester, New York's First Unitarian Church, where the program has been in place for several years. I've been curious about the program since I first learned of it a few years ago. The goal of Wellspring is to help adults understand themselves more fully as people of faith. To do so, the program combines twice-monthly small group meetings with spiritual direction, daily spiritual practice and an exploration of Unitarian Universalist history and theology. We are one of up to ten congregations beginning to explore Wellspring as it expands beyond Rochester. Participation will be limited to no more than eight people. If you are interested, please let me know right away. If the program works for us, my expectation is that some of the participants this year will help facilitate the program next year.

In summary, this is what I've been up to in the past year:

I've led worship 12 times including at the Labor Day retreat, a sermon shared with Rev. Mark and the Family Christmas Eve service with Jolinda Stephens.

I was also a principal on the Coming of Age teaching team: much thanks to our other leaders Sandy Aska, Beki Test and Andy Campbell, and mentors Lou Bernard, Jeff Boughton, Su Farnlacher, Gini Szabo, Judy Vazquez, Julie Duhigg, Linda McNabb, Besty Smalley and alternate Julie Henderson. And of course, it is the COA youth who make the year, and this year they made it great. Thanks to each of them and their families. This year we had eight youth in the program. Next year we expect twelve. Each year the group takes two weekend retreats to Geneva Hills in the Hocking Hills.

I also continue to serve on the Covenant Group Steering Committee (please read our chair Jeannie Sperling's report about our challenges and efforts this year). Jeannie and Donna Greenman will be going off the team at the end of the year. We will miss them dearly. Each of them has brought poise, expertise and compassion to all that we've set out to do.

Last fall I was asked to be part of the research team for this year's BREAD initiative, to help keep Columbus' youth in school. Joining that team has provided an ideal vantage point to learn the more about the city's school system, and my appreciation for what BREAD is and does has grown deeply. And while I'm sure I am not the first person to do so, I

want to go on record for nominating Alice Rathburn for UU sainthood. How she so consistently does the work of five people is simply beyond me. She is a priceless treasure and needs as much support as we can muster beside her.

This year I've also continued my participation in the Ohio River Group a study group of UU clergy, where I presented a short paper last fall. And this winter I was voted onto the executive committee of the Ohio Meadville District UU Ministers Association as the group's secretary.

I remain heartened by the continuing efforts of our Racial Diversity Task Force. The recent panel discussion Ray Nandyal set up with members of New Leaf, a group for GBLT people of color was one of the most hopeful conversations I've had on how we can expand our impact beyond our church walls.

Another initiative I've been involved in this year has been working with Jolinda and a growing number of church friends and members to make a youth service trip to New Orleans. Hopefully this year's trip will be the beginning of an annual event in which two consecutive justice trips are followed by a heritage tour. Anyone up for a youth tour of the Unitarian regions of Transylvania?

Beyond helping guide and support several of our congregation's programs, the bulk of my efforts with you are pastoral. From conversations with you in my office, during the receiving line on any given Sunday, even meeting by chance at the grocery store, to hospital and home visits, to more organized efforts like the Pastoral Team and support of our other caring ministries, pastoral care underlies much of what I do with you.

The person I work the most closely with is not Mark or Jolinda or any given committee chair, it is your Chaplain, Dick Dawson. He is the heart of the Pastoral Team, organizing the four lunchtime Senior Gatherings we host each year, and is tireless in caring for our elder members. It is a joy to work with Dick, and I am grateful for all that I learn from him.

Along with Kay Fisher, he and I led a Share the Care workshop in January to help form and organize teams of family and friends who, together, are caring for a loved one. We have a number of such groups operating at this time.

Until recently Dick, Mark and I had been taking turns leading a monthly service at First Community Village. With fewer UUs living there now, we've chosen to review how we can best serve our elders over the summer.

The Pastoral Team continues strong, even as we are expanding its role. The team was originally designed to provide long term pastoral companionship to the elderly and those with chronic health conditions. In recent years, we've added shorter term assignments and pairings for younger adults who are going through serious illnesses. As we hold trainings for new Pastoral Team members every other year, we will do so again next winter.

Looking back at all this, I'm reminded of joke I heard once about how Unitarians used to believe they could attain salvation by the continual development of their character, though they now believe in salvation by over activity. Yes, we seem to fall in that line. Over the summer I may delve into the arcane arts of temporal manipulation. There has to be some way to add a couple more days to each week.

In shared faith,



Rev. Eric Meter

Director of Religious Education

Jolinda Stephens

There is an excellent combined Religious Education Report which includes all the Religious Education Committees and the Religious Education Council. Please take time to read it. It will give you details not included here.

Each year as I prepare to write these annual reports my mind automatically goes, not to a catalog of ways that I have helped the congregation, but to ways that you and the realities of this work have helped me to grow. The work with racism, particularly the lens of whiteness, has been particularly helpful as I continue to transition into being a white single woman with no family nearby. In 2005 I divorced the man I had been with for 30 years. We had also left our multi-racial children and grandchildren behind. At that point I had been surrounded by my husband's African American family. That year I moved away from everyone to the very white Monterey. And, I discovered with a jolt how central was my identity as part of a multi-racial family and that it no longer matched my everyday reality or how anyone viewed me. Learning to be alone and learning to explain my reality every time I told a family story, were both challenges and they continue to be. I am slowly integrating the multi-racial experience into my work. It is wonderfully healing. My challenge now is to deal with the aloneness. When I moved to Columbus, I began to live alone for the first time in 40 years (in Monterey I had incredibly wonderful roommates). And again, my work with you on community, the presence of amazing colleagues, and your care and concern help me struggle with this challenge. My spirit and my hunger for beauty are fed because of my colleagues and you and all your many contributions to beauty in worship, our surroundings and our music. The UUniverse! series of chamber music concerts, developed by Lea Pearson, has been particularly rich and challenging for me. The last concert of Middle Eastern composers was a wonder to experience.

The most significant personal experience has been my grandson's marriage and the addition to our family of not only his new wife, but also her child. I got to celebrate this joyous, love-filled occasion at the Christmas holiday. And, now we are all awaiting the November birth of another child to that new family, the first baby in our family in 15 years.

Work for the Future

Here's what happened this year that I think will have the strongest impact on our future.

Beginning a *basic change in how we organize to do religious education ministry* will be the most significant. Currently there are three RE committees and a council. At the end of the reorganization there will be only the council which will have a business meeting only when policy needs to be made. At other times we will meet to weave community, with parties, worship experiences and work parties.

People with the commitment to religious education that committee work demands will find much more satisfying work engaging in the ministry of religious education. They will become Faith Development Associates and will receive the same professional training that DREs receive in addition to anti-oppression training. For instance, Carolee Noonan, chair of the RE Council, has become the Faith Development Associate for the first service. She will work directly with the teachers, supporting them during the group sessions, greeting the families, keeping in touch and leading a circle once a month in which the first service teachers can get to know one another better, share joys and concerns about their work with children and reflect on the worship theme. She will keep me and the RE Assistant Deb McGuire informed about the needs of teachers and families, and the program is her responsibility. At the 11 am service there will be three Faith Development Associates - young families, elementary program and youth Sunday School. The whole group of Sunday School Faith Development Associates will have their own circle of support and inspiration.

The incorporation of youth leadership into the overall youth programming is still in development. For our adult and multi-age religious education, there will be Faith Development Associates who are responsible for core curriculum, training, developing and supporting facilitators, as well as recommending changes to the core curriculum, and also Faith Development Associates who are responsible for getting the word out, special programming, and working with those in the congregation who want to offer classes.

Moving towards incorporating more *variety, depth and action into Sunday School* and children and youth programming. Although I thought I would not survive the start up of the new elementary model, *workshop rotation*, it has more than met my goals for its first year. It didn't just happen, however. It required the hard work and recruiting skills of the RE Assistant, Deb McGuire, the support of the Sunday School Committee and RE Council, the patience of my colleagues and the ingenuity of all the teachers who pioneered this major change. We have learned a lot and will improve next year, but already I've witnessed a lot more engagement in active experimentation and amazing discussions of life, death, God the universe and justice. Because different people are offering workshops each week, variety is always present, while the Guide that is a constant in each room provides the grounding and safety. If a child doesn't like the project this week she knows next week will be different. If a child needs the familiar, he knows that he will see and develop a relationship with the same Guide each week.

Other important developments in adding variety, depth and action include the work that Lauri Nandyal and her daughter Sami

are doing. They received specialized UUA training in January as leaders in *interfaith youth work* and they have already organized a local interfaith youth group that has sponsored its first service project, even as it has moved to formalize the organization. This work will form the basis for the change in middle school curriculum from learning about various religions and visiting houses of worship to getting to know peers who are of different faiths, learning from them what is meaningful to them in their faith, and working together on service and justice projects that represent shared values.

Justice Sundays, which were a mixed success, have the potential to help us all put our values into action in a variety of ways. The preschool and kindergarten concentrated on habitat and its importance to the 7th Principle, the interconnected web of existence, through trips to the Columbus Zoo and The Wilds and visits from naturalists with animals. This was a good success and I'm very thankful to our administrator Susan Hollenbach who suggested the focus and went through some real trials to make the events happen. We will continue with this theme next year. Studies indicate that this young age is the sensitive period for developing the connection with nature that is central to our faith.

The *elementary and youth Justice Sundays* dealt with immigration. A combination of my poor scheduling and some difficulty in getting the word out made these less successful than I had hoped. Martha McFerran provided excellent contacts, curricular ideas and leadership and we will build on it in the coming year as the national focus on immigration allows us to live our values, as adults and children, in the wider world. The final Justice Sunday offered a taste of that.

And what do I say about the *Justice Trip*? Talk about variety, depth and action; this trip has it in spades. In just days a group of 17 youth and 9 adults will be in New Orleans, doing our bit to contribute to the recovery from Katrina. We will get perspective for the work from an excellent class in race, class and Katrina. We will develop relationships with the people we serve and now sadly, we will see first hand what the BP disaster is doing to our whole country. And we'll have some fun and get to know a bit about the music, food and art New Orleans is rightfully famous for.

We moved to provide *more support for young families* this year. The monthly gathering for families with infants and toddlers that Nancy Powlick began late last year gained strength this year and will continue. The addition of an experienced nanny as our permanent Toddler Room Teacher has provided a new level of welcome and order to that essential ministry. Many thanks to Nancy who was most instrumental in supporting her this year.

Sunday School chair, Anne Casto, is writing a *preschool curriculum, Wild Experiences*, incorporating curricula developed by the Ohio Department of Natural Resource, called Wild Experiences. It will replace the current Free Play and be a natural lead-in to our excellent and very popular *Web of Life* kindergarten group.

The Cutting Edge Parenting class this year will be followed with *Talking to Children about Race* next year. We tried out a freer flow of children between childcare and their parents in AEP classes this year. Next year we will offer it when we have significant call for childcare for any class. I also hope that I will have time to adapt at least one of our excellent denominational parenting courses for the Internet in the coming year.

This year we continued a many-year process of identifying *core adult curriculum* and we are at the point of identifying it in our promotion and adding to the core where we see a lack. This will particularly allow for people new to First UU to identify where they might begin from the abundant array of offerings Adult Enrichment Programs has all year long. It will also help the adult religious education leadership ensure that our programming is well rounded.

Building from the DRE Start Up that was held late last year we have begun work to improve our *ministry with young adults*. The plans that were forming did inspire a very generous donation from an anonymous donor to support the progress of our campus ministry. Though there is not a lot of overt progress to show, the seeds are gaining strength beneath the surface this year and I expect that they will bear a lot of fruit next year. I did join our own Lauren McCrystal as a co-chair of the district's new Young Adult Ministry Committee. The synergy is very helpful in this part of my First UU work

Altogether an eventful year full of promise. Next year my professional life will be a big focus for me as I complete my work to become a Credentialed Religious Educator - Master Level. I have two major papers to complete, 15 of the 55 required books to read and annotate and a major project to develop a presentation for, as well as the two hour interview with the credentialing committee in April to survive. The work is all due at the end of January. If you've ever thought of offering administrative support to RE, now's the time to speak up.

And thank you for a rich and challenging year.

Respectfully submitted
Jolinda Stephens
Director of Religious Education

Music Director

Tony McDonald

Goals

- Our goal for this year was to maintain the quality of the four choirs: Peace Pals, Rising Voices, Spirit of Life and Chalice, to continue the excellent performances of the UUNIVERSE! Chamber Music Series, and to have other interesting concerts presented here as well.
- We also wanted to welcome Cheridy (Dee) Keller as the new director of the Peace Pals, Rising Voices and Spirit of Life Choirs, and to insure her success in that role.

Choirs

- Doug O'Neal, director of the Chalice Choir, resigned suddenly and unexpectedly on November 2, 2009. He cited excessive stress as the reason. It was decided, with the Board's approval, that Dee Keller and Music Director Tony McDonald would jointly take over the duties of running the Chalice Choir at least through the Holiday Concert in December. They split the conducting duties.
- The Holiday Concert on December 20, 2009, was very successful. All four choirs sang and the concert featured a full performance of the *Gloria* by Vivaldi, accompanied by a small orchestra of church members. There was a full house of approximately 400 people and, by all accounts, all the choirs performed at their best.
- In January, with the Board's approval, an Ad Hoc Committee and a Search Committee were formed in order to secure a new permanent director of the Chalice Choir. It was again decided that Dee Keller and Tony McDonald would be co-directors of the Chalice Choir until the new permanent director was seated, which would probably not be until fall, 2010. Dee would have 2/3 of the duties and Tony 1/3. This arrangement continued successfully through the spring Concert on May 16, 2010. At that event, again, all four choirs performed very well to a house of approx. 215. That concert had a theme of music from around the world, sung in many languages. As of this report, the Search Committee is still in progress auditioning possible new directors for the Chalice Choir. A decision is to be made by early June, 2010.
- Membership of the choirs has changed somewhat, with the Chalice Choir and Peace Pals seeing a decrease and Rising Voices seeing an increase:
Chalice Choir: 45 Peace Pals: 16
Spirit of Life Choir: 15 Rising Voices: 10
- Summer Choir continued in 2009 with a membership of about 25. Doug O'Neal directed the group for four services, Tony McDonald did so for one, and he also directed the All-Ages Choir (formerly known as the Intergenerational Choir) for one service, and a group of Women's Voices for one service, during the summer.

Special Events

- The prestigious professional chamber music series **UUNIVERSE!**, presented by the church with a grant from The Greater Columbus Arts Council, gave three concerts during the church year. Subtitled "Diverse Music You Want to Know" and supervised by Artistic Director Lea Pearson, it presented concerts of music by:
 - Hispanic Composers (entitled "Serenade for Sotomayor") on Oct. 18, 2009
 - African American Composers on January 31, 2010
 - Arab Composers on May 2, 2010

The concerts had an average attendance of 100 per event. The quality of the concerts remains highly, employing mostly professional musicians from First UU Church.

- Other special concerts of the year, all sponsored by the Music Committee:
 - **Bill Cohen's "60's Coffee House"** on January 22, 2010, with local troubadour Bill Cohen showing slides, singing songs, telling tales and showing memorabilia from the 1960's.
 - **Dr. Tony's Original Ragtime Band** on March 20, 2010, with Tony McDonald, First UU Music Director, bringing his ragtime band to perform music from the early 20th century: ragtime, early blues and jazz, Tin Pan Alley favorites and other hits from that era.
 - **Youth Talent Nite** on April 17, 2010, an evening featuring the talented young people of First UU Church. 15 different young people plus the Rising Voices Choir performed. They sang, playing instruments, and did dramatic speaking, employing a wide variety of styles.
 - **Group Karaoke Sing-Along** on April 23, 2010. Les Kleen was our DJ, as he brought his collection of Karaoke songs for a group sing-along, with soloists too.

Other activities

- The Music Program helped raise approximately \$800 for the Youth Justice Trip to New Orleans: \$100 from the Bill Cohen concert and \$700 from the Youth Talent Nite.
- The Summer Choir program is reorganizing. The plan for summer, 2010, is to have 2 performances of the Summer Choir director by the Chalice Choir director, and one directed by the Spirit of Life Choir director, plus the All-Ages Choir and the Women's Voices directed by the Music Director.
- Two CD's, one of the Chalice Choir entitled "It Takes A Village," and one of the other choirs (Spirit of Life, Peace Pals, Rising Voices and Summer Choir) entitled "Singing the World" were produced. The former was made available to the larger church community, since its copyrights were secured.

Problems

Our biggest problem clearly was the sudden departure of Doug O'Neal and the void it left in running the Chalice Choir. The choir has survived and, with the help of the Search Committee (see above), a new director will be in place by fall, 2010.

Plans for the upcoming year include:

- Installing the new permanent director of the Chalice Choir.
- Having more concerts by *Uuniverse!*, whose mission is to be a the resident chamber music program of the church, as well as other concerts by church members and outside groups.

Submitted by
Tony McDonald, Music Director
May 18, 2010

Concerts in 2010

Bill Cohen – Jan 22

Attendance: 78

Income: \$500

Special – gave \$100 to Youth Justice trip

UUNIVERSE! (African American composers) - Jan. 31

Attendance: 115

Income: \$753

Dr. Tony's Original Ragtime Band – March 20

Attendance: 95

Income: \$610

Nathan's "Thank You" concert – April 10

Attendance: 142

Income: N/A

Youth Talent Nite – April 17

Attendance: 174

Income: made ca. \$700 for Youth Justice trip

Group Karaoke Sing-along – April 23

Attendance: 25

Income: N/A

UUNIVERSE! (Arab composers) – May 2

Attendance: 72

Income: \$407

Choirs Spring Concert – May 16

Attendance: 215

Income: N/A

Chaplain Dick Dawson

I am completing my second year as your Chaplain (Commissioned Lay Leader). This has been another personally rewarding year, as I continue to grow into this role, and define more clearly how I can serve this community. Mark Belletini and Eric Meter and I continue to work well together. I am grateful for their affirmation and support.

I feel growing affirmation from this community, as it comes to understand better my role as Chaplain. I confess that on a few occasions I have felt overwhelmed by expectation and needs, as well as by the suffering and pain I bear witness to. At the same time I sense both individual and collective appreciation for what I do.

My certification as a Commissioned Lay Leader runs another year. Next Spring the Board, the Ministers and I will determine whether to apply for renewal of my credentials from the Ohio Meadville District.

My role here is new. In this report I want to let you know the shape this work is taking:

- General Pastoral Work: I work closely with Mark and Eric to identify and attend to general pastoral needs. The three of us meet weekly to discuss current needs, determine how we will handle them, and how to use the Pastoral Team.

I make many of the hospital, retirement center, nursing home, and home visits. I do some one-on-one pastoral counseling.

- Visual and Approachable Sunday Morning Presence: I try to be present in Fellowship Hall after both Sunday morning celebrations, a time the ministers are involved in the post service receiving line. I am both proactive and reactive. These brief conversations give a sense of where members are and issues they are facing. I have come to acknowledge that this visible and approachable presence is an important part of our pastoral work. It is often an opening to more extensive pastoral work.
- Ministry to Older Seniors: I pay particular attention to approximately 70 older seniors. This runs the gambit from occasional contact by phone or conversations at church, to active involvement with some seniors and their families. In a few, instances I have spent considerable time with specific individuals, sometimes over several months. I think this is one of the special roles that I can play.
- Senior Gatherings: I organize and facilitate our quarterly “Senior Gatherings.” This is the third year for this program. Four times a year we bring older seniors to the church for fellowship, a worship service, information session and a lunch prepared and served by members of the Pastoral Team. These gatherings have become an important church connection for many of our older seniors. .
- Pastoral Team: With Eric Meter, I manage our Pastoral Team of 28 lay members. This is another central piece of my pastoral responsibilities. The Team, initiated in 2002, has become a significant piece of our pastoral ministry. Eric and I recruit and train new members, work out mutual acceptable pairing between PT members and persons in need of an on-going pastoral presence, and serve as coaches for the Team. I want to acknowledge the fine work these trained lay members do.
- Being with Dying: Since becoming Chaplain I have been involved with the dying of 12 of our older seniors, sometimes intensely, sometimes not. This has emerged as a significant focus of my chaplaincy, and also an area in which I continue to experience significant spiritual and intellectual growth. My capacity to be present with dying members and their families has been enhanced by my participation last spring in the 8 day professional training, “Being With Dying.” The course took place at Uppaya, a Buddhist monastery in Santa Fe.
- Share the Care teams: An important innovation we made this year is the creation of customized “share the care” teams for six of our members who are in need of some form of longer term assistance. The concept for these teams builds on the book “Share the Care.” I was introduced to this book at the “Being with Dying”

training mentioned above. Kaye Fisher, Eric Meter and I led a worship in January that introduced the concept and facilitated the formation of 6 individual teams.

- Spiritual Eldering: This winter Karen Dawson, Barry Keenan and I offered a UUA Curriculum course called “Spiritual Eldering.” Twelve of us met on eight consecutive Saturday mornings. We were actively engaged in exploring how we might envision our own elderhood – as mentors, healers, and leaders. The class proposed that the church explore developing a rites of passage program for those entering elderhood, somewhat similar to what we do with “coming of age.”
I plan to work next year to make it happen.
- Presentation on Our Use of lay members in pastoral care: I organized a panel to highlight how we use lay members in our pastoral ministry. Eric Meter, Carole Wilhelm, Karen McGuire and I discussed how the Caring Committee, the Pastoral Team, and I work with the ministers to carry out the pastoral work of our community.

I am grateful that you have accepted me in this role. I do not do this work alone – but in partnership with the ministers, the Pastoral Team, the Caring Committee, and others. I want, in particular, to acknowledge support and counsel I receive from Eric Meter. We have been active collaborators in much of what I have outlined above.

Committee and Group Reports

Bookbites

Kathleen Boston, Coordinator, May 14, 2010

Bookbites has been meeting since September 1999. Average attendance is 8 to 10 readers. Although there is no formal mission, the purpose is to increase our knowledge of books and entertain ourselves with passionate discussions of those books.

Rather than read a single book each month, the group picks a topic by consensus and each reader chooses a book within that topic area. Some topics during the past year have been: Older writers, short story collections, ghost stories, native American Indians, essays, traitors and, Is history repeating itself.

The group meets the third Tuesday each month in Slowter Lounge. One difficulty is the timing of each book report so that all can be heard. Sometimes there is not enough time for all and the topic is extended to the following month. We decided this year to have a rotating 'timekeeper' so that the task is not all on the coordinator.

The group, two men and the rest women, is open to all. I leave you with a quote. "A room without books is like a body without a soul." Cicero

Kathleen Boston, coordinator of Fair Trade Coffee and Book Bites.

Bookstore

Jim Davenport, Chair

Mission Statement

The Bookstore was created in 1965 as a service by the Church for its members. It continues today to provide spiritual, self-help, political, intellectual, and social stimulation by making high quality reading material regularly available in a comfortable environment to the First UU congregation and its committees. The Bookstore is as much about the social as the intellectual interactions of congregants and it provides a secure place for newcomers, potential new members, and other visitors in the crowded, post-service Fellowship Hall.

Membership

Chair: Jim Davenport

Leaders: Chris Hardin, Kathleen Boston, Denni Hale

Additional Members: Debra Keller-Perry, Dena Dennis, Don Baun, Linda Miller, Lynne Thomas, Pam Hussen

Service to Church Community

Had sales (to date 5/22/2010) of over \$3,400 in books to members and visitors generating over \$700 in monies for the church's general fund. (current estimate)

Served as sale outlet for other committees: COA Fundraising Totes, UU Cookbooks, Music Committee's CDs.

Provided Ordering Service for people who wanted recordings of the services from the Sound Committee

Hosted Visiting Author Laura Pederson

Issues

1. Getting new committee members: I'm in discussions with Karen Dawson about plugging the committees more with the new members at the end of the Path to Membership. That's how I learned about and joined this committee so I'm hopeful we can get back to this process.
2. Too many unsold Service Recording CDs: Our CD ordering process was implemented this year as we went from just getting CDs every Sunday to letting people order exactly what they wanted.
3. Sales are Down: Continuing to assess the books we order and how we can promote things. We're hoping that monies generated for the church will recover as the general economy recovers.

Plans for Upcoming Church Year

1. Explore book tie-ins with other committees
2. Evaluate current book stock for titles which have been with us too long and move them through a publicized "sale".
3. Continue to improve our presence in the Fellowship hall with presentation improvements.
4. Expand the diversity of our selections by establishing relationships with more book publishers.

Vision Statement

I would like to see more people involved with the bookstore, even on a transitional basis, as it is a good tool for meeting people with ready subjects at hand to talk to. For the more shy people visiting our church, this can be an important entry point. I want to see the book tables themselves sharpened up in small ways that will better establish our professional and inviting atmosphere. I want to increase sales to return the bookstore to contributing \$1,500 each year.

Submitted By: Jim Davenport

BREAD (Building Responsibility Equity and Dignity) Alice Rathburn, Team Captain

Our church is a founding member of BREAD, an interfaith, interracial community organization of 52 central Ohio churches, temples, synagogues, and mosques. BREAD's **mission** is “to build the power of people of faith to act effectively to solve local community problems through processes of relationship building, direct action, and negotiation with decision makers.” It is a 501(c)(3) non-profit, non-partisan corporation that does not provide direct services nor accept government money for its internal budget.

First UU's BREAD Team includes Leslie Armstrong, Don Hippensteel, Pat Hoffman, Bill Miller, Jane Parnes, Alice Rathburn (Captain), Doug Rossiter, Madelon Timmons, and Wesley Thompson. In addition, members of the following BREAD committees are:

Board of Trustees – Alice Rathburn

Executive Board – Alice Rathburn

Truancy Committee – Bill Miller, Alice Rathburn

Health Care Committee - Don Hippensteel

Youth At-Risk Committee - Rev. Eric Meter, Jane Parnes, Alice Rathburn, Madelon Timmons, and Wesley Thompson

Forty additional First UUs were Justice Ministry Network members. They helped the BREAD Team turn out **236** First UUs and friends toward the 2,600 total supporters at BREAD's annual Nehemiah Action Meeting. Seventy-nine First UU households made investments totaling almost \$11,000 in BREAD's work.

BREAD is our church's primary and most visible vehicle for bringing about local systemic change to alleviate serious social justice issues. Our membership in BREAD helps us to develop stronger relationships among ourselves and with people of different faiths and cultural backgrounds. Our church's participation allows members of this congregation to contribute to social justice in the central Ohio community on many levels, including:

- serving on our own BREAD team,
- working with one or more of BREAD's research and action committees,
- participating in the listening process to surface problems for BREAD to address,
- recruiting for and/or attending BREAD's public assemblies to gain allies,
- financially supporting BREAD's efforts.

During the past year, BREAD:

- Partnered with city and county officials to improve and continue a comprehensive truancy reduction plan, Project KEY (Keep Engaging Youth), in six pilot schools, resulting in a 55% reduction in chronic truancy in those schools.
- Encouraged and supported efforts to increase access to primary health care.

- Worked with a coalition of supporters to get legislation to plug the loopholes Payday Lenders have found to circumvent the strict Payday Lending bill (H.B. 545) spearheaded by BREAD and approved by Ohio's voters in 2008. The new bill has passed the House and is awaiting action by the Ohio Senate.
- Got legislation written and passed to allow Franklin County (and 39 others) to form a land bank to keep money in the county to fight neighborhood blight.
- Continued to make progress toward expansion and improvement of the Drug Court program.

BREAD's power to effect change is directly related to the numbers of people attending BREAD's assemblies, especially the annual May action meeting. At the May 3, 2010 Nehemiah Action Meeting, local officials agreed to the following:

- State Representatives Stewart and Celeste committed to work to close Payday Lending loopholes.
- City and County officials agreed to study and plan for the implementation of an "active" land bank (CLRC).
- Columbus Schools Superintendent Gene Harris agreed to end the practice of suspending students out of school for truancy, work with the organization to identify ways to reduce the number of out of school suspensions, and look at ways to fund the expansion of Project KEY

The response of our members to BREAD's call for justice is a source of inspiration and motivation to the BREAD and to other BREAD congregations.

Building and Grounds Committee

David Richter, Chair

Mission: The mission of the Building and Grounds Committee is to create both indoor and outdoor environments that support and reflect the mission of the church itself. To that end, it seeks to provide a building that is welcoming, clean, structurally sound, and conducive to worship while being both safe and environmentally friendly. For the church grounds, the committee seeks natural beauty and grace so that all those who come to our church feel a sense of comfort and wholeness, as well as a connection between the environment and the church itself.

Membership: The Committee is chaired by David Richter. Susan Hollenbach, church administrator, shares in directing the committee. Other committee members are Barb Fisher, who represents the Memorial Garden, Karen Torvik, Sandra Aska, who represents the Arts and Space subcommittee, David Krohn, Michael Bethel, Tom Wheeler, Don Hippensteel, facilities manager, and Naoko Kobayashi.

Accomplishments: This past year, as usual, the B&G committee organized and ran Spring and Autumn work days. These work days serve three major functions: 1. They accomplish much in the maintenance and improvement of the building and grounds; 2. They let church members know the commitment and effort needed to maintain the building and grounds, and, 3. They build a sense of team work and camaraderie among church members.

Both workdays were successful, although rain reduced attendance and washed out some projects for the recent spring work day. A large free breakfast is a major part of each workday and we were lucky to have the Rev. Mark Belletini prepare the fall breakfast and church member Ray Walker prepared the spring one.

Major accomplishments include removing much brush and undergrowth from the woods area, cleaning out the basement and disposing of unwanted and unneeded stuff, painting several rooms, mulching flower beds and adding traffic control signs to the parking lot in the SYC area.

The largest and most time-consuming single project this past year was the construction of the rain garden in front of the church. Working with the Green Team, committee members spent hundreds of hours on this project, which was dedicated in April of this year.

The committee chair, working with the church administrator and other committee members, also prepared a "Future Needs" report for the board, outlining major capital projects that must be funded and accomplished in the next five years. Some of these are necessary to maintain the structural integrity of the building.

Committee members worked throughout the year on building repairs and improvements and on maintaining the extensive gardens and grounds around the church. This includes pruning, weeding, watering, and fertilizing the gardens, as well as controlling poison ivy and other noxious weeds.

Difficulties: A major difficulty faced by the committee this past year (and every year) is the need for additional volunteers to maintain the grounds on a continuing basis. Some areas have not been touched in years and desperately need attention. During dry summers, a few committee members devote almost all their time just to watering the beds. Attempts to recruit additional volunteers through church bulletin announcements, information tables in Fellowship Hall and personal contacts have not been successful. We expect maintenance of the new rain garden to exacerbate the problem. We have no easy resolution to this problem. Installation of irrigation around many of the beds would greatly help.

Another theft from the garden shed occurred despite the addition of an improved locking mechanism. We have no solution to this problem.

Plans: During the coming year, the committee again will organize two work days. In addition, continued upgrading of the landscape surrounding the church is planned. Additions to the irrigation system are badly needed. Several painting projects need to be done, as well as various improvement projects sought by SYC, RE, Arts and Space, Green Team and Communications Committee. The committee will continue to remind the board of the need to repair the posts supporting Fellowship Hall, of the need for additional irrigation, roof replacement and other important projects.

Visions: The B&G Committee envisions a church that inspires members and guests with its beauty, comforts users with its warmth, and welcomes all with its openness. We also seek to continue making both building and grounds more in tune with the natural environment.

“A garden is evidence of faith. It links us with all the misty figures of the past who also planted and were nourished by the fruits of their planting.” –Gladys Taber

Submitted by David Richter, Chair, Building and Grounds Committee

Caring Committee and Neighborhood Network

Carole Wilhelm, Chair

Mission Statement: The Caring Committee seeks to be aware of and respond to joys and sorrows of church members and friends by sending caring cards which are signed by the membership. The Committee provides: a Neighborhood Network of volunteers, under the leadership of two coordinators, who offer short-term supportive and emergency care in 12 geographic areas; memorial service coordinators; medical supplies coordinator; an annual educational workshop related to life's issues; and an umbrella under which the Ministers' Appreciation Committee, the Funeral Consumers Alliance, and a Cancer Support Group exist.

Membership: Claire Bauza; Carol Brody, Minister Emerita; Carol Cameron (recently resigned); Dick Dawson, Chaplain; Olwen Firestone; Chris Hardin, Medical Supplies Coordinator; Eric Meter, Associate Minister; Linda Miller, Neighborhood Network Co-Coordinator; Marilyn Page, Nancy Powlick; Jane Reisman; Erica Scurr; Karen Townsend; Carole Wilhelm, Chair; Ohma Willette. Assisting in major roles: Pat Owens, Neighborhood Network Co-Coordinator; Jo-E. Miller and Linda Royalty, Memorial Service Co-Coordinators; Deb Baillieul, designer and producer of cards. Sunday table volunteers number 26 with 8 being committee members. There are 26 area contacts for the Neighborhood Network, with approximately 85 church members volunteering in Columbus and 17 additional zip codes.

Service to Church Community: 1) There were 204 cards sent to members and friends to honor joys and sorrows in their lives, including significant senior birthdays, child dedications, those involved with Coming of Age and OWL programs, graduations and the like. Holiday cards to staff, former ministers, various former members, and those who have moved during the year numbered 42. Spring cards were created by Kati McGuire and sent to 8 shut-ins and 4 members who lost a spouse to death. 2) Memorial Services were provided during our church fiscal year beginning July 1, 2009 for Ruth Leuchter, John Young, Nancy Lee, Gladys Wayt, Lucy Buchanan and Warren Eason. Numerous volunteers assisted with the receptions, preparing food, greeting, ushering, serving, and handling kitchen responsibilities. 3) Medical equipment, owned and stored by members, was loaned to 5 people. 4) The Neighborhood Network provided meals and transportation to 18 members (sometimes more than once) with 19 follow-up supportive phone calls made. 5) Holiday cookie plates

were delivered to 21 members. 6) Several committee members gave a brief overview of the Caring Committee to various Path to Membership classes. The visits provided 3 new table volunteers. 7) The chairperson participated in a presentation to the Ohio Meadville District Spring Meeting on “Involving Lay Members in Pastoral Care.” 8) The chairperson submitted updated Policies and Procedures as requested by the Governance Documents Committee. 9) The websitters approved “Caring Ministries” as a heading on the home page of the church website. This was done to place scattered information in one location. 10) Church member, Sharon Stout Shaffer, worked with the committee to offer a presentation in February for the congregation. The subject was “Weaving a Caring Web: Hospice, Palliative Care and Bereavement.” 11) The Neighborhood Network coordinators participated regularly with an information table during CICT (Community in Challenging Times) Sundays. The goal was to offer awareness about emergency help offered. A benefit was that several people signed up to be volunteers in the network. 12) Committee member, Ohma Willette, became co-coordinator with Jane Reisman scheduling Sunday table volunteers. 13) Lastly, but very importantly, Carol Brody as minister emeriti has made hospital visits and phone calls and sent cards particularly to long-term members who remember her. She pays attention to those seriously ill, member deaths, and joyful events also.

Plans for the Upcoming Church Year: We will seek new leadership for coordinating Memorial Service receptions following dedicated and long-time attention to this role by Jo-E. Miller.

Vision Statement: We will continue to be responsive to our members and friends as mentioned in the Mission Statement and adopt new procedures or make changes if the need arises.

Committee Communications

Sue Vierow, Chair

Mission: to “Co-ordinate publicity functions on behalf of the church, advise in the planning of advertising programs and publicity campaigns; and over see publication of the church newsletter, the church’s website and electronic communications; and the physical postings on church property.” The Communications Committee is a standing committee with this mission described in the First UU Church of Columbus Standing Rules.

Current members of the committee are Olwen Firestone, Nancy Morr, Robert Graffagnino, Dinica Quesada and Sue Vierow, Chair. The Church Administrator is an ex-official member and attends meetings as needed. Robert is retiring as a full time member; but, will give us assistance as needed.

Major services to the church community this year have been:

- 1) publishing the First UU’s bi-weekly newsletter, *The Discoverer*. This includes editing (Olwen Firestone), copying (Linda Royalty) folding and mailing (a faithful cadre of volunteers). Our Office Administrator, Marion Garcia, helps with proof reading and transferring the newsletter copy to the church website. The newsletter is available to members and friends by regular mail and/or on line. By changing the size of paper we have more room for copy and have also reduced paper costs some. We have new e-mail subscribers almost weekly.
- 2) supporting the Info Tech Committee and Web Sitters who designed and put up our new enhanced web site. As a team they keep it up to date, deal with various problems and make changes as requested. Brian Hegemann, Pat Boughten, Kevin O’Neal, Jim Pinkham and Cliff Adams are our stalwart Web Sitters. It was helpful to the committee having a mid- year meeting with the Web Sitters to discuss mutual concerns.
- 3) creating and hanging two new posters for the kiosk as part of the “Welcoming Initiative.” The poster reaching out to the GLBT community planned last year by Nancy Morr was completed and placed on the west side of the kiosk under the church Welcome poster. She and Jolinda Stevens designed the Religious Education poster displayed on the south side of the kiosk.
- 4) preparing and presenting to the Program Council a draft list of First UU’S communication opportunities with usage guidelines. Along with Kevin O’Neal, the committee is in the process of determining usage guidelines for the Discoverer and the Important e-mail lists (another name for “Important” needs to be considered).
- 5) co-operating with Beth Tikvah to publicize our joint candidate’s night at Beth Tikvah.
- 6) urging the Building Committee to investigate how to provide a more attractive way to post the daily activity/room schedule.

- 7) maintaining the church, community and business card bulletin boards and the gallery kiosk. Bulletin board space for the CICT committee was made available.

This year we had hoped to begin a project to enhance the appearance of the on-line and mail version of the Discoverer. Both times when we thought we had a volunteer, it did not work out so we will keep searching.

We hope to increase our presence in the community, using press and radio. Our budget limits the amount of paid advertising which can be done. We do seem to have a presence as the community and business card bulletin boards are usually brimming with items coming from outside our church community. We will be seeking new committee members.

Covenant Groups

Jeannie Sperling, Chair

Mission Statement: The mission of the Covenant Group Steering Team is to implement, administer and evaluate a network of small groups that 1) provide participants a deeper understanding of themselves and their faith, 2) strengthen their connections to one another and to the church, 3) activate their faith by ministering to each other and by serving the church, 4) encourage participants to explore how group intimacy leads to service and social justice work, 5) integrate new members into the church community, and 6) identify and encourage new church leadership.

Steering Team Members: Barb Fredin, Ruth Gerhold, Donna Greenman, Rev. Eric Meter, Bob Mills and Jeannie Sperling.

Service to church community (list of accomplishments for this year):

- 81 people participated in 8 covenant groups this year (October 09 through May 10). 59 people are currently participating.
- 38 of the 81 people in the 2008-2009 returned to join a group this past year (46%)
- 4 new facilitators were trained.
- At least 60 people in the congregation have been trained as facilitators since the program's inception.
- The "20 something group" has continued into a fourth year. We receive positive feedback regarding this program being a valuable spiritual connection for our younger adults. They wish to be called the Young Adult Group next year.
- The curriculum for this year was drawn from the first 5 curriculum cycles.
- An information table will be set up in Fellowship Hall after services on May 23, 2010 and June 6, 2010 to provide information about covenant groups to newer members and friends who are interested in learning about the program.
- There was one registration period this year as feedback from the previous year had indicated that new members to an already established group in the middle of the year was disruptive. Also, there was concern that the formation of a new covenant group mid-year meant that that group only had a partial experience.
- Covenant groups complete shared service activities as a group. Data is not available at this time.
- Program evaluations are being completed. Data is not available at this time.

Problems encountered during this year:

- There were several issues that occurred during covenant group sessions this year including erratic attendance, members dropping out, members not honoring basics such as no cross talk. It was determined that because of special needs two applicants would not be able to be a part of the program. One group did not want to write a covenant. Another questioned having to do service projects.
- The teen covenant group, under the auspices of the RE program, statistics will be incorporated under that program. After the long time facilitators resigned, the group has no longer been able to continue. There were also scheduling conflicts during the time that the group had traditionally met.
- There was much concern expressed in evaluations in 08-09 about the curriculum being too serious and heavy.
- Members of the curriculum team after working tirelessly for 4 years, stepped down this year.
- Three members of the Steering Team will be leaving the committee leaving three key positions have yet to be filled.

Plans for upcoming church year:

- Keep the program vital, fresh and meaningful. To this end, the Steering Team is planning a “demonstration” covenant group experience for September 3, 2010 during First Friday. It will be aimed at those who are new to the congregation or would like to learn more about the experience. The goals for this demonstration are to give a short experience of the key features of the program as well as an opportunity to ask questions about the structure. It is hoped that people have an understanding about the intentional structure of program before making a commitment at registration time.
- Discuss the evolution of the covenant group program and the possibility of both keeping the current program available as well as creating a different experience for those who are seasoned covenant group participants. (This, perhaps, will be the charge of another group).
- The curriculum for this year will again be drawn from the first 5 curriculum cycles.
- Share the wealth - both share our curriculum and review curriculum from other congregations to consider their use in our program. A new curriculum team may need to be recruited.
- Continue one registration cycle at the beginning of the church year.

Vision Statement:

To provide a vital, fresh meaningful small group ministry program that allows members to better appreciate their own spiritual journeys, feel more strongly connected to the church and its congregation, and participate in shared service activities that are meaningful to the members and to the community.

Finance Committee

Tim Hooks, Chair

Mission Statement: Oversee financial matters of The First Unitarian Church of Columbus, Ohio, making sure that the Church acts in a manner that is fiscally responsible.

Membership:

Timothy Hooks, Chair
Frank Phillips, Treasurer
Susan Hollenbach, Administrator
Joe Voltolini – Bookkeeper
Art Beach
Debra Boyd
David Douglass
Linda Keith
Judy Kleen
Mark Pinsonneault

David Douglass has taken over as Committee Chair, replacing Tim Hooks, as of May 2010.

Accomplishments and Plans: During the last fiscal year the Finance Committee met regularly, on the third Tuesday of the month, to review month end financial statements and compare to budgeted amounts. This year has had some financial ups and downs, although we have remained pretty much on budget. Rental income was not as high as we had budgeted. This was due to more internal use of church space, so unable to rent out, as well as the loss of one regular renter.

Several meetings spent time investigating and researching the church’s investment policy. While no changes have yet taken place much legwork and research has been completed. There may well be some investment changes in the coming year, in line with existing policies.

Another ongoing focus of the finance committee over the last couple of years has been how to get a financial audit done. We had hoped we might be able to trade this service with another church of similar size but that has not panned

out. We have, however, made strides in setting up a fund to cover this cost and hope to have enough money in place to do this in about 3 years.

For the upcoming year we plan to continue making sure the Church operates with fiscal responsibility and to make sure we oversee the Church's financial investments.

Governance Documents Committee

Paula Hook, Chair

The overall PURPOSE of the committee is to “regularly monitor and revise as necessary Standing Rules, policies and procedures of the church.” Established by the Board of Trustees in 2004, the Committee is a resource to other groups within the organization.

Appointed by the Board, the COMMITTEE included: Patricia Boughton(Board Secretary), Linda Thompson (Historian), Marguerite Turnbull (experienced Member), Paula Hook (Chair), with guidance from the Church Administrator.

Through 4 meetings THIS YEAR (and 2 cancelled due to weather), the committee: 1) reviewed policies and procedures and/or Standing Rules for various groups: (Caring Committee, Stewardship/Membership, Stewardship/RE, Membership, COSM) and offered recommendations; 2) provided information to the Chair of the Board of Trustees on past social justice projects. In addition, the Committee chair: 1) attended Program Council meetings and conferred with various Chairs of Committees regarding adjustments to their specific rules; developed current contents listing of the rules notebook(s) and/or website.

Several PROBLEMS are indicated: 1) to educate other Committees/Groups that this church-wide unit is available to ASSIST with the development and/or revision of any rules, policies, and procedures but does NOT write all such documents; 2) add a few detail-oriented, interested members to this working group.

FUTURE tasks include: the adjustment and editing (in proper outline format) of the Standing Rules, compare the contents of the notebooks and items on the website, review of the policies/procedures for this particular committee plus the Organizational Structure Chart as well as the proposed Constitution revisions for the Ad Hoc Committee.

Paula Hook, Chair

Green Team

Tom Baillieul, Leader

Mission

The “Green Team” is a standing committee reporting directly to the Board of Trustees which seeks to: 1) reduce the environmental impact of church operations; 2) educate members on global and local environmental issues, and help members towards more sustainable lifestyles; and 3) join in common cause with local environmental organizations.

Improving Church Operations

1. The 2005 Environmental and Safety Audit of church operations was updated, leading to a budget request for purchase of a small flammables storage cabinet.
2. The Green Team participated in several church-wide work days addressing the continuing challenge of accumulation by the church of unwanted (and potentially hazardous items) items, such as paint, lumber, sign boards, solvents, and cleaning agents.
3. Worked with church staff to use more “eco-friendly” cleaning products, and to purchase paper products with high recycle content. More church groups and functions are being environmentally conscious about using disposable plates, cups, and table ware; however, more can be done in this regard.

4. Several Green Team members participated in a 5-part training program on energy auditing, which included gathering specific energy-use data about our building. We eagerly await the final report from the energy use consultant.
5. Car pooling by church members has increased following the church's participation in the **"Pick-Up Pal"** program. A handy link to **Pick-Up Pal** can be found on the church's web site.

Educating Church Members

1. The Green Team toured the new Audubon Nature Center on the Whittier Peninsula to gain insights on how buildings can be made more energy and resource efficient.
2. We co-sponsored with the Adult Enrichment Program and the Simply Living Institute well-received courses on **"Voluntary Simplicity"** and **"Healthy Planet – Healthy Children"**.
3. This June we are co-sponsoring a 3-part class on buying and preparing local foods.
4. We continue to publish occasional "green tips" in the Discoverer to help members become more deliberate and sustainable in their daily activities.

Community Outreach and Cooperation

1. Several Team members attended a weekend series of workshops sponsored by the Ohio Interfaith Power and Light organization, to which we belong.
2. In November, construction was completed on a demonstration rain garden in conjunction with the **Friends of the Lower Olentangy Watershed (F.L.O.W.)**. This followed a delay of several months after the rupture of a buried gas line (a utility survey had been performed). A formal dedication of the garden took place on Sunday, April 25th. In addition to the many hours spent on the project by members of the church and F.L.O.W., substantial in-kind contributions were made by several Columbus businesses; they are listed on the interpretive sign that sits next to the rain garden. Our efforts to create a demonstration rain garden for the community have already paid off with several church members and neighbors creating rain gardens of their own.
3. In October, Green Team members joined the Reynoldsburg Fellowship and several non-governmental organizations at a rally in support of international climate negotiations. Then, in December, we joined with the Reynoldsburg Fellowship, **1 SKY**, and **Greenpeace** to host at First UU a candlelight vigil in conjunction with the Copenhagen Climate Summit. While not well attended by First UU members, this vigil put our church on the international map through **1 Sky's** web promotion and reporting.

Coming in 2010 – 2011

1. The Green Team will have a monthly presence in Fellowship Hall, working to bring the idea of **sustainable living** into the vocabulary of all church members.
2. We will brief the Board on the findings of the energy audit of our building and make recommendations for reducing energy usage (and costs).
3. We will complete a survey of the users of the Worship Center regarding lighting.
4. We will explore options for installing photovoltaic panels on the church roof as the Building Committee considers the timing and cost of roof replacement.
5. We will research alternative heating/cooling systems to replace the Worship Center's furnaces, now at the end of their projected use life.
6. We will build ties with **Sustainable Clintonville** and the **Columbus Green Spot Program**.
7. We will work with the Adult Enrichment Program to offer informative classes and lectures on global and local environmental issues.

History/Archives

Linda Thompson, Historian

"The past is prologue." Wm. Shakespeare

Mission

The mission of the Archives of the First Unitarian Universalist Church of Columbus is to collect, preserve, and make available for research and reference the records which reflect the origins, programs, goals and the development of the Church. The Archives provide information that assists the operation of the Church, in addition to serving members of the Church and community in their historical research. (The Mission was reviewed and revised in May 2009.)

Membership

The Archives Team includes Diane Boston, Susan Collis, Olwen Firestone, Nancy Morr, Jane Reisman, Linda Royalty, and the historian, Linda Thompson. Mascot "Ruff" Waldo Emerson also serves. This team is structurally linked to the Governance Documents Committee; it has no officers or formal meetings. We share leadership with individuals taking the lead on specific projects. The team has been together for nearly a decade. It meets every Tuesday morning and Wednesday afternoon with time off for holidays.

Service to the Community/Accomplishments

Discovering a clearer picture of who we are and how our past has brought us here.

Giving a sense of who we are by sharing our history in displays and newsletters.

- Receiving/sorting/organizing materials (reports, minutes, flyers, programs, orders of celebration, posters, photos, etc.) from the Board, ministers, staff, committees, and individuals.
- Doing research for the Board, committees, and members; this year we have had more requests than ever.
- Identifying hundreds of photos/events for albums and displays.
- Researching our Unitarian, Universalist and UU past.
- Working with/assisting groups and individuals in preparing displays, articles, etc. for our 70th/166th anniversary celebration which begins this June (many items will become part of our permanent collection).
- Outlining our history by year and decade.
- Shredding and recycling duplicated, irrelevant or extraneous items.

Problems

The church community has not always dated documents with month, day and year; and continues to fail to date with month, day, and year.

- Reviewing the materials takes much longer than thought.
- Gaps found in our records (committees records and reports).
- Email communications of committees are not often included in the files.
- Spilling over our cupboards and shelves.
- Gaining access to computerized records.

Goals

- Preparing job descriptions for long term and short term tasks.
- Seeking additional help for short term jobs.
Holding Saturday morning coffees for committees this anniversary year so they can see what records the archives holds of their past.
- Continue the archives team by sharing discoveries, snacks and laughter.
- Have periodic work sessions on Saturday or in an evening.
- Assist in celebrating our 70th anniversary in 2010.
- Developing a framed display of the called ministers from 1940 to present.
Continue to receive and sort materials--in other words, "same old, same old."
Obtain photographers (members) for special events --for archives.
- Getting the archives up to date before the Archives Team leaves this earthly plane.

Vision Statement

The vision is to catalog the Archives content, and to obtain a computer and to computerize records and pictures. The long range plan is to integrate the Unitarian and Universalist stories and have a written history in honor of the 75th anniversary in 2015.

In the long view, the past must be made known so that this community has a shared history, giving it depth and understanding of how it arrived at this time and place.

70th Anniversary - 2010 Fellowship Dinner--Sept. 25, 2010

Prepared by Linda Thompson, Historian

InfoTech and Websitters

Kevin O'Neil, Chair

Our Mission is to support First UU's Intranet, web site and email.

Members: Carl Faulstich, Bob Graffagnino, Jim Pinkham, Kevin O'Neil, Brian Hagemann, Patricia Boughton, Cliff Adams, James Brown, Jerry Schardt

Managed the website:

- Met with sound team and trained them to add Audio Versions of the Sermons. Audio versions are now updated weekly.
- Refined the front page. Added Community photo gallery per suggestion of the Communications Committee
- Met with Social Justice to discuss ways to advertise the Social Justice initiatives at church
- Created a section for Racial Diversity Task Force and a link to the RDTF newsletter
- Added an area for Community in Challenging Times and trained them on making updates.
- Added a Section for Caring Ministries per request from Pastoral Care and Caring Committee
- Worked with Stewardship on updates for Annual Budget Drive and on-line pledge form
- Trained Marian on how to update the Newsletter and other church documents on the website
- Added a online sign-up for Covenant Groups

Other accomplishments over the past year:

- Added wireless access points. The entire church property is covered.
- Handled numerous service calls as problems arose.
- Maintained listserv email lists for several committees and the Discoverer

Plans for upcoming year:

- Continuing to answer service calls as needed
- Plans for website:
 - Look into integrating RE blogs into website
 - Look into detailed calendar with upcoming church events listed
 - Training materials of how to update site
 - Facilitate training so committee representatives can update their own info on the site themselves

Leadership Development Committee

Karen Dawson, Chair

MISSION: To identify interested candidates for leadership and service roles, to review the qualifications of potential candidates, and to nominate members for open positions on the Board of Trustees, for Moderator, Leadership Development Committee, the Committee on Shared Ministry and Ministerial or other Search Committees (as needed). Our mission and function has changed to include not only the identification of candidates, but leadership recruitment, training, support and recognition.

MEMBERSHIP: The Leadership Development Committee consists of eight elected members and the immediate past Board Chair. Out-going members are Karen Dawson, Chair, Sarah Case, Julie Pinsonneault, and David Easter, past Board Chair. Jack Wisniewski resigned earlier in the year and Gary Allread filled the remainder of his unexpired term. Gary will run for election for a full term. First year members are Ross Schifano, Vice Chair, Ron Rathburn, Lauri Nandyal, Kirsten Chan. I thank the members of the Leadership Development Committee for their service, for giving up their Sunday mornings to do the work of the committee, and for embracing our expanded mission.

SERVICE TO THE CHURCH COMMUNITY:

Leadership Identification and Recruitment.

A slate of candidates for Board of Trustees and Leadership Development Committee was developed for members to vote on at the annual meeting. Candidate biographies are published in the Discoverer, Order of Celebration, and posted, along with pictures, in Fellowship Hall. In identifying potential candidates, we reached out to committee chairs, staff, the Board, those involved in leadership training, and others, in an attempt to find individuals with

leadership potential. Our goal was to look beyond highly visible church members. With this approach, we were able to identify many potential leaders. As part of identifying candidates to run for elected positions, committee members held conversations with over 100 members to learn of their interests and gifts and what sort of leadership role would be meaningful for them. While not all were prepared or able to take on leadership roles this year, they were encouraged to do so in the future and to participate in leadership training. Records of our contacts with members are being maintained as we move forward with developing a more organized approach to storing and utilizing information.

Leadership Training and Support.

Sponsorship and organization of the “Soup, Service and Leadership” workshop series is sponsored by the Leadership Development Committee now. The workshop series was developed by Karen Dawson and Sharon Stout-Shaffer and was coordinated by Karen Dawson this year. The goal of these workshops is to help people deepen and develop their relationship to our Church, while strengthening the foundational skills that will support participation in vital leadership activities. Over 60 participants attended the four workshops this year.

The workshops held at the Church during 2009-2010 are as follows:

- “Navigating the Church” (Nov. 1): Understanding the service and leadership roles of the Church with a focus on UU history, structure and decision making--facilitated by Chas Williams, Doris Oursler.
- “Nurturing the Leader Within” (Nov. 8): Looking at personal qualities and leadership potential and reflecting upon the meaning of service and leadership roles within the Church--facilitated by Laura Adams, Sharon Stout Shaffer.
- “Working Effectively with Volunteers “ (Jan. 24): Suggestions for developing successful recruiting and working relationships with volunteers, including how to make the leadership role more manageable, giving and receiving feedback, and facilitating service as a spiritual path--facilitated by Karen Dawson and Leslie Armstrong.
- “Conflict as Opportunity” (March 7): Strategies to manage common conflicts that are encountered in church life and methods to constructively reframe conflict as opportunity for growth and development--facilitated by Karen Dawson and Jack Wisniewski.

Facilitators for these workshops were secured by Karen Dawson. Support in the way of material preparation and meal preparation and clean up was provided by members of the Leadership Development Committee. Although money was budgeted for meals, the meals were primarily contributed by members of the Leadership Development Committee.

The Adult Enrichment Programs Committee assisted in the promotion of the workshops and with registration. 100% of the respondents to the workshop evaluations said that these workshops should continue; comments and suggestions will be utilized for future programming. The Leadership Development Committee thanks all those who facilitated, supported and participated in these workshops.

In addition to sponsoring the above leadership training series, the Leadership Development Committee is responsible for recommending people to utilize funds budgeted for leadership training at the Ohio-Meadville District or UU Association. Partial support for the Unitarian Universalist Leadership Training Institute (UULTI) and the Unitarian Universalist General Assembly (G.A.) was provided this year.

Leadership Recognition.

With the approval of the Board, the Leadership Development Committee helped recognize leaders by “installing” the chairs of our Standing Committees in the fall (2009) at our worship service. A more inclusive recognition of all areas of service is planned for the June 13 (2010) workshop service. At the reception following the service, interested individuals can learn more about church opportunities from members of the Leadership Development Committee.

ACCOMPLISHMENTS THROUGH IMPLEMENTING OUR BROADER MISSION:

The Leadership Development Committee has fully transitioned from the “Nominating” Committee to the “Leadership Development” Committee this year. The emerging role of the Leadership Development Committee to identify, recruit, train, support and recognize leaders, was a recommendation of the 2006 First UU leadership Development Task Force approved by the Board. The constitutional amendment to change the name of the committee from “Nominating” to “Leadership Development” was passed at the Annual Meeting on June 14, 2009. With the name change, the mission of the committee was broadened: “The Leadership Development Committee will coordinate the identification, recruitment, training, support, and recognition of church leaders.” Through our “Soup, Service and Leadership” Workshop series, Recognition of Church Leaders in a Fall Worship Service, an Appreciation Service for all volunteers

on June 13, new “job description” template (attached) to help encourage service in the church, and “conversation form” (attached) we have strengthening the identification of emerging leaders and increased our support of the many people who serve in the Church. Our efforts have been recognized in the UUA Interconnection Magazine Article on First UU Church’s Leadership Development Program (Nov. 2009).

ISSUES and CHALLENGES: Diversity in our leadership is difficult to achieve in our rather homogeneous Church community, but we continue to be intentional in attempting to realize this goal. We have worked towards a more systematic networking approach by developing a “Conversation” form to increase our own ability to reach out to members in the congregation, and shared the form with members of Program Council and provided training in its use through our workshop on working with volunteers. Developing a member data base, as an important tool for keeping information more systematically, is another challenge. We convened several meetings around this topic, but were not able to build a coordinated effort in this area. Leadership Development Committee kept its own spreadsheets of information, which we will keep up-to-date as we go forward. Leadership training opportunities at the Ohio-Meadville District and the UU Association need to be communicated and made available to all interested potential leaders (youth and adults), with the committee providing partial financial support to the extent possible. We began this process, but would encourage next year’s committee to start organizing lists of opportunities and publicizing them in the fall. Joint efforts have begun and should be continued with the Religious Education Program and Adult Education Program to support youth training and inter-generational training. We should support those returning from training to integrate their knowledge into our community culture and programming. We want to continue to provide resources for “emerging” leaders and will put in place more individual mentoring support.

PLANS FOR THE UPCOMING YEAR: The Leadership Development Committee will continue to implement the recommendations of the 2006 Leadership Development Task Force as the Committee looks for new ways to make “service and leadership” part of our spiritual practice. Leadership training needs within the congregation will be assessed, current programs will be evaluated and revised as needed, and more collaborative efforts will be encouraged. Changes in training curriculum will respond to changing needs. Particularly in the areas of leadership support, mentoring, and recognition, current practices will be strengthened and new ideas proposed. Our data base for leader identification and recruitment will be expanded and, along with other interested committees, we will continue to work towards putting in place a church wide date base. We will increase the communication of training opportunities at the District and Association level, in working toward more inclusive utilization of these opportunities, and a more systematic approach to the integration of learning. We will put together a list of Church resource people, who are willing to mentor committee chairs and others taking on leadership roles.

VISION: A sustainable large church culture of service and leadership where there are multiple points of entry into Church life, where leadership roles provide an opportunity for growth and spiritual practice, members are supported and appreciated for their leadership, and where leadership development is supported by the committee structure and the Church community.

Submitted by Karen Dawson, Chair, Leadership Development Committee

Membership Committee

Rick Kritzer, Chair

Mission Statement:

The mission of the membership committee is to involve the congregation in developing and deepening community for visitors to, and newcomers, friends and members of our Church

Membership Committee Members:

Rick Kritzer, chair, Steve Loeb, co-chair (now retired); Steve Abbott, Paula Egbert, Ruth Gerhold, Beth Jewell, Bob Rice, Susan Williams. Stewardship Liaison Dan Hronek, Board Liaison Anita Bucknam

Services provided to church community and accomplishments:

- Greeters: Paula Egbert coordinated the Greeters. She coordinated scheduling for over 20 greeters, and was able to staff the Greeter stand with one person for the 9:15 service and three for the 11:00 service
- Paula also provided the valuable service of taking meeting minutes.

- Visitor Followup: Beth Jewell continued to collect the Visitor information forms. She followed up on 140 forms this year, requesting name tags, getting them signed them up for the newsletter, providing information on church via phone and e mail. And, a job description for this job was developed!
- Getting to Know UU: Bob Rice again coordinated the Getting to Know UU sessions, which take place after both Sunday services. The sessions provide a forum in which visitors can tell us what they are seeking, and ask questions about the Church and/or the denomination. Over 90 visitors attended the sessions this year. It was helpful to have the sessions announced from the pulpit.
- Path to Membership: Again, Steve Abbott coordinated the Path to Membership (P2M) classes. Counting the upcoming class in June, there will be 8 classes. To date 40 people have attended

Susan Williams agreed to coordinate the P2M classes next year, so took an increasing role in the classes. Susan recruited Debra Boyd and Rev Meter to review and revise the P2M curriculum, to make it more interactive and better align it with our new Vision and Mission statement

Steve also coordinated the Welcome Ceremonies, which involved getting information from Stewardship on who pledged, coordinating schedules with the new members, the Worship Committee, and the Ministers

We welcomed 26 new members by the end of May. There is another P2M class scheduled in June

Bulletin Board of New members: Ruth Gerhold takes photos, and develops the profiles. This year she redesigned and updated the Board, and continues to keep it current

Mentor for Path to Membership (P2M) class participants (new function): This function was piloted last year. The MC agreed that it is a valuable service so institutionalized it this year. An established Church member sits in on each class, then follows up with all participants (not just those who join) to help them further integrate with our Church. A job description was developed. Mentors were recruited

For the second year we had a Stewardship liaison to the Membership Committee, Dan Hronek. The MC Chair attended several meetings of the Stewardship Committee and participated in the Rolls Review.

The Membership Committee continued to order materials and stock the brochure racks. In response to questions about what is and isn't in the racks, and how it gets there, the MC Chair developed and sent a draft policy to Governance

Website: Information regarding the work of the MC was updated and simplified. More work needs to be done

Issues:

Recruiting volunteers for all of the many Committee functions is an on-going challenge

The membership function is vital to our Church, and as we grow, it is more and more difficult to fulfill all the duties with volunteers. We need paid staff to help with the many membership functions, especially the logistics that go into the Path to Membership classes and the Welcome ceremonies

Plans for the next church year:

- Help determine who is charged with keeping current members engaged with the Church
- Ensure that all functions of the MC run efficiently and effectively
- Ensure that the MC maintains good working relations with staff, the Ministers, and other church committees
- Develop and refine the MC presence on our website

Vision:

- Involve all church members in welcoming seekers and newcomers with hospitality and grace
- Foster inclusiveness and diversity in church membership and church culture
- Envision ways to enhance the meaningful commitment and connections of existing members to the church
- Continue renewal and development of the membership committee

Submitted by Rick Kritzer, Chair

Program Council

Tony Skrabak, Chair

Submitted May 16, 2010

Mission

The mission of Program Council is to provide communication, cooperation, and collaboration among program committees. Many of the activities of program committees require cooperation from other committees; in some cases committees can collaborate on a function; at the very least committees should be aware of what other committees are doing. In addition, Program Council provides an opportunity for committees to share challenges and successes so that we can learn from each other's efforts, provide support for dealing with challenges and join in celebrating other committee's successes.

Program Council is co-chaired by the Associate Minister, Eric Meter, and Vice-Chair of the Board of Trustees, Rich Humenick. Each meeting starts with an Opening Reading and Chalice Lighting.

Membership

Each committee can provide a representative to Program Council. This year the following people represented the committees listed at one or more meetings:

- Archives/Historian — Linda Thompson
- Bookstore — Kathleen Boston
- Caring Committee — Carole Wilhelm
- Coming of Age — Eric Meter
- Communications — Sue Vierow
- Denominational Connections — Gretchen Faulstich
- Governance Documents — Paula Hook
- Information Technology — Kevin O'Neil
- Membership — Rick Kritzer
- Music Committee — Tony McDonald
- Leadership Development — Karen Dawson
- Partner Church — Gretchen Faulstich
- Racial Diversity Task Force — Ray Nandyal
- Religious Education — Jolinda Stephens
- Social — James Brown
- Social Justice — David Maywhoor
- Stewardship — Carole Pruiksma, Dan Hronek
- Sunday Forums — Earl Wurdlow
- Worship Committee — Donna Jarrell, Judith McDowell, Steve Lefevre, Earl Wurdlow

Accomplishments and Activities

The Program Council provided feedback to:

- The Board on:
 - Waiving fees on church events
 - Providing transportation to church events
 - Requesting child care for church events
 - Dedicating church library to church members
- Worship Committee on guidelines for pulpit announcements at Sunday services

Program Council was a forum for communication and coordination of many church activities, events, and plans, including:

- Changing the time of the early service on Sunday to 9:15.
- Leadership Development Committee
 - Training opportunities
 - Improving collection and recording of church member skills and interests
 - Creating catalog of volunteer job descriptions

- Plans for service honoring church volunteers
- Partner Church Program and Fellowship Dinner
- Thanksgiving Dinner at First UU Church
- Receptions after Christmas Eve Service and Choir Concerts
- Set up of the Labyrinth on New Years Eve
- Musical events including Choir Concerts
- 70th Anniversary Celebration
- Racial Diversity Task Force plans
- Annual Budget Drive
- Youth Social Justice trip and related fund-raising activities
- Feedback from listening sessions with young adults and plans to begin addressing the issues the session raised
- Ongoing work to better define how to live our new mission/vision

Issues

The size of Program Council meetings makes it better suited for communication than for planning sessions. To address this, we have tried to limit the general meeting to about 90 minutes and keep the last 30 minutes for small group discussions.

Plans for the upcoming church year

Continue to support communication about and coordination of church activities.

Continue working with Leadership Development to develop better methods of identifying member skills and interests and matching them to volunteer opportunities.

Racial Diversity Task Force

Ray and Lauri Nandyal, Leaders

MISSION: The purpose of the **Racial Diversity Task Force** is to:

- research the efforts within the UU movement and in other faiths aimed at creating multiracial congregations,
- build coalitions with others organizations working toward the same goal of racial unity, and
- organize events such as workshops, discussion forums, films and potlucks that facilitate grassroots human connections across the color lines.

MEMBERSHIP: The RDTF currently has an email list of over eighty people interested in its events and activities. Most are members of First UU but some come other faith backgrounds including UCC, United Methodist, Muslim, Hindu and Jewish. The co-chairs of RDTF are Steve Kraynak, Ray Nandyal and Lauri Nandyal. Meetings are attempted monthly, fourth Fridays.

SPONSORED EVENTS:

The events sponsored by the RDTF during 2009-2010 were as follows:

- ★ “Breaking Bread Together” Potluck and Sing Along - August 23, 2009, which brought nearly 100 folks together
- ★ Several viewings of “*The Wilderness Journey: the Black empowerment controversy*” and discussions
- ★ October 2, 2009. Conversations on Race: “Why is Racial Reconciliation Needed Now?” with guest panelists Rev Tim Ahrens, Rev Eric Brown
- ★ Group attended OMD’s workshop in Toledo, OH, “Leadership in a Multicultural World” which found nearly a dozen members of 1st UU in attendance.
- ★ October 25, 2009, RDTF sponsored Worship Service: “Chocolate Chip Cookie Church: multiracial perspectives” with viewpoints shared by Veena Brannon, Marisa Kaloga, Julie Henderson, Carey McDonald and Ray Nandyal.
- ★ Recruited new leadership for the Multiracial Families Group: Veena Brannon and Lea Pearson

- ★ Ray was a guest lecturer on Hinduism for the Neighboring Faiths class and facilitated visit to Hindu temple in Powell in early February
- ★ Publicity for “Examining our Mission Statement” series of workshops by ministerial staff and Bob Gordon of the Board, culminating with an examination of “Privilege” in April 18th.
- ★ Publicity for “UUniverse: Diverse Music You want to know” concerts highlighting composers of African American, Latin American, and Arab origins
- ★ Hosted “Living our Mission:” an organizational culture change workshop organized with the support of the Social Justice Committee to discuss ways to further implement our vision, including UUA’s “Standing on the Side of Love” initiative.
- ★ Spearheaded development of Interfaith Youth Group which includes several Muslim groups, a Presbyterian group, Interfaith Center for Peace, Art of Living, ISHA Foundation and UU youth working together on a “Spruce up Near East Side” on April 24th in coordination with Keeping Columbus Beautiful. This is a sustainable service project grown from the dreams of UU friend, Anisa Ahmad and based in her neighborhood.
- ★ Encouraged 1stUU attendance at OMD: Transforming Whiteness Workshop in Cleveland’s East Shore UU, April 24th
- ★ Sponsored “Flag Wars” documentary May 16, 2010 facilitated by Dr Verdena Lee of Imani Works!
- ★ Upcoming: “New Leaf Panel Discussion” with GLBT of color, May 30, 2010

EDUCATIONAL/ INFORMATIONAL EFFORTS

- ★ Worked with webmasters to develop a webpage for RDTF linked to 1stUUs website
- ★ Monthly RDTF Newsletter featuring upcoming events, key organizations, recommended reading and “Bridge-Builder of the Month”.
- ★ Periodic alerts of important community events

COALITION BUILDING WITH OTHER LIKE-MINDED GROUPS

- ★ Metropolitan Area Council of Churches (MACC): exploring 1stUUs inclusion in order to partner with diverse churches, Racial Unity services
- ★ New Leaf: GLBT of Color
- ★ Imani Works!: local Human Rights Advocacy group/ discussion facilitation
- ★ Columbus Literacy Council: ESL tutoring
- ★ Eastside Fellowship of Churches

ISSUES and CHALLENGES: In our predominantly White organization, acknowledging White privilege and systemic racism continues to be a challenge. Raising the awareness of even more members of 1stUU is necessary before we can collectively become effective allies and bridge-builders.

VISION: We hope to continue facilitating:

- Honest conversations on the topic of race
- Multi-racial, interfaith community service events, and
- Opportunities for grassroots level interactions between people of diverse racial backgrounds.

Submitted by Ray and Lauri Nandyal, Racial Diversity Task Force

RE Council

Carolee Noonan, Chair

Membership – Carolee Noonan and Jolinda Stephens Co-chairs, Anne Casto, Margaret Haldeman, John McCrystal, Tom Baillieul, David Hoppens and Evan Hoppens. Nancy Powlick represented the Toddler Room and Deb Baillieul represented OWL programs when needed.

Accomplishments

- Jolinda led a web-based initiative with very successful use of blogs (parents, teachers, workshop leaders), on-line registration for classes and a prominent presence for RE on the First UUs website.
- Teacher appreciation was changed to provide a gift to use (notebook) and performed on a regular teaching day to avoid most teachers taking the week off, thereby missing the thank you from the congregation.
- New family orientation is working well.
- We have begun an exciting process to reorganize the religious education structure to provide more meaningful volunteer opportunities that feature ministry and help to better support all 165 of our volunteers and provide community through religious education programming.

Challenges

- Safety proposals begun last year have not been fully implemented
- Need projector and another laptop for programs
- Our level of growth in Sunday School remains a challenge, both in terms of space and in terms of the paid staffing levels.

Youth Adult Steering Committee (YASC)

Members: Evan Hoppens and John McCrystal, co-chairs; Casey Pax, Dexter McNabb, Shelley Blackburn, Ethan Shillington.

- Sponsored a District Youth Conference for 150 youth and adults.
- Took on a major role in organizing the upcoming Justice Trip.

Middle School Youth Group

- Meets twice monthly for fun and service.
- Welcomed a Somalian immigrant family and visit with them regularly.
- Organized an overnight with a Cincinnati youth group.
- Elected officers and decided to expand to include high school in a bi-level group.

Adult Enrichment Program

Members: Len Powlick, Chair. Jolinda Stephens, ex officio; Tom Baillieul; Sarah Weigand; Earl Wurdlow; Matt Fleming; Jeannie Ray; Judy Fettman.

This year AEP offered and promoted 17 on-going groups and classes and 22 special classes, several that lasted the entire church year.

The UU Bible School continues with a lot of energy and participation. Forums bring in people from outside our congregation. A new theology class, What Moves Us, was a challenging and exciting experience that drew from a wide range of people. The Winter/Spring series Elderhood and Spirituality is an example of a class with a strong effect on the participants. The series on the new Mission and Vision statements also drew from across the congregation.

Challenges include membership in the committee and offering multi-age programming

Sunday School Committee submitted by Anne Casto

Membership: Jolinda Stephens (staff co-chair), Anne Casto (co-chair), Katie Swett, Marla McMichael-Liston, Joe Pax, Nancy Nerhing

Accomplishments

1. Implemented workshop rotation format for first through fifth grades at the 9:15 and 11:00 services. As we are just finishing the first year of this format, the staff is collecting feedback from teachers, volunteers and parents so that improvements can be incorporated into next year's program.
2. Supporting the Sunday school program through another successful year.
3. Removing "snack" from the individual Sunday school sessions and providing a snack area for all children provided after during coffee hour of both services.
4. Developed a Policy on Inclusion that was submitted to the RE Council for approval
5. Increased attendance at teacher/volunteer retreats throughout the year. The group surveyed teachers and volunteers to better understand the type of activity needed. Each retreat was held on a different day of the

week and offered a different format so that they committee could begin to determine what would work best for this event in the future.

6. Higher attendance at the 9:15 service. Several families moved to the earlier service and as a result we have increased attendance, especially in the Web of Life class.
7. Enrolled 233 children as of January 2010, almost a 15% increase over last year. Average attendance was 146.

Challenges

1. We continue to cope with how to fit our rapidly growing enrollment into our limited physical space.
2. Teacher recruitment activities continue to be challenging to fit in for the DRE and other staff members.
3. Redesigning the structure of RE support; Jolinda has worked to develop a new model for RE support which will eliminate the Sunday school committee in 1-2 years. The committee continues to support Jolinda in this endeavor and to provide assistance and feedback in the development and implementation process.
4. Continue to work on communication avenues that meet the needs of all teachers and volunteers. We have worked improve communication, but still find that we need to explore additional avenues to provide information with all in effective and efficient ways.

Toddler Room: Accomplishments: A toddler room teacher was hired this year so that a early childhood teacher is available every week to coordinate activities for the toddler room attendees. This allows more than “babysitting” to be provided to this age group.

Submitted by Carolee Noonan
Chair, Religious Education Council
on behalf of all components of religious education

School for Young Children

Stephanie Rottmayer, Director

I. Mission Statement:

Our weekday preschool is open to young children and their families without regard to race, creed, sex, socioeconomic level or physical or mental abilities. Humanitarian values are incorporated into a child development approach to growth and learning. Growth and development are facilitated in an environment of play.

Goals:

To respect the dignity and individuality of each child and family

To allow and encourage each child to question, explore and develop at his/her own rate.

To help each child strive toward his/her optimal potential in all areas of development including social, emotional, physical and cognitive areas.

To develop trusting relationships between staff and children and staff and parents/caregivers.

To have daily communication with families and to provide for parents’ educational needs.

II. Membership:

The SYC Committee had the following members this year:

Co-Chairs: Rachel Tayse-Baillieul and Alex Baillieul (parents and church members)

Scholarship Chair: Chris Scott (parent)

Communication Committee Chair: Jenny Krumlauf (parent)

Auction Committee Chair: Katie McCracken & Christine Witt (parent)

Maintenance Committee Chair: Kenny Jones (parent)

Fundraising Committee Chair: Margaret Kennedy (parent)

Hospitality Committee Chair: Michelle Roche (parent)

FUUC Church Member Liaison: Leigh Mamlin (church member)

SYC Staff Representative: Susan Roscigno (staff and church member)

Stephanie Rottmayer, Director (non-voting member)

Our SYC Staff this year consisted of 22 staff members:

20 part-time teachers, 1 full-time director and 2 part-time office personnel.

Among the teachers we have:

4 with an MS in Early Childhood Development

1 with a PhD in Child Psychology
1 with a MS in Psychology
2 with a BA in Early Childhood Education
1 with an AA in Early Childhood Education
2 with an MS in Social Work
4 with a BA in Elementary Education
1 director with a MA in Early Childhood Development

Others have unrelated degrees and/or are working toward credentials in early childhood education. We have a small scholarship program for teachers to help them with continuing education tuition costs as needed.

One of our long term teachers, Joanne Frantz has decided to retire at the end of this year after 30 years of teaching at SYC. She plans to stay connected through substitute teaching and mentoring our staff and parents. Another teacher, Chrissy Scott is also leaving the staff after one year due to needing full time work.

III. Service to church community:

Our First UU community outreach program served 135 families with 143 children during this school year. Of these families, 13 are members or friends of this church. Six of our staff of 22 are members or friends. We continue to have an economically diverse community with traditional and non-traditional forms of family structure.

Our enrollment for next school year is 100% full at this time. We have wait lists in all classes.

Seven of our staff presented a workshop entitled "Using Role-Playing with Staff, Children and Parents" at the Ohio Early Care & Education Conference at the Columbus Convention Center at the end of April.

As usual during this school year, SYC mentored student teachers from the EC M.Ed. dept. at the Ohio State University and participated in work/study programs from the Graham School, Columbus School for Girls and Linworth Alternative School.

We have always been committed to providing access to families who can't otherwise afford full tuition. We were able to raise enough money at our annual Scholarship Auction this year to award of over \$10,000 among 18 families who applied for financial aid for the school year of 2010-11.

IV. Issues:

Thank you to the Building and Grounds Committee for putting up signs in the parking lot to keep the traffic flowing in a counter-clockwise direction. This will help parents and children predict which way cars will be moving as they arrive and leave from school. This has been a problem at noon with many cars from Panera and Chipotle looking for parking for lunch.

We were adversely affected by the economy during this school year. We started in September with 3 spots in our TWTHF afternoon class but as they year went on 3 more families left the program because of moving to other areas for employment. Since this is our most expensive class, we will probably only be able to just break even for this year. We are aware that many early childhood programs in our area are struggling and even closing at this time. However, our enrollment for next year is at 100%, so our financial picture looks much better for next year.

V. Plans for the upcoming church year:

Summer Playcamp will be held for 8 weeks in June and July on Monday, Wednesday and Friday mornings. Our registration just opened and we almost have full enrollment. Susan Roscigno is directing the summer program this year and it is staffed with SYC teachers.

VI. Vision Statement:

My vision as the director of SYC is to continue to promote our play-based learning environment with a focus on social/emotional development first and foremost along with meeting the requirements of the Ohio Jobs and Family Services Daycare Licensing and the accreditation guidelines of National Association for the Education of Young Children.

Stephanie Rottmayer, Director

Social Justice Committee

David Maywhoor, Chair

I. The Mission of the Social Justice Committee is:

- To work on eliminating the root causes of poverty, intolerance and genocide by promoting fair and equitable access to and stewardship of the earth's resources, through the use of the democratic process.
- Identify, study, and provide opportunities for church members and friends to work on the important issues of our time.
- Utilize Unitarian Universalist Association, Unitarian Universalist Service Committee, Unitarian Universalist Principles and the congregation as sources of ideas and inspirations for action
- Connect with the membership through periodic surveys
- Support the subcommittees of the Social Justice Committee
- Educate church members and the public

II. Membership

Jackie Anglelino	.	614-888-8052
Jacques Angelino	.	614-888-8052
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Ginnie Vogts	vmvogts@yahoo.com	614-725-

III. Service to Church Community – Accomplishments for the past year:

BREAD (Building Responsibility, Equality, and Dignity) – Alice Rathburn

Our church is a founding member of BREAD, an interfaith, interracial community organization of 52 central Ohio churches, temples, synagogues, and mosques. BREAD's **mission** is “to build the power of people of faith to act effectively to solve local community problems through processes of relationship building, direct action, and negotiation with decision makers.” It is a 501(c)(3) non-profit, non-partisan corporation that does not provide direct services nor accept government money for its internal budget. *To read the complete BREAD report please go to the end of the BREAD report.*

Equality Ohio - Caroline Rayner member of Equality Ohio

This year, First UU was added to Equality Ohio's web site as a welcoming faith community in central Ohio. The web site includes address, phone #, and map. The church was added with the following equality indicators:

1. Public support for the Equal Housing & Employment Act (letter of support signed by the Social Justice Committee Chair and Board of Trustees Chair)

2. Willingness to bless same-sex unions
3. Presence of an LGBT affinity group

The presence of First UU at this site increases the visibility of our church within the online community and may also draw more interested people to our congregation.

Many church members are involved in this organization and also participated in Equality Ohio social and political events throughout the year.

Fair Trade Coffee - Kathleen Boston, coordinator

In late 2002, as a result of a Study Group on Economic Globalization, 1st UU began selling Fair Trade coffee the third Sunday of each month. Our mission is to provide fairly traded products raised by small farmers' co-operatives, marketed through Equal Exchange and supported by the UUSC. The UUSC is one of twelve Interfaith organizations which serve to educate their congregations about fair trade issues.

Each year since, the sales of coffee, tea, chocolate and snacks has increased. This year, the average sales were \$475 a month. In addition, Fair Trade coffee and tea is served at the coffee hour and other church events. The small profits gained go to the work of the Social Justice Committee.

Many countries in Central and South America, Eastern and South Africa and several in Southern Asia as well as some US farmers have formed co-ops that are businesses owned and governed by the farmers on their terms. Some current achievements are: programs for women in Guatemala, an Ecotourism project in Nicaragua, and new classrooms in El Salvador. Our support of these small farmers helps keep rural communities strong and local cultures vibrant. (Taken from Equal Exchange website, go to [www.equal exchange](http://www.equalexchange.org) for further information.) And, it serves to fuel conversation during the Coffee Hour each Sunday!

We have been able to find two new volunteers this Spring who have been trained. The major difficulty is finding someone to head up the work group. The current coordinator has been serving for seven years and it is time for new leadership.

Current coffee team is as follows: Carol Bohumolski, Elaine Fujimura, Danya Furda, Karin & Greg Grant, Allan & Phyllis South, Julie and Carolyn Smyth, new volunteers Steve Crim and Kay Fisher and Kathleen Boston, Coordinator.

NARAL Pro-choice Ohio Foundation - Jane Larson, Board Member of NARAL Pro-Choice Ohio Foundation

NARAL Pro-Choice Ohio Foundation is the educational wing of NARAL Pro-Choice Ohio, the political arm of the reproductive rights movement in Ohio. Our Mission Statement is: to support & protect, as a fundamental right & value, a woman's freedom to make personal decisions regarding the full range of reproductive choices & thru education, training, organizing, legal action & public policy. This past year at church, we worked on the following:

1. Over 100 church Members/Friends signed petitions or postcards for one or more of our pro-active legislative bills --
Prevention First Bill
C.A.R.E. (Compassionate Act for Rape Emergencies) Bill
2. Several church Members/Friends participated in our annual Freedom of Choice Ohio coalition events --
Anniversary of Roe vs. Wade program & action in January; and/or
Lobby Day for Prevention First at the Statehouse in April, with the focus on getting our state Senators and Representatives to become co-sponsors of and promise to vote for our Prevention First and C.A.R.E. Bills.
3. Many church Members/Friends pick up educational information, e.g. newsletters, at our Sunday S.J. table monthly

2010 Results Columbus – Ginnie Vogts

Results Columbus is an active grassroots citizens' advocacy group dedicated to creating the political will to end poverty. During this past year Results members were actively engaged in the battle for health reform at the local, state and national level. Results is committed to advocacy on behalf of the most vulnerable therefore we focused on aspects of the health reform legislation targeting the poor. We participated in countless rallies, forums, meetings with Members of Congress, public education and discussions with legislative aides.

Our accomplishments over the past year include:

- Passage of health reform in 2010, including health coverage for 16 million low-income uninsured persons under Medicaid and access to primary care for 20 million new patients through community health centers

- Expansions of the EITC and CTC as part of the 2009 economic recovery bill, which has benefited 7 million low-income people
- Reauthorization of the Children's Health Insurance Program (CHIP), covering another 4 million uninsured children
- Reauthorization and funding increases for Head Start, as well as increased funding for child care assistance to serve thousands of more low-income children
- Expansion of benefits for nutrition programs, including \$8 billion for SNAP (formerly food stamps) in the 2008 Farm Bill and another \$20 billion in the economic recovery bill.

Involvement of First UU members and support from the congregation are greatly appreciated.

SPAN Report – Alice Faryna

Single Payer Action Network (SPAN) is a grass roots organization seeking fundamental health care reform at the state and national levels in the form of an “improved Medicare for all”. During 2009, all single payer groups were involved in urging the President and our elected officials to bring the single payer option to the table. We participated in rallies in Columbus and Washington, met personally with our Congressional officials and urged the public to regularly contact their representatives to support a robust public program. The Columbus chapter participated in a number of public forums on health care, and supported the “Mad as Hell Doctors” tour through Greene County in September by offering a free clinic there. SPAN Ohio hired its first paid staff member this year to expand our activities in the form of more state house lobbying. Chapter members are in the process of updating the costs to the taxpayer of providing private insurance to public employees. This figure has averaged 18% of payroll in the past and appears to be the same or higher now. Forums on the new federal legislation are being scheduled.

- **Issues (difficulties encountered during the year and method of resolution)** This past year was a time of transition as Karin Grant turned the Chair over to David Maywhoor. It was also a year during which members needed to revisit the approved budget as collections fell short of our expected revenue. The subsequent shortfall required recipients of budgeted funds to agree to cut back on their request. This was true with the exception of the emergency food programs such as Athens County Appalachia Project, Faith Mission Dinners and Clintonville Resource Center, in which we are involved. Those commitments were held harmless.
- **Plans for the upcoming church year** This was also a year during which we invested time and energy in a strategic planning process. We began the process by developing a list of church members who were interviewed. During a half-day session which was facilitated by Courtney Chapman, we generated and are implementing a plan of action with benchmarks.
- **Vision Statement** The Social Justice Committee has a dream of a sustainable world in which every person, every community, and every nation resolves conflicts peacefully by working for equality, justice and equity for all.

Submitted by David Maywhoor, Chairperson

Ohio Religious Coalition for reproductive Choice

In the past year, Ohio RCRC’s education programs affected people throughout the state. In Cleveland, Coordinator Rev. Tony Minor, completed the 2½ year Faith Matters project in July, offering sex and advocacy education to predominantly black churches. We upgraded our website with new graphics and text at www.ohio.rcrc.org. We reconfigured our publications as *Faith and Freedom*, mailing fall and spring issues of the *Faith and Freedom* newsletter, and emailing *Faith and Freedom* newsletters with information and advocacy alerts to nearly 1000 Ohioans. We maintained a toll-free Hotline so concerned women and families could call for All Options and Reproductive Loss Counseling from 22 trained clergy counselors. We responded to seven requests for panels and speakers from pro-choice high school, college, and medical college groups, and one for a “debate” from the chaplaincy at a conservative college, Rio Grande University. Director Barb Avery explained to Rio Grande students why legalizing abortion and contraception have resulted in positive good for Americans, and Rev. Carolyn Piper, American Baptist, explained the value of all options, rather than one-sided, counseling, for women with unintended pregnancies.

An intern, Kathleen Kishman, from Otterbein, has assisted our work during winter and spring quarters. Her faculty advisor, Prof. Garlena Bauer, is a member of First UU, as was her worksite supervisor, Ohio RCRC Director, Barb Avery, who retired on March 31. The Social Justice Committee has appointed a new representative to the Ohio RCRC Board, Beth Jewell, to replace Janet Mangini, who resigned last fall due to work and health concerns. Our volunteer Board is carrying on the work of Ohio RCRC while conducting a search for a new Executive Director.

Stewardship Committee

Gretchen Faulstich, Chair

1. Committee Membership

- a. Co Chairs: Carole Pruiksma and Dan Hronek
- b. Annual Budget Drive sub-committee
 - i. Co-Chairs: Carole Pruiksma and Carey McDonald
 - ii. Steward Training: Bill Fullarton
- c. Other Members: Patricia Boughton, Steve Lefevre, Alice Faryna and Rev. Eric Meter.

2. Service to Church Community (accomplishments)

- a. **Holiday Appeal**
Met and exceeded the 2010 Budget requirement
- b. **Future Holiday Appeal Drives**
Attempted to change the purpose of the Holiday Appeal from supporting the Operating Budget to support of a Social Justice or some other cause. Incorporated the messaging into the 2011 Annual Budget Drive.
- c. **Annual Budget Drive**
Collected pledges to fund the 2011 Operating Budget
- d. **Path To Membership**
Ongoing participation in classes and follow-up with participants before they join the church.
- e. **Church Governance and Policy Documents**
Updated Constitution and Standing Rules as related to Stewardship Committee. Revamped Membership Status Guidelines (in coordination with Membership Committee)
- f. **Membership Roles Review**
Led the cross-committee effort to review roles and communicate with appropriate members. Documented ownership and detailed the process in Standing Rules and Membership Status Guidelines policy.
- g. **Families with Youth in RE Programs**
In coordination with RE, drafted new policy document detailing process to cover Visitor Parents with Children / Youth in RE classes and programs.
- h. **“Friends” of the Church**
Updated process to invite visitors to become “Friends” of the church.
- i. **Coming of Age**
Changed our involvement with the program and, working with Rev Eric, instituted new policy to require Youth to commit to support the church before they sign the membership book (as done with Path To Membership participants).
- j. **Acorn**
Continued to reach out to Membership for long term commitment, remembering the church in estate planning.
- k. **Committee Functions and Roles**
Identified and documented committee functions and roles.

3. Issues (difficulties encountered and method of resolution)

- a. **Future Holiday Appeals**
In order to change the purpose of the annual Holiday Appeal, a significant increase in Pledge income was deemed necessary to cover the cost of “fair share” to OMD/UUA, reasonable merit increases for employees, as well as the portion of Operating Budget which was funded by the Holiday Appeal. This made the goal almost unrealistic from the outset.
- b. **Annual Budget Drive**
Pledges at the end of formal drive were down from last year. First phase of the “mop-up” did not yield results as last year. Need to assess and revisit for next year.
- c.

4. Plans for the upcoming year

- a. Execute the Holiday Appeal drive, Annual Budget Drive, and Membership Rolls Review.
- b. Continue to participate in Path To Membership and Coming of Age.
- c. Deploy policy for Parents of Youth in RE Programs.

d. Consider and deploy new fundraising initiatives.

5. Vision Statement

None Developed

Submitted by Dan Hronek and Carole Pruiksmas, Co-Chairs

UU Visual Artists

John Dickinson, Coordinator and Secretary

The First Unitarian Universalist Church Visual Artists (UUVA) continued its successful affiliation in 2009. The group was formed in July 2008 and has met monthly since. The monthly meetings consist of member checkins, sharing of art news of the church and community, and a program. The checkins included news of many members' participation in local shows. Members frequently brought in works in process or just completed for comments. Minutes of each meeting were sent by the Secretary to the 40 members. The group is an AEP function. It does not have a mission statement, officers (except the Secretary), nor a treasury. The only incident of membership is inclusion on the mailing list.

2009 meeting programs were:

January - Art As A Spiritual Practice
February - My Favorite Artists
March - Tour Of The Spring All Church Members' Show
April - Poe's "The Raven" In Art
May - A Plein Air Paint-out At The Park Of Roses
June - Exploring New Materials
July - A Visit To The Sanctuary For The Arts
August - My Summer In Art
September - Why I Do What I Do
October - The Scary In Art
November - A Guided Tour Of The MAC in Worthington
December - Christmas Potluck

UUVA put on their annual show at the church in September - October "Black And White And UU All Over". Members are requested to give a portion of sales proceeds to the church. We held two events in connection with this show, an opening reception and tour, and a First Friday poetry reading with the UU Poets group.

UUVA Members also participated in church activities such as decorating for the annual auction and putting pieces in the all members' shows.

Our affiliate, the UU Hangers led by Deb Baillieul, organized and hung all of the year's shows:

January - February - Clintonville Arts Guild - The Sky's The Limit
March - April - First Church Members' Show
May-June - the annual Youth Show, with related activities for families
July - August - What I Like About This Summer
September - October - Black And White And UU All Over
November - December - Sandra Aska

Respectively Submitted,
John Dickinson, Secretary