

Unitarian Universalist Fellowship of Athens, Georgia



Annual Reports 2009 – 2010

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This report is available upon request in printed or electronic form
through the UUFA Office or on our website.

Annual Reports 2009-2010

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(Other committees were invited to submit annual reports and did not respond.)

LIST OF OFFICERS, BOARD MEMBERS & COMMITTEE CHAIRS

UUFA Board of Trustees

Voting Trustees:

Wilma Harrington, President, wilma30607@comcast.net, 706-353-6428
Rich Clark, President-Elect, richclark32@yahoo.com, 706-769-1004
Barbara Stewart, Secretary, stewartbj@bellsouth.net, 706-548-3759
Chuck Murphy, Treasurer, chuck@cyberchuck.com, 706-372-5406
Bill Horton, Trustee, bishopvill@aol.com, 706-548-5769
Claire Clements, Trustee, claireclements@charter.net, 706-548-0211
Nancy MacNair, Trustee, nmacnair@charter.net, 706-546-5237
Clela Reed, Trustee, clelareed@gmail.com, 706-546-9554
Violet Dawe, Trustee, 706-769-7805

Non-Voting Trustees:

Dave Johnson, Interim Minister, revdaj@aol.com, 706-224-7260
Patty Freeman-Lynde, Past President, pattyfl@bellsouth.net , 706-354-1699

Committee Chairs, 2009-2010

CHALICE LIGHTERS—Myrna Adams-West
CARE PROGRAM—Susan Ponsoldt
COMMUNITY WORSHIP COMMITTEE—Barbara Stewart
DENOMINATIONAL AFFAIRS—Herb West
FINANCE COMMITTEE—Jane King
FORUM COMMITTEE—Frank Boardman
FUNDRAISING COMMITTEE—Karen Porter
LANDSCAPE COMMITTEE—Walt George
MEMBERSHIP COMMITTEE—Larry Dendy
MINISTERIAL SEARCH COMMITTEE—Myrna Adams West
MUSIC COMMITTEE—Stu Fors
NOMINATING COMMITTEE—Patty Freeman-Lynde
PARTNER CHURCH—Heather Kleiner
PERSONNEL COMMITTEE—Debbie Hardegree
RELIGIOUS EDUCATION COMMITTEE—Linda Gilbert & Melanie Hennings
SMALL GROUP MINISTRY COMMITTEE—Michelle Leebens-Mack
SOCIAL ACTION/ JUSTICE COMMITTEE—Caryl Sundland
SUNDAY SERVICE COMMITTEE—Rotating chair

REPORTS OF OFFICERS, BOARD OF TRUSTEES

BOARD OF TRUSTEES

PRESIDENT: Wilma Harrington

Past President: Patty Freeman-Lynde

Officers: President–elect: Rich Clark, **Secretary:** Barbara Stewart, **Treasurer:** Chuck Murphy

At-Large Trustees: Claire Clements, Violet Dawe, Bill Horton, Nancy MacNair, and Clela Reed

“The Board of Trustees shall be the legal representative for the UUFA and is authorized to conduct the business of the congregation (Bylaws 4.10). The Board is responsible for managing the property and finances of the UUFA, adopting and implementing policies; working closely with the staff; creating and directing committees; and maintaining accurate and open records of all its proceedings, except executive sessions.

Accomplishments

1. Board Planning Retreat held in May 15-16th. Developed Covenants for Board interactions, Board Responsibility and Liaison and Liaison Duties
2. In light of budget concerns and the recommendations of two task forces staffing patterns were revised. The Administrator was extended to a full time position. The Director of Religious Education time was reduced and a part time office position was eliminated.
3. Decision was made to call a full time minister. In May met with Ministerial Search Consultant. A Ministerial Search Committee was elected in August. A Negotiating Team was also established.
4. By laws changes were made and proxy voting procedures were standardized. The bylaws changes: redefined inactive members as associate members; added the Secretary position to the list of officers to be elected; established a Committee on Shared Ministry and adjusted the percentage of voting members needed to call a minister to 90%.
5. Board led a Sunday service
6. Evaluated our Interim Progress
7. Hired a Summer RE Coordinator and a permanent RE Director
8. Developed Member- scheduled events policy
9. Revised UUFA Meeting/Even Reservation Form
10. Established a Face Book page
11. Established that **"For the safety of the entire congregation, no individual shall carry firearms or anything intended for use as a weapon on UUFA property at any time, with the sole exception of law enforcement officers in the act of performing their duties. UUFA property includes the building as well as the parking lot and surrounding grounds.**
12. Approved the annual budget and submitted it to the congregation for approval
13. Held a Board workshop on First Aid and Security Committee expectations, tasks and goals. Developed committee description, criteria for membership and for "shepherds"
14. Established a group (Second Hour Task Force) to examine the placement RE in the Fellowship schedule.
15. Revisited the plan for expansion of the UUFA building and parking lot
16. Had the Fellowship Hall, Administrative wing and entry painted and redecorated
17. Established an OWL advisory committee
18. Received the Finance Committee Internal Audit report
19. Reestablished the Building and Grounds Committee
20. Made payment of \$6000.00 to Planned Giving/Endowment Fund
21. Appointed an Administrative Support Team to with UUFA Administrator

22. Made repairs to an air conditioning unit
23. Conducted final Interim Progress Appraisal for the Congregation and submitted it to UUA
24. Certified Congregation membership for UUA
25. Prepared to call full time minister based on Ministerial Search Committee's recommendation

Future Goals and Activities

1. Newly elected officers and trustees join the Board
2. New Minister Hired
3. Building and parking lot expansion considered
4. Plan for transition to the next level in congregational growth

TREASURER: Chuck Murphy

Duties: The Treasurer supervises the safekeeping of the financial and intangible property of the Fellowship. The Treasurer also supervises the recording of deposits of the funds collected by the Fellowship.

Monthly, the Treasurer reviews the Profit and Loss Statement and Balance Sheet as prepared by the Congregational Administrator to ensure they are correct. The Treasurer then uses these reports to prepare the congregation’s monthly financial report and then distributes the report to members of the Finance Committee, Board of Trustees and the Congregational Administrator. The primary goal of these monthly activities is to ensure that the congregation’s financial records are accurate and that the congregation’s income and expenses are tracking in line with the annual budget.

The Treasurer is responsible for signing all checks for vendors and employees.

The UUFA budgeting process takes place in the last quarter of each calendar year. Working with the Congregational Administrator, the Treasurer prepares draft copies of the proposed budget and works with the Finance Committee to come up with a balanced budget for the upcoming year.

Financial Summary for the fiscal year: Our total income exceeded the budget of \$306,593 by \$9,715 or 3%. Total expenses for the year came in \$14,712 (5%) below our budget of \$306,593, so we ended the year with a net surplus of \$24,427.

REPORTS OF MINISTER & STAFF

INTERIM MINISTER: Rev. Dr. David A. Johnson

The 2009-2010 year marks a turning point in the fifty-five year history of **the Unitarian Universalist Fellowship of Athens, Georgia** (founded 1954). In August 2009 the congregation elected a seven-member Ministerial Search Committee, and charged them with selecting the most qualified minister to serve the Fellowship in the years ahead. As of this writing (March 22, 2010) the Search Committee has selected their candidate. The exciting events of candidating week will unfold during the week of April 25 - May 02, 2010. I am deeply grateful to the *Ministerial Search Committee* for their dedicated work: Myrna Adams-West (chair), Deb Brenner, Jane Mayer, Marco Messori, Hester Meyers, Karen Porter, Dan Wright.

Every interim minister has two over-arching responsibilities: (1) To carry out many of the normal tasks of settled ministry; and (2) To assist the congregation's leadership in completing five specific developmental tasks, aimed at preparing the congregation to engage -- with enthusiasm -- the opportunities of a new settled ministry. As we began the 2009-2010 year the work of congregational discernment shifted from the Transition Team of 2008-2009 to the surveys and cottage meetings arranged and summarized by the Ministerial Search Committee. This committee assessed the congregation's priorities, compiled results for the on-line Congregational Record, and prepared UUFA's Search Packet. The C.R. was submitted to the UUA in November of 2009; the Search Packet was prepared; and the search process moved into high gear. The

enthusiastic participation of the congregation is testimony to UUFA's readiness to move ahead with enthusiasm, zest, and new energy.

Following the congregational vote on calling the new Minister, scheduled for Sunday May 02, I will begin the process of "passing the baton" to my successor -- and will celebrate the journey we have shared during these two years of ministerial transition.

The following are highlights of ministerial responsibilities during 2009-2010:

A. Normal Tasks of Congregational Ministry:

- 1) **Preaching and Worship**: Preparing and leading Sunday worship services (normally 30 to 33 services per year). With the support of UUFA's highly skilled Sunday Service Committee, Music Committee and Music Director, we have planned and led a rich variety of Sunday services.
- 2) **Rites of Passage**: UUFA honor births; Coming of Age and Bridging ceremonies for youth; graduations; and marriages. We welcome new members. And we bid farewell during memorial services / funerals at life's end. At many Sunday services, the naming of Joys/Sorrows/Personal Milestones serves as a central unifying ritual. In Appendix II of this report we list the births, new members, and deaths for the period April 2009 through March 2010.
- 3) **Administration / Communications**. Your minister is responsible for encouraging, supporting, and coordinating the work of both paid and volunteer staff. An essential step in this process is fostering (a) Clarity and (b) Transparency in defining, and clearly communicating, who does what. This year the Personnel Committee worked extensively with all staff to prepare updated letters of agreement, job descriptions, and procedures for annual performance reviews.
- 4) **Pastoral Care / Counseling**. With the support of UUFA Community Minister Rev. Don Randall, Caring Coordinator Susan Ponsoldt, the Pastoral Care Team, and the Care-Rings neighborhood groups, the Minister is available for both pastoral emergencies and for long-term support of UUFA members.
- 5) **Leadership Support and Development**. The adaptive work of leadership development involves understanding family systems. It focuses on leaders' ways of functioning in sometimes-anxious situations, rather than "the facts of the situation". The minister's role is to model, and thereby encourage, a non-anxious, engaged, responsive presence and well-differentiated ways of functioning.

B. The Specialized Work of Interim Ministry:

1) Congregational Development

Five workshop series, spanning four months, were convened during January through April of 2010. The purpose was to prepare the congregation for developing exciting, transformational shared ministries in the years ahead. The workshop series included:

Workshop Series #1: Listening to Experience: What UUFA Can (and *Should*) Expect Upon Calling Your Next Settled Minister

(Reflections of twelve UU ministers representing some of our most successful congregations.)

Sunday January 10 What draws people to the congregation you serve? What is your role as minister in nurturing, coaching, and leading the congregation you serve?

Sunday January 17 How does your congregation support people moving inward and outward on their spiritual journeys? What needs to be in place -- organizationally, institutionally, and practically -- for a congregation to grow?

Sunday January 24 Within your congregation, what are obstacles to growth, and what has helped? What in the larger UU system helps and hinders congregational growth?

Workshop Series #2: Family Systems and Process Thought (Edwin Friedman)

Sunday February 07

Points of similarity between Process Theology and Family Systems

Sunday February 14

Family Systems and three theological concerns: Theodicy, Ethics, Idolatry

Workshop Series #3: Theology For a Secular Age (from UU University 2009)

Sunday February 21

Question One: How do we know what we most truly know?

Question Two: What is the nature of existence?

Sunday March 07

Question Three: What in the world is divine -- if anything?

Question Four: What is the uniquely human challenge?

Sunday March 14

Question Five: What is the purpose of faith and role of religion?

Question Six: What does it mean to be a religious community?

Sunday March 21

Question Seven: How shall we live to transform ourselves and the world?

Workshop Series #4: Sunday April 11: Breakthrough Congregations 2009:

Noteworthy success stories

UU Congregation of South County, Peace Dale RI (123 members)

First Unitarian Church of Des Moines, IA (389 members)

UU Church of Bloomington, IN (405 members)

First Unitarian Church of Albuquerque, NM (715 members)

**Workshop Series #5: Sunday April 18: "Imagineering Soul"
(Rev. Christine Robinson, UUMA Berry Street Essay, June 2008)**

2) Fostering Connections with District, UUA, and other outside resources.

The UUA Mid-South District Executive, Lifespan Religious Education Consultant, Ministerial Settlement Representative, and Compensation Consultant have consulted with UUFA leaders during the current ministerial transition. The Fellowship actively supports District Chalice Lighters, the UU Service Committee, UUA Study / Action resolutions, special fundraising initiatives, and conferences at The Mountain, NC.

3) Renewing vision and strong stewardship, preparing for new growth and new professional leadership.

The Fall 2009 Stewardship campaign achieved its goal, resulting in a balanced operating budget for FY 2010. The congregation can be proud of its studied attention, generosity, and enthusiasm in preparing a solid foundation for future ministerial leadership

DIRECTOR OF LIFESPAN RELIGIOUS EDUCATION: Morgan Watson

Job Description:

On a routine basis, I oversee the RE programming for children in the nursery through 12th grade. This responsibility includes, in conjunction with the REC: scheduling teachers and recruiting volunteers for classes and special events; coordinating a Together Time schedule; coordinating and facilitating special celebrations; monitoring the RE budget and attendance records; organizing RE supplies and materials and prepping classrooms for upcoming lessons; providing regular reports to and meeting weekly with Rev. Dave; providing a monthly report to the board; publicizing events, activities, meetings, and scheduling changes to families, teachers, and other committee members; overseeing the overall functioning of the OWL program; and communicating with YRUU advisors, parents, and youth.

Accomplishments and Data since my arrival to UUFA in August 2009:

- The August 8 RE Teacher Orientation Session, facilitated by Linda Gilbert and Melanie Hennings, largely functioned as an introductory "training" session for me.

- Aug. 11- Created and distributed RE Kickoff and Pickin' & Grinnin' postcards to a wide population of families, including many who had not been in recent attendance.
- The number of children registered in RE began in August with 66 and is currently up to 89 children.
- Aug.- Set up teacher binders, attendance sheets, classroom supplies, created door numbers and signs, updated & printed Parent Handbooks, and created bulletin board/RE table in preparation for RE Kickoff.
- Sept. 9- Facilitated an RE workday to prepare classrooms for new Workshop Rotation Model and organize supply closets.
- Sept. 19- Planned and lead children's activities for our Fall Equinox Gathering.
- Oct. 18- Coordinated and facilitated Youth SGM Kickoff event, attended by 9 youth.
- OWL- Prepared parent letter of introduction to program, which was sent out by email to area churches and organizations suggested as "progressive" or "liberal"; set up OWL registration system and oversaw sign ups for Orientation; attended 1st parent Orientation Session (Oct. 18) and assisted with materials prep for 2nd session; ongoing permission forms and fee acceptance in cooperation with Shaye.
- Collected fees and registrations and recruited advisors for elementary, middle, and high school Fall Mounain CONs.
- Nov 14- Co-planned Nifty Gifty with Linda Gilbert and Laura McGreevy.
- Nov. 21- Coordinated YRUU group plan for and attended Childcare and Social night.
- Dec 13- Coordinated all-RE Hanukkah Celebration- Amber lead the dance of the hora and recruited a klezmer band, Shannon Sharp facilitated dreidle making and games, and Deb Brenner and Denise Boenner made superb latkes!
- Dec 20- Planned and facilitated Winter Solstice Intergenerational Service, which included a children's choir of 12, lead by Barbara Stewart.
- Dec. RE Planning Retreat- Barbara Stewart presented 2nd Hour update, and Michelle Leebens-Mack provided information from her experience with the Coming of Age program. Also discussed schedule for remainder of year and Nursery/Childcare policy.
- Coordinated Valentine Party and Universal Dances of Peace with Liz Weaver and class leaders. Children made valentines to deliver to Talmadge Terrace retirement home.
- Feb. 28 Field trip to Talmadge Terrace was a success, with songs led by Denise D'Angelo, valentine treats given out, and wonderful conversations had between the children and community elders.
- Coordinated Mystery Friends start up- initiated sign ups, matching pairs, prepared participant letter, symbols, and reminders; Discovery Reception held Feb. 21; all participants attended (23 adults; 23 children).
- March 20- Spring Equinox family celebration - Children's activities, planned with Michelle Vaught, included egg games, planting seedlings, and creating a "grassopillar"; attended by 24 children.

Future Goals and Activities:

- Recruit class leaders for both Summer and next year's RE programs; Recruit directors for next year's Workshop Rotation Model.
- Develop 2010-11 RE Calendar with RE Committee and others- Curriculum Mapping Session to be held Sunday, April 11.
- Currently developing plans for May 16 Intergenerational service hosted by RE, during which volunteers will be recognized, as well as children who are graduating or "bridging" from one class to another and students who are graduating from high school.
- May 23 will be our annual Year End Celebration to mark the end of the school-year RE program and the beginning of the Summer RE program.
- Potential programs for next year include Coming of Age and Chalice Lighters (or Flame Keepers).
- I have developed descriptions of and intend to recruit for parent jobs that can be taken on by parents who are not yet eligible for or who do not want to take on class leadership. Such roles include RE Greeter, snack coordinator, room patrol, nursery liaison, and first Sunday assistant.

- Would like to establish a Youth Advisory Council to include parents, teachers, and youth to plan programming and support for both JrUU and YRUU.

CONGREGATIONAL ADMINISTRATOR: Shaye Gambrell

Job description:

Responsible for a broad variety of functions for the smooth operation of the church program with minimal guidance by a business manager or minister. Manages office procedures, facilities, schedules, purchasing, preparation of budgets, and bookkeeping services. Is skilled in office applications for computers. Supervises other administrative staff in the absence of a Business Administrator. Prepares reports and recommendations to governing board and minister. Contacts people internally and externally to gather information. Knowledgeable about the organization and its policies. Prepares payroll, accounts payable, and records revenue. Actively pursues professional development opportunities to maintain skills and knowledge necessary for effective performance.

Accomplishments:

- Worked as a team with our interim minister in his final year of ministry at UUFA and other staff to smoothly transition from a long period of settled ministry to this subsequent period of interim ministry by providing administrative support to staff and volunteers during this process.
- Was elected to the board of the Association of Unitarian Universalist Administrators and have worked this year on a certification program for other UU administrators.
- Coordinated completion of various maintenance tasks throughout the building and worked with volunteers to facilitate completion of several beautification projects on the interior and grounds.
- Worked with a Financial Review Team appointed by the Finance Committee to inspect and critiqued financial record-keeping at UUFA.
- Transitioned from a three-quarter position with the aide of an assistant to the full-time sole office administrator.
- Provided administrative support to various committees and teams throughout the Fellowship, especially to the Stewardship Committee to conduct the yearly member and friend canvass.
- Provided bookkeeping support through the Treasurer to the Finance Committee. Maintained and updated all financial records relating to the operation of UUFA, including tracking individual member contributions and donations, issuing vendor payments in a timely manner, processing payroll, and preparing and filing all federal and state tax deposits and reports.

Future goals and activities:

- Work with incoming settled minister to establish good administrative practices that will enhance both staff and congregants' experience at UUFA.
- Continue to develop effective volunteer teams to assist in various administrative office tasks.
- Continue to streamline our office procedures, space and storage.

MUSIC DIRECTOR: Amber Fetner

Program description

We have two choral ensembles, JUUbilation Singers, who practice Wednesdays 7:15-7:45 and sing fourth Sundays and Chalice Choir who practice Wednesdays 7:45-8:45 and sing first and third Sundays. This has worked well, allowing choir members multiple levels of commitment, but I will revisit it before fall 2010. For this year, we had roughly 30 members in JUUbilation Singers and 35 in Chalice Choir with some overlap between members. We have roughly 50 adults participating in the choirs. This year, I also asked choir members to commit to choir in three month blocks. This allows people to commit fully during certain parts of the year and to back out of choir during times that may be busier for them as individuals.

The drum circle, Palms of Fire, has grown to about 20 members. The group has become more focused on West African music and we are doing more performances outside UUFA services. We welcomed a West African clinician, Aly Camara, to work with the group. We have also commissioned a set of shirts for members who want to perform regularly.

Music has had a different supportive role with Religious Education, adjusting to the new workshop rotation model of instruction. Debbie Hardegree and Greg McLure have alternated leading singing during the Children's Worship Service on first Sundays. We now have hymnals specifically for use at these services. In the fall, music was one of the rotation options for the lessons. Denise D'Angelo and I both led lessons, and the klezmer band performed for the Hannukah lesson/party.

I work closely with the Minister, Pianist, Music Committee, Sunday Service Committee, and UUFA staff to schedule and imagine programming at UUFA.

Accomplishments

February 2009 Choir members and Director participate in Atlanta-area UU choir workshop at UUCA

February 2009 Music Director and Chalice Choir lead a Taize-style service with flute, cello, violin, clarinet and piano

March 2009 Music Committee and Director plan the UUFA Coffeehouse-fundraiser for general fund

April 2009 Music Director and JUUbilation Singers lead an evening contemporary service for Earth Day with full band and horn section and powerpoint presentation by Caleb Masland

Reports from Committees & Volunteer Teams

CARE PROGRAM

Coordinator: Susan Ponsoldt

Coordinators: Dorothy Boardman, Martha Phillips, Kate George, Marguerite Holmes, Laurie Hart, Jane King, Joy Schomberg, Jerelyn Wallace, Gay Williford, and Kay Fors.

A. Pastoral Care Team

Mission Statement: "The Pastoral Care Team provides a ministry of caring, support, and hope so that no member of our congregation need be alone."

Formed in 2001, the PCT supports the minister by visiting or calling members who are experiencing crisis or chronic needs. During the past year the PCT was kept busy by over thirteen members who were going through surgery and recovery, terminal illness, injury, or death of their partner; there were numerous other contacts that required less time. There were three Memorial Services in October which prompted the PCT Coordinator to approach the Board to find another way of handling Memorial Service receptions (Because there had been no UUFA policy in place, the task of planning receptions had fallen on the Coordinator even though this was not her role).

This year saw the addition of two new members, Jean Bleyle, who has counseling experience, and Debbie Perry, a nurse with hospice experience. They join John Huff, Bettina Rose Hughes, Joy Schomberg, Albie Smith, Rosemary Woodel, and Dr. Don Randall, our advisor.

There was also discussion this year of the need for a van to transport members who don't drive because of age or disability to the Fellowship. Rosemary Woodel submitted a proposal to the Board about this need; hopefully, in the near future, the Fellowship will be able to work on making this a reality

B. Care Rings

Mission Statement: "The Care Rings enhance the caring ministry of the UUFA and encourage friendships and support systems among members living in close proximity."

Formed in 1995 to help attend to the needs of the congregation in the absence of a minister, the Care Rings were very active this year providing support and meals to the same people that the PCT helped. Meals were also provided for the parents of a new baby. In addition, the Care Rings set up and cleaned up for the three Memorial Service receptions in October.

There is a group of committed members who work as Coordinators, but there is an ongoing need for new volunteers. One of the Coordinators has wanted to step down for years, but no suitable replacement as been found. Another Care Ring has been without a Coordinator for a couple of years.

CHALICE LIGHTERS & DENOMINATIONAL CONNECTIONS DENOMINATIONAL AFFAIRS COMMITTEE

Committee Chair: Herb West

Committee Members: Myrna Adams West, Chalice Lighter Representative; Violet Dawe, Board Liaison; David Jarrett, Michelle Leebens-Mack, Karen Solheim

Purpose: Promote the understanding and involvement of UUFA members and of the congregation as a whole in denominational programs, activities, and issues. Serve as liaison between the congregation and the UUA and the Mid-South District (MSD).

Responsibilities:

- Foster an understanding of and commitment to what it means for UUFA to be a responsible member of the Unitarian Universalist Association of Congregations, including paying its full fair share (Annual Program Fund and district dues).
- Work with the Minister and staff, and the Sunday Services and Membership Committees, to review the history and principles of the denomination on a regular basis.
- Work with other committees, such as Religious Education, Adult Religious Education, Forum, and Social Action/Social Justice, to discuss and study issues of denominational importance, such as General Assembly resolutions, Study Action Issues, and Actions of Immediate Witness.
- Encourage participation in meetings, conferences, and clusters which promote denominational cooperation.
- Promote the MSD Chalice Lighter program.

Accomplishments during 2009-10:

- Presented a Sunday service on February 28, 2010 on our denominational connections.
- Recruited additional UUFA members to the MSD Chalice Lighter program.
- Encouraged the incoming Board President to attend the MSD Presidents' Convocation May 28-30, 2010.
- From funds in the Denominational Connections budget line-item, sent \$1.00 per certified member to the UU Service Committee for congregational "membership."
- Occasionally forwarded items from UUA and MSD to the *Tapestry*. (NOTE: Since Diana Cerwonka is on UUA and MSD list serves, she automatically receives the information and is good about putting items in the newsletter on a monthly basis!)
- A link to the on-line UUA Congregational Packet is being sent by the Congregational Administrator to all congregational leaders on a monthly basis.

Future goals and activities:

- Encourage participation and attendance by UUFA officers and members at the MSD Annual Assembly on May 7-8, 2010, at Georgia Mountains UU Church in Dahlonega, GA

- One member of UUFA and of this committee, Michelle Leebens-Mack, plans to attend the UUA General Assembly June 23-27 in Minneapolis, MN.
- Encourage participation and attendance by UUFA leaders at the annual MSD Healthy Congregations Conference in the fall of 2010 – date and location TBA.
- Encourage additional funding in the UUFA budget to support congregational leaders who wish to attend GA, the MSD Annual Meeting, RE Week at The Mountain, and the Southland UU Leadership Experience (f/k/a “Leadership School”) at The Mountain.
- Work with the Board to develop a process to nominate and elect delegates to GA and other denominational meetings where those individuals will be voting on behalf of the congregation. This process will be incorporated into revisions to the UUFA bylaws.

CommUUnity Worship Committee

Committee Chair: Barbara Stewart

Committee Members: Frank Boardman, Victoria Smith, Illona Stewart, David Sweat

In July, 2009, the RE Committee asked the Board to establish a committee to “examine options and feasibility of second-hour programming...”

We began meeting in September and realized that before we could address RE programming time and space options, we would have to explore ways to become a congregation that welcomes families into our Sunday Services. This will be a long and thoughtful process.

In January 2010, several UUFA members participated in a Webinar on Family Worship. It was led by Connie Goodbread, the Mid-South Lifespan Program Consultant. We have had conversations with the Music, RE, and Sunday Services Committees. We have listened to ideas and concerns about how we do family worship. We have posted an article on the UUFA Face Book Page, and invited comments.

We have begun to discuss ways to make worship more meaningful for children during the twenty minutes they are in the worship service on two or three Sunday mornings each month. We would like to revive Chalice Lighting Training for the older RE children.

We believe that RE children, Jr. UU’s and Sr. UU’s can be Greeters and Ushers. Young people have done readings in the Sunday Service, and we believe they can take part in Story Telling and Music.

We are looking forward to working with our DRE and the new Minister in the coming year, because it will take our Committee working with our Leadership to make worship at UUFA a truly inclusive experience for all our members, young and old.

FINANCE COMMITTEE

Committee Chair: Jane King

Members: Jane King, Clarissa Finco, Susan Atkinson, Jackie Pierson, Jim Ponsoldt, Paul Schliekelman, and John Stewart

Ex Officio members: Chuck Murphy and Wilma Harrington

Our meetings began with a presentation of the financial reports for the prior month by Chuck, the Treasurer. These reports started with his summary of the prior month including our financial condition as well as areas of concern. Shaye was present during this discussion. Both Shaye and Chuck then answered or searched for answers to various questions from members of the Finance Committee.

Afterwards Finance Committee members considered special topics or requests that they received. A major topic is the proposed budget. In this connection, the Committee requested the heads of the other Fellowship committees to submit a budget for their activities. The Finance Committee with the help of Chuck and Wilma then generated a proposed budget for the Board to submit to the membership after making any changes they wanted.

Another major item this year was a review of the financial affairs and processes of the Fellowship. This was very ably performed by Jackie Pierson, John Stewart and Jim Ponsoldt. While they found some areas needing improvement, there are no major items of concern at the present time. Also during the year there were some requests to amend the budget. These were considered and forwarded to the Board with a Committee recommendation for approval or disapproval. The final main duty of the Finance Committee was to provide a member to join with a greeter to count the money in the offering basket each Sunday. This Finance Committee member also provided a check to replace the cash in the basket so that cash was not left in the Fellowship building overnight.

Clarissa has been very helpful and stepped in to run the committee meetings whenever I was unavailable.

FORUM COMMITTEE

Committee Chair and Coordinator: Committee Chair and Coordinator: Frank Boardman

Committee Members: Richard Bouldin, Ron Cerwonka, Edwin Dale, Andreas Handel, Claire Clements (Board Liaison).

Committee Description and Functions: Standing Committee

The Forum Committee schedules talks for the Sunday Forum on a wide range of topics. The talks are held in the Fellowship Hall every Sunday at 9:30 AM to 10:30 AM. Each member (and scheduling coordinator) of the Committee is assigned a month in which to identify speakers for the Forum. The scheduled speaker talks for 20-30 minutes and the audience (averaging 40-50 people) asks questions and discusses the topic of the day. The audience may disagree with the speaker's opinions and what the speaker presents as facts during the hour. Speakers are drawn from the Fellowship and outside experts in the fields they discuss.

The Forum is an appropriate UU activity as it practices the search for truth and meaning, one of the seven UU principles, and looks for diversity in opinion. The Forum topics are advertised in the UU Tapestry, the weekly UUFA emails sent by the UUFA Administrator, and the weekly Athens Banner-Herald Church Roundup column (along with the 11 AM Service program). The advertisements have drawn people outside the Fellowship to attend.

Accomplishments: Some Notable Forum topics on subjects in 2009:

- Resolved: The Seven Principles of Unitarian Universalism are
- Banalities: A Debate
- What Does God Look Like: A Discussion
- A Personal Odyssey Inspired by Three Books: "The God Delusion", "The Dawkins Delusion", and "Searching for God"
- Presidential Election Process Reform
- Emotional Issues of Aging
- Estate Planning
- Dementia
- The Ecology of War
- The New Economics

- An Immigrant's Journey
- President Obama's Tax Policy

Some Scheduled Talks for 2010

- Health Care Problems (a series of talks by Richard Bouldin and outside MDs) Service to Our Country: Should It Be Compulsory?
- Understanding the Basis of Differing Moral Judgments by Liberals and Conservatives Comments on Debt and Taxes

FUNDRAISING COMMITTEE

Committee Chair: Karen Porter

Committee Members: Ann Buchholtz, Susan Curtis, Barb Leissner, Evie Schoepf, John Schell, Julie Sapp, Karen Porter, Kay Fors, Pat Marshall

Committee Description:

The Fundraising Committee has been successful in raising money for the Fellowship's General Budget. Special Events range in size from small Mini Events with special themes for under 20 participants to large events open to the entire Fellowship. In addition to being good moneymakers, these events allow us get to know each other better and often create deep personal relationships among those who attend and those volunteers who work to put them on.

Accomplishments:

The end of the year 2009 gross income was \$15,001. This amount exceeded the budgeted income of \$11,000 by \$4,001. The total expenses were \$553 resulting in a net income of \$14,448.

1. Coffee House – A Coffee House was hosted in March 2009. Amber Fetner, Herb West and Jane Mayer coordinated entertainment with contributions of desserts and help by friends of the Choir and Music Committee. Income was \$741.
2. Sapelo Trip – May 2009 featured a Sapelo Island Adventure. Sapelo is a restricted access coastal barrier island managed by the Georgia Department of Natural Resources. University of Georgia maintains the Marine Institute where 20 UUFA members resided for three days and two nights. Activities included a tour of the island, dinner in Hog Hammock, the African-American community, and visits to the marsh, lighthouse and beach. The event grossed \$4,501.
3. 4th Sunday Lunch – 4th Sunday Lunch is a mainstay of the Fellowship activities bringing members together each month for food and socializing. It is organized by Kay Fors and supported by a large number of volunteers. Lunches brought in \$4,584.
4. Earthsong – The first Mini-event in 2009 was a Visit to Earthsong, an environmental community on the Middle Oconee River. Tina Tinsley founded the community with the intention of respecting the environment and the spiritual heritage of the land. Sixteen attended the January event, which included a walk through the area and a hearty lunch. Income was \$369.
5. Game Nights and Line Dancing – Bill and Jackie Pierson have generously volunteered their time to coordinate both Game Nights and Line Dancing. Both activities were for young and old alike and anyone in between. Jackie Pierson organized and led twice-monthly line dancing classes and Bill and Jackie hosted monthly game nights at the fellowship. The income from these events was donated to the Fundraising Committee for a total of \$234.

6. Yard Sale – The Annual Yard Sale is held in March. Rosemary Woodel organized and hosted the three-day event. Fellowship members donated highly desirable goods and a team of volunteers sorted, priced, set up and cleaned up. In 2009 a record of 20 volunteers helped with the event. Income was \$2,629.
7. Day at Lake Chatuge –A donation of \$500 was made by Joan Howard.
8. Holiday Decorations – This year Pat Marshall hosted a Decoration Workshop in early November to prepare holiday decorations for sale the weekend beginning prior to Thanksgiving. These decorations contributed to the attractive look of the Fellowship Hall during the holidays. Income was \$118.
9. Parking Space Raffle – The Parking Space Raffle was revived this year. This year- long prime parking space located behind Reverend Dave’s space was raffled off over several Sundays in September. The winner of the reserved space will be able to park from October 2009 through September 2010. Raffle income was \$412.
10. Progressive Dinner – The Progressive Dinner is held in December each year. Dinner courses are planned at various homes and participants traveled to the next course. A charge of \$5.00 per person covered extra costs that hosts incurred. The remaining amount was \$260.
11. Holiday Gift Wrapping – Very creative Hallmark wrapping paper was graciously recycled to the UUFA from the Sullivan Center in Atlanta as a result of Jackie Cabe’s efforts. The paper was not traditional holiday wrapping and many UUsers found the choices to be unique and avant garde! Holiday presents were wrapped on three consecutive Sundays prior to Christmas. Donations generated income of \$50.
12. Donation of a Composter – Karen Porter generously donated a brand new composter. In the fall, raffle tickets were on sale over several Sundays. Income generated was \$50.

Future goals and activities:

Digital Photography Workshop; Macaroni Western Dinner Theater; Sapelo Island Trip; Parking Space Raffle; OktoberFest Dinner; 4th Sunday lunches; Holiday Decoration; Gift Wrapping

LANDSCAPE COMMITTEE

Committee Chair: Walt George

Committee Members: Lisa Anderson, Teresa Brown, Todd Dinkelman, Kate George, Linda Gilbert, Casey Gordon, Lori Hartlein, Chuck and Suzanne Murphy, Brendan Nordgren, Bill Pierson, Michelle Swagler, Harry and Joy Schomberg, Aleta Turner

Committee Description: The UU Landscape Committee attempts to keep the flower beds on the Fellowship property looking attractive, and assist with the annual Memorial Bulb service.

Accomplishments:

1. Spread wood chip mulch on the parking lot islands;
2. Weeded and mulched the kids playground;
3. Spread pine straw and planted perennials in the front beds near the entranceway;
4. Prepared the bulb bed for the annual Memorial Bulb service, and assisted the members with placing the bulbs.
5. Installed solar lights in the parking lot islands for safety purposes;
6. Weed eat the hill slope along Timothy Road, and also on the building’s perimeter.
7. Pulled weeds and watered plants as needed;

Future goals and activities:

1. We plan to install large paving stones in the back of the Fellowship Hall for safety purposes. The emergency exit currently has a small concrete pad outside of the door, and we will extend this out further from the building to make it easier to evacuate the building during an emergency.

We hope to further beautify the grounds, especially in the back of the building. Your suggestions are appreciated

MEMBERSHIP COMMITTEE

Committee Chair: Larry Dendy

Committee Members: Joy Schomberg, Harry Schomberg, Susie Weller, Stu Fors, Joy Carrell, Ann Blum, Gay Williford

Committee Description: The Committee's Mission Statement is as follows:

The Membership Committee will strive to help those seeking a liberal religious home to feel welcome at UUFA. The committee will help visitors feel comfortable and encourage their interest in becoming members of the Fellowship. The Committee's duties include staffing the Visitors/Membership Table in the foyer; providing brochures and other materials that convey information about the UU denomination and the Fellowship; recruiting and training greeters/ushers for Sunday Services; conducting the New UU class for those interested in learning more about the Fellowship; compiling and updating the New Member Information Packet; compiling information on new members and conducting periodic New Member Recognition Ceremonies; and periodically preparing and helping disseminate the Fellowship Directory.

Accomplishments:

*Twenty-two new members joined the Fellowship in 2009.

*Four New Member Recognition Ceremonies were held.

*Three New UU classes were held. Harry and Joy Schomberg, who organize and conduct this class, made several changes in format and content to streamline the program and make it more informative.

* A Wednesday night pot luck was designated as a "New Member Pot Luck" and recent new members and prospective members were invited to attend to become better acquainted with other members of the Fellowship.

*The "Activities for Visitors, Newcomers and New Members" brochure was updated and reprinted.

*A committee budget for the next three years was developed as part of the ministerial search process.

*At the committee's request, the Fellowship By-Laws were amended to replace the category of "Inactive Member" with the category of "Associate Member." An Associate Member is defined as an Active Member who is no longer in compliance with the By-Laws requirement that Active Members make a financial pledge to the Fellowship.

*The procedure for signing the Membership Book was changed to ensure that all new members make a financial pledge. As required by Fellowship By-Laws, in order to sign the Membership Book prospective members must first sign and return to the Fellowship a pledge form on which they make a financial commitment at a level that is comfortable for them. Those who express interest in signing the Membership Book are now given a letter of welcome that explains this procedure, and a New Member Pledge Form.

Future goals and activities:

*Meet with our new minister to seek her ideas and input on membership

*Update and streamline the New Member Packet

*Create a Visitor Information Card

*Create a Visitor Page on the UUFA Web site

MINISTERIAL SEARCH COMMITTEE

Committee Chair: Myrna Adams West

Committee Members: Deb Brenner, Jane Mayer, Hester Meyers, Marco Messori, Karen Porter, Dan Wright

After the Ministerial Search Committee (MSC) was elected by the UUFA congregation in late August, 2009, members of the committee hit the ground running the first week in September with an October 31st deadline looming ahead! The first order of business was a facilitated mini-retreat at which committee members became acquainted with one another, Myrna Adams West agreed to chair the committee and tasks for the search process were assigned. The Unitarian Universalist Association (UUA) suggests that search committees begin their work in March, which allows the MSC ample time to retreat, meet with the District Executive, organize and conduct cottage meetings, compose and distribute a congregational survey, conduct face to face interviews with members and friends of the congregation, write the Congregational Record (CR) using information gleaned from these activities and finally, organize the UUFA packet to send to prospective candidates. The CR is posted online by UUA for ministers in search to read about congregations seeking a settled minister. The goal of the MSC was to be open, transparent, and representative of UUFA. MSC members acted as a team and came to decisions as representatives of the congregation. In spite of the shortened time line the MSC had to complete these tasks, all deadlines were met within those two very short months.

The committee's hard work was met with overwhelming success: 22 ministers expressed interest in our congregation. The MSC, after reading Ministers' Records (MR), invited nine to exchange packets with UUFA. Of these nine, the MSC conducted phone interview with six. Then, narrowing the field to three, pre-candidating weekends were scheduled at neutral pulpits. After the third pre-candidating weekend, a final candidate was chosen, and the offer of UUFA ministry was made to the Rev. Alison Eskildsen.

The work of a MSC is intense, involving much communication between members—at last count 700+ emails flew back and forth between members and, eventually, prospective candidates. (How did committees function before the internet?) Members met weekly with a break at Christmas, read 22 MRs, nine packets sent by possible candidates which included at least 65 sermons, and traveled 450 miles to three neutral pulpits. An important part of the MSC's work was keeping the congregation informed of the progress of its work. This was done through announcements from the pulpit, monthly articles in the Tapestry, and a congregational meeting at which those attending were informed of the MSC's process and progress and were offered the opportunity to ask questions of MSC members.

At the time of this writing, preparations are being made for Rev Eskildsen's candidating week, April 25-May 2. She will preach twice and meet with members of the congregation in many settings in order for members to become acquainted with her and for her to learn more about UUFA. After the May 2 Sunday service, a congregational meeting will be held to vote to call Rev. Eskildsen.

MUSIC COMMITTEE

Committee Chair: Stu Fors

Committee Members: Myrna Adams-West, Karen Bergmann, Jean Bleyle, Amber Fetner (Music Director), Herb Larrick, Jane Mayer (one-year leave), Barbara Stewart (Board Liaison), Victoria Smith, Diana Torell, Aleta Turner, Herb West, Rosemary Woodel (leave of absence). Ex-Officio – Rev. Dave Johnson

Committee Description: The Music Committee assesses the developing needs of the music community (music library, budget, mission, objectives), and plans, organizes, and implements music activities and events (services, fundraisers, music outreach, retreats, interfaith festivals). Its role is four-fold: (1) Looking at the big picture: how to meet the needs of the various constituencies, problem solving, visioning, i.e., collaborating with the Music Director to shape the music program; (2) Administrative help: expanding the music library, advice about instruments, space, etc.; (3) Financial support: helping with fundraisers, budget setting, etc.; and (4) Staff related: evaluating the music director and pianist and giving recommendations to the Personnel Committee regarding salary, benefits, and job descriptions for the music staff.

Mission Statement: The mission of the Music Program of the Unitarian Universalist Fellowship of Athens is to promote and develop the expression and enjoyment of all forms of music for all ages in worship, fellowship, and other settings; to support UUFA music staff and volunteer musicians; to encourage emotional, spiritual, and

intellectual growth; and to promote Unitarian Universalism by sharing our music with our local and greater communities.

NOMINATING COMMITTEE

Committee Chair: Patty Freeman-Lynde

Committee Members: Elizabeth Bishop-Martin, Stu Fors, Peggy Horton, Aleta Turner

Committee Description (Standing committees see UUFA bylaws) all others: briefly describe what your committee does.

Accomplishments:

1. Early in its term, the Nominating Committee was charged with finding 10 potential search committee members for the very important task of deciding on the new settled minister. A survey was created and distributed very quickly to keep the search process on schedule. In spite of the fact that it was during the summer, more than 10 people were willing and the Nominating Committee had to make difficult choices. Of those 10, the congregation chose 7 at a special called meeting. Thank you again to all those willing to serve—your chance will come!
2. In January, the Nominating Committee began the challenging process of recruiting and selecting the new officers, board members, and members of the Nominating Committee for the year beginning May 1, 2010. Although many members of the congregation would be excellent candidates, one of the challenges was making sure the diversity of the congregation is well represented.

Future goals and activities:

A previous Nominating Committee set the goal of making the transition to a Leadership Development Committee, and this is something that would probably improve the process of recruiting nominees.

PARTNER CHURCH COMMITTEE

Committee Chair: Heather Kleiner

Committee Members: Violet Dawe, Anna Eidsvik, David Jarrett, Bruce and Jane King, Heather Kleiner, Rosemary Woodel

For most of the year, the Committee has been communicating via e-mail. There will be a face-to-face meeting called in April, 2010. At the meeting we will finalize plans for the June visit of a contingent from Transylvania, RO. The minister of our Partner Church, the Rev. Levente Kelemen, his wife Eva, his daughter, son, and three other youngsters will arrive in Atlanta Friday, June 11 and will depart Sunday, June 13, for Macon, GA. The group will attend a week of Peacemakers Camp in Macon and then fly on to the UU General Assembly in Minneapolis the following week.

Our committee is cooperating with Jane Donahue of the Macon UU congregation, DRE and a founder of the Peacemakers Camp. We have agreed to fund the airfare and other travel expenses of one of the youngsters, which will be approximately \$1,500. According to the UUFA Administrator, Shaye Gambrell, we currently have \$1,661 available for this purpose. The sources of the funds are as follows:

From the DESIGNATED FUND BALANCE SHEET

Line 219C Family Service Offerings	\$597.00
Line 219F Partner Church Donations	714.00

From 2010 BUDGET ALLOCATION	350.00
TOTAL	\$1,661.00

We have alerted our DRE about the upcoming visit and she has begun to explore entertainment possibilities within the appropriate congregational age groups. Several committee members have volunteered home hospitality and other services. At this point, it does not look as though we will have to mount a fundraiser to cover any additional expenses.

PERSONNEL COMMITTEE

Committee Chair: Debbie Hardegree

Members: Marguerite Holmes, Michelle Swagler, Barb Schell, Dave Johnson (Interim Minister- non-voting), Rich Clark (Board President-Elect)

The UUFA Personnel Committee is responsible for initiating and overseeing job descriptions, hiring, appraisals, grievance, and termination of paid non-minister staff, and for making recommendations to the Board of Trustees concerning personnel issues. Personnel Committee consists of the Board President-Elect, who serves on an annual basis, a voting UUFA member approved by a majority of the paid staff, the Minister (non-voting), and 1-3 members appointed by the Board of Trustees to a 3-year term.

Personnel Committee held its regular meetings approximately once a month during 2009 and various members of the committee participated in additional tasks during the year. The following are among our accomplishments for 2009:

1/09-2/09- In January, new Employee Agreements were proposed which included increases in salary for Congregational Administrator (CA), Administrative Assistant (AA), and Music Director (MD), and Director of Religious Education (DLRE). Due to a budget deficit, the Board decided to re-evaluate staffing at UUFA and formed task groups to achieve this. Personnel Committee was represented by Marguerite Holmes on the task force on staffing and by Debbie Hardegree on the task force on compensation. Debbie Hardegree also participated in the Fair Compensation workshop in February.

3/09-4/09- Individual letters were sent to each employee with adjusted salary and benefits that were approved by the Board. Letters of agreement for DRE and CA were revised with changes approved by Board (DRE reduced to 20 hours/week and CA increased to 40 hours/week). The position of Administrative Assistant was eliminated. Music Director (MD) and Pianist/Accompanist (P/A) job descriptions were updated with input from Music Director. Performance appraisal forms were sent to the designated persons for CA, DLRE, MD, and P/A. Personnel Committee met with RE Committee chairs to discuss DRE position and Summer RE program.

5/09- Results from appraisal forms were compiled, and individual meetings were held with staff, Interim Minister, and designated Personnel Committee member to review performance appraisals, self-evaluations and evaluations of UUFA as an employer. Personnel committee member David Jarrett participated in revising DRE job description for half-time, and also represented Personnel Committee on the search committee for new DRE.

7/09-Debbie Hardegree, in conjunction with Barb Schell, Chuck Murphy, and Shaye Gambrell, revised the Personnel Performance Review Policy in order to improve consistency and clarity of this process. Personnel committee made recommendations to the Board to hire a Summer RE Director, and a new P/A.

8/09- Recommended hiring Morgan Watson as new DRE. Recommended salaries for all staff for 2010-2012, using Fair Compensation ranges suggested by UUA (mid range for Mid-Sized II congregation). Rich Clark developed a spread sheet with detailed Personnel Committee recommendations for salaries, benefits, and professional development for the next 3 years for each employee.

9/09- Finalized staff compensation recommendations, sent these to finance committee.

10/09 -Michelle Swagler had individual meetings with each of the paid non-Minister staff members (CA, DRE, MD) to discuss staff concerns and suggestions. Michelle, Rev. Dave and the staff members also met as a group

to further the discussion of staff concerns and recommendations.

11/09-Responded to staff concerns, via Michelle Swagler, staff representative, regarding need for clarification of roles, policy on leave, and policy on bringing children to work. Requested itemized professional development fund requests from staff.

12/09- Coordinated, collected and arranged to dispense staff & Interim Minister Holiday monetary gifts.

RELIGIOUS EDUCATION COMMITTEE

Committee Co-chairs: Linda Gilbert and Melanie Hennings

Committee Members: Donna Smith Fee, Aleta Turner, Steven Brown (resigning May 2010), Allison Rollans, Laura McGreevy (partial year, now resigned), Michelle Vaught (new)

Katie Sadler-Stephenson (DRLE), ex officio (through May 2009)

Morgan Watson (DRE), ex officio (beginning August 2009)

Committee Description:

In conjunction with the DRE, the RE Committee sets goals and makes decisions regarding the curriculum and the Religious Education program for children between nursery age and 18 years old. (Nursery care is a paid position, managed by office staff.)

The RE Committee also plans and implements special programs and social events for children and youth that take place during the year, recruiting volunteers as needed.

RE Committee members serve for a three-year term. Committee meetings are held monthly, and are open to all UUFA members and friends. A one-day retreat is usually held in late summer or early fall.

A member of the RE Committee attends Leadership Council. There is also a Board Liaison assigned to the RE committee.

Committee Chair (Co-Chair) Responsibilities

1. Call regular meetings of the committee
2. With the DRE, develop an agenda
3. Document meetings and share notes with all members, the minister, and the Board Liaison
4. Fulfill responsibilities as committee members.
5. Provide leadership to the work of the RE Committee

Committee Member Responsibilities:

1. Attend monthly meetings and the annual RE Committee retreat.
2. Assist in planning teacher orientation.
3. Assist with recruitment of RE teachers.
4. Assist with recruitment of other RE volunteers.
5. Evaluate the program annually via teacher evaluations, committee member evaluations, and committee self-assessment.
6. Provide the Board with an annual evaluation of the DLRE from the perspective of Children's RE.
7. Serve as SREC (Sunday RE Coordinator) on a rotational basis with other committee members when the DRE is absent.
8. Coordination of specific tasks, projects, or events
9. Work with the DRE on planning overall programming for RE children and teachers, including planning special events and reviewing budget reports.

Accomplishments:

1. Provided stability for the RE program during a time of immense change. (During 2009, UUFA went from a 40-hr/wk DRLE to a 20-hr/wk DRE, with a hiatus between the two. An interim coordinator for summer RE programming helped ease the transition.)
2. Developed and implemented Workshop Rotation curriculum beginning Fall 2009.
3. Revised and updated teacher materials.
4. Held Fall 2009 Teacher Training/Orientation.
5. Held RE workdays to clean/reorganize classes for Workshop Rotation Model.
6. Developed plan to address middle school programming (Modified rotation).
7. Developed plan for youth programming (Modified small group ministry).

Special Events (2009)

Mystery Friends 2009 (and 2010)

Easter Egg Hunt 2009 (planning in progress for 2010)

Waterful Wondermelon (end of season)

RE Kickoff – incorporating music and 4th Sunday sponsorship

Nifty Gifty

Intergenerational Winter Service

Parent/family nights, sometimes with youth providing childcare (DRE-organized)

Future goals and activities (optional):

Our biggest ongoing challenge remains recruiting sufficient volunteers, though we have made real progress in this area. We need more committee members who can attend meetings regularly, as well as teachers for the 2010-2011 session and volunteers for special events. For 2009-10, we added a number of committee members, but several have been able to complete the full three-year rotation for personal reasons. We need a minimum of six committee members who take an active role in the meetings and other responsibilities, so will continue to recruit. The classroom volunteer situation has also improved, thanks in large part to the transition to the Workshop Rotation Model (WoRM). However, teacher recruitment will continue to take active attention. Spring is “planning and recruitment” time. We are currently reviewing curriculum for the Fall (World Religions is this year’s theme) and planning recruitment for teachers and volunteers.

SMALL GROUP MINISTRY

Committee Chair: Michelle Leebens-Mack

Executive Committee Members: Susan Curtis, John Schell, Susie Weller, and Rev. Dave Johnson.

SGM Facilitators: Marguerite Holmes, Alicia Caban-Wheeler, Nancy MacNair, Virginia Carver, Peggy Horton, Susan Ponsoldt, Larry Dendy, Diana Torell, and Susan Curtis with Adults. Casey Savage and Dan Everett with the Youth.

Committee Mission Statement: “Creating Connections in the UUFA”

Accomplishments in 2009/2010:

1. Seven groups, averaging 7 to 10 members; One morning group, One afternoon group, five evening groups.
2. Facilitator Training August 2009;
3. Successful first annual Group Shuffle/Open Enrollment;
4. Started Youth Small Group and spun it off to Religious Education;
5. Developed Portfolios for Executive Committee to include: Program Support Portfolio, Facilitator Training Portfolio, Communications Portfolio, Facilitator Support Portfolio, and Member Support Portfolio;
6. Continued quarterly Facilitator support meetings;
7. Started library of books and resources for SGM;
8. Prepared presence on UUFA website, including down-loadable registration form. Increased visibility of program in order of service and newsletter.

Future Goals & Activities:

1. Long-term goals for SGM:

- a. Link SGM goals with greater goals for UUFA;
- b. Increase fellowship membership within SGM. (SGM will have presence at New UU and will increase retention for individuals new to UUFA);
- c. Always have openings for new-comers to join groups;
- d. Provide support for individuals and members of UUFA;
- e. Offer more times and days for groups (Need facilitators for these openings);
- f. Provide varied space for groups, such as at fellowship, in homes, at senior center;
- g. Increase organization and structure of SGM program, i.e. develop SGM guidelines, add web site link for our own session plans, continue to improve and develop facilitator training and facilitator binder;
- h. Enrich spiritual life of the members of SGM and UUFA;
- i. Set up Mini groups, drop-in group.
- j. Develop and implement evaluation tool.

2. Short-term goals for SGM:

- a. On-going recruitment of facilitators – mentoring, personally asking;
- b. Improve clarity to joining of groups;
- c. Better publicize how to join SGM;
- d. Nurture group members;
- e. Nurture group leadership;
- f. Always have openings for new-comers to join groups;
- g. Celebration of SGM (to discuss at April meeting);

SOCIAL ACTION/ JUSTICE COMMITTEE

Committee Chair: Caryl Sundland

Committee Members: Karen Solheim, Ray & Nancy MacNair, Dave Jarrett, Jean & John Bleyle, Leighann Ashworth, Rick Fyock.

Committee Description: Plan and execute social action activities.

- Accomplishments:**
1. Successfully started an ongoing GED program in partnership with the Athens Urban Ministry paying the teacher from the UUFP grant we received. Have 15-20 students currently in the program and have presented five Kroger gift cards to participants who have completed 10 or more classes. We also were able to match the total of \$4,000 to obtain the complete matching funds.
 2. Held computer lab training classes for 10-12 students, teaching how to set up a free email address. At least 12 of our UUFA members have participated in these activities either tutoring GED participants or teaching and mentoring in the computer lab.
 3. Collected money each month for the Cause of the Month. Total collections for 2009 were \$8,735.88 and for the year 2010 are \$2,148.10.
 4. Collect non-perishable food for the Food Bank and are currently in second place out of 25 churches.
 5. Partnered with the Census Bureau and received a grant for 7,000 pens with UUFA logo on them. Referred UUFA members to the Census Bureau for testing and job placement. Gave out 6,000 of the pens to AARP tax preparers, the ACC Library, Project Safe store, Salvation Army store and UUFA members.
 6. Prepared and presented several Sunday Services.

Future goals and activities (optional) Continue to support Social Action members in their various activities with organizations throughout the community. Continue to raise money each month through the Cause of the Month and to collect non-perishable food for the Food Bank. Continue to involve members of UUFA in worthwhile social action ventures.

SUNDAY SERVICE COMMITTEE

Committee Chair: No designated chair; monthly meeting facilitation rotates among the committee members.

Committee Members: Myrna Adams West, Rich Clark, Peter Courtney, David Jarrett, Michelle Leebens-Mack, Jane Mayer, Aleta Turner, Herb West, Rosemary Woodel, Amber Fetner (Music Director), Minister/Interim Minister

The Sunday Service Committee is responsible for the 11:00 am Sunday morning worship service, as well as the annual Christmas Eve service. The committee meets monthly with the minister to plan and help lead the 11:00 am Sunday morning worship service. The committee also holds a yearly planning meeting (usually in May or June) to produce a calendar of services (which can be revised and modified monthly) for the upcoming program year (July 1-June 30). The committee is guided in its work by the concept of “shared ministry” in which the ministry of the congregation—and in particular the leadership of the 11:00 am Sunday morning worship service—is shared between the ordained minister and the lay members of the congregation. The committee has also developed a “Philosophy of Worship” which guides its work.

Accomplishments:

1. Members of the SSC serve as coordinators for every 11:00 am service and assist the minister or guest speaker in planning and leading each service.
2. Some of the members of the SSC serve as service leaders and speakers.
3. The SSC conducts an annual retreat to plan a full year of worship services.
4. The committee continued the “Cause of the Month” commentary, the “This I Believe” statement, and the use of the Global Chalice Lighting as variable segments of services once a month.
5. The committee continues to experiment with silence in the sanctuary on the first Sunday of the month, and with the use of the cascading water fountain during some of the Sunday services.
6. During the past year, the SSC met with the Chair of the Sound Committee, with the Greeters Coordinator, with the Chair of the Safety Committee, with the co-chair of the RE Committee, and with the Chair of the CommUUnity Worship (f/k/a Second Hour) Committee to discuss and address mutual concerns and issues.
7. The SSC worked with the Director of Religious Education to include the Junior UUs as helpers in the Sunday service once a month.

Future goals:

1. The next planning retreat has not been scheduled, but will probably occur in either late May or early June, 2010.
2. The Committee plans to meet again with representatives from other related groups, especially the Greeters, the Sound Committee, and the CommUUnity Worship Committee.
3. To continue working with the DRE in including Junior UUs in the service.
4. The SSC continues to be guided by our Philosophy of Worship and to strive for quality and diversity:

Sunday Service Committee’s Philosophy of Worship

Recognizing and honoring that we have come from different faith traditions, that we may struggle in our understanding of the presence or absence of the *divine*, that we are seeking individual truth as well as universal truth, acceptance, and blessing, we, the Sunday Service Committee of the Unitarian Universalist Fellowship of Athens, Georgia, define “worship” as “ascribing worth to something, shaping things of worth.” We use the following as guidance for planning and execution of the Eleven O’Clock Sunday Service:

1. We welcome all.
2. We seek to invoke the *sacred* through music, dance, percussion, laughter, tears, joy, sorrow, words, deeds, and silence.

3. We seek to offer a platform for the sharing of ideas and experiences of what is *sacred, mystery, and wonder*.
4. We seek to create a space that is safe for those who are searching for peace and acceptance, who are retreating from the hectic world, who are in need of shelter, and who seek to find ways to live meaningful lives in the world.
5. We recognize that because of our varying backgrounds and needs, some language and actions may seem alien to us yet must be interpreted as meaningful to others. Diversity in our services provides a space for us all to experience transformation, change, and growth.
6. We seek to honor the variety of needs of all who worship here.

Appendix I: UUFA Year-End Financial Reports

2009 Balance Sheet

	<u>Dec 31, 09</u>
ASSETS	
Current Assets	
Checking/Savings	
102 Bank of America	11,526.91
105 CCFCU Gen. Fund CD	24,355.45
109 Wachovia Money Market GF	<u>57,631.79</u>
Total Checking/Savings	93,514.15
Other Current Assets	
DESIGNATED ACCOUNTS	
108 CCFCU Savings (RE Int.)	74.07
110 Dillon CCFCU CD	5,116.69
111 Schwab Planned Giving	<u>45,972.29</u>
Total DESIGNATED ACCOUNTS	51,163.05
GROCERY CARDS	
116 Cash Athens First	3,383.29
117 Cards on Hand	16,980.00
118 A/R--Grocery Cards	<u>550.00</u>
Total GROCERY CARDS	20,913.29
RESTRICTED ACCOUNTS	
112 Schwab Endowment Fund	50,776.58
115 Hoffman RE Fund CD	<u>5,754.19</u>
Total RESTRICTED ACCOUNTS	<u>56,530.77</u>
Total Other Current Assets	<u>128,607.11</u>
Total Current Assets	222,121.26
Fixed Assets	
FURNITURE & EQUIPMENT	
145 Office Equipment	15,721.00
150 Furniture/Equipment	<u>50,680.00</u>
Total FURNITURE & EQUIPMENT	66,401.00

LAND & BUILDINGS	
135 Land	49,400.00
140 Building	<u>784,352.00</u>
Total LAND & BUILDINGS	<u>833,752.00</u>
Total Fixed Assets	900,153.00
Other Assets	
UNREALIZED GIFTS	
160 Koch CRT	38,542.48
162 Nigro CRT	<u>5,350.00</u>
Total UNREALIZED GIFTS	<u>43,892.48</u>
Total Other Assets	<u>43,892.48</u>
TOTAL ASSETS	<u><u>1,166,166.74</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
200 Payroll Liabilities	
Federal Withholding	162.00
FICA Payable	755.70
Medicare Payable	176.74
State Withholding Payable	<u>182.64</u>
Total 200 Payroll Liabilities	1,277.08
201 Future Pledges 2009	10,860.00
210 Discretionary Funds	
211 Interfaith Community	14.73
210 Discretionary Funds - Other	<u>406.20</u>
Total 210 Discretionary Funds	420.93
219 Designated Funds	
219-A Music Program	1,187.88
219-B Religious Education	
Background checks	-39.40
219-B Religious Education - Other	<u>144.49</u>
Total 219-B Religious Education	105.09
219-C Family Service Offering	578.15
219-D Children & Families	245.29
219-F Romania Sister Church	214.36

219-G New Initiatives	655.00
219-J Aesthetics Committee	3,199.55
219-K Hoffman Memorial Garden	1,406.66
219-L Seeds (RE Facilities)	22,731.01
219-M Hoffman RE Interest	470.52
219-N Dillon Fund (Sabbatical)	4,616.69
219-R Sunday Services	240.00
219-S Equal Exchange Fundraiser	889.74
219-W Goddess Group	49.33
219 Designated Funds - Other	<u>9,069.00</u>
Total 219 Designated Funds	45,658.27
220 Contingency Fund	10,062.56
226 Memorial Funds	
205 Memorial Funds--General	2,144.16
226 Memorial Funds - Other	<u>25.00</u>
Total 226 Memorial Funds	<u>2,169.16</u>
Total Other Current Liabilities	<u>70,448.00</u>
Total Current Liabilities	70,448.00
Long Term Liabilities	
255 Mortgage -- Building	<u>164,529.34</u>
Total Long Term Liabilities	<u>164,529.34</u>
Total Liabilities	234,977.34
Equity	
310 Koch CRT	38,542.48
311 Nigro CRT	5,350.00
Board Designated Funds	
323 Major Capital Repairs	9,766.42
324 Emergency Funds	2,462.25
326 Mortgage Reserve	11,201.18
329 Planned Giving	<u>45,972.29</u>
Total Board Designated Funds	69,402.14
Opening Bal Equity	656,847.73
Restricted Funds	
315 Schwab Endowment	50,776.58
359 Hoffman RE Fund-Principal	<u>4,846.50</u>
Total Restricted Funds	55,623.08
Retained Earnings	79,917.81

Net Income	<u>25,506.16</u>
Total Equity	<u>931,189.40</u>
TOTAL LIABILITIES & EQUITY	<u>1,166,166.74</u>

2009 Operating Statement

	<u>Jan - Dec 09</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Ordinary Income/Expense				
Income				
I Pledge/Offering Income				
401 Pledges Current Year	251,192.93	257,990.00	-6,797.07	97.37%
402 Uncollectibles	0.00	-4,000.00	4,000.00	0.0%
404 Offerings	14,318.65	13,426.00	892.65	106.65%
405 Previous Year Surplus	13,408.91	13,408.00	0.91	100.01%
407 New Pledges	<u>6,715.00</u>	<u>2,569.00</u>	<u>4,146.00</u>	<u>261.39%</u>
Total I Pledge/Offering Income	285,635.49	283,393.00	2,242.49	100.79%
II Other Income				
413 PG & E Income	748.31	700.00	48.31	106.9%
420 Rentals	4,985.38	4,500.00	485.38	110.79%
440 Interest/Dividends	<u>783.39</u>	<u>700.00</u>	<u>83.39</u>	<u>111.91%</u>
Total II Other Income	6,517.08	5,900.00	617.08	110.46%
III Special Activities				
432 Grocery Certificates	8,375.75	5,100.00	3,275.75	164.23%
434 Fundraising	15,057.37	11,000.00	4,057.37	136.89%
436 Misc. Sales	<u>949.80</u>	<u>1,200.00</u>	<u>-250.20</u>	<u>79.15%</u>
Total III Special Activities	<u>24,382.92</u>	<u>17,300.00</u>	<u>7,082.92</u>	<u>140.94%</u>
Total Income	316,535.49	306,593.00	9,942.49	103.24%
Expense				
705 Administrative Assistant	6,900.61	6,207.00	693.61	111.18%
I COMMITTEES				
501 Small Group Ministries	183.19	200.00	-16.81	91.6%
502 Forum	23.09	100.00	-76.91	23.09%
503 Adult Education	30.26	200.00	-169.74	15.13%
504 Medians	0.00	200.00	-200.00	0.0%
505 Stewardship	1,043.74	1,750.00	-706.26	59.64%
506 Care Rings	63.59	100.00	-36.41	63.59%
507 Childcare	200.00	350.00	-150.00	57.14%
508 Music Program	1,979.75	1,900.00	79.75	104.2%

509 Denominational Affairs	300.00	300.00	0.00	100.0%
512 Hospitality	-301.11	0.00	-301.11	100.0%
513 Landscaping	346.20	500.00	-153.80	69.24%
515 Membership	185.98	550.00	-364.02	33.82%
516 Planned Giving	0.00	300.00	-300.00	0.0%
517 Religious Education				
A Summer RE Coordinator	1,000.00	1,000.00	0.00	100.0%
517 Religious Education - Other	<u>3,274.71</u>	<u>2,700.00</u>	<u>574.71</u>	<u>121.29%</u>
Total 517 Religious Education	4,274.71	3,700.00	574.71	115.53%
518 Social Action	1,152.92	1,175.00	-22.08	98.12%
519 Board Expenses				
A Interim Search Exp.	0.00	0.00	0.00	0.0%
519 Board Expenses - Other	<u>400.00</u>	<u>500.00</u>	<u>-100.00</u>	<u>80.0%</u>
Total 519 Board Expenses	400.00	500.00	-100.00	80.0%
520 Sunday Services	450.21	900.00	-449.79	50.02%
521 Visioning	0.00	0.00	0.00	0.0%
522 Fundraising	552.94	1,000.00	-447.06	55.29%
523 YRUU	575.00	575.00	0.00	100.0%
524 New Initiatives	42.50	500.00	-457.50	8.5%
525 UU Partner Church	150.00	200.00	-50.00	75.0%
526 Social Activities	<u>335.87</u>	<u>600.00</u>	<u>-264.13</u>	<u>55.98%</u>
Total I COMMITTEES	11,988.84	15,600.00	-3,611.16	76.85%
II DENOMINATION				
528 UUA Annual Fund	13,524.02	11,921.00	1,603.02	113.45%
529 Midsouth District	<u>4,980.04</u>	<u>4,500.00</u>	<u>480.04</u>	<u>110.67%</u>
Total II DENOMINATION	18,504.06	16,421.00	2,083.06	112.69%
III EXPENSE ADMINISTRATIVE				
530 Bank Charges	45.90	100.00	-54.10	45.9%
531 Printing & Copier Costs	3,468.19	3,100.00	368.19	111.88%
532 Administrative Supplies	2,927.75	3,000.00	-72.25	97.59%
533 Congregational Retreat	0.00	0.00	0.00	0.0%
533 Postage	1,458.19	1,263.00	195.19	115.45%
534 Public Relations	2,337.02	1,962.00	375.02	119.11%
535 Prof. & Lay Development				
A DLRE	858.00	858.00	0.00	100.0%
B Music Director	25.00	310.00	-285.00	8.07%
C Congregational Admin.	40.00	200.00	-160.00	20.0%
D General Assembly	0.00	0.00	0.00	0.0%
E Annual Presidents' Conference	<u>90.95</u>	<u>200.00</u>	<u>-109.05</u>	<u>45.48%</u>
Total 535 Prof. & Lay Development	<u>1,013.95</u>	<u>1,568.00</u>	<u>-554.05</u>	<u>64.67%</u>
Total III EXPENSE ADMINISTRATIVE	11,251.00	10,993.00	258.00	102.35%

IV EXPENSE BUILDING**536 Building Maintenance**

A Janitorial Services	4,990.00	4,500.00	490.00	110.89%
536 Building Maintenance - Other	<u>7,304.10</u>	<u>7,000.00</u>	<u>304.10</u>	<u>104.34%</u>
Total 536 Building Maintenance	<u>12,294.10</u>	<u>11,500.00</u>	<u>794.10</u>	<u>106.91%</u>

537 Capital Repairs	0.00	5,000.00	-5,000.00	0.0%
538 Mortgage Payment	24,185.88	24,192.00	-6.12	99.98%
539 Casualty & Liability Ins.	3,540.00	3,850.00	-310.00	91.95%

Utilities

541 Stormwter Utility Fee	624.45	650.00	-25.55	96.07%
542 Electricity	6,571.96	7,055.00	-483.04	93.15%
543 Gas	2,845.78	3,475.00	-629.22	81.89%
544 Phone/Internet	2,482.85	2,850.00	-367.15	87.12%
545 Water	<u>238.97</u>	<u>294.00</u>	<u>-55.03</u>	<u>81.28%</u>
Total Utilities	<u>12,764.01</u>	<u>14,324.00</u>	<u>-1,559.99</u>	<u>89.11%</u>

Total IV EXPENSE BUILDING	52,783.99	58,866.00	-6,082.01	89.67%
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V PAYROLL & BENEFITS**MINISTER--INTERIM**

546 Business & Professional Exp	11,502.16	11,728.00	-225.84	98.07%
547 Compensation				
B-Per Diem	45,900.00	45,510.00	390.00	100.86%
C-Housing	<u>13,750.00</u>	<u>15,435.00</u>	<u>-1,685.00</u>	<u>89.08%</u>
Total 547 Compensation	59,650.00	60,945.00	-1,295.00	97.88%

548 Benefits

A-UUA Retirement	2,700.00	3,690.00	-990.00	73.17%
B-Medical Insurance	9,533.03	11,566.00	-2,032.97	82.42%
C-Out of Pocket Med. Reimb.	8,449.76	5,535.00	2,914.76	152.66%
D-Dental Insurance	0.00	0.00	0.00	0.0%
E-Disability Income Insurance	0.00	0.00	0.00	0.0%
F-Accredited Ann. Minister Conf	<u>0.00</u>	<u>792.00</u>	<u>-792.00</u>	<u>0.0%</u>
Total 548 Benefits	<u>20,682.79</u>	<u>21,583.00</u>	<u>-900.21</u>	<u>95.83%</u>

Total MINISTER--INTERIM	91,834.95	94,256.00	-2,421.05	97.43%
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STAFF**I COMPENSATION**

551 Congregational Adminstrator	30,373.72	30,374.00	-0.28	100.0%
552 Music Director	18,333.12	18,333.00	0.12	100.0%
553 RE Director	15,932.76	19,323.00	-3,390.24	82.46%
554 Piano Accompanist	5,630.00	5,500.00	130.00	102.36%

555 Nursery Leader & Assistants	2,115.50	1,980.00	135.50	106.84%
Total I COMPENSATION	72,385.10	75,510.00	-3,124.90	95.86%
II BENEFITS				
557 DRE Health Insurance	2,159.43	2,030.00	129.43	106.38%
558 DRE Retirement	1,184.15	2,033.00	-848.85	58.25%
559 MD Retirement	1,833.00	1,833.00	0.00	100.00%
560 AA Health Insurance	1,796.05	2,030.00	-233.95	88.48%
561 AA Retirement	620.40	621.00	-0.60	99.9%
562 CA Retirement	3,037.39	3,038.00	-0.61	99.98%
564 Disability--all	432.72	827.00	-394.28	52.32%
565 Employer FICA/Med. Taxes	5,838.71	6,328.00	-489.29	92.27%
Total II BENEFITS	16,901.85	18,740.00	-1,838.15	90.19%
Total STAFF	89,286.95	94,250.00	-4,963.05	94.73%
Total V PAYROLL & BENEFITS	181,121.90	188,506.00	-7,384.10	96.08%
VI EXTRAORDINARY EXPENSES				
605 Reimb. Interim Transit. Exp	6,000.00	6,000.00	0.00	100.0%
610 Settled Minister Search Exp	2,478.93	4,000.00	-1,521.07	61.97%
Total VI EXTRAORDINARY EXPENSES	8,478.93	10,000.00	-1,521.07	84.79%
Total Expense	291,029.33	306,593.00	-15,563.67	94.92%
Net Ordinary Income	25,506.16	0.00	25,506.16	100.0%
Other Income/Expense				
Other Income				
A Social Action Contributions	3,324.17			
B Worker Center Grant Inc.	5,123.35			
Total Other Income	8,447.52			
Other Expense				
A SAC Charitable Donations	3,324.17			
B Worker Center Grant	5,123.35			
Total Other Expense	8,447.52			
Net Other Income	0.00			
Net Income	25,506.16	0.00	25,506.16	100.0%

Appendix II: Births, Deaths, and New Members April 2009 to March 2010

Births:

Maddalena Emilia Messori, born to Melanie Hennings and Marco Messori April 26, 2009.

Camden Wesley Masland, son of Lindsay Caitlin and Caleb Nelson Masland, born June 30, 2009.

Evelyn Faye Schliekelman, born to Deborah Keys and Paul Schliekelman on October 27, 2009.

Kennedy Shiloh Vaught, born to Michelle and Brian Sharkey-Vaught, March 26, 2009.

Benjamin Stefan Pabis, born to Shelli and George Pabis, August 18, 2009.

Alexis Belle O'Donnell, born to Andrea and Casey O'Donnel, December 13, 2009.

Deaths:

Walter Brown, Jr., age 80, died April 1, 2009

Gary Anderson, died April 3, 2009

Janet Pomeroy, age 81, died September 29, 2009

Frances Letitia "Letty" Fitch, age 53, September 30, 2009

Pat Haynes, age 91, died February 1, 2010

New Members:

Guru Devi Khalsa, April 19, 2009

Michael Martin, September 20, 2009

Karen Michelle Bergmann, May 26, 2009

Andreas Handel, October 17, 2009

Gary & Teresa Rinker, May 31, 2009

David Wyatt, October 25, 2009

Lindsey Lush, June 28, 2009

Al Bergins, November 8, 2009

Illona Stewart, August 23, 2009

Michelle & Brian Vaught, November 22, 2009

Victoria Smith & Michael Jenkins, August 30, 2009

Joy Carrell, January 10, 2010

Laura & Mohan Iyer, September 9, 2009

