

FIRST UNITARIAN CHURCH

2010-2011 Annual Report

First Unitarian Church
220 Winton Road South
Rochester, NY 14610
(585) 271-9070
(585) 244-5391 fax
office@rochesterunitarian.org
www.rochesterunitarian.org

Cover: created by Megan Austin Sperber

Presented at the Congregational Meeting—June 5, 2011

Church Staff 2010-2011

(*denotes staff who worked here only part of 2010-2011)

Rev. Kaaren Anderson, Parish Co-Minister
Rev. Scott Tayler, Parish Co-Minister
Rev. Jen Crow, Associate Minister

Caroline Akwaa, Evening Administrative Assistant
John Barthelmes, Jr. High Drama Coordinator
Stuart Burke, UU Schools Coordinator
Aria Camaione Lind, Lead Childcare Provider
David Chamberlain, Custodian (Sundays)
*Kim Dehon, Religious Education Assistant and Saturday Membership Coordinator
Max Denler, Late Service Section Leader
Megan DeStefano, Teacher for 3-4 yr. olds
Jessica DiMaria, Lead Childcare Provider
*Randall Foster, Custodian
Michelle George, Student Intern
Allen Gundlach, Finance and Database Coordinator
Muhend Hamad, Custodian
William Hayes, Custodian
*Chris Hinesley, Fund Development Coordinator
Helen Hou-Sandi, 9:30AM Keyboard player/Choir Accompanist
Mary B. Jones, Director of Member Services
Clare M. Kerber, Church Administrator
Hannah Lurye, Assistant Infant Toddler Care Provider
Lauren Lutzke, Teacher for 3 yr. olds
Mary Lyubomirsky, Music and Arts Coordinator
Suzanne McNair, Director of Youth and Early Childhood
Larry Medici, Substitute Custodian
*Lori Morse, Religious Education Assistant
Karen Reimringer, Newsletter Editor and Building Use Coordinator
Kathy Tew Rickey, Ministerial Intern
Edward T. Schell, III, Minister of Music
Lisa Schmitz, Early Service Choir Director and Children's Choir Director
Sheila Schuh, Director of Religious Education
Antoinette Simson, Director of Lay Ministries
*Orma Sullivan, Evening Administrative Assistant
Terri Ward, Evening Administrative Assistant
David Weygandt, Early Service Section Leader

2010-2011

Ministry Leaders List

Ministry Leader Oversight	Rev. Kaaren Anderson and Rev. Scott Tayler
Worship	Rev. Kaaren Anderson and Rev. Scott Tayler
Music and Arts	Ed Schell and Mary Lyubomirsky
Adult Spiritual Development	Rev. Jen Crow
Child and Youth Religious Education	Sheila Schuh
Pastoral Care	Tina Simson and Linda Hazel
Social Justice	John Keevert, Carole Hoffman , Ron Johnson and Rev. Scott Tayler
Membership	Mary B. Jones
Denominational Affairs	Suzanne McNamara
Building and Grounds	Clare Kerber and Bert Schlabach (Facilities Manager)
Leadership and Governance	Anne Perry (President) and Barbara de Leeuw (Vice-President)
Office Administration	Clare Kerber

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Officers

Anne Perry, President
Barbara de Leeuw, Vice President
Linda Friedman, Clerk
Don Wilder, Deputy Clerk
John Vakiener, Moderator
Steve Brown, Treasurer
Vacant, Assistant Treasurer
Gene Oliver, Controller
Vacant, Assistant Controller

Trustees

Barbara de Leeuw, Trustee 2011
Tom Petrillo, Trustee 2011
Joe Orvetti, Trustee 2011
Grace Carswell, Trustee 2012
Tim Farnum, Trustee 2012
Marla Schweppe, Trustee 2012
Elaine Richane, Trustee 2013
Nora Walter, Trustee 2013
Eric Zeise, Trustee 2013

First Unitarian Church

Rochester, New York

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It's About

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Remembering Who We Most Want to Be



Becoming Who We Most Want to Be



Offering Grace



Giving Goose Bumps



Transforming Ourselves and the World



Providing First Rate Hospitality



Empowering Leaders (& Connecting People)



Welcoming People Home (Evoking Wows!)



Sharing The Best of Who We Are



Lighting up the World



FIRST UNITARIAN !!

From The Back Hallway

Rev. Scott Tayler, Rev. Kaaren Anderson and Rev. Jen Crow

This has been another amazing year. We are blessed with talented and dedicated staff and volunteers who consistently push the envelope and hold themselves and our church to the highest of standards. This year has seen innovation and growth in every ministry area and together we have instituted several all church efforts. And we do all of this, of course, because of our love of each other and our hope for a world of compassion and justice made better by our presence in it. Through all of our efforts, we hope most of all to help each other remember and become the people and the community we long for. Here are a couple of highlights from our full year:

Innovation

Whether it was our Black Friday service, the new Junior High Spiritual Survivor program, the launch of our Pastoral Care Team, the Hear and Now Band that plays most Saturdays, our original Christmas Pageant, our numerous drama productions including “Is There Life After High School?,” the support of not just one but two candidates for the UU ministry through internships and student ministry opportunities, the introduction of the Director of Lay Ministries position, or the fact that we continue to meet and exceed all benchmarks for membership and growth, chances are that you were touched by the changes in our church this year. While we continue to be recognized as both a flagship and a mentoring congregation in our Unitarian Universalist Association, you will never see our staff and volunteers relying on their past accomplishments. Together, we share a passion for helping each other find deeper connection by offering opportunities to listen to our deepest selves, open to life’s gifts, and serve needs greater than our own.

All Church Efforts

The largest concerted effort and perhaps the most notable accomplishment of the year is the launch of our third worship service, Saturdays at 4:30pm. For the last several years, our two Sunday morning services have surpassed the 80% Rule – the well-researched rule of thumb that states that if newcomers arrive at a service and find it more than 80% full, they will not return. This year, we began our third service in an effort to open up more seats at our two Sunday services, and we succeeded. While we have significantly more folks attending worship each weekend, there is now room for our Sunday services to grow again. And of course, launching the third service required enormous effort on the part of our staff and volunteers – combining the efforts of not just our Worship Ministry, but also our Membership, Religious Education, Office, and Music and Arts Ministries. Together, we offer a casual, contemporary worship environment complete with a new house band on Saturdays, along with our two services each Sunday and their diverse and outstanding musical offerings.

Throughout the year, our ministry leaders took up an intensive study effort and developed new, memorable, and inspiring ministry mission statements that guide our work. Each week we gather to explore the ways we are achieving our missions and outcomes, consistently challenging ourselves and

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each other to let go of less focused efforts and find new ways to touch the lives of our members, friends, and community. Check out our new one word – or short phrase – ministry mission statements on page 6.

In the midst of these all church efforts, you have also taken excellent care of your ministers. In this very full year, you have supported both a maternity leave for Jen and a three month sabbatical for Kaaren and Scott. Lay leaders and staff have stepped up to ensure continued excellence in all of our ministry areas and we are incredibly grateful for the time to care for ourselves, our families, and our callings.

Looking Ahead

So many new adventures await us in the year ahead. In just a few months, we will welcome Kaaren and Scott back from their sabbatical, eager to share in their renewed energy and the ideas they will surely bring. Each ministry area is already planning for new programming and ideas for the fall, and we are preparing to welcome several new staff members, too. David Messner, our former ministerial intern, will join us next year as our half-time Consulting Assistant Minister of Membership Development, combining the previous positions of Director of Member Services and Fund Development under one umbrella. And while we will soon be saying goodbye to our ministerial intern, Kathy Tew Rickey, we will also be welcoming a new student for the UU ministry, Gretchen Weiss, to join us for a two-year, half-time internship.

Thank You

To our staff and lay leaders – “Thank You” does not begin to express our gratitude. All of our volunteers – from the Board of Trustees to the Rummage Sale and the Auction to our Pastoral Care Team and our Audio Visual crew and our musicians, just to name a few – you all give 110%, often behind the scenes and without recognition. You are the glue that holds us together and we cannot thank you enough for the boundless energy and humor you bring to the work of church.

As we near and likely cross over the 1,000 member mark this year, there is no one we need to thank and recognize more than our Director of Member Services, Mary Jones, and the amazing teams of volunteers that she has trained and formed to offer our First Unitarian “Wall of Welcome.” In the five years since Mary took on this position, both she and our church have grown. Mary’s wise counsel, professionalism, and passion for Unitarian Universalism have propelled us forward – and Mary has helped hundreds of new members to connect and find their place here. We are so grateful for all of the gifts that Mary has given us and we wish her Sundays off, time to travel, and the sure knowledge that she has left a legacy of worth here as she heads into retirement.

Kudos also go to our ministerial intern, Kathy Tew Rickey, who has quietly shored us up through the many transitions of the year. Through her solid hard work, good humor, camaraderie, and willingness to help in any way that she can, Kathy has been a key player on our staff this year. She is already a minister to many of us here, and while we hate to see her go at the end of July, we are proud to have played a part in her journey toward ministry.

And last but not least, thank you to **all** of you. It is a pleasure to serve alongside you in this always engaging, incredibly vibrant and dedicated community. I know without a doubt that we are helping each other to live lives of connection and meaning, and that ultimately it is all of you who make this community the powerful force for good that it is in our lives and in our world. What a gift to be one of your ministers.

In faith,

Rev. Jen Crow – for Rev. Kaaren Anderson and Rev. Scott Tayler, as well

Worship Ministry It's about... Remembering

Ministry Leaders: Rev. Kaaren Anderson and Rev. Scott Tayler

Ministry Mission:

We help people listen, open, serve by...

- providing people with joyful, practical, experiential and challenging worship that helps people remember who they most want to be.

We make sure to invite and prepare people to...

- learn more about our faith and congregation through UU101 & Starting Point,
- go deeper into the themes through the support and accountability of small groups,
- put their faith into action alongside others through social justice task forces.

Greatest Successes:

- We continue to focus on offering relevant, thoughtful messages in creative and inspiring ways. From our annual Memory Tree service, to the Christmas pageant created in-house, to our new Black Friday service, to each and every weekend – we not only offered an innovative approach to holidays and rituals, but we hope we brought meaning to each weekend through our music, sermons, and worship themes.
- We implemented a 3rd service on Saturdays at 4:30 pm– complete with new music, Religious Education opportunities, and hospitality volunteers. Average attendance at the Saturday service as of April 7th was 95. We've seen a significant increase in worship attendance overall, with over 400 visitors attending worship already this year.
- Total times individuals attended worship services 2009-2010 (by end of March 2010): 13,582 ----
Total times individuals attended worship services 2010-2011 (by end of March 2011): 14,539
- There has been a roughly equal draw from both of our Sunday services to our Saturday service, creating room for our Sunday services to grow.
- We maintain a fully trained usher corps, with special attention to safety and emergency response training, headed by Laura Morrissey.
- We improved the look and usefulness of our Order of Service.

Looking Ahead:

- We continue to be challenged by the quality of our sound equipment and of our audio visual resources. As we continue to expand the types of musical and creative offerings in our worship, we need to focus our attention on improving our equipment so that we can improve the overall worship experience.

- Growing the Saturday service. While we are thrilled to have launched this successful new service, we hope to see it grow in the coming year as we reach out into the community and continue to encourage our members to invite their friends to join us.
- Improve our Chalice Lighting and Extinguishing rituals. The way we currently light and extinguish our chalice is more awkward than we would like and fails to reflect our current church mission. We plan to give this more attention in the year ahead.

A Word of Thanks:

Creating meaningful worship is a team effort, and it takes all of us to succeed. We are so grateful for our remarkable Staff and volunteers that make up our worship team. Our music team: Ed Schell, Lisa Schmitz, Mary Lyubomirsky, Helen Hou-Sandi, Max Denler, David Weygandt and our new, Hear and Now band made up of Adam Wilcox, Megan Koch, Jean Bolinger, and Mike and Melissa Boyack not only bring the highest standard of excellence but a commitment to creating community. They embody innovation, flexibility, and caring. And on top of this we are blessed by more volunteers than we can name. From the Choirs to the Ushers, from the Décor team to the Creative Worship group, from bell ringers to dancers, from pageant players to the chair-restoring Bi-Fri'ers, our worship is enhanced and given life by so many members of this church. Our worship is truly a team effort: the work and gift of so many. It is an absolute privilege to create worship together.

Rev. Jen Crow, for Kaaren and Scott

Music & Arts Ministry It's about...Goose Bumps!!!

Ministry Leaders: Ed Schell & Mary Lyubomirsky

Ministry Mission:

We help people listen, open and serve by...

- giving people 'goose bumps' through performance and audience opportunities that inspire people to:
- find themselves through an overwhelming experience of re-connection with their deepest self & core values
- lose themselves in a transcendent experience of unity with that which is larger than themselves.

Most Gratifying Part of our Jobs: The opportunity to build meaningful connections between the people of our faith community and the greater community through the making of and sharing of art and music.

Major Accomplishments:



The Hear and Now Band

Strong sense of community in our choirs and our band – shared vision, grassroots pastoral care & exemplary musical performance.

High-quality art & music as an asset to the greater community – Enjoy July Outdoor Concert Series, Williams Gallery, First Muse Chamber Music, Café Veritas Coffeehouse

Art & Music that enhances and brings greater depth and meaning to the worship themes and values of our Faith

Community – weekly music provided by choirs, the “Hear and Now” Band, small groups and guests which enhance worship themes; artwork in the Williams Gallery; a Christmas Pageant and a Broadway Musical – each a work of performing art which highlighted and furthered our values as a faith community.

Challenges:

Structural and Technical Limitations – outdated sound, lighting and projection systems.

Communications – being able to make congregants aware of music & arts activities. Many vehicles are available and utilized, but the volume of activity at the church makes it difficult to get each program noticed.

Rus Simpson in “Is There Life After High School?”



Other Program Highlights:

- Our new “Hear and Now” Band, which provide worship music at 4:30PM on Saturdays.
- Choir Sundays
- Third Original Christmas Pageant
- Produced a Broadway Musical with (mostly) in-house talent
- “Enjoy July” Outdoor Summer Concert Series
- Three outstanding Chamber Music Concerts with First Muse
- Monthly Coffeehouse Concerts - Great Coverage in the D&C and on the ‘Open Tunings’ radio show.

Music & Arts Ministry sees opportunities in:

- A greater focus on creative worship in the coming year. Brainstorming sessions already have us busting open with ideas!
- A shift of coffeehouse concerts to Saturday nights and an invitation to performers to provide worship music every third Sunday of the month! Great synergy!
- New leadership of the 8th Notes Choir: Meghan Koch will be bringing her new ideas and energy to an already hip and energetic group!
- Our first ever Music & Arts Leadership retreat this fall.

Many thanks to the many members of First Unitarian Church who add their talents to our music and arts programs. Special thanks to those who lead some of our initiatives:

Sue Ames – Art Committee

Anita Rosenfeld – Décor Committee

Tim Farnum – Youth Jam

Adam Wilcox – “Hear and Now” Band Leader

David Weigand – 9:30AM Tenor Section Leader

Max Denler – 11:15AM Tenor Section Leader

Helen Hou-Sandi – 9:30AM Accompanist/Organist

Melissa Matson – Artistic Director of First Muse Chamber Music Series

Mike Mullane – Artistic Director of Café Veritas Coffeehouse Concert Series

Kindle Perry – Drama Set Designer, Pageant Lyricist, Creative Worship

Lisa Marie Schmitz – 9:30AM Choir Director & Children’s Choir Director

Lew Ward-Baker – Drama Group

Roy Wood & Anne Wilcox – Dance Group Leaders

Kas Eldridge, Rich Wilder and Fran Wyffels – Volunteer Pianists

Jim Simmonds – Director for “Is There Life After High School?”

John Barthelmes – Junior High Drama Director and Theatre Workshop Leader

Meghan Koch – 8th Notes Leader and 2011 Summer Worship Music Leader



Enjoy July Concert

Adult Spiritual Development It's about... Becoming

Ministry Leader: Rev. Jen Crow

Ministry Mission:

We help people listen, open, serve by providing:

- circles of learning, support and challenge
- opportunities for spiritual deepening and practice
- an intimate home in the larger church community
- so they become the people they want to be.

Spiritual development continues to be a strong core of our community connection at First Unitarian. Through our ministry of Adult Spiritual Development, we offer an exciting, responsive, diverse, and highly successful selection of small group opportunities that encourage spiritual growth among our members and friends. Between our Journey Groups, our Adult Education and Enrichment Opportunities, Spiritual Practice Groups, Transition and Support Groups, and our numerous Family and Social Offerings, we served over 900 members and friends this year. That is amazing! And it takes all of us to pull this off. So, whether you've joined us a participant or a facilitator, thank you for making this ministry a success at First Unitarian!

Greatest Successes

- **Congregational Involvement.** With 30 Soul Matters Groups, 4 Wellspring Groups, numerous Spiritual Practice and Adult Education Groups, we are offering a comprehensive array of opportunities, and we have a percentage of congregational involvement that tops just about every UU congregation in the nation.
- **Strength in Study.** Our Bible Study classes, coordinated by Marge Forth and taught by Dr. Anne Meredith, continue to be among our most popular offerings in the area of Adult Education and Enrichment.
- **Energy building in Spiritual Practice Opportunities.** Significant growth occurred in our Spiritual Practice Opportunity attendance thanks to the continued dedication of our facilitators. We are particularly grateful for the introduction of a popular new class in Advanced Meditation taught by Jan Cook.
- **Continued expansion of our Wellspring program at home and around the country.** This year we offered 2 Wellspring groups and 2 Wellspring Two groups at First Unitarian. 15 congregations around the country offered Wellspring, and we will support several more in starting the program in the year ahead. Also, our team of Wellspring Consultants (Libby Moore, Joy Collins, and Tina Simson) are developing and piloting a 5 year, 5 part series of Wellspring Two offerings for Wellspring graduates.
- **Sharing our programming.** Our congregation continues to be seen as a flagship within the UUA for innovative and effective Adult Spiritual Development programming. Our Soul Matters model and curriculum is being shared with congregations near and far and our Wellspring program

has expanded to include 15 congregations around the country. This year as part of the UUA's Leap of Faith program, we hosted ministers and staff teams seeking to learn more about how to create and implement successful Adult Spiritual Development programming.

Greatest Challenges

- **Following new directions.** Through the energy and dedication of many staff and volunteers, we have created and continue to sustain a thriving, distinctively UU, array of Adult Spiritual Development opportunities. Our cornerstone programs are now secure and effective, and it is time to explore new directions to keep our energy high. In the year ahead, we hope to explore a number of retreat options that will enable members to explore and deepen their spirituality in a new way. We also hope to explore and pilot a few neighborhood groups – a small group model based on geography.
- **Supporting new Soul Matters groups that emerge from the Starting Point series.**
We believe it is important for the ministers to continue leading the Starting Point series and the challenge comes when it is time to transition these Starting Point members into Soul Matters groups. More staff time and support in this area would allow us to offer high-quality leadership and support of new facilitators.
- **Accurate tracking.** We continue to struggle to find an accurate and easy way of tracking the large number of participants in our ministry. Currently, we must go over every group and class list by hand to determine how many distinct individuals are participating in our groups, and we don't know if there are patterns or trends we are missing. In the year ahead, we hope to determine whether a new tracking system would help us to better meet our ministry objectives.

A word of thanks...

Our Adult Spiritual Development Ministry depends on all of you – as facilitators, participants, idea generators, and coordinators. Together, we help each other become the people we want to be by creating circles of intimacy and risk within our growing congregation. We practice the skill of deep listening, and through this gift we hear the voice of our deepest self as we open to the many gifts of life that we offer each other. Your willingness to learn and grow and risk as leaders and group members is essential to our success. Thank you for your willingness to go deeper, to take the challenge of living life with integrity seriously. It is an absolute joy to be on this journey with you and to witness so many of us becoming the people we are called to be in the world. Together, we are changing our lives, our families, our community, and our world. Thank you for making this possible.

In faith,

Jen Crow, Ministry Leader

Religious Education Ministry It's AboutLighting up the World

Ministry Leader: Sheila Schuh, Director of Religious Education

Ministry Outcome Progress Report:

- a. Identify a program opportunity and staffing plan for a “targeted parent enrichment opportunity” --with focus on helping families survive in the culture. *Piloted this as an inclusive part of Our Whole Lives 5th grade on Communication.*
- b. Continue to strengthen RE committee portfolio model, with special attention to reducing staff hours. *Model continues to be a supportive working group. Pre-planning in summer needed.*
- c. Increase integration of “Listen, Open, Serve” and the larger church mission into the RE program, with particular attention to articulating how the principles & sources fits into our spiritual approach. *Listen, Open, Serve part of weekly children’s worship activities, integrated into curriculum in Spiritual Survivor and Coming of Age. UU Sources more explicit in Survivor, more elemental in Workshop Adventure.*
- d. Identify ways to use technology to improve quality and ease of volunteer training. *Created training video.*
- e. Implement a system for regularly updating the web page. *Some RE items were sent to Face book. Updates now under Director of Youth and Early Childhood Programs.*
- f. Revise and revamp the junior high program (6-8th grade-spiritual survivor) to be more in line with church mission, with particular attention to increasing involvement of Jr. High in social justice and counter-cultural skills. *This is a three-year process with year one complete. Also included off-site visits to other places of worship.*
- g. Ensure better awareness of and follow through on safety practices for birth-4 yr. olds by RE staff. *Director of Youth and Early Childhood Program position ensuring better oversight of downstairs.*
- h. Ensure that there is prepared curriculum for 3 & 4’ year olds. *See above.*
- i. Increase intergenerational & “personal story” sharing in our workshops. *Attempted one, however person became ill. Continue as a goal but need more specific parameters to narrow pool.*
- j. Establish more detailed tracking of each age cohort in database. *Director of Youth and Early Childhood has separated all age groupings to make it possible to extract data effectively.*
- k. Improve tracking of parent volunteers, making it easier to identify volunteers around their interests and skills. *Developing advanced volunteer system. Followed through on UU201 forms.*
- l. Tighten nets for newcomers. *Check-in and tracking in place at RE Table. Mid-year follow-ups.*
- k. Identify a fee structure for non-member children. *RE Committee completed proposal and is preparing to implement.*
- n. Identify unique parent integration programming-i.e. Starting Point for Parents or Starting Point Add-on for parents. *Decided on add-on 2 hr session to be developed in Summer 2011.*

Outcomes Specific to Youth:

- Continue “3 components” approach in Youth program. (The 3 components are: social action, spiritual development & community building). Group completed service projects, engaged in spiritual deepening activities, will lead worship, had one overnight, and attended several conferences.
- Increase youth group’s connection to wider 1st Unitarian community. Most success through volunteerism in RE, auction, childcare, Greater Good Committee, School 22, Grants Panel, etc.
- Improve the registration process for youth. Better with attention from *new staff*.

Attendance: Registered: 314. Attendance average: 170-200. Strong in Pre-K.

IV. Major Successes: Implementation of Junior High “Spiritual Survivor” program and Junior High Drama Group. Major increase in OWL teacher volunteers and conversion of OWL program to every year 5th-9th grades. Youth Group oversight and efficient data processes through new staffing. Addition of Mini-World room to Workshop Adventure program. Inception of Saturday evening Religious Education at 4:30pm. Streamlined RE Mission. Friends in Faith program creation.

Prospective Goals for 2011-2012:

- Pilot parent/youth option to help families live or clarify values in relation to the wider culture.
- Investigate need for Parents In Transition Spiritually (PITS) group.
- Define strategic integration of “Listen, Open, Serve” and the larger church mission into the RE program, with particular attention to articulating how the principles and sources fits into our spiritual approach.
- Identify ways to use technology to improve quality and ease of volunteer training, ensuring safety training for all.
- Revise and revamp the junior high program(6th-8th grade-Survivor) to be more in line with church mission, with particular attention to increasing involvement of Jr High in social justice and counter-cultural skills. Include spiritual elements and spiritual investigation with other faiths.
- Continue “3 components” approach in Youth program. (The 3 components are: social action, spiritual development and community building).
- Explore use of cohort touch groups for small group development within wider Youth Group.
- Increase Youth Group and Spiritual Survivor connection to wider 1st Unitarian community.
- Develop process changes to improve safety practices at district youth events.
- Explore options and parent interest for experiential/nature-based curriculum for 3 and 4 year olds.
- Improve tracking of parent volunteers with advanced registration and calendar planning.
- Tighten nets for newcomers. Implement monthly outings for families or age group cohorts.
- Implement a fee structure for non-member children.

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- Implement parent integration programming: Starting Point Parent Add-On.
- Investigate volunteer opportunities for children/youth with Greater Good recipients.
- Investigate mission trips or weeklong work camps for youth.
- Increase intergenerational contact with children and elders.

New Staff This Year: Suzanne McNair (Director of Youth and Early Childhood Programs); Megan DeStefano (3-4 yr. old teacher) **Staff Leaving/Left:** Jessica DiMaria (Lead childcare provider); Lauren Lutzke (3 yr. old teacher); Lori Morse (RE Assistant); Kim Dehon (Temp. RE Assistant)

A Note of Thanks:

Many thanks to RE Committee members, especially outgoing chair Tristram Smith and Adam Uzelac for 3 years of service. Outstanding leadership from Cynthia Kerber-Gowan in supporting Friends in Faith. Much gratitude to all volunteers and parents who give so generously of themselves to our children and youth. Unending gratitude to such a caring staff team in helping me adjust to life in Rochester.

Pastoral Care Ministry It's aboutGrace

Ministry Leaders: Tina Simson, Linda Hazel and Rev. Jen Crow

Patti Clark and Melissa Pletscher-Nizinsky - Caring Cuisine, Stephanie Ketterl - Holiday Flower/Plant Distribution, Chris Davis - Rides Service (doctors and church), Dan Richards - Chore Service (shared by Bi-Friers depending on need), Sandy Montemaggi - caring quilts, Linda Hazel, Sue Schwardt - Memorial Service Receptions

We help people listen, open, serve by providing...

- Continuing compassionate presence
- Ongoing community connection
- Relationships of support
- An opportunity to experience the giving of pastoral care as a spiritual practice

So the giver and the receiver experience grace in the full spectrum of life

There is a rhythm of grace in the giving and receiving of care. It is a gift to both the giver and the receiver; it replenishes the hearts of both. This rhythm of connection cultivates a generosity of spirit that makes our community abundant and loving. Many people step up every day to help one another. This ministry depends on the dedication and compassion of many seen and unseen individuals. It is with the deepest gratitude that we recognize all those who care and offer support. We are also grateful for the trust friends and members who welcome us into their homes and their lives.

Greatest Successes

Thanks to the dedication of our Caring Community Group Leader, Linda Hazel, and the volunteer coordinators, we have been able to continue to provide meals and rides to members over the past year. Our memorial reception volunteers gracefully support members and their families by providing caring hospitality at a time of need. Their work is compassionate and of high quality

The Director of Lay Ministries was hired in August 2010 and in December of 2010 nine individuals were trained and commissioned by the congregation as the **Pastoral Care Team**. The team has stepped into their role with dedication and skill with many visits to hospitals, nursing homes, and member's home to provide compassionate presence and a listening ear. They answer the call to serve, not only the elder population, but also anyone in need of care or support.

Congregational wide seminar was provided on **Issues of Care at the Time of Death**, Joy Collins developed and presented the workshop with Dr. Timothy Quill, over 100 individuals attended. Material was provided on Health Care Proxy, Living Will, Legacy Society, Memorial Garden and our own UU packet, Celebrating Life, Facing Death.

So many of our senior population have moved to the apartments at **Valley Manor and St John's Meadows**, that we decided to bring First Unitarian programming to those locations. Two worship focused small groups were established and facilitated by Student Intern

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Michelle George and Ministerial Intern **Kathy Tew Rickey**. They have been well received and attended, with members inviting other residents to hear our good news. These groups will be continued in 2011-12.

Our traditional **Flower Distribution** to homebound church members continues to bring together members of the congregation in gentle exchange of kindness. This year over 60 plants and flowers were delivered by members of the congregation made easier through the meticulous coordination of Stephanie Ketterl and the volunteers of the Caring Community.

Greatest Challenges

We are a diverse group with diverse needs and encompass not only on our elder population, but also our families, empty nesters, singles and military families. Providing UU focused support to these diverse needs will take service and programming that is responsive and flexible.

Aging with vitality

As our member population ages, maintaining vitality and continuing to contribute to the life of the church is of utmost importance. Finding ways to support our elders while continuing to take advantage of their knowledge and wisdom is critical to the life of our church. Programming that meets both these needs is necessary.

Additional Program Highlights

- As requested by our elder population, the document *Celebrating Life, Facing Death* (A UU Perspective on Death and Dying) was created with accurate information about end of life choices and resources.
- The Pastoral Care brochure was created for the use of team members and to make available to all church members

Selected Vital Signs

- 79 individuals in need of Pastoral Care from September 2010-May 2011 have received support from the Director of Lay Ministries, the Pastoral Care Team, the Caring Community or the ministers. All members who requested a home visit received one.
- Plants were delivered at Christmas and Easter to more than 30 homebound individuals.
- Six families received meals from the Caring Community this year during a time of need, six rides were provided to members in need of transportation to Dr's visits and to church. While these numbers are small, we believe a culture shift has occurred in the congregation whereby members and friends are cared for at times of trouble by

members of their small group or close connections from choir or social justice activities. Often referrals come to the ministers for pastoral care while the individual's cohorts cover the practical needs.

- Eight Memorial Service receptions were hosted.
- Nine new members of the Pastoral Care Team were commissioned by the congregation and received a total of 31 hours of training from December 2010-May 2011.

Future Opportunities: Looking Forward

While we have many individuals offering practical care and support, we still have relatively few individuals taking advantage of them. This coming year, we will assess the specific needs of our community for pastoral care, evaluate the effectiveness of the current structure of the Caring Community and explore alternative formats to better match the needs of our community with the volunteers.

Considering the success of the pastoral Care Team, we hope to increase its members by 10 additional individual.

Thank you! There are so many people who devote time and energy to this ministry of pastoral care. We want to thank each of you for your dedication and your spirit of grace and giving. You are truly a gift to all of us.

Social Justice Ministry It's About ...Transforming Ourselves and the World

Ministry Leaders: John Keevert, Carole Hoffman, Alison Wilder, Ron Johnson, Rev Scott Tayler

The **Social Justice Executive Committee** includes Rev. Scott Tayler, co-chairs John Keevert and Carole Hoffman, secretary Alison Wilder, and treasurer Ron Johnson.

Ministry Mission: We work together to create lay and ministerial acts of social justice that engage our hands, voices and money to put our liberal religious values into action locally, nationally and around the world.

At the center of the Social Justice Ministry is the **Social Justice Council** which includes representatives of all the task forces, continuing groups, Sunday Plate Committee, Grants Panel, Greater Good Project Committee, and the UUSC. We brought in additional leadership; co-chair Carole Hoffman, and treasurer Ron Johnson. Our main challenge was to maintain the level of energy and involvement in our diverse programs.

- SJC continued its responsibility for administering the task force selection process and selecting the staffing of the committees.
 - SJC took on short term social justice projects - educating the congregation on hydrofracking and legislative redistricting.
 - SJC did the Petition Sunday in the spring, and on March 27th we had 12 issue tables and collected 535 signatures.
 - Coordinated a GUUSTO delegation to the annual Pride Parade, complete with a new banner.
 - Shared our enthusiasm for our social justice programs with the two visiting teams from other congregations seeking growth.
 - One area for improvement is augmenting communication of our Social Justice work to the congregation.
-

Continuing Groups

SCHOOLS PARTNERSHIP PROGRAM

Active at three schools this year:

- Lincoln School #22 both in-class volunteers from church and in-class college student volunteers from FREE did one-on-one weekly guided reading support in 1st grade and kindergarten, along with once a month readers with Spino Literacy Foundation. 1644 volunteer hours for the year.
- Children's School #15 in-class volunteers from church did one-on-one weekly guided reading support in grades 2,3 and 4 as well as Saturday school volunteers. 248 hours for the year.
- School #52 Saturday School volunteers from Church were there for 8 Saturdays, 240 hours for the year.

School Partnership volunteers did fundraising bagels sales and First Muse refreshments to provide #22 School financial support, helping with class field trips, zoomobile, discretionary funds for each teacher, Step into Manhood Trip, Hochstein School Black History Month Field Trip, model student activities, and books and games. Totaling so far \$1,912.16

U-Knitarians joined the group, and the 35 volunteers this year made 340 items.

Hope to doing a Summer Reading Camp as part of the summer camp at the Community Lutheran Center.

Committee members: Ann Bayley, Chairman; Alan Whiting, Chairman Emeritus; Stuart Burke, Staff volunteer Coordinator; Dan Holland, Treasurer; Jacque Cady, Suzanne Olson, Kim Mendelson,- Faculty representative #22 school

ROCHESTER AREA INTERFAITH HOSPITALITY NETWORK (RAIHN) (shelter for families without homes)

- Hosted RAIHN families for one week in July 2010, November 2010, February 2011 and will host in June 2011.
- 80 to 90 RAIHN at First U volunteers participated during each hosting event. Church volunteers generously provided and prepared food for evening meals, Saturday breakfast, and Sunday lunch.
- RAIHN at First Unitarian is well staffed and does not require a formal relationship with a supporting congregation.
- RAIHN program at First Unitarian was funded during this church year thanks to generous donations from the previous year.
- Fall plate collection of about \$1400 was donated to the main RAIHN organization.
- Approximately 200 RAIHN volunteers at First Unitarian are enthusiastic about the work of RAIHN, graciously sharing their skills, time, resources, and hearts.

Co-leaders : Dean Brown and Sara Berger

GREATER GOOD PROJECT COMMITTEE

- Sponsored a Black Friday Service to generate new interest in the Greater Good Project.
- Selected two local groups to receive the donations, Northeast Organic Farmers Association project to bring better food to low income areas, and the St Joseph's Neighborhood Center which provides health care to low income residents.
- Collected \$50,400 which was split evenly between the two groups.
- Solicited input on possible recipients this spring, to ease the time crunch in the fall.

Contacts: Max Kamin-Cross, Marilyn Rosché

SOCIAL JUSTICE OUTREACH GRANTS PANEL

- Adjusted their schedule to allow more timely approvals at a Congregational Meeting.
- Awarded \$7600 to 10 groups, much fewer than the number that applied.
- Selected a recipient for Paul Wenger Fund grant.
- Is no longer involved in selecting recipients for Helen Morris Fund.
- **Chair: Kathy Dobson**

SUNDAY PLATE COMMITTEE

- Met three times a year to review suggestions and select recipients of the plate collection.
- Each month three plate collections go to organizations outside of our own church.
- As of May 1 \$31,534 has gone to 31 organizations. Of those organizations, the majority were small, local not for profit entities, and five were denominational appeals for ongoing denominational endeavors or disaster funds.

Leader: Jacque Cady

UNITARIAN UNIVERSALIST SERVICE COMMITTEE

- UUSC is our denomination's affiliate that works to advance human rights and social justice in the United States and around the world.
- **James Luther Adams Award.** Our church was one of four UU churches in the St. Lawrence District honored with the 2009-10 James Luther Adams Award, given to congregations for their generous line-item contribution of a gift from their annual budget of at least \$1 per church member.
- **Guest At Your Table (GAYT)/UUSC membership.** Our annual UUSC *Guest At Your Table* program was held in December. CHALLENGE-Donations and memberships continue to decline due to structural problems with doing this type of program in our church. Therefore, this program will either be canceled or done in a very different way next year. A separate *Guest At Your Table* program was done in RE in the spring.
- A plate collection on March 27, 2011 was given to UUSC. Many thanks also for annual memberships.

First Unitarian Church UUSC Local Representative- Jack Maniloff

TASK FORCES FOR 2010-11

HONDURAS PROJECT TASK FORCE

- Honduras Project supports community development, in particular education, through a number of initiatives that link our church community to the villages in Honduras and the UR's Department of Family Medicine. Honduras Project Task Force continues to add new initiatives to the mission.
- Matt Malek and Barbara Gawinski traveled to the Honduran villages in the past year, immensely aiding the implementation of our efforts.
- Biggest achievement - continuing the third year of distributing scholarships: to 4 students continuing to ninth grade from last year, to 7 students continuing to eighth grade, and to 13 new students entering seventh grade in La Esperanza, San Marcos de la Sierra, a town to which all students must travel quite a distance to attend school.
- A newly established Sponsorship program has individuals or families in the congregation currently sponsoring 100% of eighth and ninth graders.
- The church Youth Group held a fundraiser this spring to raise money to co-sponsor a student; they plan to continue this effort.
- Major challenge this year was making the difficult decision not to submit a proposal to the Greater Good Project committee, because the Department of Family Medicine and the Task Force retained sufficient funds for the activities in process at the moment. While realizing we ran the risk of being less visible in the congregation, we decided that we were ethically bound not to request funds that we could not use at the moment.
- Other program highlights include developing a small curriculum for the teachers in Honduras, at their request; on making and using sock puppets; continuing the letter-writing exchange with our RE children, now adding letters from sponsors to their sponsored students; and collecting congregationally donated supplies for the sock puppet curriculum.

Co-chairs: M J Curry, Barbara Gawinski; Active additional members: Jed Metzger (RE, Treasurer), Ed Wiltse (RE), Melanie Mroz (Microfinance), Mary Nageotte (Fundraising, SJC, Scholarships), Judy Fuller (Curriculum Development), Jenny Cos (Curriculum Development), Moritz Wagner (Curriculum Development, Scholarships), Matt Malek (Scholarships), Kirsten Nagel (Webmistress, Scholarships, Curriculum), Shosana Dietrich (Fundraising).

HUNGER, HOUSING AND HOMELESSNESS (3H) TASK FORCE

- Continued to sponsor/organize the volunteer for the 1st Sunday Food Cupboard collection.
- Transitioned from the Southeast Ecumenical Ministry (SEM) in the basement of St. Paul's Episcopal Church to the Brighton Food Cupboard (BFC), Brighton Middle School Admin. Bldg, Rm 130.
- St. Joseph's House of Hospitality Sunday Dinner volunteers remained a stable group.
- Reduced the 3H schedule at St Joes to once a month (3rd Sundays) after Manager Tim Segrist's assurance of no volunteer shortage. It runs through July 17, 2011 with August being a potential "vacation" period. 3H no longer subsidizes these volunteer expenses; volunteers felt it unnecessary.
- The April 18, 2011 Plate Collection (\$1,125.00) for "The Vineyard" was shifted to the 501-c3 Cameron Community when the Plate Committee revisited the appropriateness of the Vineyard.
- Sponsored a successful men's winter clothing/toiletries collection on February 13, 2011 and plans to do the same (Sunday, May 22, 2011) for a women's shelter in an effort to expand our reach.

Chair: Pat Swinton

PEACE ADVOCATES TASK FORCE

- **Sunday presence:** Cost of War display in lobby, updated weekly to educate people about the human and financial cost of the Iraq and Afghanistan Wars and on the last Saturday or Sunday of the month set up a Peace Advocates table where peace related items are available.
- **Making Our Voices Heard:** Offered 4 postcard or letter writing opportunities and generated more than 160 "Bring our troops & tax dollars home: These wars are costing us too much" postcards
- Peace Advocate members made Congressional visits in Rochester and Washington D.C.
- **Vigils:** Hosted a monthly vigil on the 2nd Tuesday of each month, 4:30-5:30 pm in front of church. Our vigils are family-friendly and we enjoy the presence of people of all ages.
- Participated in a Peace Advocates-associated vigil twice a month at Park & Culver.
- **Film lending:** Started a collection of films, owned by Peace Advocates, which can be borrowed.
- **Visiting Speaker:** hosted Col. Ann Wright (Ret.) Tour with the main talk at First Unitarian on September 24,th attended by more than 200 people. A total of 768 people attended the talks around the state. A high point was a talk at School Without Walls where Bill Fisher, Marilyn Lambert-Fisher and Ann Wright spoke to students. It was very emotional for the students and for the teacher who was moved to speak about his Vietnam experience.

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- **Community Involvement:** Work and coordinate with more than 12 local and national antiwar groups, including the Gandhi Institute. This includes an **Electronic Cost of War sign** – unveiled on Veterans Day at St. Joseph's House of Hospitality with a ceremony naming troops killed in Iraq and Afghanistan.
- **Military families support group:** Members of PA supported our church's military families by making dinner for the military families support group which meets every few months.

Submitted by Marilyn Lambert-Fisher

REPRODUCTIVE RIGHTS TASK FORCE

- RRTF has become a valuable resource for other groups with similar missions. These strong affiliations include but are not limited to: the Greater Rochester Chapter of NOW, Planned Parenthood of the Rochester/Syracuse Region, the Religious Coalition for Reproductive Choice, the Susan B. Anthony House and the NY National Abortion Federation. Our church's many physical spaces lend themselves to many different opportunities to educate the public at large.
- RRTF has cosponsored speakers this year dealing with such topics as: Domestic Violence; Reproductive Health Care Issues; Community Affairs and Public Policy and even a historical look at theories of the 1900's surrounding infertility and how it was "...proven to be directly related to women who had achieved higher educations."
- RRTF continues to sell fair trade chocolate and coffee products after each service which sustains our 'in church' condom project.
- Largest Success is the launching of **Connect and Breathe**, a separate not-for-profit, non-judgmental post abortion talk line that affirms a woman (and her partner's) choice. This free service currently has trained volunteers staffing phones three days per week for a total of ten hours.
- UU World Magazine published an article, "To Listen without Judging," about our talkline in the Spring 2011 edition. See www.uuworld.org

Chair - Tris Downer

UNITARIAN UNIVERSALIST ANIMAL MINISTRIES OF ROCHESTER (UUnAMOR)

- **UUnAMOR** was established in May 2010 by Lois Baum, as a "Local Chapter" of the national UUAM (www.uuam.org). With task force status in the fall, membership has grown, currently with about 14+ active members. Our mission is to heighten a respectful awareness of nonhuman animals, not to be complicit in their exploitation or death, but in ways to coexist nonviolently with them.
- In sync with our mission, we share only Vegan food at our events.
- Raised \$200 from our two coffee hour "food sales" after church.
- Sponsored a rescued-turkey named "Kima" from Farm Sanctuary.
- Took a field trip in November to Watkins Glen for Farm Sanctuary's annual "Turkey Celebration" where we participated in the feeding of turkeys, and met Kima.
- Denise Speicher led RE Nature Room workshops (April/May), grades K-5, showing children how to live in harmony with animals.
- Facilitated a meeting in January, open to our congregation, to critique UUA Draft Statement of Conscience (SOC) on ETHICAL EATING (written by UUA's Commission on Social Witness).
- Filled the history display case in the church's main lobby in February with UUnAMOR photos and educational animal rights literature.
- Tabled at Petition Weekend on "Ban Puppy Mills and Kitten Mills in Monroe County" and collected 120 signatures.
- Nominated the "Mary Ellen Project" as Sunday Plate recipient and \$991 was collected. With the plate and our fundraising efforts, we are donating a total of \$1,200 to the Mary Ellen Project this year.

Chair - Lois Baum

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Membership Ministry Is About...Providing First Rate Hospitality

Ministry Leader: Mary B. Jones, Director of Member Services

Membership Team: Patti Clark, Suzanne McNamara, Margaret Merriman , Nancy Warren Oliver, Lori Orvetti, Marla Schweppe, Sydney Sutherland

The Membership Ministry is about being a “5-star Concierge Service!” To that end, we:

- Provide information, resources, connections and follow-up so that newcomers experience first-rate hospitality
- Create and sustain a culture of radical hospitality where everyone in the congregation welcomes the stranger

Realizing that newcomers visit us for different reasons and with different backgrounds, we strive to provide a quality first-time experience that lets everyone know that they are welcome at the table. In our ministry, we strive to promote radical hospitality as a life-changing practice, which enriches not only the lives of others, but also transforms us as well.

Vital Signs (as of May 15, 2011)

Total active adult membership: 949 (estimated 975 as of 6/30/10)

New Members this year: 79 (estimated 105 as of 6/30/10)

Member Attrition (moves, resignations, removals, deaths): 63

Growth rate over attrition: 4.5% (estimated as of 6/30/11)*

Number of Visitors: 413

Return rate as measured by UU101 attendance: 32%**

Conversion rate of guests to members: 17%***

*Average annual growth of UUA congregations is less than 1%

**UUA benchmark is 20-40%

***UUA benchmark is 14-20%

Accomplishments

- New member 6-month satisfaction surveys rate welcoming and integration at First Unitarian 4.7 out of 5
- Integrated strong membership presence into third service – rated highly for welcoming on Saturday attendee survey
- Production of new 2010-11 Church Directory
- Working closely with Director of Lay Ministries, continued to refine the Path to Membership process, focusing on integration of new members into ongoing journey groups.

Future Opportunities

- Increase effectiveness of our data tracking mechanisms, integrating membership data with other databases.
- Examine our current model of after-service fellowship/refreshments and explore feasibility of alternative models.
- Address ways to meet the needs of hearing-impaired visitors so that they can fully participate in the breadth of opportunities at First Unitarian.
- Focus on initiatives to foster engagement and retention of current members, with special attention to those who have been members for 5-10 years.

Thanks to:

Rev. Kaaren Anderson for her enthusiastic support and oversight of the membership ministry; Suzanne McNamara for overseeing Weekend Hospitality; Nancy Warren Oliver for conducting 6-month surveys; Sydney Sutherland and Patti Clark for hosting UU201 meals; Marla Schweppe for coordinating Letchworth Camping and Chili Cook-off; Margaret Merriman for organizing and producing our 2010-11 Picture Directory; Ira Srole for taking pictures for the Picture Directory, Hospitality coordinators Lori Orvetti (Welcome Table), Pat Swinton, Chris Farnum, and Kristy Funderburk (Greeters), John Vakiener (Parking), and Laura Morrissey (Ushers); numerous Coffee Hour hosts; Joe Orvetti, for compiling new member survey results; Jeff Marcus, our new member photographer; and Bert Schlabach, new member bulletin board.

Denominational Affairs Ministry It's About... Sharing the Best of Who We Are

Ministry Leader: Suzanne McNamara with no staff liaison

Ministry Mission Statement: "To provide liaison between our congregation and our larger denomination, and to develop within the membership knowledge, interest and participation in our denomination on the area, district and national level."

Vital Signs:

Number of chalice lighters

2006-07: 92 2007-08: 94 2008-2009: 99 2009-2010: 93 2010-2011: 99

No Collection May 2011 Chalice Lighter Sunday

Number of joint efforts by Rochester area congregations

GUUSTO Meetings 2007-08: 6 2008-2009: 5. 2009-2010: 5 2010-2011 :5

Guusto Banner for Empire Pride Parade , Common Read "The Death of Josseline" for Guusto congregations, Dave Friedman talk on Board visit to Arizona

UUSC giving

2007-08: \$3494 2008-09 \$3114 2009-2010 Haiti \$6214, Annual donation \$1300, Plate collection \$1400, Guest at your table est. \$1200. Total \$10,134

2010-2011 Annual donation \$1300, Plate collection \$1541.07, Japan collection 2618.95, Guest at Your Table was \$1,105.19.

Number of church and staff members engaged in district and denominational leadership positions. 2007-08: 16 2008-2009: 12 2009-2010: 13 2010-2011: 15

Including: St. Lawrence District: Dave Friedman, UUA Trustee from SLUUD; Mark Jackson, SLUUD Treasurer and chair Financial Resources Committee Chair, Linda Friedman, District Assembly Coordinator; Suzanne McNamara, SLUUD APF Representative (till April), Ellen Asprooth, District Reporter; Richard Gilbert, Social Justice Council Coordinator; Jack Maniloff, UUSC Regional Coordinator, member of the Social Justice Council; Devin Hollands, Unirondack Board; Suzy Farrell, member SLD Nominating Committee; Jan Gartner, LREDA Good Officer, Program Dean for UU Leadership Team Institute 2010, Music Leadership Credentialing Committee member, OMD LFD/Youth Consultant, GUUSTO cluster convener, SLD Nom Committee/Leadership Development Team; Tyler Dewey, member of Youth Adult Committee, Youth Representative to the District Board; Brooke Downer, member of Youth Adult Committee; Roger Thielking, member District Financial Resources Committee until he moved to Florida; Rev. Jen Crow, Vice President of the Iroquois Chapter of the Unitarian Universalist Ministers Association, and member of UUMA Committee on Ethics and Collegiality; Ed Schell, Music Leadership Credentialing Committee member

Building and Grounds Ministry It's about...Wow reactions!

Ministry Leader: Clare Kerber, Church Administrator and Bert Schlabach, Facilities Manager

We help people listen, open and serve by...

Maintaining a building and grounds that

- Wows (Kahn/art/RE rooms)
- Works (serves the ministries),
- Welcomes (talks to you/provides information/comfortable/accessible) and is well-kept.

In particular we:

- Maintain and enhance the building & grounds, ensuring that the aspirations of church ministries are taken into account when making building and grounds decisions.
- Protect the architectural integrity of Louis Kahn's design and vision.
- Strive to be environmentally sensitive and responsible.
- Maintain and develop a garden that supports the wider spiritual/ministry goals of our congregation and share natural and artistic beauty with our neighboring community.
- Strive to make our building and grounds safe and physically accessible to all.
- Seek appropriate Congregational input when prioritizing major maintenance & new projects.
- Strive to perform maintenance projects so that they are cost effective by reducing the annual cost of operations & maintenance.

Successes:

- Installation of the new Foam Roof this was completed this year has cut down on heating costs. It will improve the comfort in the summer.
- Installation of the Council Ring. The Landscape and Garden volunteers have donated the funds to make this happen. This is their gift to us and we will be celebrating this win in September 2011.
- Development of the B & G Project lists (major maintenance needs & major new enhancement projects)
- Installation of the monitor in the lobby to welcome everyone into the building and to inform them of the events of the day and upcoming events. This tool will be used for more vibrant and church ministry.
- Improved signage inside the building. "low cost" acrylic signs are being installed where needed. These are made of Plexiglas and match the ones on the minister's doors and the Thoreau Room doors.
- "New look" in the restrooms – fresh paint and pillows.



The Council Ring

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- MPPT (Major Projects Planning Team) and the Capital Funds Drive will be a “win” to get things repaired and to get some new equipment that will enable us to do more sophisticated programming and services.
- Cancellation of the Heating contract – we have entered into an agreement with W.P. Taillie, Inc to have them maintain our heating system without the need for a maintenance contract. This enables us to upgrade the existing heating plant with better controls and upgraded pumps.
- We are working hard to increase the recognition of and appreciation for the hard work of the many B & G volunteers
- We have an event on June 12th highlighting the Memorial Garden ministry and all those whose ashes are scattered there.

Bert and I wish to thank the many, many dedicated volunteers who work so hard to maintain the building and grounds.

- Landscape Team led by Dick Fitts (8 members)
- The Gardeners led by Keith Anderson (25+ members)
- The Memorial Garden Committee led by Dick Fitts (5 members)
- The “UU Dig” team (24+ members)
- The Bi-Friers led by John Looney (35 members)
- The Aesthetics Team led by Bert Schlabach (8+ members)
- The Audio Visual Team led by John Keevert (10+ members)
- The Major Projects Planning Team led by Clare Kerber (6 members)
- The Major Projects Managers Team led by Bert Schlabach (10+ members)

Challenges:

This is an aging building and there are major maintenance issues and enhancements that need to be addressed. The list of needs is being developed with some possible solutions and this list will be presented to the congregation this fall.

The administration of the office is my first love. The Building and Grounds and the complexities of a famous building and the care of it are important to me as well. Bert Schlabach is a gift that this church does not recognize nearly enough. He puts in many hours with no pay and sometimes no appreciation. I enjoy working with him and I feel our skills complement each other in many ways. He has the technical skill in fabrication and design and is ever mindful of the care of this landmark building. Thank you, Bert for your expertise and care of this building. You are a true gift to this church.

And thank you all for a wonderful, productive year and for the H-U-G-E amount of work that has been done in all the facets of Building and Grounds. Your gifts of time (planning and researching) and the doing of your tasks benefit us all and those who will come after us.

Board of Trustees

“It was a very good year”

Your Board of Trustees has had a good year. We have made the shift to policy governance / Rochester Unitarian version, building on the work of the past several years. We meet monthly now and most of the Board arrives early for a light supper and a time to catch up. We have recognized that the primary work of the Board is strategic planning, policy and fund development. As you review this report, you will see that most of what we do fits within these areas.

In the fall of 2010, the Board agenda for the year was published in the newsletter. Progress toward these goals is reported below:

Implementing the policy governance model.

- Global Ends and Governance Policies have been adopted and are on the Board section of the church website.
- Scott Tayler provides periodic reports to the Board for purposes of monitoring ministry progress toward achieving the Global Ends.
- Treasurer Steve Brown reports quarterly to the Board.
- The investment committee makes regular reports and the Board has updated investment policy.
- Adding the finance-related policies to the governance policies.
- A draft has been completed that is pending restructuring of the church financial functions in line with the FY09/10 financial review.
- Implementing the remaining changes that were recommended in last year's financial review.
- Considerable progress has been made with completion within sight.
- Supporting the Annual Budget Drive.
- The Board set the budget limitations for the Budget Roundtable, supported the drive with publicity and the members' own pledges and has assisted with bringing in the final pledges.
- Responsibility for FUNdraising, including activities such as the Rummage Sale and the Gala Auction that contribute toward the revenue for the annual budget.
- Laying the groundwork for a Capital Campaign.
- The steps to understanding the necessary elements to a successful campaign have been re-searched.
- Beginning the review of by-laws in light of governance policies and how we are doing things.
- This will be a focus for next year.
- Implementing the dispute resolution policy that we adopted last year.
This has been incorporated into the Global Ends and Governance Policies.
- Offering a workshop in February for members who are considering putting their names forward to the Nominating Committee.
This was completed. The Board will continue to work with the Nominating Committee to provide prospective Board members with an understanding of the work of the Board.

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- Overhauling the Board section of the Church website.
While there is always room for improvement, great strides have been made this year.

Other

- The Board is proud to carry on the tradition of supporting members who are pursuing ministerial fellowship in our denomination by approving church sponsorship for Kelly Kilmer Hall.
- The Board has paid particular attention to the additional requirements placed on our ministers, Scott Tayler, Kaaren Anderson and Jen Crow during Jen's maternity leave (congratulations!) and Scott & Kaaren's sabbatical.

Special thanks to those Board members who are completing their terms and moving on to other activities. Tom Petrillo and Barbara deLeeuw have completed full three year terms. They are our resident experts in policy governance and their debates on the issues have raised everyone's level of understanding. Thanks to Barbara for servicing as Vice President this year. Joe Orvetti completed the third year of an open board position and has brought unique skills and experience to financial issues.

Grace Carswell, Tim Farnum and Marla Schweppe each have one year remaining in their terms. Thanks to Grace for her work on conflict resolution and sabbaticals, to Tim for his service on the executive committee and to Marla for her thoughtful comments and insights on many issues.

Elaine Richane, Eric Zeise and Nora Walter have each completed the first year of their 3-year terms. Thanks to Elaine for her dedication in laying the groundwork for the capital campaign and to Eric for his support in that effort. Huge thanks to Nora for taking on the FUNdraising efforts.

Our leadership team is filled out by Clerk Linda Friedman, Treasurer Steve Brown and Parish Minister Scott Tayler. Thanks to Linda for keeping our history straight by taking accurate minutes and posting them to the website and for acting as Board liaison to the Annual Budget Drive team. Thanks to Steve for keeping the Board well informed of the church's financial condition and providing thoughtful advice. Thanks to Scott for his regular reports on ministry leader & staff activities. And special thanks to Jen for taking over Scott's Board duties during his sabbatical.

You can identify board members by their bright yellow name tags. Please introduce yourself, let us know how you are experiencing First Unitarian and ask us any questions you may have.

-- Anne J. Perry, for the Board of Trustees

Office Administration Ministry It's about... Empowering Leaders (& Connecting People)

Ministry Leader: Clare Kerber, Church Administrator

Staff: Will Hayes, Custodian; Muhend Hamad, Custodian; David Chamberlain, Custodian, Larry Medici, Substitute Custodian, Karen Reimringer, Newsletter Editor and Building Use Coordinator; Allen Gundlach, Finance and Database Coordinator; Caroline Akwaa and Terri Ward, Evening Administrative Assistants.

Greatest Successes

- Celebrated 20 years as an employee of this church this year!
- Researched a new Health Care plan and implemented it in the fall of 2010—savings to the church \$7,000 without a loss in benefits to the staff.
- Researched and implemented Pay Pal for the Annual Budget Drive.
- Researched and implemented the email Weekly Reminder with our branding.
- Implemented comprehensive plan and consistent design of church brochures and pamphlets – I am working with Megan Sperber, a church member, to design the covers for the brochures and pamphlets for the church with our branding on them. We have completed the Welcome Brochure, Introducing First Unitarian, the Adult Spiritual booklet for the winter and spring, the Volunteer Opportunities brochures and the Caring Community pamphlet. They are providing a good tool to get people involved and interested in First Unitarian Church. .
- Increased awareness and use of email alert list – the email alert lists are effectively being used by the Board, Religious Education and the Caring Community.
- Increased prominence of church “welcome and information materials” at renter and major public events – in collaboration with Karen Reimringer we have implemented a notice that will instruct the custodians to move the portable literature rack to the right side of the Welcome Table in the lobby when needed and when special events are happening in the facility.
- Maintained systems to recognize thank and celebrate office staff & volunteers.
- Maintained regular office staff meetings – Office staff meetings are on Thursdays at 9:30am where we discuss information and who is away from the office on a weekly basis.
- Increase number of weekday office volunteers, with special attention to strengthening training practices. I wish to thank the 12 volunteers with the office: Grace Carswell (reception), Joan Chapman (reception), Patricia Clark (reception and money counting), Dale Comfort (money counting), Gerry Cheplowitz (money counting), Megan Meyer (money counting), Mary Derleth (newsletter copying), Betty Miller (nametags) and Mark Jackson (web editor), Carolyn Coit Dancy and David Day (newsletter crew co-chairs, Bruce Klee (History Committee chair)

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Vital Signs

Number of “snail mail” newsletter recipients verses. e-mail newsletter recipients

Newsletters	2006-2007	2007-2008	2008-2009	2009-10	2010-11
Emailed	100 families	180 families	246 families	785 families	On the web
Mailed	728 (4 pages)	740 (3 pages)	491 (3 pgs.)	405 (3 pgs.)	360 (3 pgs.)

Looking forward

- Working with the database to get the Membership Ministry the reporting system that they are seeking.
- Bring “harassment training “in house”.
- Work with Scott and the Board to clarify the role of Church Administrator with the dual ministries of Building and Grounds and Office Administration.
- Evaluate the need to incorporate finance work that volunteers are presently doing into the office structure.

A word of thanks...to our former historian and newsletter crew chairperson, Kay Cummings who resigned from doing this work after many years. Kay—I want you to know that it took three people to replae you! Bruce Klee took over as the chair of the History Committee, and David Day and Carolyn Coit Dancy took over as co-chairs of the newsletter crew. Others we lost to retirement: Zoe Howowitz, Colleen Hurst, and Liz Trow (History Committee and Office Volunteer). We wish you all well in your retirement!

Newsletter crew retirees this year: Beverly Anderson, Virginia Baldwin, Dick and Shirley Hoyt, Claire Tuttle, Alan Whiting and Tom Petrillo. David Stewart was a long time crew member who died this year. Thank you all for your service.

Many thanks to the office staff: Allen for the finance and database work, Karen for all the well-written newsletters and coordination of building usage and to Caroline and Terri for the Orders of Service, evening administrative work, the Weekly Reminders and the verbal announcements. They all do their best to keep the office running smoothly and efficiently.

Many thanks to the custodial staff: David Chamberlain, Muhend Hamad, Will Hayes and Larry Medici for their hard work and support of all the ministries. And also to Joe Lippert, volunteer, who came in to assist when there was no staff available to clean the Winton Road Nursery School classrooms.

Thanks to the Lead Program Staff for all their work in providing inspiration, 360 degree feedback as to where we are headed in all the ministries. I wish Mary B. Jones a happy retirement as well. We'll miss you.

I would like to make special mention to Megan Austin Sperber for all her volunteer work in getting our brochures looking very professional and most importantly attractive. And to Kelly Powell for her work on the Annual Budget Drive brochures and design ideas.

Thank you to:

- History Committee—Bruce Klee
- Building Usage Committee—led by Nora Walter
- Safety Team—led by Dolly Klee, Cynthia Looney
- Website—Mark Jackson (and to Bill Fugate who has given us much historical information about this church to add to the site this year.

