

# Birmingham Unitarian Church

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38651 Woodward Avenue  
Bloomfield Hills, Michigan 48304  
Phone: 248.647.2380 Fax: 248.647.8007  
Email: [buc@bucmi.org](mailto:buc@bucmi.org) Website: [www.bucmi.org](http://www.bucmi.org)

## 2010 Annual Report

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## Board of Trustees

Carol Ann Arvan – President  
Tom Cranston – Vice President  
Keith Ensroth – Secretary  
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Walter Dean  
Julia Gragg  
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Peggy Woehrlen

## Program Council

Dave Graham – Secretary  
Cathie Breidenbach – Communications  
Lisa Demian – Congregational Development  
Hal Breidenbach – Fellowship  
Dan Kosuth – Green Sanctuary  
Sylvia Whitmer – Learning  
Pat Hammer – Service/Justice  
Frank Arvan - Worship

# Committees of the Board

Craig Stroup – Budget and Finance  
Dick Schwing – Endowment  
Inta Davis – Facilities  
Mary Jo Ebert – Stewardship Contact  
Kimery Campbell & Walli Andersen – Rummage Contacts

# Committee of the Congregation

Leadership Development – Mary Jo Ebert & Bill Fox  
Senior Ministerial Search Committee – Marilyn Mast & Eric Pierce

# Program Staff

Consulting Senior Minister: Rev. Dr. Kathy Hurt  
Director of Religious Education for Children: Eleanor McGuire  
Director of Religious Education for Youth: Laura Ross  
Religious Education Assistant: Kimery Campbell  
Acting Director of Music: Cyndi Peltonen  
1/01/10 – 11/06/2010 Abha Dearing, Adult and Teen Choir Director  
Youth & One Hour Choir Director: Pamela McAlpin  
Pianist: Angelina Pashmakova

# Operations Staff

Church Administrator & Newsletter Editor: Lisa Crawford  
Bookkeeper: Kim Ruiz  
Custodian: Jason MacDonald  
Housekeeper: Kitty Ayers

# Birmingham Unitarian Church 2009 Annual Report

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# Consulting Senior Minister

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Rev. Dr. Kathy Hurt



## December 2010

When I arrived at BUC in late August, I expected to find a congregation suffering from transition fatigue. The revolving door in the minister's office, along with other staffing changes, meant that members would find it increasingly difficult to experience a constant, stabilizing presence in their church. Under such circumstances, morale might typically be low.

Yet my beginning at BUC was marked by nothing of the kind; instead, I felt a warm welcome and an enthusiasm for my immediate participation in congregational life on all levels. Members told me stories, invited me to gatherings, listened for my ideas in meetings, were ready to hear my sermons. That I received such a welcome points to a great strength in this church, namely a commitment to providing a spiritual home and presence for religious seekers in this area.

Though fatigue does not seem to be a byproduct of BUC's prolonged ministerial transition, other consequences, some positive and some challenging, can be seen. Without steady ministerial leadership for a time, a degree of decentralization has set in, with some congregational groups and committees pursuing individual agendas that may have little connection to overall church direction. Decisions have sometimes been postponed due to the belief that the perspective of the settled minister was necessary before proceeding. The church staff struggles to adapt to the very different supervisory style of each minister who has moved into the office during the transition. And as the time of the transition extended, patience and the resilience of members in navigating each change in the congregation grew strained. Yet the transition seems also to have encouraged the blossoming of strong and creative lay leadership, especially in such traditionally minister-dominated areas as worship and pastoral care.

In the midst of this transitional setting, an unwieldy arrangement for music staffing became a critical issue requiring a solution at the beginning of the fall church year. While additional time to study the matter would have been preferable, music staff personnel made it clear that taking such time would not be an option, given how entrenched the issue had already become and the toll it had taken on morale. With that urgency in mind, the Board and I proposed a new staffing arrangement that would consolidate three of the current positions into one, so that the BUC music program would be led by a combined music director/choir director/youth music director, assisted by the pianist. This is a common staffing arrangement in churches of all kinds and sizes, and seems appropriate for BUC's current music needs and anticipated program direction.

The decision to change the staffing structure immediately became the focus of controversy. Despite repeated communications from the Board president and the minister, meetings with concerned individuals to discuss the elements of the decision, and a town hall open for questions about the decision, the controversy not only did not wane, but intensified when Choir Director Abha Dearing abruptly resigned. As I write this report, the controversy continues, with concerns focused on a purported "loss of trust" resulting from the manner in which the decision was made, the possible personnel implications, and a failure to seek congregational input before making the decision.

That such a controversy is unfolding during a time of ministerial transition is not surprising; changes in ministerial leadership typically open larger questions about church direction and priorities, and the longer

the transition goes on, the more intense such questions become. I see the turmoil around the music staffing decision as being only marginally related to specific personalities and programs, and remaining focused on those personalities and programs makes it difficult for us to have the more significant conversation BUC needs to have, namely a conversation about who we want to be as a church, and how we want to be in relationship in our church community. The viewpoints being articulated in this controversy are striking in their reflection of deeply divergent perspectives on the church. To name just a view of those divergent perspectives:

- Members see the church as a kind of New England town hall democracy, in which the congregation weighs in on all decisions through discussion and voting; or
- Members see the church as a representative democracy, in which leaders are elected by the congregation to make most decisions, inviting input from the congregation on overall direction and vision for the church.
- Members see the church as one big family, in which everyone is to be included at every level, and expectations and accountability are minimal because that is the way families function; or
- Members see the church as an intentional community, in which belonging is by decision and commitment to fulfill the responsibilities of membership, and members are held accountable when they neglect those responsibilities.
- Members see the church staff as personal assistants, hired to fulfill member needs, and thus requiring no ongoing supervision and training beyond what they were hired to do; or
- Members see the church staff as perfect and beyond reproach, place them on a pedestal, and never hold them accountable when they fail, excusing evidences of failure with a shrug, and thus requiring no ongoing supervision and training; or
- Members see the church staff as employees in a workplace, and understand that the employer, the church, is responsible for providing ongoing supervision and training to ensure employee success.
- Members understand the freedom they experience in the church community as being unlimited, so that anyone can say anything, believe anything, and challenging another's perspective is deemed to be intolerance; or
- Members see their relationships with one another as being governed by a covenant defining the ways in which they will treat one another, and recognize that with freedom comes responsibility.
- Members believe that the church has declined from an ideal state, and our greatest priority should be returning to that ideal state; or
- Members believe older ways of functioning no longer work, and new, untried ways of functioning will be necessary for the church to thrive.

Add to these sorts of divergent understandings of how a church functions the usual sorts of divergent theological perspectives found in a UU congregation, along with the diversity of backgrounds and lifestyles that make up the BUC community, and it makes for an extraordinarily complex and rich church life –that can deteriorate into hurtful conflict and confusion without a meaningful covenant and an ongoing commitment to strengthen our relationships with one another.

While our diversity seems presently to be bringing us more pain than satisfaction, it ultimately holds perhaps our greatest strength and promise as a church. If BUC can develop new ways of being in community that use our diversity as a source of creativity, and can develop better tools for sorting through the conflicts that will inevitably arise, then we will be a powerful source of good in a world where the same challenges, conflicts, and possibilities of diversity lie all around. I am honored to be part of this remarkable and gifted church at this time.

-- Respectfully submitted by Kathy Hurt

# President's Report for 2010

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Carol Ann Arvan, Board and Congregation President



As I look back at the last 12 months at BUC, I am struck by the yin and yang of it all. Sorrow at the deaths of long term members. Joy for healthy babies born to members and friends. Disappointment at not getting a settled senior minister in May. Excitement for Rev. Kathy Hurt joining us as consulting senior minister in September. Struggle at working to help make BUC a more healthy, more dynamic, more purpose-driven congregation. Relief for having a talented, dedicated, supportive board to help move initiatives forward. Delight of working with staff who put BUC's interests ahead of their own. Gratitude for countless volunteers who participate in every committee, cluster, task force, special project, classroom and choir to advance BUC's mission and build its future.

So what did your board do this year? There are several accomplishments in 2010 I'd like to acknowledge.

First we entered 2010 not at all sure where we'd end up financially. We took steps in mid-2009 to stem expenses, and we built the 2010 budget in hope we could again contribute more to outside causes and provide more pension and professional development benefits for staff. We ended 2009 with a \$2,000 surplus instead of the \$30,000 deficit we were projecting mid-year. And while we budgeted a breakeven year for 2010, based on our October financials we will probably end this year with a surplus.

The draft budget for 2011 presented in this annual report indicates a deficit, but we are confident we can identify realistic means to fill the gap. While we may be very liberal in our religion, we are very conservative with BUC's finances. We do not spend money we do not have. Many thanks to our gifted Budget and Finance Committee chaired by Craig Stroup, the Endowment Committee chaired by Dick Schwing, the Stewardship Committee led by Mary Jo Ebert, the Rummage Committee led by Walli Andersen and Kimery Campbell and the Plate Committee led by Annis Pratt. Their efforts have helped keep BUC on solid financial ground while we work to nurture our congregation and our neighbors.

Second, we addressed the need for a personnel committee. This is called for in both BUC's personnel policies and governance documents. Special thanks to Drieka DeGraff, Jenn Karteczka, Pam McAlpin, Walter Dean and Julia Gragg for serving as BUC's personnel committee this year. The wisdom and expertise evidenced by this group is an extraordinary gift to BUC. The committee has been hard at work revising both staff and volunteer job descriptions, outlining the committees and groups that form BUC, tracking down and updating charters, and taking a hard look at our personnel policies to recommend areas that need revisions or enhancement.

Third, we reviewed and considered how we decide which events rent space at BUC and which events are sponsored by and hosted at BUC, in order to ensure our space is used for causes that are in alignment with our mission and our UU principles. Special thanks to Boris Silberberg for moving this initiative forward.

Fourth, we were very fortunate to have professional property manager Inta Davis chair our facilities committee this year. She has brought a fresh approach to many of our property issues, and her can-do attitude and enthusiasm are grounded in solid business practices.

Fifth, we worked with both Rev. Duhamel and Rev. Hurt to resolve staffing issues in BUC's Music Department. This process is ongoing. I want to give special thanks to Board Vice President Tom Cranston and Former Board Vice President and Current Board Member Julia Gragg who joined with me

and Rev. Hurt to interview all music staff and to form a plan to improve BUC's music program, to Louise Angermeier and Cyndi Peltonen for stepping in to assist with choir duties following Abha Dearing's resignation and with pianist duties during Angelina Pashmakova's extended absence, and to Mark Auchter-Bruening, Jim Bizer, Carol Forrester, Jorah Huntington and Louise Angermeier for serving as our Music Director/Choir Director Search Committee.

Sixth, we made a conscious effort to be more transparent, to host more town hall meetings, to write more newsletter articles, to let congregants know what was going on at BUC and to be available to hear congregants concerns and issues.

And finally, we decided to refocus BUC's communication efforts as a staff function instead of a volunteer activity. Lisa Crawford is now responsible for all communication options at BUC, including print and digital messages, social media and our website. We hope to announce a fundraising effort in 2011 to allow us to make significant enhancements to BUC's website, since this is how people increasingly find us and get to know us before they set foot on campus, and how we can communicate more fully and clearly with each other.

Change is never easy, even when it is anticipated, and especially when it comes as a surprise. Unintended consequences are sure to happen no matter which path you take, some good, some not good, only time will tell. But change is the mark of a growing, thriving life or institution. Stasis is death. We must choose wisely as we make changes in our lives, in our congregation, in our community. But change we must, and if we err or take wrong turns, we can correct our course.

Thank you for trusting me, for respecting my talents, for forgiving my shortcomings, for appreciating my dedication to BUC and to Unitarian Universalism, for allowing me to grow and to serve as your President these past two years. I will treasure the friendships and bonds of support and care we have shared. Our mission is open ended: to grow in spirit and to give to the world. There is still work to be done. Let it continue.

Grateful for this time shared in service to BUC,

Carol Ann

## Church Administrator

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Lisa J. Crawford



My third year as Church Administrator was punctuated with our Interim Minister's departure, and the arrival of our new Consulting Senior Minister. The months working with the Rev. Marcel Duhamel were delightful. We had a good time and managed to get lots of work done in the process. In June, I met our Consulting Minister, the Rev. Dr. Kathy Hurt and eagerly anticipated beginning work together in the Fall. I was not disappointed. It has been educational and rewarding to team up with Kathy in service to BUC.

My job description morphed again this year to include all communication responsibilities for the church. BUC's Facebook page now has 176 monthly active users, and has "daily posts viewed" of over seven hundred. I attribute most of those views to Kathy's contribution of the previous Sunday sermons, which she has allowed me to post in the Notes section of our page. I've registered our church with Google Places, and am fascinated to see the results. In the past three months there were 290 Google searches for "Unitarian Universalist" -- 84 of those proceeded to click directly to our website. The December issue of the Birmingham Bloomfield Paper included a large article on houses of worship in the

Birmingham/Bloomfield area. Reporter, Angela Niemi shared with the wider community the news of the arrival of our Consulting Minister and the increase in attendance at our Sunday morning services. September and October saw a significant increase in worship attendance. While she didn't get every "quote" right, it's hard to beat the free publicity!

Recently I began changing the format for "This Week @ BUC" with the goal of including all the information within the body of the email to eliminate the need for opening attachments and to include photographs to increase the visual appeal. While the number of folks having issues opening attachments is almost non-existent, I find that folks frequently won't take the extra step of opening an attachment, putting it off to a later time that never arrives. I've gotten good feedback, and will continue to strive to make communications more "bionic" – better, faster, and stronger.

Rental income is doing well, and above projected for the year. Jason has been gracious about all the extra work required for party set-ups, working diligently to provide the best possible service one custodian is capable of for such a large facility. Helping with set-up while Jason was on vacation was an eye-opener for me. Some of those eight foot tables are heavy! We increased the rental fee of the four daily bridge clubs by 20% in October to help defray our increased utilities and supply costs.

We currently have a large roster of "regular renters" who comprise the bulk of our over \$80,000 yearly rental revenue. Alcoholics Anonymous currently holds nine meetings here each week. Narcotics Anonymous have been quiet, regular Friday evening renters in the Blue Door Room for over 20 years. Other regular renters include: Art of Living Foundation, Fitness Rx, the Oakland Choral Society, Arya Samaj of Suburban Detroit, Indian Dance with Raksha Dave, Overeaters Anonymous, Tai Chi with Carol Yamasaki, the United Church of God, Courtesy Driving School, the Mankind Project, Project Daydream (a production company), and Indulgence Food Group.

This year, in addition to their monthly rent, the AA groups donated over \$1,100 to BUC out of appreciation. Several members of the group noticed that the brick bench in the Marshall Courtyard was unsafe, and asked if they could repair it. They arrived one morning with a mini-bulldozer, lifted up the concrete bench slab and installed new bricks. Recently one of the AA members stopped by with a brand new bound room-size carpet to replace the worn area rug in the Blue Door Room.

This is a wonderful community. I love my job and look forward to serving the family and friends of BUC for another year.

Warmly,

Lisa Crawford

# Committees of the Board

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## Endowment Committee - 2010 Report to the Congregation

The Endowment Committee reports to the Board of Trustees and is charged with supervision and promotion of BUC Endowment funds and activities. It consists of five members who serve for staggered five-year terms. Meetings are held monthly, except in summer.

In summary, as of November 8, 2010, the endowment funds include:

BUC General Endowment Fund – approximate market value	\$330,600	Memorial Glen Endowment Fund – approximate market value	\$54,400	Music Endowment Fund – approximate market value	\$35,100
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The General Endowment Fund is held in securities accounts at Raymond James, Inc. The BUC General Endowment Fund has two parts, a diversified equity component \$175,000 and a fixed income allocation component of \$155,600. The diversified equity is made up of T Rowe Price and Vanguard no load mutual funds. The fixed income component was invested partially in a diversified Vanguard fund, with the remainder in a loan to BUC (made for facility improvements in December 2007 with an original value of \$120,000) at a guaranteed 5% interest. The current balance of that loan is approx. \$114,000.

The Endowment Committee also conducts a yearly campaign during December for additional funds for a separate BUC Fund held by the Community Foundation for Southeast Michigan (CFSEM). The fund yields an annual payout to BUC in perpetuity. The market value, as of September 2010, was nearly \$303,000 with a projected payout\* for 2011 to BUC of \$12,500. In addition the CFSEM makes available an annuity program, which includes a monthly payout to the annuity holder (for example, a BUC member) as well as matching funds transferred to the BUC account. The principal and accrued interest transfers to BUC upon account termination.

Every spring the Endowment Committee conducts a membership drive to encourage Hallock Heritage Society (HHS) membership with the purpose of including BUC in wills and estate planning documents. Currently there are 68 members of HHS.

The 2010 Endowment Committee includes Dick Schwing (chair), Nancy Jones, John Lake, Ron Fredrick, and Betty Blair. Donna Cunningham will replace John Lake whose term expires in 2010. We also have benefited from the inestimable experience of investment consultants Matt Chope and Dan Boyce. Computer records involving the Hallock Heritage Society (HHS) and general clerical needs have been provided with assistance from Kathy DuHame and Lisa Crawford, respectively.

Our continued aim is to enlarge the endowment funds to ensure continuity of the UU message for current and future generations.

\*A value based on a 12 quarter moving average per discussion with David Contorer of the CFSEM.

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# Personnel Committee

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Drieka DeGraff, Chair

The Personnel Committee was reinstated in April 2010, after several years' hiatus. The Personnel committee reports to the Board of Trustees and our mission is to align BUC personnel policy with BUC's covenant and strategic goals.

The committee's objectives are to:

- Assure that personnel decisions are in line with UUA guidelines and Michigan and Federal law.
- Provide decision support for the minister and board on personnel matters.
- Review and update staff and volunteer organizational structure.
- Review and update staff job descriptions.
- Review and update staff salary ranges.
- Review staff and volunteer policies, practices and procedures.
- Assure that staff and congregants are aware of personnel policies.
- Promote staff engagement and expectation clarity.

The current Personnel Committee members are Walter Dean, Drieka DeGraff (chair), Julia Gragg, Jenn Karteczka, and Pam McAlpin. Our initial focus has been a revision of BUC's personnel policy manual, which is almost complete. The committee is also updating staff job descriptions, including the job description for the newly defined Music Director position. We welcome any suggestions on how to make BUC an even better workplace; please contact any of the committee members.

# Facilities & Grounds Committee

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Inta Davis, Chair



BUC celebrated its 61st birthday this year and our Bloomfield Hills location celebrated its 52nd birthday. The landscaping, facility and expansion projects have reached the age where they need to be remodeled, updated or replaced. Inadequate funding of our facilities and grounds has resulted in deferred maintenance for many years. The worn facility and surrounding landscape is showing its age and lack of regular maintenance; costly maintenance projects that have been deferred must be addressed soon. Some items such as the broken and unlevel concrete in the Marshall Court and torn carpet in the hallways are potential liabilities while other items such as the worn out and dying landscape are visual detriments. Regardless if they are visually unattractive or dangerous, there are many things that need attention.

It is the hope of the Facilities committee that a brief summary and update of the committee's activities and work each month through the BUC newsletter will provide church members and visitors with an understanding of the needs, the short term and long term goals, and the status of work by the Facilities committee at BUC.

For the past several months, the Facilities committee has been working hard to develop a budget that addresses not only the financial needs of 2011 but our future needs as well. While in its infancy and still in

need of refinement, we made our first attempt at developing a 5-year plan. We are trying to be proactive rather than reactive.

The following is our attempt to provide you with a summary of the projects we have been working on and their status. We will also share with you the challenges we are experiencing with funding and in trying to satisfy everyone.

### **2010 Projects:**

1. In 2010, repairs to the roofs on all of the BUC buildings were made. No work to the roofs was deferred; however, included in the 5-year maintenance plan will be roof replacements. The cost of this year's roof repairs was \$13,500.
2. Thirteen large dead trees were removed by Paul's Tree Service. Two other trees were pruned and some small dead trees were removed by BUC volunteers. The cost of this work was \$2,800. The dead trees were cut into wood chips that will be used in the Capek Woods.
3. Bids were obtained to replace the concrete and railings in the Marshall Courtyard, but we discovered, we cannot afford to return / replace the concrete to its original design. Bids ranged from \$19,800 to \$42,400. And that is just for the concrete! The plants and landscaping in the Marshall Courtyard also need to be replaced. We are reviewing the design and looking at ways to lower the cost. We plan to finalize a new plan so that the concrete and railings can be replaced as soon as weather permits in spring 2011.
4. A janitorial company was brought in to strip and clean the restroom ceramic tile floors. We plan to set up a program to maintain not only the restroom floors but also the Social Hall and vestibule area tile floors. Special equipment and cleaning products was required to properly clean the restroom floors.

### **2011 Projects:**

1. The interior church lighting will be retrofitted with more energy efficient lights in an effort to make the church more green and to lower electric use. We are taking advantage of rebates offered through DTE Energy and have already been approved for a rebate of \$2,600. Total cost of the retrofit is \$11,800 less the rebate of \$2,600 for a net cost of \$9,200. The retrofit is expected to be completed in January 2011. The monthly electric savings will cover the cost of the project within 18 months.
2. Automatic door openers will be installed on the entry doors next to the bridal room and into the sanctuary to assist handicap persons. Budgeted cost is \$5,000 for March 2011.
3. Funds have been allocated to replace the carpeting in the church entry foyer area, the blue door area, and portions of the sanctuary. The work is planned for spring (after the snow ends). \$15,000 has been budgeted for April 2011.
4. Also budgeted for 2011 is \$2,500 for painting of miscellaneous rooms (restrooms, meeting rooms, etc.) and \$1,500 to install a dumpster pad that will allow us to keep a recycling dumpster on site. To help keep the cost low, the dumpster pad will be installed next spring when the concrete work is performed in the Marshall Courtyard.

### **5-Year Plan includes the following large projects: (2012 through 2015):**

1. Landscaping replacement and updates are planned for the areas along Woodward Ave, Lone Pine Road, at the church front entry, and in the Marshall Courtyard. Work should include dead tree removal; worn out tree and shrub replacement; installation of flower beds around the signs; add irrigation in Marshall Courtyard, on Woodward Ave, and Lone Pine Road; repair and/or replace brick walls, broken sidewalks and the lights for sign beds. Estimated cost \$54,500.
2. Parking lot and sidewalk repairs / replacement and connection to neighboring parking lot. Estimated cost \$75,000.

3. Roof replacements. Estimated cost \$100,000.

As the Facilities budget projections demonstrate, the one topic Unitarian Universalists prefer not to discuss is a topic we must discuss – MONEY. Historically the Facilities budget for projects has been \$24,000 per year. This amount was not sufficient to cover the work that we needed to complete in 2010 nor will it be sufficient to cover the work that needs to be completed during the next 5 years.

Together with you in service for BUC.

The Facilities Committee

## Memorial Glen

The Memorial Glen is at the end of many paths that wind through the Capek Woods. It was designed as a quiet meditative place, a sacred space, secluded and protected, a special destination at the end of a spiritual path, a place of remembrance and memorialization. The Memorial Glen Committee was established in 1998 by the BUC Board of Trustees to administer its use and oversee the perpetual care and maintenance of the Glen and the approaches to it.

Much of the committee's work involves preparing for the annual Memorial Day Glen service, when those whose names have been newly engraved are dedicated. We work with the minister and the families to make sure that the names of their loved ones appear according to their wishes. This entails obtaining the proper paperwork and fees and communicating with the engraver and calligrapher. We work all year to keep the Glen properly maintained, but we make a special effort in preparation for this service.

***Names engraved in 2010 were Birdie Edwards Buhl, Gregory Allan Carlisle, James W. Harris, Virginia M. Kotlarsky, C. Allan Kurche, Margaret A. Lefford, Amy Louise McCuen, Nancy Elliott McCuen, Newell Hoyt McCuen, and Betty M. Page.***

We continue to implement a plan produced by Leslie Jakobs, professional landscape designer, who was retained to help bring the Glen into alignment with the Capek Woods. Trees and shrubs planted in 2009 were nurtured (water, fertilizer, and disease treatment), and more plants were added. Ongoing Glen maintenance includes raking, spreading wood chips, planting annuals, trimming, weeding, and removing and replacing perennials.

This year we are working to update Glen policies, forms, and booklet to make sure they are clear and consistent with each other. We have worked with the Budget and Finance Committee to gain a common understanding of our funds, which are held in two accounts—an operating account and the Memorial Glen Endowment, established in 2001 to assure the long-term care of the Glen. Money, which comes into the operating account when families make donations for the memorialization of a loved one, is used for engravings and routine maintenance. If the balance in that account becomes larger than necessary, excess is transferred to the Memorial Glen Endowment Fund for long-term plans and capital improvements.

Committee members are Ann Throop, Fred Straky, Keith Brown, John Hammer, and Carol Lee. We owe special appreciation to Bruce Lipka, who went off the committee this year, for his many years of service in maintenance of the Glen.

Carol Lee, Chair

# Congregational Development Committee

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The committee's mission is to welcome and integrate new members into our congregational life, to nurture and strengthen the affiliation of new member through their first 90 days and to involve the entire congregation in these activities. During this past year, the committee continued to focus on providing generous hospitality for our members, visitors and newcomers. Many members of our community served as Sunday morning hosts, greeting people as they arrived for services, ushering before and during services, and serving coffee, bagels, and doughnuts during coffee hours.

There are ongoing opportunities for members of the congregation to give back and serve on Sunday mornings as greeters, ushers and coffee servers and we encourage all to participate in these important activities. Enhanced coffee hour offerings have been provided by Indulgences, a catering company, on some Sundays during October and November. The committee will be asking the congregation, via a short survey in January, to share their responses to continuing to have this buffet available.

New member welcome ceremonies were held during Sunday services in the spring and fall. The committee sponsored a luncheon for new members and visitors following the fall welcome ceremony. A New to UU class was also offered. We have continued the practice of having a committee member sit down with each new member to discuss the meaning and expectations of membership as well as the large variety of ways they can participate and serve.

Those who have joined as members of our congregation from December, 2009 to November, 2010 are:

Jeffrey Plachta	Rebecca Rydzewski
Robin & David LaRoy	Richard C. Nelson
Jonathan & Laura Burleigh	Angela Pearl Lis
Claudia Kocher	John Bohn
Katie Krage and Andrew Sharpe	Kateri McMullen
Gene Grady	Jane McFarlane
Barbara M. Eschner and Richard W. Cantley	Eric Pierce
Inta H. Davis	Eun Joo Kim
Dore Marie Lepic	Gail Rouse
Chris & Ray McNally	Larry Lawson
Kimberly Oliver and Anthony Kubien	Hillary H. Bishop

Committee members Walter Dean and Elaine Morse completed their service during this year. The current committee includes Lisa Demian, Chair, Lisa Crawford, staff liaison, Bruce Lipka, Karen Stankye, Larry Freedman, Roger Marshall, and Cyndi Peltonen. Our Senior Consulting minister, Rev. Dr. Kathy Hurt, serves as an ex-officio member of the committee, providing guidance and support for our efforts.

## Sunday Host Coordinators

Greeters: Karen Stankye

Ushers: Larry Freedman

Coffee Hour: Roger Marshall and Carol Wiseman

### Knitting Ministry: Rola Broid, Chair



The Knitting Ministry is a group of BUC members and friends that creates handmade gifts such as shawls, lap robes, afghans and similar items. The purpose of the Knitting Ministry is to express love to members and friends who are either in need of comfort and support or who are celebrating an important event. You do not need to be an expert to join this group and easy knitting patterns and lessons are available. Members provide their own materials or use donated supplies. We meet once a month for knitting, fellowship and good conversations.

### Memorial Service Support: Alison Rule, Chair

There is no time in our lives when we, as human beings, need loving care more than when we are grieving the loss of our loved ones.

The BUC Memorial Service Support Committee is pleased to provide a loving hand to assist with memorial services and receptions for our church members who have suffered a loss of a family member. We assist with planning a reception and we support the service by greeting, ushering, etc., as requested.



Our committee consists of 15 key contact members and 17 on-call members. Some of the members are serving the committee because they have been the recipients of the loving services of this committee.

BUC's appreciation goes to the following:

Committee members	On-call members
Rose Marie Adah	Judy Amir
Joanne Copeland	Louise Angermeier
Gary Hancock	Lisa Crawford
Marissa Hancock	Neb Duric
Tony Hardesty	Julie Gragg
Teresa Honnold	Susie Sherman Hall
Nancy Jones	Ken Kaufman
Margot LeRoy	Laura Lee
Marcia Mahood	Marie & Paul Miller
Alison Rule	Barb Richards
Kim Schultes	Bill Rittinger
Pat Schwing	Sheila Seaver
Ann Throop	Bonnie Simms
Marilyn Webster	Helen & Elson Spangler

Carole Wiseman	Andie Stewart
	Joanne Wentworth
	Sylvia Whitmer

## Pastoral Care Associates for 2010

Alex Adah	Lynn Bell	Kathy Hurt, Minister
Don Johnson	Nancy Johnson	Marie Miller
Elaine Morse	Dorothy Prier	Grace Rising
Alison Rule	Ed Sharples	Andie Stewart

## Fellowship Cluster November 2010 - Activities

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### Alliance

*President – Diane Sasaki*

The Alliance has provided fellowship and learning opportunities for members since 1954. A luncheon speaker series is offered monthly from September through June.

Our programs in 2010 included:

**JANUARY 20:** Gloria Boddy presented Arabian Jewels, her photos from the Persian Gulf: Bahrain, Oman, Qatar, and the United Arab Emirates (Dubai, Abu Dhabi & Sharjah).

**FEBRUARY 17:** Dorothy Conrad from The League of Women Voters has been studying prison reform and told us about their findings as they search for solutions.

**MARCH 17:** Elson Spangler, author of An American Flyer in World War II, gave us a Power Point presentation based on his book and other experiences in the Air Force.

**APRIL 21:** Jane Strand from the Detroit Institute of Arts speaker's bureau described their exhibit Through African Eyes: the European in African Art, 1500 to the present.

**JUNE 9:** Annual Meeting – Blake Duckworth, our speaker and a staff member of the Southern Poverty Law Center, discussed the current issues that the organization is addressing. The luncheon was catered by Donna Hollis and followed by the annual business meeting.

**SEPTEMBER 15:** Reverend Dr. Kathy Hurt, BUC's consulting minister for 2010-2011, described her background, interests, and directions for her next year at BUC.

**OCTOBER 20:** Eric Luper, Director of Local Affairs at the Citizens Research Council (CRC), reviewed the far-reaching issues involved with Proposal 1 on the November ballot: The Question of Calling a Constitutional Convention.

**NOVEMBER 17:** The Field Trip to Forgotten Harvest was a tour of a local food redistribution center for those in need and "one of the top ten charities in the country" according to Charity Navigator.

DECEMBER 8: The annual holiday luncheon at the Radisson Kingsley Hotel is a festive opportunity to express the fellowship among members of BUC, welcome guests, and contribute to the support of Communities United for Children (CUFC).

Alliance membership is open to all members and friends of BUC, \$10 per year. Some members also join the national organization, Unitarian Universalist Women's Federation (UUWF), \$25 per year. All are welcome to attend our brown bag luncheons with free desserts and beverages provided. Luncheons in June (\$15) and December (\$25) were catered.

Alliance Board	2009-2010	2010-2011
<b>President(s)</b>	Priscilla Hildum and Ann Throop	Diane Sasaki
<b>Secretary</b>	Catherine Baldwin	Kathleen Thomson
<b>Treasurer</b>	Ann Throop	Ann Throop
<b>Membership Chair</b>	Margot LeRoy	Tony Hardesty and Helen Spangler
<b>Financial Advisor</b>	Priscilla Hildum	Priscilla Hildum
<b>Historian</b>	Nancy Duffy	Gloria Boddy
<b>Denominational Affairs</b>	Dorothy Prier	Dorothy Prier
<b>Nominating Committee</b>	Gloria Boddy, Tony Hardesty	
<b>Program Committee, includes participation by above board members</b>	Catherine Baldwin, Priscilla Hildum, Lucille McNaughton, Rosemary Robinson, Ann Throop	Catherine Baldwin, Nancy Duffy, Sharon Hunter, Rosemary Robinson,

## Sharing Dinners

We've had a great turnout for Sharing Dinners this year-- more than 100 people have signed on, many brand new to BUC, which is encouraging. On the second Saturday of the month 8 individuals or couples agree to open their homes and host a potluck dinner for about 8 people. Each month there's a different group of hosts a different combination of guests, affording an opportunity for participants to get to know many fellow BUCers in a homey setting over good food and lively conversation. It is not too late to sign up for the remaining dinners of the 2010-11 year. You can sign on as a regular or an alternate and need not be available for all the dinners. Contact [carolallmanlee@yahoo.com](mailto:carolallmanlee@yahoo.com).

Carol Lee, Coordinator

## MAMA's Coffeehouse

MAMA's Coffeehouse has begun its eighteenth year of presenting fine acoustic music at BUC. Founded by David Walker (aka David Folks) in 1993, MAMA's has grown and thrived over the years,

developing into a respected music venue and attracting the attention of nationally touring artists as well as local and regional entertainers. Attendance for the first few shows of the 2009-2010 season has been considerably above average (even in these tough economic times!)

MAMA's Coffeehouse is proud of the service it provides to the church and the community by presenting this music, as well as the charitable opportunities it generates. ' portion of each season's proceeds are donated back to BUC and other charitable organizations. On October 17, 2009, MAMA's hosted a benefit concert for the Leukemia & Lymphoma Society which attracted an SRO crowd and raised nearly \$4,400.

MAMA's is staffed by a wonderful group of BUC members and folks from the community. Church members Jim Bizer, Kathy DuHame, Larry Wisniewski, Kathy Ransome, Jan Wheelock and Cindy Gunnip, along with Dennis Kingsbury, form the core of the staff.

Even with all these folks pitching in, we can still use more volunteers! Feel free to contact any staff member if you would like to join us. Our biggest needs are simple ones - a few bodies to help with setup and teardown before and after each show and/or some donated baked goods (brownies and such) for our concession sales. It's light work, you get to hang out with fun and friendly people and you can see the shows for free! No committees or long-term commitments - pick a show you'd like to see and sign up on our volunteer forms at the shows or in the social hall on Sunday mornings.

One of the best and most enjoyable ways to support MAMA's Coffeehouse is simply to come see the shows. If you haven't attended before, join the growing number of folks who have (re)discovered the magic of real live music played by talented human beings – there's nothing quite like it.

Jim Bizer, Booking Coordinator and Emcee

## Directors of Religious Education

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The RE program in 2010 continues to develop stability and provide tools and growth for our UU children and youth. Eleanor McGuire continues with her work as DRE for Children, further refining the Workshop Rotation program, now a complete four-year program for Kindergarten-Fifth grade children. Laura directs the 6th – 12th grade youth programs: three Sunday morning classes and three Youth Group programs. Laura writes new and revises UU curriculum to fulfill a four year curricular plan, supports the Youth and their families, and works closely with the Youth themselves to support youth empowerment and spiritual growth.



Laura is a volunteer member of the Heartland District Lifespan Religious Education Committee, serving as the liaison to the District Youth Steering Committee. Laura was accepted into and is working hard on completion of the UUA professional Religious Educator's Credentialing Program. She attended General Assembly in June in Minneapolis and returned with many ideas for improving our RE programming at BUC. Both Laura Ross and Eleanor McGuire work in partnership to maintain a fluid cohesion and professionalism in the RE program as a whole.

Eleanor and Laura team with the Religious Education Council to identify long-term goals for children and youth participating in the Religious Education program at BUC; clarify procedures and policies for the RE program and for the church; and enhance program fundamentals. Kimery Campbell remains the RE assistant for the youth program, and also the nursery caregiver. Together,

Eleanor, Laura and Kimery strive to meet the needs and expectations of BUC and continually seek to go beyond expectations to provide an innovative UU Nursery – 12th grade RE program.

This year approximately 200 children and youth are enrolled in the RE program. 102 volunteer teachers, advisors, Council leaders, chaperones and presenters support classes and youth groups. Our Religious Education program includes a wide range of curricula which provides the children and youth with grounding in:

- The beliefs and practices of religions throughout the world and history
- Embracing the values of the UUA's principles and purposes, and
- How our life experiences shape our personal religious beliefs and how our religious beliefs alter our life choices.

There were some notable accomplishments this year. We revised our registration process and created a Consent Form for families, and attached our new brochure of RE Procedures and Policies. An informal comment card and survey was conducted to get feedback from the entire congregation about their ideas and perceptions of the RE program at BUC. We received some excellent feedback and helpful anecdotes which allow us to identify some areas of need, areas in which we are doing well and places where even small modifications can make a better experience for everyone in the congregation.

Laura is developing and writing the third year's curriculum for the High School Sunday Morning classes. Eleanor has implemented a new program for Fifth graders that has several goals. First, Fifth graders can take leadership roles within the Children's Worship services. Secondly, they are invited to have one-on-one time with the Children's DRE to encourage them in articulating and sharing their spiritual beliefs. Finally, at the end of the year, events are planned to recognize and ease their transition into the Youth program.

Our youth groups – The Unitarian Friendship Organization (UFO – 6th/7th Grades), Rite of Passage Experience (ROPE – 8th Grade) and Great Unitarian Universalist Senior High (GUUSH- High School) were active with community service and fun events and held several multi-generational events in an effort to build a stronger connection with the BUC community and with one another. The High School and Middle School youth find much enrichment in participating with other UU Youth, and have planned and attended district-wide conferences and fundraisers. The annual bake-off auction, running Candy Cane Sunday, the pancake breakfast, preparing and serving food for the South Oakland Shelter and participation in Rummage are a few of the in-house events they produce. Our children and youth have become more involved with all-church activities and continue to look for more opportunities. Youth serve on the BUC Board of Trustees and the Religious Education Council. As always, Youth Sunday and ROPE Sunday were fabulous successes! We trained three new OWL facilitators, and they are confidently leading 2010 8th grade Our Whole Lives. We are proudly hosting Northwest Unitarian Universalist's 8th graders in our 2010 OWL program.

Future plans for 2011 include continued work on RE curriculum, credentialing progress for the DRE staff, a family survey similar to the one conducted in 2009 (providing improvement statistics from the 2009 baseline), Youth involvement in congregational worship, a Religious Education Sunday service, an RE leader in-service, purchase and utilization of technology in RE programming, processing all of our volunteers through background checks and more opportunity for congregants, volunteers, families, children and youth to connect and learn in a wholesome and innovative program.

Volunteers who teach or help in other ways in the Religious Education program are the backbone of our program, and this year we had awesome people give their heart and soul to our congregation.

Without them the program would not exist. Please take the time to thank them for their efforts this year.

It is a pleasure to serve as your Children's and Youth DREs in our BUC Family.

Eleanor McGuire, Children's DRE

DRE Laura Ross, Youth DRE

*Religious Education Volunteers 2009-2010 Church School year*

Emily Arnold	Kim Geis	Amy Music
Kathy Arnold	Julie Gragg	Joel Newman
Lisa Alfelt	Dave Graham	Viola Newman
Abe Amir	Pam Graham	Caroly O'Mahoney
Emilia Askari	Cary Haase	Kaaren Peters
Lynn Bell	Gary Hancock	Susie Pickett
Ilene Beninson	Marissa Hancock	Eric Pierce
Terry Blankenship	Erika Hansinger	Lisa Rhoads
Laura Bodary	Melinda Henderson	Shawn Rooney
George Borszcz	Jorah Huntington	Andy Ross
Jennifer Bostek	Glenn Hoffrichter	Vida Sadler-Haase
Meg Bourland	Nancy Hoffrichter	Eric Sargent
Nash Boutros	Chris Hornig	Sheila Seaver
Lisa Bower	Sharon Irla	Sylvia Sesostris
Dave Bredenberg	MarylKacir-Huntington	Katie Sharpe
Mark Bruening	Jennifer Karteczka	Ed Sharples
Laura Burleigh	Marilyn Kelly	Jennifer Shearin
Kye Campbell-Fox	Claudia Kocher	Kyle Sim
Wendy Carter	Dan Kosuth	Bob Smith
Coleen Cavanaugh	Dave Kotzian	Wanda Smith
Ellen Chiuppi	Debbie Kotzian	Bill Solomonson
Jack Corley	Diane Lake	Kelly Sorice
Aletha Craig	Michelle Lakocy	Sue Stoll
Tom Cranston	Ann Landon	Craig Stroup
Lisa Crawford	Jordan Larson	Debbie Stroup
MichelleDaane-Gumbleton	Rob Lawrence	Kelly Taylor
Walter Dean	Theresa L'Esperance	Amy Uniacke
Ellie Duhamel	Rob Liegl	Jeremy Uniacke
Marcel Duhamel	Don Loomis	Jennifer Weallans
Ann Duncan	Beth Lorey	Bruce Webber
Mary Jo Ebert	Steve Lorey	Carey Wendell
Fiona Erickson	Jean MacLeod	Doug Wendell
Scott Farrar	Marcia Mahood	Sylvia Whitmer
Kristi Fielder	Margaret Marsh	Frances Williams
Katie Fitzner	Stuart McAlpin	Peggy Woehrlen
Rich Fitzner	Dave McGuire	Jennifer Yess
Debbie Fordree	Eleanor McGuire	AnnaZambelli
Bill Fox	Sharon McDonell	
Mike Gabel	Matt McNitt	

*A sampling of BUC Youth Groups' Activities 2009-2010*

6<sup>th</sup> & 7<sup>th</sup> grade Unitarian Friendship Organization (UFO):

Fall and Spring Retreats at Mystic Lake  
UFO Kick-off  
SOS Baking Project at BUC  
Whirly Ball  
Rummage Consolidation

8<sup>th</sup> Grade Our Whole Lives/Rites of Passage Experience (OWL/ROPE):

ROPE BOSTON TRIP!!!! (April 22-25)  
ROPE Sunday  
ROPE/GUUSH Welcoming Gathering  
ROPE Fundraising : Poinsettias, Fair Trade Coffee/Tea/Chocolate; Global Handcrafters products

9<sup>th</sup>-12<sup>th</sup> Grade Great Unitarian Universalist Senior High (GUUSH):

HS Retreat at Mystic Lake  
SOS Dinner at BUC  
Rummage Consolidation  
Youth Holiday Dinner at BUC  
Weekly meetings  
Relay for Life  
Multiple Youth Conferences  
Sock Hop Sock/Fundraiser involvement

All Youth

Youth Sunday Service  
Bake-Off  
Candy Cane Sunday at BUC

# Service and Social Justice Cluster

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Pat Hammer, Council Representative

*BUC exists to minister to the needs of our congregation and our communities, promote social and economic justice, and be an agent of systemic social change.*

The Service and Social Justice Cluster is made up of a diverse collection of projects, affiliations, and forums which all serve to connect our values and principles to the larger community outside of the church. As the reports below demonstrate, many opportunities exist for personal enrichment through discussion and advocacy of social justice issues and active, hands-on participation in community outreach, which identify BUC as a faith community with a lively engagement in the society in which we live.

## **M.O.S.E.S.**

For more than 10 years BUC has been affiliated with the Detroit-based community action organization, MOSES (Metropolitan Organizing Strategy Enabling Strength). We are one of about 55 faith and service groups in the Detroit metropolitan region that make up this interfaith, multiracial, congregation centered organization that exists to identify and address issues of community concern through a process of relationship building, training and leadership development, and direct action.

Working with MOSES organizers over the past couple of years, we have hosted forums on health care reform and regional mass transit. Most recently, a group of BUCers joined with volunteers from other MOSES congregations in the Be SMART, Ride the Bus action, riding the Woodward Avenue bus route to promote voter turnout for the August 3rd millage election.

At present MOSES advocacy is focused on the following issues: regional mass transportation, health care equity/healthy communities, fair and just immigration reform, and access to quality supermarkets in Detroit.

The MOSES staff holds training sessions in community organizing technique periodically throughout the year, along with Issue Night programs to identify issues of local concern to the member congregations. Participation in these sessions, as well as on the issue-specific taskforces is open to all. Please contact Pat Hammer for more information: [patriciajhammer@gmail.com](mailto:patriciajhammer@gmail.com)

*Pat Hammer, Chair, MOSES Core Team  
Co-chair, MOSES Transportation Task Force*

## **Communities United For Children**

*CUFC formerly known as the Birmingham Unitarian Church-Whitmer Human Resource Center (BUC-WHRC) Partnership program has continued as the Communities United for Children (CUFC).*

CUFC has been able to reach many students and their families at the Pontiac elementary school with the help of many BUC volunteers. Our tutoring and family literacy programs continue. Again we provided students with backpacks and distributed needed school supplies. Many of the literacy tutors are member of or are friends of BUC. These tutors meet weekly with students identified by their teachers. The tutors help with reading readiness skills, shared reading, and selecting books for home use and after school enrichment activities.

Last Christmas BUC continued to sponsor families for our holiday program, providing clothing, toys, games, books and holiday decorations to the families identified by staff at the school.

Emergency medical care, an emergency food pantry and clothing closet continue to provide much needed assistance, including medications, food, and warm clothing (winter coats, hats, mittens, shoes and boots) for needy WHRC students.

The CUFC in-school office is staffed by a community liaison and several part-time volunteers - many of whom are from BUC. This team coordinates the tutors and various programs - emergency aid, the food pantry, the clothes closet, backpack and school supply distribution, holiday (Thanksgiving, Christmas, and Easter) programs, Family Night Program, and family literacy program.

*The not-for-profit Communities United for Children (CUFC) organization includes representatives from WHRC, parents and BUC. Representing Birmingham Unitarian Church are Ilene Beninson, William Duffy, Ron Fredrick, Priscilla Hildum, George Lentz and Maria Runk.*

## Needs Network

Community outreach projects sponsored by Needs Network this year helped sustain our commitment to living Unitarian Universalist principles by serving the greater community. Projects were made possible by the leadership of the steering committee, and the enthusiastic participation of members and friends.

2010 Needs Network projects include: Lighthouse Food Pantry and Christmas donations, Royal Oak Warming Centers, South Oakland Community Lunch, Habitat for Humanity of Oakland County, Greening of Detroit, South Oakland Citizens for the Homeless (Welcome Inn), and South Oakland Shelter (SOS).

The mission of Needs Network is:

1. to provide opportunities for BUCers to put values into action through hands-on participation in community service projects in the metropolitan Detroit region
2. to sponsor projects which address human needs such as food, shelter, and mentoring
3. to promote projects that engage the BUC community in understanding and acting upon the reality of poverty and distressed urban neighborhoods in the larger community of which we are a part.

Needs Network operates through decentralized project leadership and community networking. Members of BUC are invited to identify community service projects to the Needs Network steering committee, composed of project leaders, and to utilize the committee's budget to cover out-of-pocket costs as necessary.

2010 project leaders were: Margaret Marsh (Royal Oak Warming Centers and Lighthouse donations); Pat Hammer and Kathy DuHame (South Oakland Community Lunch); Paul Plante (Habitat for Humanity, SOS, and Greening of Detroit); Annis Pratt (Welcome Inn - South Oakland Citizens for the Homeless); Grace Rising (South Oakland Shelter).

Through the efforts of the project leaders, who plan, organize, recruit and publicize their projects, more than 80 days of volunteer opportunities were offered during 2010. The response from BUCers has been outstanding. More than 200 individuals have contributed their time to the projects reviewed below, which have aided community-based organizations fight poverty, hunger, homelessness and urban decay.

*2010 Needs Network Chair: Pat Hammer*

## Greening of Detroit

Tree planting projects with The Greening of Detroit were a success again in 2010! BUCers assisted neighborhood groups in planting mixed variety trees in Detroit and Highland Park on Saturday, May 8 and Saturday, May 22.

The Greening of Detroit provided trees and tools. BUCers joined in to dig holes, backfill, water, and mulch the trees. Working in teams, it was possible to efficiently plant trees in a short 2 hour period.

Highlights of the workday included conversations with residents of these inner city neighborhoods. As evidenced by these projects, trees transform neighborhoods...bringing hope and environmental quality to bare urban places.

The opportunity to meet other volunteers and local residents makes Greening of Detroit projects worth the effort for all involved. Thanks to all! Come join us in 2011!

*2010 Project leader: Paul Plante*

## Lighthouse Donations

BUC continues to collect food and toiletries in a trunk in the foyer. The donations are transported to the Lighthouse emergency food pantry in Pontiac as needed. The Lighthouse appreciates our efforts and counts on our donations to assist them in providing the Pontiac community, especially the “working poor,” with needed

food and toiletries.

*2010 Project leader: Margaret Marsh; Deliveries: Dave and Gloria Boddy: Margaret Marsh*

## Lighthouse Christmas

BUC donors contributed toys, clothes, toiletries, and household goods for holiday gifts for families selected by the Lighthouse. Lighthouse families are grateful for all the assistance BUC provides.

*2010 Project leader: Margaret Marsh*

## Royal Oak Warming Centers (St. Mary's)

For more than ten years a group from BUC has assumed the laundry responsibilities for St. Mary's shelter. Early on a Sunday morning in January, a group of 15 volunteers invade two Laundromats to launder more than 100 loads of linen. At various times, BUC representatives have helped the warming centers as hosts and as dinner coordinators. In addition, BUC has helped with donations of bedding, clothing for guests, and food.

*2010 Project leader: Margaret Marsh*

## Habitat for Humanity

For many years, BUC has joined with other congregations in the South Oakland Circle of Faith coalition to sponsor and build “simple, decent, and affordable housing” in Oakland County in partnership with Habitat for Humanity. HfH houses are built with the help of donated money, materials, and volunteer labor, sold at cost, and financed with a zero interest mortgage. Habitat homeowners are working people needing a helping hand. Homeowners put in hundreds of hours of "sweat equity" into the construction of their own home, and the homes of others in the HfH community.

Habitat for Humanity of Oakland County built (2) houses in Pontiac in June 2009 during a ten day blitz build. The SOCOF house was built for a mother and her two children. It was a three bedroom ranch style home. The cost was \$95,000. Volunteers representing a coalition of faith and business groups from all over Oakland County work together, side by side, with Habitat homeowners and staff.

Volunteers range in experience from none to professional contractors. Training is provided on-the-job as required. There are also many hospitality/support services opportunities available to keep the construction crews well fed and supplied with water, snacks, and sun-screen.

All ages 16 and up are welcome. Additional total slow build houses will be completed over the entire 2010 CY. Building for these will be on Tuesday, Thursday and Saturdays. Due to the availability of many used empty homes in Pontiac, Habitat may choose to refurbish rather than build some homes new starting in 2009. Slow builds, and refurbish may be more appealing to some BUC volunteers. Habitat is also exploring building in other Oakland county cities such as Royal Oak. I will organize both type builds in 2010. HfH info can be found at [www.habitatoakland.org](http://www.habitatoakland.org).

*2010 Project leader: Paul Plante*

## South Oakland Community Lunch

BUC volunteers hosted two lunches for the South Oakland Community Lunch Program this year. The lunch program offers a substantial noon meal to about 80 to 90 low income and homeless people each Saturday at the 1st Baptist Church of Royal Oak, “the Church on Main Street”.

In the spring and December our kitchen crews prepared and served BUC’s signature meal of baked chicken and potatoes, tossed green salad, fruit cup and cookies. Many thanks to all who participated: to the kitchen crew who provided the labor and to those who donated the cash, food, and supplies that make it all happen ... this is truly a project that requires many hands for its success.

*2010 Project leaders: Pat Hammer and Kathy DuHame*

## South Oakland Shelter (SOS)

Since 1989, BUC has opened its doors to the homeless as a host site for the South Oakland Shelter, based in Royal Oak. The SOS shelter, which rotates on a weekly basis among 52 multi-faith groups in Oakland County, is a full service agency with a mission to break the cycle of homelessness. In addition to the basics of food and shelter, it offers counseling, help in finding employment and housing, and life skills training to its clients who are accepted into the SOS program for a 30 to 120 day period.

During our SOS week we provide sleeping quarters, hot dinners, snacks, breakfasts, take-out lunches, showers, and transportation for 30 men, women and children. There are 503 volunteer spots at BUC. More than 150 BUC volunteers make the shelter week happen. This year we were joined by volunteers from Emerson and Paint Creek, who participated in all aspects of the week's activities. Some bring hot, nutritious meals to the church and help serve and clean up. Others assist with guest intake or host in the evening, overnight, or morning. Volunteers also provide transportation from the SOS office to BUC each evening, or drive guests to various destinations in the morning.

Our thanks go to the dedicated workers who make SOS week a reality, most especially to the 2009 team leaders: Kathy DuHame (Dinner), Barbara Robinson and Mary Jo Plante (lunches, snacks, breakfast and supplies), Paul Plante (Transportation), Lillian Dean (Evening Hosts), Elaine Morse (Overnight Hosts), Fred Straky (Morning Hosts), Pat Hammer (Intake and Shower Hosts), Larry Wisniewski (Laundry), Margaret Marsh and David Sabbagh (Set Up and Tear Down), Jan Andrews (Welcome Greeters), and Kaaren Peters (Children Activities). We also much appreciate Jason McDonald's daily clean up. This year, we also had, thanks to the organization of Cindy Peltonen, our Music Director, beautiful piano music during dinner most nights. Our thanks go to Louise Angermeier, Cindy Peltonen, John Hammer, and Bill Russell for playing. Many of our guests mentioned how nice it was.

SOS will return to BUC November 6-12, 2011

*2010 Project leaders: Grace Rising and Paul Plante*

## Worship

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Our new Minister Reverend Kathy Hurt has brought an organized sense of purpose and a great sensibility to the Worship Committee and we look forward to her presence and leadership.

### *Worship Associates*

Worship Associates have continued to play an active role in Sunday services, working closely with the minister to conduct meaningful worship. Several Worship Associates have additionally delivered sermons during times when the minister is not in the pulpit, and supported worship during the summer months when there was no minister. The group meets once a month during the church year to coordinate scheduling and deepen their own spiritual growth and development. During the year Dan and Sue Boyce, Brian Schandavel, and Hal Breidenbach completed their time of service. Current Worship Associates are Frank Arvan, Kristi Fielder, Ed Sharples, Stuart McAlpin, Judy Amir, Gregg Bloomfield, Diane Lake, John Lake, Dan Kosuth, Elaine Morse, Peggy Woehrlen, Grace Rising and Lisa Demian.

### *Sanctuary Aesthetics*

In addition to the weekly tasks of flowers there is continued interest in new "decorative" elements on the chancel. There is some debate regarding responsibility over the Sanctuary Aesthetics. In past year the Interiors Committee has taken this on. This has produced the clean and well considered aesthetic you are used to seeing but there is a desire to enliven the services and create a more diverse setting such as the one created for the Dia de los Muertos. Discussion on this will continue.

Working with the Memorials and Tributes Committee on new Chancel Furniture, made from the "Living Tree" wood, has not progressed due to the usual reasons, lack of time, to many other important issues to consider, commitment and or agreement.

## *Music*

There are big changes in store. A search for a new Music Director / Choir Director is in the works and we look forward to the results. The music goals are

1. To maintain and improve the quality and increase the participation in our three choirs.
2. To have a music director that can, on a regular basis, bring high quality creative and more diverse music types to our congregation.
3. To create a worship experiences that is thematically coordinated - Where music and sermon share a common thread.

## *AV Ministry*

We are still recording the Sunday Services and CDs are available for shut-ins. We would like to form a more organized AV Team to include some young people but this has yet to be accomplished. This is an important ministry that will help get our message to the homebound to others outside of BUC.

## *Alternative Services Ministry*

We continue to have alternative services such as Vespers and Vitals but in these times of transition we have not had as many as we would like. Kathy Duhamel has been a one person committee. She has done a great job of keeping this important ministry alive but she could use some help. Please contact Kathy if you are interested.

## *Another Transition*

This is my final year of my three year tenure as Worship Chair. I thank everyone that has been on the Worship Committee, all of the Worship Associates and the Ministers we have served. They have made this a very rewarding and wonderful experience. If the voting goes as predicted Kristi Fielder will be the next Worship Committee Chair. I know she will do a great job.

Yours in Service to BUC,

Frank Arvan, Chair, Worship Committee

## Acting Music Director Report 2010

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Cyndi Peltonen, Acting Director of Music



### *"Thank You," Volunteers*

The Music Department enjoys the talents and energies of an outstanding professional staff of Angelina Pashmakova, pianist, Pam McAlpin, Youth Chorus and RE music educator, and Abha Dearing, who was through October, Director of the Adult and Teen Choirs.

As much as we appreciate our fine music staff, the music program at BUC would not be what it is without the countless hours of many dedicated volunteers. We are very grateful to all the musicians who have so generously given of their time and talents this year. Please take an opportunity to tell them personally, how much you appreciate their contributions.

Take Four - Sue Boyce, Mary Jo Larson, Jim Bizer, Dan Boyce

Daragh Dutka, improvisational violinist

Dan Boyce, french horn

Bill Russell and Emmon Scott  
Shari Morgan, Walter and Lillian Dean, woodwind trio  
Lisa Agazzi, soprano  
Carol Forrester and Megan Saletta, soprano duo  
Vicki King and Walter Dean, bassoon duo  
Steve Schneider, hammered dulcimer, piano and Mark Auchter-Bruening, Celtic harp, flute, and others  
Pentacle Brass - Sonja Lindsay, Natalie Bruno, Dan Boyce, George White, David Menard  
Brian Schandavel, drums  
Soo Choe, piano  
BLUUs Band – Frank Arvan, Stuart McAlpin, Hal Briedenbach, Brian Schandavel, Craig Stroup  
John Hammer Trio  
Mike McGillivray, violin  
Cathy Sherwin, flute  
Eric Sargent, classical guitar and Jennie Spenner, flute  
Louise Angermeier  
Barbara Woolf  
Andrea Thorne  
Grace Brockett  
Cathy Compton  
Ania Sorokhtei,  
and all the members of our Chamber, Chalice, Teen, and Youth Choirs.

### *Fundraising Concert*

The music department continued the collaboration with R.O.P.E. families to present winter, spring and fall Fundraising Concerts to help defray the cost of the Boston Trip and to benefit the music programs at BUC. ROPE families provided hearty lunches, giving people the opportunity to stay for the one thirty concert. The musicians are all BUC members who donate their time and talent. Through the combined efforts of our BUC community, the three concerts raised \$2400, which we divided evenly between the music program and ROPE. We look forward to similar ventures in the future!

### *SOS Dinner Music*

Stuart McAlpin, Louise Angermeier, Bill Russell and I alternated evenings playing dinner music for our SOS guests. Paul Plante informs me we're the only church of 52 who provide this added ambience, and the guests (and volunteers) appreciate the extra effort. Thanks to those who volunteered their time to "affirm and promote the inherent worth and dignity" of our guests.

### *Dining for Dollars*

Our "Dining for Dollars" event held the first Sunday in December '09 was a great success. Thanks to your participation, TGIFriday's donated \$320 to BUC, making our event the most successful Dining for Dollars ever at that store! Thanks to everyone who came out. We appreciate your support.

### *Staff Reorganization*

Throughout the year, during regular music staff meetings, music committee meetings, meetings with the Interim Minister, individual meetings with a representative from the personnel committee, and finally a committee of the board, the music staff attempted to resolve individual differences so we could work cohesively as a team. As a result of the final meeting, it was determined that splitting the Music Director

position into two parts had been cumbersome and inefficient and the best resolution would be to combine the positions of Music Director, Adult and Teen Choir Director, and Children's Choir Director, as is the norm in a majority of churches. In early September, the people who were filling those positions learned of the consolidation and were invited to apply for the new position. A search committee was formed, has posted the new position on several websites and will be accepting applications through December with a goal of appointing the new person early in the new year.

### *A Fond Farewell*

In late October, Abha Dearing, Adult and Teen Choir Director, submitted her resignation to Rev. Dr. Kathy Hurt, our Consulting Minister. We are grateful for Abha's talent and professionalism in directing the choirs for the past nine years. A multi-talented performer, music educator, as well as director, Abha's glowing presence at BUC will be missed.

### *Interim Choir Director*

Louise Angermeier, is directing the adult choir and I am resurrecting the Teen Choir until the new position is filled.

Cyndi Peltonen  
Acting Music Director

## Youth Music, One Hour Choir & No Fault Orchestra

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Pamela McAlpin, Director



Thanks and more thanks to Youth chorus, One Hour Choir, No fault Orchestra, and RE Classrooms for letting me bring music into your lives this year. Special thanks to parents and chorus members who sang at the National Day of Prayer Service in Troy.

## Rummage 2010

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Kimery Campbell, Coordinator

The year 2010 marked the fourth and fifth Rummage sales in which I served as paid coordinator. Experience has given me greater confidence in the process and I think I have made fewer glaring mistakes, but there are always challenges. Local economic conditions continued to provide concern and anecdotal evidence in both spring and fall indicated a drop in donations. More definitely, bulk pickup manager Soren Andersen has seen a marked decline in donations of large items. The committee has opined that people who were once likely to give away goods freely were now either hanging onto their possessions longer or selling them directly using e-Bay or Craig's List. But, fewer items is not the same as few items and both spring and fall sales had ample merchandise.

A more serious issue for the Rummage Committee is the shortage of volunteers. This was a particular problem in the fall, when illness sidelined a number of workers and a few other key players happened to be out of town. Although both sales were managed successfully, as those on hand stepped up and stepped in to fill the place of those who were absent, recruitment of new help remains a top priority for 2011. It is

worrisome to think that the continued success of these sales may depend on the presence of a few individuals, rather than the readiness and support of the church as a whole. We particularly need younger volunteers, both in terms of fitness and because of their greater familiarity with the new generation of rummage goods!

The receipts from the spring sale totaled about \$17,327. Once expenses (table rental, supplies, truck rental, security, custodial help, babysitting, food, advertising, Dumpster rental, carpet cleaning, coordinator stipend) were deducted, the net profits were a little under \$14,600. In the fall, gross income was about \$15,090 and net was about \$12,375. This is once again less than our peak profits in the past, but an improvement upon the recent past and we consider both sales a success.

Rummage, of course, is much more than a money-maker-- it is also a ministry. This year we shared our bounty with Kids for Afghan Kids; Most Holy Trinity's community outreach program; the Furniture Bank of Pontiac; the Oakland County Jail; Bloomfield Township Public Safety; and the Salvation Army. We expanded our recycling efforts and even, thanks to the efforts of Debbie and Craig Stroup, made a little money on salvaged paper. We were again the recipients of generous food donations from the Russell Street Deli in Detroit and from our old friend, retired Bloomfield Hills Police Sergeant Art Wargo.

As coordinator, I devoted over 80 hours to each sale, for which I received a \$500 stipend. The fall sale was particularly challenging, due to the absence of my volunteer co-chair, Laura Lee. Laura's absence also meant that the Silent Auction was run as a "buy it now" boutique. It is a little difficult to determine if this impacted our financial bottom line, since better goods vary from sale to sale, but Laura hopes to return in the spring and resume the auction. Other members of the committee include: Walli and Soren Andersen, Carol Ann Arvan, Scott Cameron, Carol Lee, Margaret Marsh, Eleanor McGuire, Barb Richards, Grace Rising, Pat Schwing, Debbie Stroup, Ann Throop, and Walter Dean.

# Treasurer's Report 2010 Financial Report

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After a difficult financial year in 2009 BUC's financial picture has stabilized. Although Michigan's economic downturn continues to affect BUC's family and friends, good stewardship of BUC's finances has led to this stabilization. The Budget and Finance Committee, chaired by Craig Stroup, meets monthly to examine income and expenditures and make adjustments as needed. In addition to Craig the committee members are Donna Cunningham, Chris Music, Carol Ann Arvan, Alison Polidano and the Treasurer. They deserve great credit for their devotion to the details of our financials. Kim Ruiz, Bookkeeper, pays bills, prepares the detailed financial reports and meets regularly with Craig Stroup to resolve any problems which crop up along the way.

In the past year the \$10,000 budgeted for possible additional staff was absorbed back into the budget when it became clear that the service auction was not to be. The income from the budgeted service auction created a hole in the budget.

Income from pledges, non pledge income and church attendance all increased in the latter part of the year. Rental income remains strong due to the tireless efforts of Lisa Crawford, Church Administrator.

Chris Music prepared an in-depth analysis of a number of UU churches of similar size to BUC. The study showed income and expenses similar to BUC's.

The preliminary draft budget for 2011 is included at the end of this report. It will be discussed at the annual meeting on December 5, 2010. A finalized budget will be completed in January and shared with the congregation.

For the first 10 months of 2010, operating expenses exceeded income by \$54,729. We are anticipating that November and December will be breakeven or slightly negative from a net income standpoint, and therefore anticipate an operating surplus for full calendar year due primarily to the factors mentioned above.

Total income through October 31 was \$540,494, of which \$332,460 was from Pledge Income, and \$208,033 was from Other Income, primarily Rentals (\$70,102), Rummage (\$34,770), Plate Collection (\$26,219), Non-pledge Contributions (\$22,248) and Endowments/Investment Income (\$13,809).

Various expenses are over or under the anticipated budget amounts year-to-date, with total operating expenses approximately \$47,600 under budget through October 31. The largest variances are Other Facilities (primarily utilities savings), Minister (primarily Interim Minister professional expense and health insurance and Sr. Minister Search Committee expenses) and Provision for Additional Staff / Salary.

BUC's cash accounts totaled \$483,288 at the end of October. Net operating cash totaled \$146,687, or 23% of our 2010 annual budgeted expenditures. BUC's endowments totaled \$298,165 as of October 31, not including the loan payable from BUC of \$117,458.

Outlook for 2011

- Staff pensions will rise to 10% for those eligible
- UUA and Heartland District dues will rise to 40%
- Plate collections distribute 10% to the minister's special needs fund, 40% to community needs and 50% for internal BUC activities such as the Needs Network

- Service Auction will be held in March 2011
- Increase in expenses for Senior Minister settlement
- Staff merit pool for raises based on evaluations in January

Pauline Mengebier, Treasurer

Craig Stroup, Chairman, Budget and Finance

# Agenda

## Annual Meeting of the Membership

### Sunday, December 5, 2010, 12:30 pm

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Welcome and Call To Order	Carol Ann Arvan
Quorum Count	Carol Ann Arvan
Minutes from December 6, 2009 Meeting	Keith Ensroth or Carol Ann Arvan
Leadership Development Committee Report and Vote	Mary Jo Ebert and Bill Fox
President's Remarks and Volunteer Recognition	Carol Ann Arvan
Senior Minister's Remarks	Rev. Dr. Kathy Fuson Hurt
Endowment Report	Dan Boyce
Treasurer's Report and Draft Budget Presentation	Pauline Mengebier and Craig Stroup
Result of Election	Mary Jo Ebert and Bill Fox
Issues Arising for the Good of the Congregation	Carol Ann Arvan
Adjournment	

# Birmingham Unitarian Church

## Annual Meeting of the Congregation

### Sunday, December 6, 2009, 12:30 pm

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#### **Welcome and Call to Order Carol Ann Arvan**

The meeting was called to order at 12:35 p.m.

A quorum was present.

#### **Centering Rev. Marcel P. Duhamel**

#### **Minutes from December, 2008 Annual Meeting Julia Gragg or Keith Ensroth**

We never formally approved minutes from 2007 annual meeting.

There was also a special congregation meeting on Jan 18, 2009 to review revised budget. Annual report contains 2008 annual minutes. Minutes for the other meetings have been sent to all members electronically and made available on paper for those who do not have electronic access.

Motion was made by Dorothy Prier and seconded by Pauline Mengebier to approve all three sets of minutes.

Approved.

#### **Leadership Development Committee Report & Vote**

Sheila Seaver & Michelle Daane-Gumbleton

Ballots have been distributed and remaining were collected. Tallying will take place while the meeting progresses.

#### **President's Remarks and Volunteer Recognition Carol Ann Arvan**

President's report is in annual report and was sent in the most recent monthly newsletter. Summarized version presented by Carol Ann.

Volunteers were recognized by standing in groups by the various ministries we all perform.

Special recognition for four years of service on the board by Sydney Lentz.

Special recognition of Julia Gragg for stepping into vice president role when Julie Fream had to step down due to other responsibilities.

#### **Comments Board of Trustee Members**

There were none.

## Interim Senior Minister's Remarks Rev. Marcel P. Duhamel

Report is in annual report.

After only three months here, it appears to Marcel that any minister would want to come here as next settled minister. The Search Committee is working well and we are getting close.

The Congregational Covenant was a concept introduced by Interim Minister Marcel Duhamel; developed with input from a special Saturday session open to the entire congregation; refined by the transition team: Dan Boyce, Melinda Henderson, Maurice Lefford, Grace Rising, Susie Sherman-Hall and Craig Spangler; presented in draft form and further refined from input received by the transition team in a Town Hall meeting two weeks ago. Final draft is now presented for approval.

Motion to accept by Diane Lake and seconded by Laura Ross.

Approved.

The approved version appears immediately below.

### **Birmingham Unitarian Church Congregational Covenant**

#### **PREAMBLE**

We the members and friends of the Birmingham Unitarian Church, commit to live our lives and shape our church in ways that promote our shared beliefs. Aligning ourselves with the Principles and Purposes of the Unitarian Universalist Association of Congregations we do hereby promise to:

#### **I. Live Our Faith**

- Accept, encourage and celebrate our differences.
- Listen with openness, patience and empathy.
- Use direct thoughtful communication.
- Speak the truth in love and avoid gossip.
- Create an environment that is inclusive and welcoming.
- Express appreciation of each person's unique contribution.
- Seek and respect different points of view.
- Foster intellectual and spiritual development.

#### **II. Be Responsible Stewards of Our Beloved Community**

- Contribute to the well-being of the Greater Detroit community.
- Strengthen our connection to the Heartland District, Unitarian Universalist Association, and affiliated organizations.
- Participate in the life and activities of the congregation.
- Embrace the opportunity to educate and inspire our young people.

- Financially support our mission as a religious community.
- Promote and celebrate the unique relationship that inspires us to live in greater harmony with nature.

### **III. Honor The Democratic Process.**

- Participate in the governance of the congregation.
- Be open to change, while respecting the legacy of our faith's traditions.
- Encourage and develop leaders who foster trust, respect and open honest communication with the congregation.
- Honor with gratitude and respect the ways we come together to serve our congregation.

### **Congregational Pledge**

We willingly accept responsibility for our own behavior and honor our obligations to each other. We freely enter into this covenant and agree with its spirit. We promise to help each other uphold this covenant. This covenant is a living document.

### **Director of Religious Education for Children Remarks Eleanor McGuire**

### **Directory of Religious Education for Youth Remarks Laura Ross**

Eleanore McGuire, Laura Ross and Kimery Campbell jointly presented the entire program.

See report in annual report.

200 children are enrolled in the program, with almost 100% participation from parent volunteers in various roles.

On an average Sunday morning, 80 children, with many Sundays 100 young people, participate in the program.

Survey was conducted of all families in the youth program and will be used as a continuous improvement process.

The youth program has both classes and youth groups in order to meet all the components of the program.

Collaboration on the OWL Program with Paint Creek UU community enables us to share and leverage each others' volunteers and experience in our congregations.

Carol Ann Arvan explained the role of two youth representatives serving as youth liaisons to the board. They participate as non-voting members since they are not elected board officers. (This would require a constitutional amendment to allow them to be full members.) Jorah Huntington and Anna Zambelli are the current representatives.

### **Endowment Report Dick Schwing**

Dick Schwing was not present to present. See report in annual report.

## Treasurer's Report, Budget Presentation and Adoption Pauline Mengebier

Per our constitution, "the Board of Trustees shall cause an annual budget to be prepared before the fiscal year." A draft budget was presented to the congregation at the meeting and will be posted to the web site shortly. The budget as prepared by the Budget & Finance Committee is not being presented for adoption as final because there are some adjustments still in progress. Final version will be posted on web site, sent to the congregation via email and available in print after the December 17 board meeting where the plan is it will be finalized and approved.

Contributions of plate collection and UUA will be moved back to 35% that had been reduced to 10% this year due to effects of the recession on the church's budget.

Pledge amounts are aligning with budget projections. Thank you all for your generosity that is enabling this optimistic but fiscally conservative budget.

Any proposed amendments should be submitted to our treasurer, Pauline Mengebier ([pmengebier@comcast.net](mailto:pmengebier@comcast.net)), before the December 17 board meeting for consideration.

## Tribute to Carol Ann Arvan (not on prepared agenda)

Presentation of flowers, gift and most especially, a well-deserved tribute to Carol Ann Arvan was made by Julia Gragg, Vice President of the Board.

## Result of Election Sheila Seaver & Michelle Daane-Gumbleton

### *Board Candidates:*

The LDC nominated the following:

*President:* Carol Ann Arvan

*Vice President:* Tom Cranston

*Secretary:* Keith Ensroth

*Treasurer:* Pauline Mengebier

*Trustees:* Julia Gragg, Walter Dean

They will join these trustees continuing their current terms: Alex Adah, Boris Silberberg, and Peggy Woehrlen.

All were approved.

### *Leadership Development Committee*

Each year five new members are elected to two-year terms. They will join the five members who will finish their two year terms. Church members were asked to elect five of the following (those elected are indicated after their names-):

**Jack Corley - elected**

Glenn Hoffrichter

**Diane Lake - elected**

**Carol Lee - elected**

Marcia Mahood

Marie Miller

Bill Pratt

**Brian Schandavel - elected**

**Susie Sherman-Hall - elected**

*Program Council*

The LDC presented the following nominees for cluster chairs:

Lucille McNaughton: *Service/Justice*

They will join these current cluster chairs:

Cathie Breidenbach: *Communications*

Silvia Whitmer: *Learning*

David Graham: *Secretary*

Frank Arvan – *Worship*

Lisa Demian – *Congregational Development*

Hal Breidenbach – *Fellowship*

All were approved.

**Issues Arising for the Good of the Congregation Carol Ann Arvan**

There were none.

**Adjournment**

The meeting was adjourned at 1:20 p.m.

# Birmingham Unitarian Church

## 2011 Slate of Candidates

### Annual Meeting, December 5, 2010

The annual meeting will take place on Sunday, December 5 after the second service. Voting will take place at that time. Active members who signed the book at least 90 days prior to the date of the election (September 6) are eligible to vote. If you are unable to attend the annual meeting and wish to vote, contact Church Administrator Lisa Crawford to obtain a ballot. Absentee ballots must be submitted to the church office by 10:00 a.m. on Sunday, December 5.

#### Board of Trustees

The Leadership Development Committee presents the following candidates:

President: Tom Cranston  
Vice President: Pauline Mengebier  
Secretary: Claudia Kocher  
Treasurer: Priscilla Hildum  
Trustee: Mary Cay Dietz

The following Trustees are continuing their 3-year terms in 2011: Walter Dean, Julia Gragg, Boris Silberberg, and Peggy Woehrlen.

#### Leadership Development Committee

Each year five new members are elected to two-year terms. Church members will elect five of the following:

Louise Angermeier	Ron Fredrick	Sylvia Sesostris
Scott Farrar	Larry Freedman	Carole Wiseman
Debbie Fordree	Grace Rising	Barbara Woolf

The five new members will join five others who will serve their second term in 2011: Diane Lake, Carol Lee, Bill Pratt, Brian Schandavel, and Susie Sherman Hall.

#### Program Council

The Leadership Development Committee presents the following candidates:

Lisa Demian - Congregational Development (2nd term)  
Kristi Fielder - Worship  
Margot LeRoy – Fellowship  
They will join the other Program Council members:  
Sylvia Whitmer – Learning  
Lucille McNaughton – Service & Social Justice  
David Graham – Program Council Secretary