

UUFRC Annual Report, June 2009

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Agenda for 2009 Annual Meeting

June 7, 2009 at 12:00 noon

1. Opening Words
2. Call to Order
3. Roll Call: Declaration of Quorum
4. Adoption of Agenda
5. Approval of Minutes for Annual Meeting 2008
6. Election of Denomination Representatives
7. Election of Board Members
8. Approval of 2009-2010 Budget
9. Adjournment



UUFRC Annual Meeting Minutes - June 1, 2008

Jeanne Durnford, President of the Board of Trustees called the Meeting to order at 12:08pm

Reverend Julia Older opened the meeting with opening words.

A quorum was confirmed with 64 members present.

Futures Group

Liz Sloan presented a summary of Futures Group.

- Report is in final stage of completion.
- To board next week. Published in two weeks.
- Focused on research of options in dealing w/ growth.
- Highlights are in annual report.
 - Staffing
 - Space uses
 - Financial
- Liz recognized hard work by the futures group.

GA Statement Poll

Geri Kennedy discussed the process for submitting Statements of Conscience at General Assembly. Geri distributed a poll asking the members to pick a subject to be discussed at GA:

- Ethical Eating
- Nuclear Proliferation

Consent Agenda

Sarah Morgan moved to approve the last years annual minutes. Pat Crawford second. No discussion. Motion passed.

Elections of Board Members and Denominational Affairs Members:

- Candidate for the Board of Trustees are:
 - Peter Hartzell
 - Ralph Humphries
 - Karla Jones
 - David George

- The four candidates for Denominational Affairs Members are;
 - Danielle Elias
 - Thomas Atwood
 - Carol Cross
 - Geri Kennedy

Vote was by paper ballot, which were collected and counted by Debbie Mytels and Debra Schwab. All the Board Of Trustees and Denominational Affairs candidates were elected.

Peace Initiative

Bill Welch motioned to accept the Peace Initiative as submitted by the Social Action Committee. Marianna Tubman seconded the motion.

Discussion:

- Derby Davidson stated that we should have dialogue about ending the war. Derby motioned to amend the declaration by striking the last sentence. Veronica Palmer seconded the motion.
- There were further discussion on the pros and cons of the Peace Initiative.

Jeanne called for a vote. 1st vote on the amendment. Yes means to strike the last portion of the statement. Vote was by show of hands. Motioned denied.

Vote then proceeded on the original declaration – Debra Schwab collected paper ballots. The declaration passed by 2/3 vote.

Approval of 08-09 budget.

Pat Crawford motioned to approve the 08-09 budget. Brent Parry seconded the motion.

Discussion:

- Pat Dwyer, chair of the RE Committee, discussed the desire to increase the RE Directors hours to 30/week, in order to provide a Coming Of Age program for 2008-2009. Pat moved to transfer \$2500 from RE salary reserve, and \$3000 from Rental reserve to fund the increase in hours. Geri Kennedy seconded the motion.
- There was further discussion on the motion.

Jeanne called for a vote by show of hands. Amendment passed.

MOCA increase discussion – Geri and Derby stated that the increased cost was due to purchasing of local, organic food and produce. The MOCA line item was only a nominal amount in the previous budgets. The “tip” jar doesn’t cover the cost of the social hour snacks.

Question about the RE reserve – where is it. It is in the balance sheet. It is from an original donation by Ruth O’Shea.

Jeanne called for a vote by show of hands to approve the amended budget. The amended budget passed unanimously.

Revision of By Laws

Peter Hartzell moved to amend the by-laws so that the age requirement for being a member will be 14 years of age, or completion of the Coming Of Age program. Juanita seconded the motion. No discussion.

Vote was by show of hands. Motion passed.

Meeting adjourned at 1:27pm.



Report from the President of the Board of Trustees

Dear Fellow Members of UUFRC,

On behalf of the Board of Trustees I report that our Fellowship is vibrant. We enjoy a wonderful, healthy spiritual community together, which attracts new friends and members. We each must be grateful to many individuals, groups, initiatives and our historic welcoming, positive culture. Please find below a summary of important characteristics of UUFRC this year and the nine specific initiatives upon which the Board has focused this year.

Finances: Our finances are in good shape despite the unexpected ending of our contract with Strong Tower in September, a tenant budgeted for \$18,000.00 this year. Many of you contributed to the “13th Month” special ask which made up this gap. In addition you have stepped up with an increase of over 6% in Budget Pledges for next year, allowing us to eliminate dependence on a “major” tenant. We have effectively “won back our building!” We owe a huge debt of gratitude to the dedication of Sara Morgan who ran this year’s auction and Alex Stagner who led the Budget Pledge Campaign. Without the hard work of these two and their respective committees we would not be in the stable financial condition we are. This financial step has not come, however, without sacrifices. We have made cuts in several programs, including RE. We hope that with another strong Budget Drive next year we will be able to more fully support our programs and staff.

Staff: We have a fantastic staff of professionals: Reverend Julia Older, DRE Tracey Fetcher, Office Administrator Debra Schwab, Welcoming Coordinator Cindy Johnson, Music Director Susan Nitzberg, Childcare Provider Michael Green, and Middle School Youth Emily Lehr-Anning all work effectively in their respective roles and as a team and help to bring out the best in our congregation and among our volunteers.

Volunteers: Our many dedicated volunteers throughout the community bring their talents and ministries to the community each week. Here are some examples: work days, weekly mowing of the Fellowship yards, inspirational choral and instrumental music, over 30 RE teachers, many hopping and happening UU social events...not the least of which was Nina’s ordination in May, and the coffee and snack hour presented by MOCA every Sunday. All these accomplishments and many more are possible only with the dedication of the members and friends who willingly take them on.

Social Action: 2008-2009 has been a tremendous year of accomplishments in social action. UU’s played a significant role in the “No on Prop 8” effort. Members and friends worked with PIA on immigration issues and are helping to lead the work for national healthcare reform. And the Redwood City schools are benefiting from UUFRC’s weekly tutoring at Roosevelt elementary school and efforts to pass Measure E in support of local schools. Helping to tie these efforts together was the first-of-its-kind World Café in the fall, which led to the “social action” apple chart in the foyer and our annual Social Action Coordinating Council.

Growth: The state of the church is healthy, financially stable, and growing. For the past six or more years UUFRC has grown at a net rate of 8 – 10% per year. This is remarkable. The Future’s Committee last year provided the Fellowship with analysis and recommendations on how to “keep the magic” and plan for future growth. The Board in turn has developed a statement on growth (attached to this report). The purpose of this statement is to guide the Fellowship in the years ahead as it benefits from and wrestles with the challenges of growth.

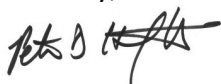
Board Initiatives: During 2008-2009 your Board tackled nine initiatives.

Here is a brief summary:

1. **Julia’s Sabbatical:** The Board worked with Julia, her staff, the Worship Committee and the Committee on Ministry to ensure we have a plan to support the needs and programs of the Fellowship while Julia is away next winter.
2. **Staff support:** This year the Board honored the staff at the champagne gala. Continued ongoing support of the staff is critical to the staff members and the Fellowship as a whole.
3. **Future’s Group Implementation:** The Board supported the implementation of the Future Group’s immediate recommendations. This included finishing the Vera Boyson Room, placing speakers in the Social Hall to allow expanded seating for large services, providing coffee in the Foyer to ease crowding in the Social Hall, and optimizing storage throughout the building.
4. **Raise more money / grow independent of major tenant:** This work is ongoing. Progress was made with this year’s Budget Drive. Next year we will have an ad hoc committee study in more detail alternative fundraising ideas that appeal to contributors outside our community.
5. **Develop a five year budget plan:** It is important for the Fellowship to be projecting several years as we budget. The Finance Committee accomplished this for the first time this winter and UUFRC will refine the work in years ahead.
6. **50th anniversary:** The Board supported the celebration and commemoration of UUFRC’s 50th anniversary by forming an ad-hoc committee and providing budget for the celebration.
7. **Youth program development:** We supported the Fellowship’s wish for vibrant youth programming. So far this has been in the form of supporting Tracey’s work as DRE. This effort will be ongoing as the number of middle and high school youth grows.
8. **Planned giving program launch:** The Board launched a Planned Giving Committee. Its purpose is to develop the communication and tools to encourage and receive planned giving donations from members and friends. Over the long term resulting bequests to UUFRC will support capital or program initiatives of the Fellowship.
9. **Green Sanctuary:** The Board supported the filing of the paperwork for UUFRC to become an official “Green Sanctuary,” bestowed upon UU congregations who meet “green” criteria.

Thank you very much for the trust you have placed in us, your Board members.

Sincerely,



Peter Hartzell, President, Board of Trustees

UUFRC Growth Statement

Growth is not a goal per se.

Rather, growth is an inevitable side effect of our welcoming spirit, our great programs, and our positive energy. We will continue to be warm and welcoming to new visitors. We will continue all our great work in areas like religious education, social action, worship, and music. We can't help but be energized by those around us. Our positive spirit is infectious, and the result is that new members are attracted to our fellowship. We will accommodate all who are drawn to join us.

Welcoming new members serves the following purposes:

- We replace members who are lost through natural attrition.
- We create a pipeline of children who fuel our vibrant religious education program. To succeed, the youth RE program needs a critical mass of students in each class. As our younger children grow older, our program will expand to include a high school youth group.
- We create a fundraising base that will help to satisfy our appetite for additional programs, such as "Coming of Age" or an intern minister.
- We attract new people into leadership roles within the church. These new leaders provide energy and fresh perspectives.
- Growth helps contribute to the excitement and the sense that this place is special.

However, we must also be mindful of the costs associated with growth:

- We are approaching the capacity of our current facility; intergenerational services are crowded, and every available room is used for RE. We are already making all available adjustments in order to accommodate more people.
- A larger membership will eventually trigger the need for a second service. According to preliminary estimates, a second service may increase expenses by as much as 35%.
- Historically, newer members are not the largest contributors to the operating budget.
- If we grow too quickly, we will be unable to assimilate members and make the necessary adjustments to our infrastructure.

The board encourages the fellowship to continue on its current path, and we accept responsibility for anticipating future growth. We pledge to do the following:

- Continue the work of the Future's Group, implementing the ideas that they recommended.
- Periodically review our plans, making sure that we anticipate our future needs.
- Create a long-term budget that will accommodate the increased costs associated with a second service.

Finally, we explicitly will not actively seek to grow, except welcoming new visitors as we do today. For example, we will not seek more public visibility through advertising.

Approved by the Board of Trustees, April, 2009



Minister's Report

I didn't dare imagine that this community would keep getting stronger and more welcoming but I believe it has. If I were to name the magic here, it would be that so many of you step up to do what needs to be done. It begins in committee meetings when a need is identified and someone says, and without hesitation, "I can do that," and continues through the courage it takes to commit to larger and larger responsibilities both in the wider community and here. Like chairing the Annual Budget Drive and being willing to serve on the board and organizing a team for health care reform and being liaisons to Roosevelt School and public education. And all the justice projects from letter writing to collecting food. And we give to other not for profit organizations at least monthly.

We were awarded the "Culture of Generosity" award this year at the Pacific Central District the annual meeting. You know what? We deserve it. We do. And it is nice that others recognize us.

Then we have all of the "just for pleasure" groups like hiking and knitting and writing and all of the ways we make music.

The staff are equally willing and wonderful. Program staff like Tracey Fecher and Susan Nitzberg and Cindy Johnson carry substantial responsibilities and deserve great praise for their creativity and continually re-imagining how we can be better. And Debra Schwab, our administrator, has taken us up 100 notches in organization. Her efficiency makes even more possible.

We are human beings of course, learners in this often confusing experience of life. Sometimes each of us fails to be the loving, flexible person we want to be. Sometimes we're just plain cranky and sometimes we have substantial disagreements. Sometimes we fail to speak up when we probably should. We might be even more healthy if we spoke up when something wasn't as it should be. This too is part of learning and being in community. You don't have to be perfect to belong here. You just have to keep showing up . . . with all of your idiosyncrasies and failures and needs and hopes and talents and courage.

Just this week, as I write this, Lee Wakefield died. I keep picturing her laughing and setting up in the kitchen Sunday mornings. This community knows loss and sorrow but we have each other to travel with in times of such tenderness.

So many give so much. Willingly. Smiling. Generously. Ingeniously. Bravely. With care. No wonder we love this place. There is something for each of us and new opportunities emerging all the time.

Every outside group I participate in has heard that we are thriving and growing and wants to know how we got to be so healthy and exuberant. I wish I knew what encourages so many of you create new things and step up to run continuing programs.

That's our "magic". If someone could capture it and write it all down in a book, we'd be famous far and wide. And, contribute to the movement that is Unitarian Universalism.

Thank you for being part of this cycle. Thank you to everyone who makes our Sunday worship excellent, who teaches and facilitates, who serves on committees, who makes music, who cooks and makes coffee and cleans up, who arranges chairs and puts out hymnals and gathers them up again, who make celebrations of all kinds. It is all ministry.

To EACH of you who give so much and make so many of us less lonely: "Thank you." You use your life to create this community, and this community pushes us to be brave and use our talents and energy to serve the world. You live our covenant to be welcoming, to care for one another and to reach beyond our present limits in service to the world.

Bravo for another wonderful year with so many special celebrations including our first fifty years and the ordination of Nina Kalmoutis.

With love,

Julia



Report from the Director of Religious Education

The highlight of the church year in Religious Education for me was once again our excellent Sunday school teachers. We had 27 teachers who gave their time and talents to the children and youth of our congregation. To further support the success of Sunday school, we added teacher team meetings for each teaching team. Those meetings helped the teachers get oriented to their curriculum, students and teaching partner. I believe team meetings will continue in the future as all of the teachers found them useful. I am always so impressed with the ideas and creativity teachers bring to our classrooms. The backbone of the Religious Education program at UUFRC is the teachers. I want to thank all of the teachers: Ana Athanasiu, Amy Shaw, Tiki Dare, Lillian Svec, John Anning, Jan Benway, Leslie Vallerga, Amy French, Derby Davidson, Pam McGee, Jorie Schulz, Pat Dwyer, Page Benway, Dave Karow, Jeanne Durnford, Jen Davidson, Maeve Knoth, Bruce Knoth, Denise Mostowfi, David Stoutamire, Lisa Conrad, Beth Harrison, Alex Stagner, Kat Eden, Greg Eden, Ralph Humphries, and Tiffany Karow. I particularly want to thank Maeve Knoth, who taught Sunday school the entire church year!

In the fall, we held our second Catechism for 3rd and 4th graders. It was fantastic to implement this program a second time; and see the children blossom while learning about our 7 UU Principles while developing their own credos. The graduation service at the end of their program was wonderful!

Our Middle School Youth Group had another great year under the direction of Emily Lehr Anning. The highlight of the year for me was once again the 2nd Annual Spaghetti Dinner Fundraiser they held for My New Red Shoes, raising over \$600. With the support of the RE Committee and the Social Action committees, a fun intergenerational evening was realized. The children and youth enjoyed a raucous game of Bingo thanks to the Mitchell family. Many adults were able to view King Corn, a documentary about the concerns with monoculture farming. I want to thank Emily Lehr Anning for her work with the youth and especially for the enthusiasm and ideas she brings to her job. We are still dreaming about what our youth group will look like for next year; and hope to have youth group activities for the 6th/7th graders and the 8th/10th graders.

Childcare is important to Religious Education programming. Michael Green continues to be an anchor for the Blockroom on Sunday mornings. The children and parents love him. The addition of Natasha Riviera as his assistant this year has been wonderful. Natasha knows how to get down on the floor and play! Laura Jung has been volunteering in the Blockroom on a regular basis. I appreciate her giving her time and talents to the youngest of the congregation.

UUFRC held its second successful OWL 5th to 6th grade class this winter. We had 19 children in the class. Derby Davidson and I taught the class. We enjoyed watching the children soak up the information and become much more comfortable discussing an often taboo subject in a supportive environment. I think we all learned a lot together and had fun! We will continue to offer this class every other year, holding OWL for

7th/9th graders in the other year. OWL has become an important part of the programming at UUFRC; and I expect it to be so for years to come.

UUFRC returned to Coming of Age (COA) programming after a seven year hiatus. We had three youth participate in the Pacific Central District retreat program with over 70 other youth from UU churches in our area. The three retreats included a ROPES course, a Faithful Fools Street Retreat and a six-hour Nature Vigil. As the DRE, I participated on the district retreat staff as a Wisdom Circle leader and helping to re-write a women's ritual. This work will continue to enrich our programming in the future. It was an important first step in re-establishing COA at the fellowship. I feel confident Coming of Age is on a good footing at UUFRC and will become a cherished part of our Rites of Passage programming in the years to come.

Winter Intersessions and the Christmas Pageant are always popular programs at UUFRC. Many volunteers come forward to fill Intersessions with fun multi-age activities. The Simpson-Vlach family as Mary, Joseph and Jesus was a pleasure to watch! I love that the Pageant has become a tradition at UUFRC and that the children (and adults) look forward to it each year.

Religious Education at UUFRC continues to grow and stretch. The Religious Education Committee makes the work possible with their support, ideas and hands-on work. I want to thank the following members of the RE Committee for their continued support and work: Patricia Dwyer, Derby Davidson, Caroline Mitchell, Jorie Schulz and Jan Benway.

In the middle of my seventh year at UUFRC as the Director of Religious Education, I continue to be challenged, engaged and supported by this great community. This Fellowship cares deeply about their children and it shows! Thank you.

Respectfully Submitted,

Tracey Carrillo Fecher
Director of Religious Education



Report from the Administrator

My second-year at UUFRC has been much more enjoyable, less stressful, but still challenging with ALL the wonderful activities and events.

Major Rentals:

- Open Gate Nursery School continues to be our major tenant using the facility Monday through Friday (noon) and Tuesday evenings.
- The first part of September, Strong Tower Ministries moved out. This was no longer a “good fit”. We were receiving more and more complaints with the loudness of the music and we cannot afford to have problems with our neighbors.

At times, I am sure that people wonder...**What does Debra do?**

On a continuing basis, I interface with many different aspects at UUFRC:

- **Julia:** Order of Service, member concerns and support
- **Tracey:** Intergenerational services and support
- **Board:** distribute reports and agenda, keep records, and attend Board meetings and follow-up with business as needed, keep the Board informed as needed, answer questions and clarify issues, update Board binders, attend Board retreat
- **Cindy:** Tracking of visitors, Ingathering, Membership concerns, supplies, foyer handouts, order membership brochures, work together to maintain an up-to-date church database
- **Geri:** Bills, special donation letters
- **Cal, Building Maintenance:** security issues, leaky faucets, toilets that will not flush, garbage disposals that are jammed, outdoor light timers out-of-sync, church workdays, adjust thermostats, dishwasher problems, just like any household...the day-to-day needs to keep things running. Cal and I communicate to solve these problems and many more.
- **Property Management:** I collect rent with our regular weekly/monthly rentals and follow-up as needed, rent out space at the church, send letters for rent increases, solve problems and time conflicts.
- **Big Events:** I am usually involved in some way with the big events we have at UUFRC; Rummage Sale, Silent Auction, 50th Anniversary, Pledge Drive, Nina’s Ordination, memorial services, Annual Meeting
- **Committees:** Council of Committee Chairs meeting, and interface with almost every committee somewhere throughout the year
- **Daily/Weekly/Monthly activities:** manage payroll, newsletter printing, Order of Service and Bulletin, maintain reader boards out front, send visitor letters, maintain Sunday School attendance and visitors, US mail, calendar management, manage garbage and recycling and e-recycling, manage janitorial, maintain supplies, try to keep the Social Hall and Kitchen “picked-up”

- **New this year:** on-line Google Calendar, reduced newsletter mailing list by encouraging folks to check the newsletter on-line, Vera Boyson Room, new cabinets in the Back Lounge and Blockroom, almost all PVC floors stripped and waxed, new janitors
- **Membership:** has grown from 144 (July 2008) to 166 (May 2009) this includes new members, people resigning, moving and passing away

At times, I feel invisible. I have made a point to attend services/events about once per month as a way to meet more of you. I encourage people stop in and see me and introduce yourself if we have not met.

All-in-all, it has been a great year and I have enjoyed working with the staff and many volunteers. I want to personally thank Susan Walker-O'Brien for her continual support and technical assistance. She is my "back-up" which supports me and allows me time to get-away!!! Thanks, Susan.

Respectfully submitted,

Debra Schwab,
UUFRC Administrator



Silent Auction A Golden Evening/50th Anniversary

The Silent Auction was held Saturday, February 7th and we raised over \$20,000 to support the UUFRC. The Silent Auction evening included a live auction with Frank Seebode of the San Mateo Unitarian church, raffle, a Prize Wheel, live music, delicious finger food and amazing decorations that included a hanging rainbow supported by helium balloons.

The Auction committee included the following people: Cindy Johnson, Jorie Schulz, Steve Hill, Miriam Morgan, Carol Cross, Chris Fuller, Veronica Palmer, Lori Longo, Peter Hartzell, John Anning, Steve Jung, Susan McBain, and Debra Schwab. So many people filled in, signed up, contributed and gave of themselves that it would be impossible to fit all their names on this page. Thank you to every one of you, you are appreciated.

There were over 200 donated items and over 45 volunteers who contributed their time and effort before, during and after the Auction. Chris Fuller donated engraved glasses commemorating our 50th Anniversary that were sold that evening and at our 50th Anniversary celebration. We had two new live auction items: a bonafide parking place in front of the church for every church Sunday, and the privilege of naming the new meeting room. Charlotte Stoutamire won the parking place, and Geri Kennedy won the latter, naming the room the Earl and Vera Boyson Room in honor of two of our founding members.

The previous Chairs of the Auction wholeheartedly gave their support and advice to me and everyone involved, making it a much more collaborative effort. The reports from the “Post Mortem” meetings held by John Anning were key in making decisions and evaluations.

As Chair, I have sent comments and questions to the current Board of Trustees concerning the Silent Auction and at this point my concerns will be discussed in committee with all interested parties. I have organized the previous paperwork and electronic data of previous Silent Auctions to help the fundraising effort next year.

Thank you again to all who participated and attended, donated and worked hard to make our 2009 Silent Auction a success!

Sara Morgan, Auction Chair (leg)



Building Committee

Progress during this 2008/2009 year was lead by changes and improvements to our usage of space and storage. Many of these items were identified by the Futures Group as low cost opportunities to maximize the utilization of our facility:

- The Aesthetics Closet (packed to the ceiling with “stuff”) was emptied, remodeled, and repurposed as a classroom and meeting room. This is now the Boyson Room.
- The storage area behind the Center of Interest now holds all of the Center-of-Interest aesthetics supplies in addition to the hymnals
- The storage area at the top of the stairs behind the chancel has been remodeled and is now a locked storage area that can be used to store instruments and other items of value. It can also be used by any future tenant requiring locked storage space.
- All of these areas plus the chancel annex have had their lighting redone and been repainted. For those of you with historical sentiments, we saved the River Jordan mural behind the Center of Interest.
- In collaboration with Open Gate Nursery, we added cabinetry in the Back Lounge and Blockroom.
- Debra and others have dramatically reduced the clutter in the office annex.
- The entryway as been cleared of tables and other furniture to ease congestion before and after Sunday services. As a result, MOCA can now serve coffee and goodies in the entryway and relieve some of the congestion in the Social Hall after Sunday services.

A large portion of this work was accomplished during the two successful church Workdays held this year. In addition to the above and the usual array of cleaning, clipping, sprucing, winterizing and summarizing, we also accomplished:

- A complete remodel of the atrium. Gutted and replaced plants and irrigation. The dogwood tree has been replanted in the front of the church and is making a slow recovery from the trauma of the move.
- We are now able to pipe sound into the Social Hall on those large attendance Sundays when we overflow into that space.
- Repaired the light boards in front of the church with new lights and supports.
- Added a lot of bulletin board space in the Social Hall, hallways, entryway
- Updated the Center-of-Interest with dimmable halogen lights, and new bulletin board material
- Painted the kitchen...with color.
- Improved security via motion sensor lighting in the rear of the church, and by adding dowel rods to all slider windows and doors. Rekeyed the office and did an audit/update of who has which keys.

As we draw a close to this church year we are in the process of replacing our water heater with a new tank less model. The tank less water heater will consume less energy than our old water heater and it will reside in the attic above the kitchen, thereby freeing up much needed space in our kitchen.

Thank you all for your support and efforts throughout the year. Much has been accomplished. Next year...even more fun. Keep those good ideas coming.

Cal Sloan, Chairperson



Caring Committee

The Caring Committee has a roster of 40 people signed up to help members of the UUFRC Community in times of need. The Caring Committee Directory was updated this year and the new directory was e-mailed to each member. The directory gives the phone number and e-mail address for each Caring Committee member, and lists the type of help each member is interested in providing: transportation, shopping, contacting (by cards, phone calls or visits), providing help with chores, child or pet care, insurance forms or paperwork, and preparing and delivering meals.

This year, the Caring Committee Co-Chairs met with Julia to discuss the role, challenges, and limitations of the Caring Committee in fulfilling needs within the UUFRC Community.

In the past year, Caring Committee members sent notes of sympathy or encouragement, made phone calls, visited and/or provided meals and transportation to over 28 members (and some non-members) of the congregation when they were ill, homebound, encumbered by injuries, concerned about ill family members, or had new additions to their families and needed extra help. One challenge continues to be finding out about those who can use help but don't want to ask. Several members of the UUFRC community had new babies this year, and each family was contacted to determine what help the Caring Committee could provide.

We have a "core group" of 6 Caring Committee members who almost always respond to e-mailed announcements of needs for supportive contact (cards, e-mails, phone calls) in the community, and many more members who often respond to such needs, resulting in approximately 150 contacts (by mail, phone or e-mail) to UU'ers in need of support and encouragement. The caring committee also provided 8 hospital visits, and delivered at least 8 meals.

This past year, we've begun making announcements to the Caring Committee members when congratulations to UU'ers are in order, and this past year we sent cards and e-mails of congratulation to 9 members who had recently married or added a member to their families.

The response of the fellowship is generous and inspirational whenever help is needed.

If you would like to add your name to the Caring Committee list, please contact either of us (Joanne McMahan or Kathy Voss-Jensen). We communicate as much as possible by email or telephone, so that we can devote our time to caring for members of our UUFRC community. We do plan to have one meeting per year so that Caring Committee Members can share suggestions and ideas, and give each other support for handling challenging situations. We do need more volunteers to help coordinate responses and make sure that requests are filled, and we appreciate everyone's cooperation in letting us know of those in need.

Thank you to the UUFRC community for your willing help and concern. This is a very generous and caring community!

Kathy Voss-Jensen
Joanne McMahan
Caring Committee Co-Chairs



Finance

This year had the potential to be very difficult, with the loss of Strong Tower Ministries, one of our major tenants, in September. However, the congregation came through in the "13th month" campaign, allowing us to balance this year's budget without large mid-year cuts. We anticipate ending this fiscal year in June within the budgeted amount.

A tenant to replace Strong Tower does not appear to be forthcoming. This leaves an \$18,000 gap in next year's budget which we hope to fill with increased pledges. While developing a draft of next year's budget, the Finance Committee worked with the Committee Chairs and the Board to develop options for reduced expenditures if the pledge does not increase as much as we would like. I am comfortable with the fiduciary

responsibility the Board has shown thus far, and am confident that the Board will make the tough decisions, if necessary, to keep the Fellowship's budget on a sound footing.

Our Fellowship does not have an endowment. However, we do have reserves – money set aside for anticipated future expenses. The primary reserve accounts are the building reserve (for things like replacing the water heater, replacing the roof, exterminating termites, etc.), the minister's reserve (to cover costs when the minister is on sabbatical or is unable to work due to disability), and the futures reserve (for step-change costs anticipated to occur as a result of the growth of our fellowship, such as going to two services). We have been setting aside money every year for the building and minister's reserves, and both appear to be reasonably well-funded. The future's reserve was created more recently and, at the current savings rate, appears likely to fall short of the need projected in the Futures Report.

The vast majority of reserve funds are not needed in the immediate future, and so are invested certificates of deposit, a money market account, and mutual funds. Our mutual funds, chosen with the able assistance of David Amann, our Edward Jones financial advisor, consist of an intermediate Treasuries fund, an intermediate-term bond fund, an international growth fund, and a growth-and-income "social index" fund that invests in a diverse set of companies considered to be socially responsible, based on environmental, social, and governance factors.

This fiscal year has been a tough one for investments, with low interest rates and falling equity markets. The equity portion of our portfolio was no exception, and suffered a significant decline this year. We are cautiously optimistic that the eventual market recovery will allow us to recover these losses over time.

In addition to the annual budget preparation, the Finance Committee prepared, with input from the Committee Chairs, a five-year budget projection to assist the Board with its budget planning.

The Finance Committee reviewed the Fellowship's insurance needs and policies with our insurance broker. Based on our recommendations, the Board made a couple of adjustments to our policies to (a) increase our coverage amount to account for the increase in rebuilding costs over the last few years and (b) add coverage for codes and ordinance upgrades that would be required during rebuilding.

The Finance Committee this year consisted of George Laakso, Elaine Welch, Janette Rabin (resigned in January), Lori Longo, myself, and Geri Kennedy, our bookkeeper. I appreciate their efforts this year. I would also like to recognize Cal Sloan for his assistance in reviewing the items and projected costs in our building reserve, Phil Warnes for his analysis of likely costs of code and ordinance upgrades, and Midge Dorn for auditing our books from the past two fiscal years.

Respectfully submitted,
Derby Davidson
Chair, Finance Committee

Proposed Budget (see separate pages forwarded)

Grounds Committee

Our committee which consists of five teams of two or more members each, has the work of maintaining the planted areas of the Fellowship.

Each week we mow the lawn and trim the shrubs and trees as needed in addition to doing cleanup work. Twice a year we have additional volunteers during Church Cleanup Day, which were October 18, 2008 and April 18, 2009, to do more extensive maintenance work.

In keeping with the Fellowship's Green Sanctuary Project, we do not use chemical fertilizers or pesticides in the planted areas. We use a produce called "Safer" to control weeds and grasses in the cracks and edges of the sidewalks.

We have found that it is becoming more difficult to recruit people to do the work of this committee and have cut the staff to just five teams instead of the previous six.

We thank the following members of the Grounds Committee for their year-round work: George Taylor, Mary Yee, Cliff Christensen, Kathryn Bownass, Jonelle Preisser, Michael Withers, Laura Withers and the Vallerger Family.

We are especially grateful to Michael Withers who has agreed to serve as chair of this committee during the next Church year.

Respectfully submitted,
Frank Montoro, Chair

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Membership Committee Report

Chair: Sara Morgan

Committee Members: Orrin Cross, Pat Dwyer, Cindy Johnson, Michelle Lange, Shawn Lewis, Sarah Skovlund, David Vallerger, Reverend Julia Older

Overview 2008-2009:

The Membership Committee had a successful year but we had to say goodbye to Michelle Lange. David Vallerger, also a member of the UU Pacific Central District Board, reported to us that our church has the largest net numerical growth over the last 10 years. (64 members)

- Number of new Members since September: 23 (as of 5/08/09)
- We held 3 Ingatherings, Fall, Winter and one to happen this spring. (June 7)
- We scheduled and led the UU101 classes.
- We sponsored and organized the Ice Cream Social in the Fall.
- We assisted Cindy Johnson with the monthly Newcomer Circles, the Dessert & Coffee get-together, and New Member Potlucks.
- We provided and trained Welcomers and Greeters for every Sunday of the church year.

- We met regularly the third Monday of every church month.
- Our Committee Secretary, Orrin Cross, did a fabulous job of creating and maintaining our Name Badges for the church.
- We worked with the UU Board on brainstorming solutions to crowded services.
- We helped organize Nina Kalmoutis' ordination in May.

Our Plans and Challenges for 2008-2009:

- Sara Morgan is resigning as Chair and we are looking for a new Chair to work with us!
- How do we best encourage and support returning visitors to the Fellowship?

Note from the Resigning Chair: Thank you Sarah for the brownies, Julia for your sense of humor, Pat for your articulate insight, Dave for your breadth of history and enthusiasm, Orrin for your computer skills, Shawn for your motivation and great smile! And thanks Cindy for keeping us all on track and for reminding us of the great gift that new members bring us: themselves.



MOCA (Ministry of Culinary Arts)

We were sorry to see Charlotte Stoutamire leave the team, but are delighted with her new responsibilities as a mother of a new son. We plodded along with twisting arms for volunteers to provide treats and coffee, etc. on Sunday mornings. It gets difficult to keep asking the same people over and over.

Starting in March, we initiated a new model. It is called Host a Sunday and is loosely based on the Jewish tradition of serving your congregation. People offer to do the shopping, setup and cleanup for one Sunday. It started well, but has slowed down. Here is a fun opportunity for groups, such as C-Groups or Committees to sponsor a Sunday. It is also a great way for a family to work together to celebrate a day meaningful to them or couples for Anniversaries. If everyone steps forward for a turn, then each will only have to do the hosting once a year. We have way more than 52 family units here.

Check the calendar and sign up for your turn. It is fun and a good way to give back a little to this generous community. We all love the healthy snacks and appreciate this special ministry. Hopefully, by next year, we will have all Sundays spoken for.

People who have Hosted a Sunday are:

The Spiritual Autobiography Writing Group celebrating the Ides of March

Rebecca Judd and Family celebrating Ellie's 6th Birthday

Alicia DeValliere celebrating Thanks for being UUFRC

Kat and Greg Eden Family celebrating Yeah May!

The Mitchells

The Board of Trustees celebrating Just for Fun

Jeanne Durnford and Juanita Mast celebrating Jeanne's Birthday

Jeanne Durnford, Chair

Music Committee

The Music Committee members include Kathy Warne (chair), Lory Kitamura-Tintor, Jennifer Davidson, Beverly Morgan, John Anning, Chris Fuller, and Jackie Olsen.

This was another eventful year for the UUFRC Music Program. Our Music Director, Susan Nitzberg, continues to direct us in providing a diverse and rewarding selection of music for our Sunday services and special events. We continue to job-share the position of the Church Pianists between Dawn Reyen and Larry Chinn. Dawn and Larry each bring a different perspective to the role, adding to the variety of music presented at the Fellowship.

Musical events included:

- 6th Annual Spring Concert (March 22nd, 2009) – An annual tradition at UUFRC, this year's concert featured professional harpsichordist Nick Carlozzi as a special musical guest, and Nina Kalmoutis, our ministerial intern last year, as emcee.
- Blues at the Church 5 (October 11, 2008) -- John Anning organized this event which featured members and friends of the congregation performing their favorite rock and blues numbers, and many more dancing and listening!
- UU Unplugged Coffeehouse Evening (January 18, 2009) – This new event was an opportunity for congregation members to perform acoustic music and read poetry. This was not strictly a musical event but a wonderful mix of spoken and sung word. Thanks so much to Wayne Burdick for organizing this event.
- Masterworks Serenade (January 24, 2009) – This was a very successful concert by the chamber choir directed by Dr. Bryan Baker. The concert also featured performances by violinist Roy Malan, pianist Nick Carlozzi, and our own Lory Kitamura-Tintor on flute. Thanks to Jen Davidson for taking the lead on organizing this event.
- And still to come as of this writing ... a performance by up-and-coming folk duo Coyote Grace (June 6th) and lots of special music for Nina Kalmoutis' ordination (May 17th)!

Music by Children and Youth:

The Children's Choir performed "Canoe Song" and "Inchworm" in the fall, made a special appearance in the Christmas Pageant with "Feliz Navidad", and will perform "A Place in the Choir" and "Sayonara, Au Revoir" on June 14th. Many new younger children got involved this year! Several children and youth joined with adults and were featured soloists in the Christmas pageant, the Spring Concert and in "When You Believe" for the Easter Service. We are always looking for ideas in how best to get our children and youth involved with the music program!

Musical Offerings:

Our congregational musicians have been generous in donating their time and efforts for a number of musical performances via the Silent Auction. This year's Silent Auction featured six musical donations, including the right to pick an anthem for a service and the privilege of conducting the choir in the Hallelujah Chorus!

Finance:

- In order to help compensate for the loss of income from our tenant, the Music Committee volunteered a \$750 cut to our committee budget in 2008-2009.
- We continued to draw down the Music Reserve fund this year in order to pay for a number of expenses related to the Music Program.

New Beginnings:

The close of this church year also marks the end of my two year role as Music Committee chair. I am in the process of looking for a successor.

Respectfully submitted,

Kathy Warne
Chair, Music Committee



New Horizons

We're always able to entertain or inform ourselves at each of our monthly meetings . We take turns telling our stories or inviting a guest speaker each time.

We've had a book review, a bag lunch discussion, a Christmas potluck with live accordion and keyboard music (Frank Montoro and Jimmy Boyson), and a trip to San Mateo Senior Citizens Center Political Discussion Group. We review the 2009 national election. Joanne McMahon told us about her Elder Hostel experience in Mexico. A representative from Health Insurance Council Advocacy Program (HICAP) spoke to us about Medicare. Juanita Mast gave us a workshop on Life Planning Options. David Vallerga and Liz Sloan led us in a discussion about the value of including Planned Giving in our wills and trusts. And ,Frank showed us how an accordion works, explained its history in San Francisco and demonstrated its capability.

We recess during July and August and will continue meeting on the second Friday of each month in the front lounge from 1:00 to 3:00 p.m.

Lee Wakefield was our regular attendee, a wonderful story teller and a dear, dear person. She passed away April 30 and we will miss her so much.

Respectfully submitted,

Jonelle Preisser



Peninsula Interfaith Action (PIA), Local Organizing Committee (LOC)

PIA LOC – **Education** continued with our second year of the Roosevelt Elementary School Tutoring Program with approximately 20 UUFRC members and friends volunteering in the classroom to assist Roosevelt teachers. Our efforts have been greatly appreciated by Roosevelt teachers and staff.

Our personal observations and input from the Roosevelt teachers and have developed into a collaborative effort with a small group of teachers to support and promote a substitute teacher training program for the District. We hope to improve the quality of substitute teachers in the classroom with a goal of presenting a pilot training program that might expand to a District-wide training program.

PIA LOC Education is expanding our work to include the Roosevelt family community. Some of our members attended the Roosevelt School Carnival and are working to support family participation in the PTA.

Our PIA LOC also participates in PIA actions on healthcare, mortgage foreclosure assistance, immigration and other actions, and training events.

PIA - **UU Voices for Health Care** brings Unitarian Universalist voices together to promote health care reform through education, community organizing, and other advocacy. The program, created by the Unitarian Universalist Legislative Ministry (UULM), seeks to empower us to share our stories about the health care system, educate ourselves and others about the issues, and advocate publicly for reform. UUFRC is the first congregation to convene a local UU Voices team, and by doing this we helped UULM to qualify for a \$30,000 grant from the San Francisco Foundation.

The health care team meets at the Fellowship on the fourth Wednesday of the month at 7:00. As part of the local organizing committee for Peninsula Interfaith Action (PIA), we learn and practice organizing methods proven effective in solving systemic problems in our communities. Here is a summary of the educational and organizing activities we have engaged in this year:

- Team members canvass local businesses each month to collect feedback and build support for Access and Care for Everyone (ACE), a county program that provides health coverage to uninsured adults.
- Two team members traveled to Washington, DC in April to lobby Senators and Representatives for health care reform on behalf of PIA's parent organization, People Improving Communities through Organizing (PICO).
- UU Voices for Health care has created its own web site (<http://www.uuvoices.net>) to provide a one-stop shop for legislative alerts, news, articles, videos, minutes of meetings, a calendar of events, training materials, a community forum, related links, a repository of health care stories, and information about members and friends.

- Members have instituted a regular program of letter-writing activities after services and in their homes, petitioning elected officials for specific reforms at the state and federal level.
- The team has sponsored educational speakers on health care from Health Access California, the Health Plan of San Mateo, the Commonweal Institute, and the Physicians Organizing Committee. Members of our team have done presentations, and we have learned organizing theory and methods from our PIA organizer, Rebecca Perez.
- We combined efforts with Rev. Julia in April to integrate the worship service with a Sunday Forum in which 22 UUFRC members shared health care stories and strengthened our bonds of fellowship as a community.
- The UU Voices team has turned out UUFRC members to publicly advocate for health care at numerous public meetings, including events in San Mateo County, Santa Clara County, and Sacramento.

The health care team looks forward to organizing a public health care action with PIA in July that will include members of Congress. We will also continue to build a network of relationships with members and friends who can respond to legislative actions and turn out at public meetings and forums on behalf of health care reform. We will continue our work until every American has access to quality, affordable health care!



Adult Religious Education

Members: Jeanne Durnford, Co-Chair, Danielle Stagner, Co-Chair, Julia Older, Geri Kennedy, Susan Walker-O'Brien, Jen Myhre

During the 2008-09 church year, the Adult RE Committee planned and sponsored several successful classes, workshops and forums. The workshop idea is new this year. This format is for the ideas that are more than one hour as a Forum and less than a several part class. We will be analyzing the success and future of these Workshops. While former committee chair Beth Harrison is no longer an official part of the committee, she remains active in Adult RE life with her course offerings. We welcomed Geri Kennedy, who has arranged and led several activities. While some Adult RE offerings complemented this year's Children's RE theme of the teachings of Jesus, the committee drew on expertise in and outside our fellowship to cover a variety of topics.

Classes:

Water (The New Oil or the New Gold) — a four-part series with every Tuesday in October exploring this precious and threatened resource led by Jeanne Durnford. While the speakers were outstanding, the attendance was low. Perhaps too many people were involved in election activities.

Spiritual Autobiography—January 7th, 14th, 21st, 28th Wednesday sessions. Led by Beth Harrison, participants used writing to reflect on life experiences to gain more understanding of their spiritual beliefs. This group had such a good time; they are continuing to meet on their own. Hopefully, we will see contributions to the newsletter.

Positive Discipline—January 25th, led by Susan Lehman. This class about discipline as neither punitive nor permissive attracted more than 40 parents and has become a parent's support group meeting the last Sunday of the month from 9-10AM.

Spiritual Collage—April 7th and 21st sessions. Led by Shawn Lewis, participants explored their creativity and made collages of life.

Upcoming-The Ignatian Exercise of the Examen—Three Wednesdays in June 3rd, 10th, 17th, led by Bill Kennedy. This is a practice of quiet reflection.

Forums:

Ballot Issues—October 12, led by the League of Women Voters. The League of Women Voters has continued to support our need for understanding ballot issues.

Green Remodeling—November 9, led by Harrell Remodeling. This well attended Forum helps us to understand how to make greener decisions when we have home projects.

"Mirrors of Privilege"—January 4, led by Carol Cross, Marianna Tubman and Lorie Esposito. This Forum was to help us understand the ways in which white people exercise privilege that is for the most part unperceived.

"Unitarian Universalism Has a Class Problem"—January 11, led by Jen Myhre. Are we welcoming to all or just people we are comfortable with?

"Ways to Do Lent"—February 8, led by Jen Myhre. What is the place for Lent as UU's?

Pastors For Peace—March 29, led by Carol Cross. The National Coordinator for Pastors for Peace, John Waller, explained this important ministry to Cuba.

Green Forum—May 17, led by Jeanne Durnford and Debbie Mytels. Can we use less, drive less and share more to stave off using up our earth's resources so quickly?

Workshops (held on Saturdays, 9-11AM):

Organizing Your Life—October 11, led by Karla Jones. People attending this workshop found out how to eliminate clutter.

Sew Cloth Gift Bags—December 13, led by Geri Kennedy. Some of these bags were sold at the Christmas Bazaar.

Enneagrams—February 14, led by Johanna Putnoi. The Enneagram describes nine different personality types or world views: the ways people and groups think, act, feel and most especially relate to one another.

Create and Read Poetry—May 9, led by Beth Harrison (postponed)

Considerations and requests for next year:

Think beyond the Bottle
Ethical Eating
Couples Workshop
Acterra Green Commitment

Respectfully submitted,

Jeanne Durnford, Co-Chair
Danielle Stagner, Co-Chair



Children’s Religious Education

Returning members this year were I, Derby Davidson, Caroline Mitchell, and Jan Benway. This year we were also happy to welcome Jorie Schulz to the committee. Her energy and insight has been invaluable.

Since this was my second year as committee chair, I will be stepping down in June. Caroline Mitchell will take over as committee chair starting in September.

The committee this year continued with our usual responsibilities of supporting Tracey with RE as well as this year’s programs: Catechism, OWL, and Coming of Age. The committee this year also began looking more closely at ways to get involved with Social Action (in the spirit of the Word Café).

The committee believes it is important to provide our children knowledge of different spiritual teachings and beliefs, both to foster understanding of other people and to provide multiple spiritual perspectives and ideas as they build their own theology. The RE program continues to grow with more children every year. Next year, we will increase from 5 to 6 RE classes by grade level: PreK/K, 1st, 2/3, 4/5, 6/7 and 8-10. We will need to recruit 35 volunteer teachers.

RE went very well this year. There were several new volunteers who had not taught RE before and their experiences were all positive. The large size of this year’s PreK/K class

compared to previous years was a challenge initially but our volunteer teachers with Tracey's help rose to the challenge. Thanks to the parents who also helped out.

The work that Tracey and the committee put into special programs last year bore fruit this year with a successful Catechism program, taught by Maeve Knoth and Denise Mostowfi, the OWL program, taught by Tracey and Derby Davison, and our first Coming of Age.

I want to especially thank the congregation for your support in this year's budget for increasing Tracey's hours. This allowed Tracey to plan and carry out the Coming of Age for our three teens, who participated in three retreats with district kids. The kids had a challenging (particularly the Nature Vigil, 6 hours alone with no food!) but valuable personal growth experience and made many new friends with other UU youth. It is a very worthwhile Rites of Passage program for our youth, and we may have up to 10 youth participating the next time the program is held in 2 years.

Tracey was also able to provide much-needed support for our volunteer teachers, including starting up a new tradition of team-teacher meetings, which all our teachers found helpful. Next year we will have still more new teachers as the program continues to grow. We will also have OWL for 7th-9th grade.

The committee is continuing with the managing of a set of volunteer portfolios. Below are the portfolio responsibilities:

RE Liaison Portfolio Responsibilities:

- Review portfolio description and revise as needed.
- Work with the DRE to develop task items and target dates for portfolio items
- Review task items and target dates with DRE and committee chair
- Take responsibility for completion of task items by target dates
- Report progress at monthly RE committee meetings

I want to thank Derby Davidson for continuing the ownership for several portfolios: assisting Tracey with teacher recruiting and feedback, maintaining the safety policy, and supporting Tracey with the OWL program (and teaching it!).

Caroline Mitchell did a great job planning the family picnic in the fall. The picnic was very well attended and great fun. Caroline also hosted the Teacher Appreciation Lunch.

I want to thank Caroline and Elisabeth Rossi for their ownership of the Social Action portfolio this year. They were our RE committee representatives at the Social Action Umbrella Council.

The children were involved in several social action activities this year:

- The 3rd and 4th graders helped with the 2nd Harvest Food Barrels by checking them for glass and perishables every Sunday.
- Caroline and Emily led several social action activities with the middle-schoolers, including making brownies to sell for orphanages in Africa and building planter

boxes for Habitat for Humanity, and, with Tracey, the fantastic spaghetti dinner fundraiser to benefit My New Shoes.

I want to thank Jan Benway and Jorie Schulz for their help with Winter Inter-sessions. It was necessary to cut back on the activities this year due to a reduced number of adult volunteers, but the kids all seemed to enjoy it.

I want to thank David Krevor for his assistance with Tracey to help with Blockroom policies and procedures.

I want to thank Joel Jensen for continuing to provide support to Tracey for the Middle School Youth Group programs.

I have ownership for the Summer Program volunteer recruitment. For the fourth year in a row, we provided activities for the children during summer services. I would like to acknowledge the time and talents of the many volunteers who spent time with our children.

In closing, I'd like to say that it has been a pleasure for me to work with Tracey and the RE committee. Tracey is an invaluable resource to our congregation. The children love her, the parents love her, and her hard work and dedication will never be forgotten.

Respectfully submitted,
Patricia Dwyer
Chair, Children's Religious Education Committee



Social Action Committee

- Continued arranging *Share-the-Plate* Sundays approximately once per month.
- Hosted forums including Big Box Swindle, Oppose Propositions 6 & 9, Pastors for Peace, and Going Green.
- Offered letter-writing opportunities, including sample letters, addresses and stationary.
- In conjunction with RE Committee, hosted annual spaghetti dinner to support *My New Red Shoes*. Showed King Corn movie after dinner.
- Sponsored Peninsula Marriage Equality Coalition training sessions.
- Helped build houses in Redwood City through Habitat for Humanity.
- Volunteered at Second Harvest and provided food barrels for the Fellowship to fill.
- Provided monthly styrofoam collection to our Fellowship and neighborhood for part of the year.
- In conjunction with PIA LOC, RE, Adult RE, and Green Sanctuary committees, organized a Fellowship-wide World Café service.

Welcoming Coordinator

This has been my second year as the Welcoming Coordinator for the Fellowship. With the development of the job structure and systems organization accomplished last year, this year has run smoothly and efficiently, but much too quickly. (How many people can say that about their job?!)

From July 1st through mid-May, 96 visitors have walked through the doors of UUFRC and signed our "Welcome" sheet. (There have been more, but people have the option to fill in our Welcome form and some choose not to.)

Every single one of these people have been greeted warmly, offered a welcome packet with information about Unitarian Universalism and our Fellowship, and been offered our newsletter. Every single one of them has received a welcome note in the mail within one week of their visit. Each one of them has had follow-up contact on the phone between one and three months of their initial visit. Invitations have been extended to our monthly "Newcomer Circle" meeting, and letters of invitation to our "UU101" classes have been sent.

Our "UU101" class has been held twice (in September and January) with 27 people completing it. We are planning a third class on June 6th.

We've had two Ingatherings, with 25 new members welcomed in. A third Ingathering will take place on June 7th. Two beloved members have been lost through death this year: Lee Wakefield, and Vera Boyson.

As the year unfolded, I've found that the scope of my job has extended beyond a primary focus on our Newcomers, to include a strong focus on building and strengthening connections between newcomers, new members, and established friends and members. The "interdependent web of life" teaches that to welcome and weave even one person into our community touches and includes many others. It has been a natural follow-through to establish deeper connections with our newer members to see how they are continuing to connect within the Fellowship, as well as to follow-up with more established members and friends who may seem to be disconnecting.

Along those lines I continue to interface with the Worship Committee, Adult RE, Children's RE, MOCA, the Caring Committee, the Music Committee, the Silent Auction and the Budget Drive to identify possible participants. I hope that you've noticed the bulletin board in the office hallway that delineates our Staff, Board of Trustees and our Committee Chairs. This helps not only our newcomers, but all of us, figure out "who's who."

This winter, with the help of the Membership Committee, we held our first ever "New Member Dessert." This was an informal meeting with new members, with the purpose of checking in to ask how/if they feel they are connecting within the Fellowship. We do such a good job welcoming Newcomers. Are our new members feeling as supported? Is

there anything that we could be doing to assist them in finding their places here? What's working, or not working? Maybe it was all the chocolate, but the feedback we got was that this particular group feels well supported and comfortable. I plan to continue these new member meetings, probably twice yearly.

I have been encouraging, supporting, and sometimes working with our newcomers and newer members in their development of new Fellowship activities such as the knitting group, Adult RE classes, the brand new Yoga class, the recent Games night, the Square and Contra dance afternoons, the "UU Unplugged" Coffeehouse evening, and the upcoming concert by "Coyote Grace." These activities benefit all who participate by deepening our connections, helping us learn on many different levels, and in just plain having fun, which we probably all can use more of!

I also continue to interface with our other bay area UU churches through the Peninsula Cluster group (six UU churches from San Mateo south to San Jose.) San Mateo UU has been especially generous with sharing ideas about working with newcomers, as our own member, Alicia DeValliere is the Volunteer Coordinator with UUSM, and provides a close connection for us. Thank you, Alicia!

None of this work and follow-up would be possible without the help of the Membership Committee and the close work that I do with our Administrator, Debra Schwab. My thanks, gratitude and appreciation for all of them knows no bounds!! I also thank this entire congregation for your warm welcoming skills and the attention you pay to the people who come through our doors. We are all helping to make the world a little bit better place every time we reach out with a smile or a hand, and isn't that what it's all about?

Respectfully submitted,

Cindy Johnson



Worship Committee

Chair: Steve Jung

Committee members: Bill Kennedy, Joanne McMahon, Miriam Morgan, Jen Myhre, Rev. Julia Older, Sarah Skovlund, Jack Stovel, Roz Wagner, Susan Walker-O'Brien, and David Zarubin

We contribute to the spiritual life of the Fellowship by supporting Reverend Julia and our other professional staff, including Tracey Fecher and Susan Nitzberg, in constructing and organizing our Sunday morning services. We also recruit and support guest speakers during those Sundays when Reverend Julia is on planned leave.

In addition to regular services, we program certain rituals and special services every year: the Water Communion to open the church year in September, Day of the Dead around Halloween, the Christmas Pageant and Christmas Eve service, Easter, and the Flower Communion in June. In response to a request from the Membership Committee, we agreed to open the partitions between the sanctuary and the lounge in advance to allow easier overflow seating in the lounge for five of these services.

Improvements included the creation of Center of Interest and Sound Technician subcommittees, headed respectively by Pat Crawford and Susan Walker-O'Brien, to organize artwork for the recessed altar and sound arrangements in advance of the Order of Service deadlines. Special thanks to Pat and Susan for stepping up to these responsibilities.

Summer Sundays

Last summer we were fortunate to obtain the services of Nina Kalmoutis, our former Intern, and Bill Kennedy, both of whom are well known and respected by the members of our fellowship. This coming summer Reverend Kurt Kuhwald, who was our summer minister three years ago, will deliver most of the sermons.

Budget

We ended the year with expenses very close to our budget, incorporating a requested \$1000 cut to assist the larger fellowship in balancing its budget.

Cooperation with Children's RE

We schedule Intergenerational services once a month, which allow the children to stay in the sanctuary instead of going out to RE classes. We make the service elements shorter and more varied, to engage shorter attention spans and accommodate more squirminess, without "dumbing down" the content. And the children participate actively by doing the opening welcome and the chalice lighting.

New Members

We bade farewell to two members, Bob Honea and Ginger Smith, and welcomed two new members, Miriam Morgan and David Zarubin, to our committee this year. Both Bob and Ginger remain on the Committee mailing list.

Needs

Steve Jung will finish his two-years as Chair of the Worship Committee in September, so we will need a new Committee Chair for the coming church year.

Respectfully submitted,
Steve Jung
Chair, Worship Committee



Changes and Milestones Amongst Our Membership

Our membership currently stands at 166.

New Members (in order of joining)(beginning June 8, 2008 through June 6, 2009)

Tiki Dare	Michelle Rosenaur
Daniel Beeder	Susan Lehman
Ramona Beukema	Leila Parrott
George Beukema	Alan Simpson-Vlach
Orrin Cross	Elizabeth Rossi
Clara Perez	Lee Rossi
Beverly Spiker	Nancy Goodban
David Krevor	Charlie Zimmerman
Sally Mentzer	Jim Peters
George Sliter	Douglas Nichols
David Zarubin	Patti Nichols
Solveig Zarubin	Debra Pritchard
Alicia DeValliere	Joni Reid
Beth Ross	Robert Honea
Susan Palmer	Shawn Lewis
Kat Eden	
Greg Eden	
Alison Barrera	

Resigned

Aileen Norback
John Enomoto
Jema Turk
Karla Jones

Moved and Resigned

Brent Parry

Deceased

Lee Wakefield, April 30, 2009
Vera Boyson, May 7, 2009