

Unitarian Universalist  
Congregation of Columbia  
2004-2005  
Annual Report

Distributed at the Annual Meeting  
April 24, 2005

Unitarian Universalist Congregation of Columbia  
Owen Brown Interfaith Center  
7246 Cradlerock Way  
Columbia, MD 21045  
(410)381-0097  
admin@uucolumbia.net  
www.uucolumbia.net

## **UUCB Board of Officers and Trustees**

Kathy Tillman, President	2004-2005
Ken Crandell, Vice-President/President-Elect	2005-2006
Doug Miller, Secretary	2004-2006
Phil Webster, Treasurer	2003-2005
Sylvia Hazzard, Trustee	2003-2005
Lindsey Thompson, Trustee	2004-2006
Lynne D'Autrechy, Trustee	2005-2006

## **UUCB Staff**

Rev. Paige Getty, Minister

Cathy Muller, Director of Lifespan Religious Education

Dr. Tom Benjamin, Music Director

Paula Linn, Administrator

Dr. Michael Adcock, Associate Music Director

Bobbi Koons, Administrative Assistant

Pat Fort, Bookkeeper

Tom Monroe, Youth Choir Director

Courtney Carter, Childcare Coordinator

## TABLE OF CONTENTS

Agenda for April 24, 2005, Annual Meeting .....	i
President's Message .....	1
Minister's Report .....	2
Proposed Mission, Vision, and Covenant Statements .....	4
Policy Governance .....	5
Program and Administration .....	7
A-Team .....	7
Community Building .....	9
Social Action .....	10
Religious Education .....	11
Adult Programs .....	11
Finance Council .....	11
Denominational Affairs.....	11
Membership Council .....	12
Communications Council .....	12
UUCU Council/Committee Structure .....	13
Key Statistics .....	16
OBIC Report .....	17
Treasurer's Report .....	18
Minutes of April 25, 2004, Annual Meeting .....	20
Minutes of January 30, 2005, Special Meeting.....	22
Proposed FY 2005-2006 Budget .....	24
Proposed Bylaws Revisions .....	29
Nominations .....	29

**ANNUAL MEETING**  
**April 24, 2005**

**AGENDA**

- |           |  |                                   |
|-----------|--|-----------------------------------|
| 5:30 p.m. | Member sign-in   |                                   |
| 6:30 p.m. | Deadline for submission of proxies<br>Call to order<br>Opening words<br>Quorum verification<br>Approval of minutes | Kathy Tillman<br>Rev. Paige Getty |
| 6:40 p.m. | President's message  | Kathy Tillman                     |
| 6:45 p.m. | Status of 2005-2006 canvass<br>Proposed 2005-2006 budget [VOTE 1]  | The Hegmanns<br>Judy McDermott    |
| 7:15 p.m. | Proposed bylaws revisions [VOTE 2]   | Gail Thompson                     |
| 7:35 p.m. | Equality Maryland [VOTE 3]   | Steve Von Hagen-Jamar             |
| 8:00 p.m. | Other Business   |                                   |
| 8:15 p.m. | Election of officers, trustees, and<br>Nominating Committee [VOTE 4]   | Martha Fulda                      |
| 8:35 p.m. | Recognition of incoming and outgoing boards  | Kathy Tillman                     |
| 8:45 p.m. | Closing words  | Rev. Paige Getty                  |

## PRESIDENT'S MESSAGE

As I look back on the almost two years that I have spent serving on the Board, I am keenly aware of the momentum that the previous Boards provided as they steered UUCC into Policy Governance. Martha Fulda, Rich Dean (former Board Presidents), and those who served with them provided a good foundation for the work of the current Board. At the same time, the A-Team's focus on operations and management has been invaluable and enabled the Board to do its work. Most importantly, the development of the UUCC Mission, Vision, and Covenant by many of you last year has provided our guiding light. They speak of our hopes and dreams, of who we are, and what we want to be in the future.

As UUCC continues its learning curve under Policy Governance, the Board strives to move away from the day to day operations of UUCC into the realm of visionary and strategic work. This year we continued to write, prioritize, and evaluate our policies according to your Vision. Last year Rich Dean noted that "this congregation has matured in the past few years". I agree with him, and there seems to be a shift in the focus of this congregation to more outreach, connection, and visibility in the community – as can be seen with the launching of the daycare center (CCC) and our work with the Domestic Violence Center. This is just the beginning. I believe we will be reaching into new realms of possibilities in the years ahead.

The second year of the "Getty Ministry" has continued to reflect Paige's remarkable qualities. Her ministry combined with expanded programs continues to strengthen our journey and has brought more people to UUCC. With this growth in mind, the Board formed a Long Range Planning Task Force to help us look ahead and determine what the needs of UUCC will be down the road. You will hear more from this Task Force (Doug Miller, Carolyn Shearin-Jones, and John Guy) in the year ahead as they seek to determine our needs and where we should be headed.

UUCC doesn't make its journey alone. It works with CUMC and other congregations in the spirit of interfaith. However, this is not always an easy journey. This year the A-Team and the Board worked at building communication and understanding with the OBIC Board of Directors and our partner in ownership, CUMC. We have come a long way in improving these relationships, and we have put things in place to continue to strengthen them. In addition, a mission statement for OBIC was created by a joint committee and it has been approved by the OBIC Board. (see: [www.obicolumbia.org](http://www.obicolumbia.org))

Looking ahead, the Board hopes to encourage more dialogue within the congregation about "stewardship" and what this means in terms of financial and volunteer commitment. We hope that the leadership at UUCC can begin thinking in new ways about how we can make our faith known to the greater community through our programs and our actions as we live our UU principles.

Thanks for what each of you brings to UUCC that makes so much possible. - Kathy

## MINISTER'S REPORT

### The Rev. Paige Getty

A year ago our congregation formally adopted a Covenant, a Mission statement, and a Vision for fulfilling that mission. In so doing, we also committed ourselves to upholding and fulfilling those statements – not tucking them into file cabinets to be referenced only on occasion.

I have been honored to serve you this year as we truly have strived to live out our mission... *To be a transforming spiritual community, freely exploring the mysteries of existence and acting to make the world better.* The words are easy, but manifesting them is not. Are we truly transforming? Are we fully and freely exploring the mysteries of existence? Are we acting to make the world better?

I say, yes! Of course there always is potential for growth and further deepening, but we have made great strides this year in understanding the calling of our religiously liberal community. We have begun more intentionally exploring what it means to live as persons of faith, and as a community of faith – guided consistently by Unitarian Universalist values of love and justice and compassion. And we are following the call to act more boldly in the world, rather than resting complacently in the comfort of our private security. Existing programs are flourishing – our worshipping congregation has grown significantly (to fill the space twice on most Sunday mornings); over 100 individuals are participating in I&U Small Group Ministry; adult and children's religious education programs are strong; and more of us are participating in outreach efforts to the community.

Just as I hear from newcomers that they're excited about the spiritual community they find here, I also hear that they struggle to find their places in our congregation. I hear from others that they (whether new or not) feel invisible here, not truly members of a caring community. And our exuberant youth still seem to be relegated mostly to their "downstairs" rooms, not fully integrated as valuable members of our multi-generational community. I, and we, will work more diligently in the coming year(s) to empower us all to be a fully welcoming and caring community of persons who minister to one another, just as we act to make the world beyond our walls a better world for all.

Already we are implementing or planning new initiatives to do these things. We are asking newcomers to commit not only their resources to the sustenance of the congregation, but also their effort to their own spiritual growth through foundational courses we will offer in rotations each year – courses such as Building Your Own Theology and Articulating Your UU Faith. We will hire a Director of Member Services (tentatively renamed ‘Shared Ministry Facilitator’) who will help all members discover their own gifts and then find ways to share those gifts with one another. We are committed to funding a Youth Director next year to nurture the spiritual growth of our teenagers. We will form a team of lay pastoral listeners and caregivers. And we are developing a third worship service, to be intentionally more spiritual and ritual-based, and probably to be held on Sunday evenings. And of course, our most outward-looking initiative, we will open the Cradlerock Children’s Center in September 2005. What better way to impact the world than by offering quality, child-centered education to our youngest community members and their families?

You are a beautiful, talented congregation of Unitarian Universalists, and I continue to be honored by your call. Thank you. May we continue together to experience transformation.

Yours in faith,  
*Paige*

# MISSION, VISION, AND COVENANT STATEMENTS

## Mission

The mission of UUCC is to be a transforming spiritual community. We freely explore the mysteries of existence and act to make the world better.

## Vision

We, the Unitarian Universalist Congregation of Columbia, use the transformative power of our faith to be a community where:

We actively search for truth, encourage spiritual growth, and live meaningful lives as Unitarian Universalists.

We seek to learn from the world's many religious traditions and celebrate an array of theological beliefs.

We minister to each other with caring and compassion, building strong congregational bonds in love and friendship.

We offer people of all ages a rich variety of programs that encourage, challenge, and expand our thinking.

We welcome diversity in membership and make special efforts to attract, integrate, and engage newcomers, families, teens, and young adults.

We each commit our talents and resources to the sustenance of the congregation, and acknowledge every individual's contributions.

We are respected as a principled religious community that takes action and effects change which enhances the broader community.

## Covenant

Strengthened by our common humanity and inspired by our seven principles, we promise

to be a safe and welcoming community,  
to nurture each other's hearts and spirits,  
to delight in the beauty of our diversity,  
to struggle together on our spiritual journeys, and  
to challenge each other to live our values.

Thus, we pledge our time and vigor to the continuing celebration of spirit, of the world, and of humankind.

## POLICY GOVERNANCE

One of the Board's priorities this year has been to continue the successful transition to policy governance. Under policy governance, the Board has shifted its attention away from hands-on, day-to-day management and has focused on articulating the congregation's vision and mission, developing policies that guide their achievement, and monitoring actions by staff and volunteers to implement those policies.

To guide the development of policies, the Board has devoted time at regular and special meetings to align the "ends" (outcomes or goals) that were developed by the previous Board, to the UUCC vision statement that was approved at last year's annual meeting. These ends are:

- **We actively search for truth, encourage spiritual growth and live meaningful lives as Unitarian Universalists:**
- **We seek to learn from the world's many religious traditions and celebrate an array of theological beliefs.**
- **We minister to each other with caring and compassion, building strong congregational bonds in love and friendship.**
- **We offer people of all ages a rich variety of programs that encourage, challenge and expand our thinking.**
- **We welcome diversity in membership and make special efforts to attract, integrate and engage newcomers, families, teens and young adults.**
- **We each commit our talents and resources to the sustenance of the congregation, and acknowledge every individual's contributions.**
- **We are respected as a principled religious community that takes action and effects change which enhances the broader community.**
- **The values of our faith shape our decisions and guide our actions as an institution.**

Under policy governance, the A-Team has been empowered to act to achieve UUCC ends, including making management decisions, guiding staff and volunteer activities, and identifying resource needs. The A-Team accomplishes this in part through the Leadership Council which is composed of program council and committee chairs. (Please see the specific program and administrative accomplishments found elsewhere in this report).

Finally, the Board continues the ongoing process of evaluation to see if we are articulating our mission and vision.

# PROGRAM AND ADMINISTRATION

## A-Team

### **Program Report: Fulfilling our Mission and Vision**

It has been said that “there is a time to sow and a time to reap”. Throughout the summer and fall of 2004, the Administrative Team (A-Team) was busy sowing. From outside the team it might have appeared that not much was happening. But we all know that seeds planted need nurturing and time to grow and mature. In the early spring of 2005 it became reaping time. The A-Team put on our track shoes to keep up with the presentations of proposals that flowed into our meeting times. We have been delighted to be caught up in this whirlwind of activity.

The A-Team is charged with overseeing the welfare of the congregation – financially and programmatically in support of the congregation’s vision and mission, as articulated by the Board’s policies and priorities. In addition to maintaining the overall quality of our core worship, religious education and fellowship programs, and ensuring they address and support our Vision; and performing the fiduciary responsibilities required to support the infrastructure of UUCU, OBIC and the denomination; the Board articulated the following priorities for the 2004-05 program year:

1. Concentrate our focus into a small number of larger social action / social justice projects which are broad-based, involve one third of UUCU with multi-generational participants, are based on UUA principles, and are of clear benefit to the larger community.
2. Set up a structure to better recruit, support and recognize volunteers... ensure that visitors are welcomed... ensure that new members are better integrated into congregational life...
3. Focus on helping our teens’ search for meaning and spiritual growth as UUs.
4. Better communicate the responsibilities of stewardship and membership throughout the year, and let members know what we expect and require in terms of volunteer time and financial contributions – not just during the canvass.

These priorities essentially fall within two categories: 1) safeguarding resources and 2) living our values. Many UUCU programs are bearing fruit that serve those priorities.

### **Safeguarding Financial Welfare & Resources:**

The **self-financing program**, which the congregation voted to support, has the potential to save over \$240,000 in mortgage interest payments.

The **Owen Brown Interfaith Center** had a wildly successful year in 2004. Financially, the year ended in the black, despite unanticipated increased expenses. But also we welcomed the Rev. Marilyn Newhouse as the minister of our partner congregation, the Christ United Methodist Church. Rev. Newhouse shares our passion for promoting and sustaining OBIC as a healthy and truly *interfaith* center. At this writing, the OBIC Board is undergoing its bi-annual review of the bylaws; is considering how better to be honorable employers by offering fair wages and benefits to employees; and has just adopted a formal mission statement:

*The mission of the Owen Brown Interfaith Center is to be a premier model of interfaith partnership that supports the mission and vision of its owner congregations, while celebrating and engendering interfaith community within and beyond the center.*

And as you will read in other parts of the annual report, the **2005-06 Canvass** surpassed its goal.

### **Living our Values:**

The **Cradlerock Children's Center** will leave a legacy demonstrating the values of the congregation in action.

The **Child Sexual Abuse Prevention program** will demonstrate the congregation's intent and commitment to uphold promises made at child dedication services and the words we sing as our children depart the sanctuary in Sunday services to go to their classes.

The increased understanding of **Shared Ministry** led by the **Volunteer Ministry task force** resulted in a commitment to add a new staff position, Director of Member Services. Our hope is that this staffperson will promote the sense that each member is an integral part of community life. The Task Force is hard at work producing the infrastructure needed for the new staff position. The goal is to hire July 1 with the summer spent working with the Task Force so that by September we are prepared to better orient new members without relegating current members to a state of benign neglect. Much is being studied and carefully considered to provide a spiritual home for all – newly joined and stalwart long-time members.

This additional staff position will provide support for three of our four major programs — Religious Education; Music/Arts; Membership and Social Action/Outreach. We have placed a marker in the next fiscal year budget (2006-07) for a **youth director**.

This year we instituted a Membership Orientation session for persons considering membership in UUCC. Before signing the Membership Book, prospective members attend one 2-hour orientation session that is led by Cathy Muller, DLRE, and Rev. Paige Getty. This session serves as a basic introduction to the Unitarian Universalist Association; congregational polity; UUCC's organizational structure; UUCC's Covenant, Mission & Vision; and the expectations of membership in UUCC – including critical engagement of the congregation's mission, the sharing of one's financial and other gifts and resources, and a commitment to nurture one's own spiritual growth and personal faith. In recent years, UUCC has voiced a clear desire and commitment to increase its level of social conscience and engagement. There has been a significant increase in funding dedicated to the **Social Action Council**. Additionally, the monthly Second Sunday Collection has channeled more than \$15,000 to worthy programs outside the congregation that are chosen by the SAC.

This year, the SAC was asked to broaden the participation in outreach activities to include a broader spectrum of ages as well as a broader representation of the congregation. The result has been partnership with the Domestic Violence Center of Howard County, as well as a statement of SAC support for the Cradlerock Children's Center.

### **Challenges:**

The A-Team's challenges have not been lacking, and we do not think we met them all to our satisfaction. We are still learning how to be mission-oriented and how to allocate time and other resources according to our mission (as opposed to "how we've always done it").

We recognize that one of the Board's priorities—*focusing on helping our teens search for meaning and spiritual growth as UU's*—has been on our radar screen, but has not been fully realized. Enormous strides have been made in the effectiveness of our Coming-of-Age program, and the OWL class has been extremely successful; however, more work needs to be done in the area of YRUU and **incorporating teens into the life of the congregation**. Seeds are being planted to grow the needed programs in the coming year. Placing a marker in the budget for next year to hire staff for this effort will better assure that programs put in place will be maintained. In the meantime, the RE Council has established a dialogue between the youth and the leadership to bring the youth into the planning process.

**Helping our members find the best way to serve one another** – “releasing giftedness” – is a major concern. We are working on this concern, using multiple pathways. We recognize that our Vision statement 3, “We minister to each other with caring and compassion, building strong congregational bonds in love and friendship” is not everyone's experience. Those who are friends care well for one another, but many members of our community still feel that they are on the fringe – hearing from their congregation only when we are asking for money or assistance. We strive to make this vision statement a reality for *all* members.

Other challenges facing the A-Team are the continual efforts to fill Council and Committee Chair positions in a timely manner. The A- Team views this issue as falling under **Stewardship and Leadership Development**. The attendance by lay leaders and staff at the “Shared Ministry” Workshop led by Alice Mann in March has laid the foundation for addressing these issues of Stewardship and Leadership Development from a different perspective.

The last challenge we will mention is the **Sunday crowding of the sanctuary**. It is unresolved but not unrecognized as an issue needing attention. Adding chairs has helped but is not a realistic solution for the future.

### **A Transitioning A-Team:**

Our year closes with a transition plan for replacing our two “pioneer” stewardship co-directors, Kathy Rose and Jim Wu. We have learned that the A-Team needs two full-time stewardship directors and not two co-directors sharing one position. In June, Jim Wu will conclude his term, having spent 2 years & 8 months on the A-Team. Kathy Rose will finish a few months later, in

the Fall. Many of the above accomplishments have both Jim's and Kathy's fingerprints all over them. (The chocolate prints belong to Jim.) “Thank you” is most inadequate when it comes to recognizing Jim & Kathy's contributions to our community. Both Kathy & Jim will continue to be active supporting both the A-Team and the congregation on special projects.

We welcome Cynthia MacDonald onto the team. We know she will go far in picking up Jim's areas of responsibility, and will contribute to our ability to guide – and follow – the congregation in fulfilling its mission in the world. And Duncan can visit her here at UUCC anytime he likes.

### **Community Building**

UUCC has recognized a need to begin coordinating many of the various "community building activities", many of which have been part of UUCC for a long time. These include the Book Club, Duplicate Bridge Group, Fun Families, Game Group, Bike Club and many more. By creating a council, the council chairs will participate in the Leadership council and serve to act on behalf of all the fun

activities and be the voice that they did not have previously. In this way, the "non religious" activities will benefit from the same support and coordination that many of the other "religious" councils do.

The Council is getting underway and held their first official meeting on April 9 and are working to develop their mission and vision. The council hopes to make special efforts to fill some of the voids that have been missing across some age groups and provide continuity among activities. Several members have expressed interest in helping to add welcoming and attracting activities to allow members who may have been excluded share something in common with each other. The council is currently in the process of starting a Young Adult Group and a Jazz Masters Class.

### **Social Action**

The social Action Council has engaged in a variety of meaningful activities and focused its attention on fulfilling the UUCC's Board of Trustees charge to us of Vision Statement G, "We are respected as a principled religious community that takes action and effects changes which enhances the broader community." Below are descriptive highlights of our activities during the past year. While these are the major activities they are by no means the total list. UUCC has many committed members and friends dedicated to advocating for social justice and performing acts of service to our communities.

- The membership of the Social Action Council has increased by one third.
- Second Annual SAC Dinner and Project Fair with 75+ attending including Questies performing a service project. This event showcases many of the social action activities being conducted by members of UUCC.
- Second Sunday collections have provided over \$15,000.00 from UUCC to aid in disaster relief and to support worthy projects where members volunteer.
- SAC continues to support IAF (Industrial Areas Foundation) and its initiative to facilitate the building of an interfaith organization in Howard County to examine the local governmental structure and work for better conditions for people in our community.
- UUCC has partnered with the Domestic Violence Center of Howard County in an intentional, broad-based and congregation-wide social action initiative. Thirty friends and members participated in the initial DVC Orientation and Pot Luck Dinner on February 4, 2005. Twenty-two people attended the first DVC Training Day held at UUCC on March 19, 2005. Six people are attending the second day of training to serve as legal advocates and on the 24 hour Helpline. UUCC members are volunteering to work at the DVC Hope Gala and as part of I& U group service projects.
- Holiday party and gifts for Banner Reading Program serving a Baltimore inner city neighborhood in dire need of resources.
- Holiday gifts for Our House Youth Program, group home for neglected adolescents in Olney, MD, where they are educated and trained for available jobs in the labor force.
- Computer tables installed for the Charles Carroll Barrister Elementary School Computer Lab (a UUSC Urban Just Works Work Camp) located in a Baltimore inner city public school where assistance and expertise is needed to install and instruct children and staff in use of computers.
- UUCC Interweave joins Interweave Continental. Welcoming Congregation Committee charter approved by Social Action Council. The UUCC Social Action Council establishes a "Welcoming Congregation Committee" (WCC) to serve as the focal point for all UUCC activity associated with the gay/lesbian/bisexual/transgender (GLBT) community in the life of the congregation.
- I & U groups were provided with an array of local social service projects. Connections were made with RE, YRUU and Quest in suggesting social action/justice projects.

- Beans and Bread and Moveable Feast continue to prepare casseroles, sandwiches and desserts for Baltimore based projects including homebound AIDS patients.

### **Religious Education**

The RE council has focused on a variety of priorities this year. The most serious problem is the need for further teacher recruitment. There is a shortage of teachers, particularly for the 11 a.m. classes. In response, we are considering various options. The first option involves better information and more intense recruitment activities such as a new frequently asked questions pamphlet and more complete information offered during announcements at services to ensure that potential volunteers have enough information about the true time commitment involved with teaching a Sunday class. Should these prove unsuccessful, the Council will investigate proposals to pay teachers or to offer internships for credit to local college students.

Additional priorities concern planning for Cathy Muller's upcoming sabbatical, and more focus on curriculum and management of the youth programs of Quest and YRUU. Cathy Muller has settled on the dates for her sabbatical and we are in the process of putting together a sabbatical committee to work with her on the substance of the sabbatical and plan for coverage while she is away from UUCC. We have completed a survey of the OWL, Quest and YRUU students to get a better idea of what they would like in their programs. We will schedule a meeting with Quest, YRUU and possibly OWL teachers in June to develop ideas for next year's programs. We are putting together a proposal for a youth ministry council that will have equal status with the other councils including membership on the Leadership Council.

### **Adult Programs**

This past semester was the most successful adult program in many years. Participation was at a very high level. The Adult Programs Committee will be focusing on Faith Development classes in the coming years. As noted in the A-team report, we are expecting new and long-term members alike to be active in their own spiritual development so we need to offer classes that will support them.

### **Finance**

The Finance Council has been working during the past year focused on both the current year and the future of UUCC. Supporting our current year efforts have been activities surrounding the very successful Annual Canvas and the Auction. We are actively looking for new fundraising opportunities and be fun to participate in. We have also been working to improve the mission focus of our budgeting process and involving UUCC's Leadership Council in setting budget priorities.

Our activities focused on the future involve the continuing success of the Endowment Fund (which has reached it's first milestone level of contributions!) and working on a multi-year budget to help us in planning for the future. Working with the Board of Trustees, the A-Team, and the Leadership Council we will be working to identify priority activities for future years to help us in planning for the financial considerations underlying our work to realize our Vision and Mission.

### **Denominational Affairs**

*Congregational Assessments* - The Unitarian Universalist Congregation of Columbia was again recognized as a "Fair Share" congregation by the Joseph Priestley District for paying its congregational assessments to the Unitarian Universalist Association and to the Joseph Priestley District. UUCC also paid its "Fair Share" dues to the Greater Washington Area Council.

Unitarian Universalist Association (UUA) - UUCC has been represented at General Assembly. At the 2004 GA, we had 5 lay delegates. At the 2005 GA, so far we have one lay delegate planning to attend. We provided our Congregational Directives Ballot for Study/Action Issues. We participated in the UUA Journey Toward Wholeness program with a special JTW Sunday service and collection. Half the funds collected go to UUA and the other half remains with UUCC for work against racism, sexism, economic oppression.

Joseph Priestley District (JPD) - Six lay delegates represented UUCC at the 2004 JPD Annual Conference in Wilmington, DE. At this year's conference in King of Prussia, PA, April 8-9, four lay delegates and one ministerial student represented UUCC.

During this church year we added 17 new Chalice Lighters. Seventy-five members of UUCC are now Chalice Lighters. Our objective in 2006 is to have over 1/3 of our members participating in the Chalice Lighters program so we can join most of the other congregations in JPD in the Chalice Lighter Honor Society. We need 40 more members to become Chalice Lighters.

*Associated Organizations* - UUCC continues to provide congregational support to the UU Service Committee through both a budgeted gift of \$1 per member for which it is recognized with the James Luther Adams Award. One-third of UUCC members are also individual members of the Service Committee and we have been honored as members of UUSC's Banner Society with a "Creating Justice" banner. Our objective in 2006 is to increase our UUSC individual membership by 5% or 21 new members in UUCC.

### **Membership**

The Membership Council and the congregation have welcomed 43 new members since June 2004. Newcomer Chats began in the early fall and continue to take place the first Sunday of each month between the services. Membership Orientation classes were held three times during the year for individuals planning to become members. We participated in an Anonymous Visitor Workshop with six other congregations from JPD to change our culture with regard to welcoming visitors to UUCC. A pictorial directory of the congregation will be completed in the early summer which will include congregant portraits, their contact information and UUCC activity pages.

### **Communications**

Many hours have been spent setting up, purchasing, upgrading and repairing (due to a lightning strike) our computer systems and the LAN. All computers are networked and able to access the data base system. This will prove extremely valuable when the Director of Member Services is hired.

There is a new web master who is in the process of updating the web site. This should be available for online use very soon. The web site of a congregation is quickly becoming the new "front door" and we hope to be as accessible and welcoming as possible.

## STATISTICS 2004-2005

Prepared by Paula Linn

<b>MEMBERSHIP</b>	2000-2001	2001-2002	2002-2003	2003-2004	2004-2005
Membership at Annual Meeting	295	307	314*	310	350
New Members	18	17	33	27	25**
New Friends	40-50	Not avail	110	31	25**

\*Membership roster had not been systematically purged since 2001. Purge of lapsed members was in progress Spring 2003.

\*\* As of 03/31/2005

<b>ATTENDANCE</b>	2000-2001	2001-2002	2002-2003	2003-2004	2004-2005
Autumn (Sep-Nov)	123	158	148	192	183
Winter (Dec-Feb)	110	148	139	178	175
Spring (Mar-May)	110	136	180	191	n.a.
Summer (Jun-Aug) (single service)	61	72	96	97	n.a.

<b>PLEDGING</b>	2000-2001	2001-2002	2002-2003	2003-2004	2004-2005*
Pledge Units	189	187	175	197	219
Budgeted Pledges	\$208,517	\$208,802	\$250,000	\$300,000	\$338,000
Actual Pledges at Fiscal Year End	\$211,544	\$215,312	\$260,466	\$291,446	\$349,448
Average Pledge	\$1,119	\$1,151	\$1,490	\$1,479	\$1596
Pledges Collected Fiscal Year End	\$200,376	\$189,568	\$251,695	\$283,655	\$243,287
% Pledges Collected, at End 3 <sup>rd</sup> Quarter	75%	78%	68%	69%	69%

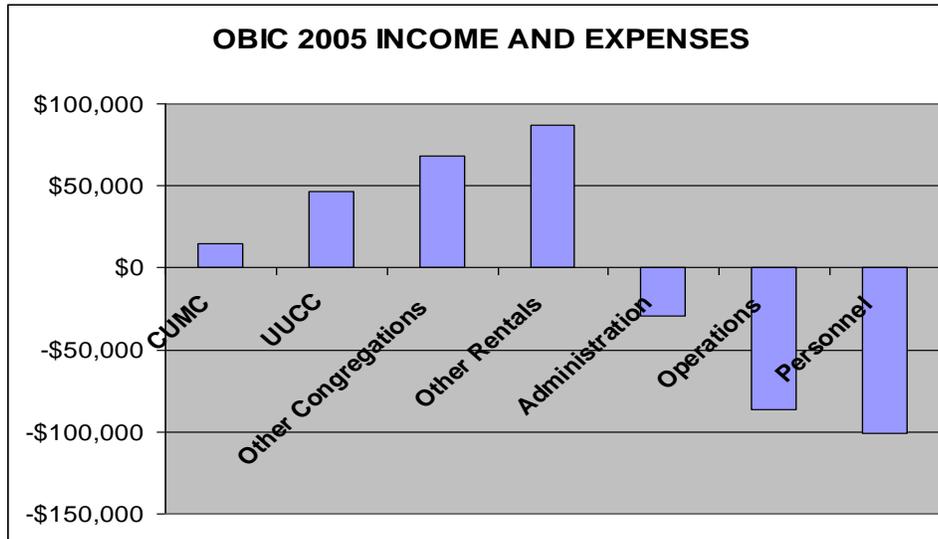
\* Actual as of 3/31/2005.

<b>RELIGIOUS EDUCATION</b>	2000-2001	2001-2002	2002-2003	2003-2004	2004-2005
Enrollment	120	120	130	136	158
New Families	8	8	10	14	14
Teachers / Youth Advisors	43	34	44	38	40
Average Attendance	65%	70%	72%	66%	70%

# OBIC REPORT

The UUCC partnership with Christ United Methodist Church in the operation of OBIC continues to function effectively in serving the congregation and the larger community.

Our budget for CY2005 is approximately \$216,600. The summary below shows the income and expenses:



You can see that about 72% of the income to operate OBIC comes from rental, mostly from the Lornwood Daycare and its replacement, The Cradlerock Children's Center. The other 28% comes from assessments from CUMC and UUCC. These assessments are based on the percentage usage of the building reflected from the previous year. The formula has been about 76% for UUCC and 24% for CUMC.

The UUCC assessment of \$46,637 is based on a formula which calculates usage of the building. Ours is 76% of the non-rental usage. Overall congregational assessments and the split between the two owner congregations remain unchanged from 2004. These costs compare favorably to the operation of a stand-alone facility when the costs of utilities and personnel are considered. This allows us to spend our resources on programs for the congregation.

OBIC had significant progress last year.

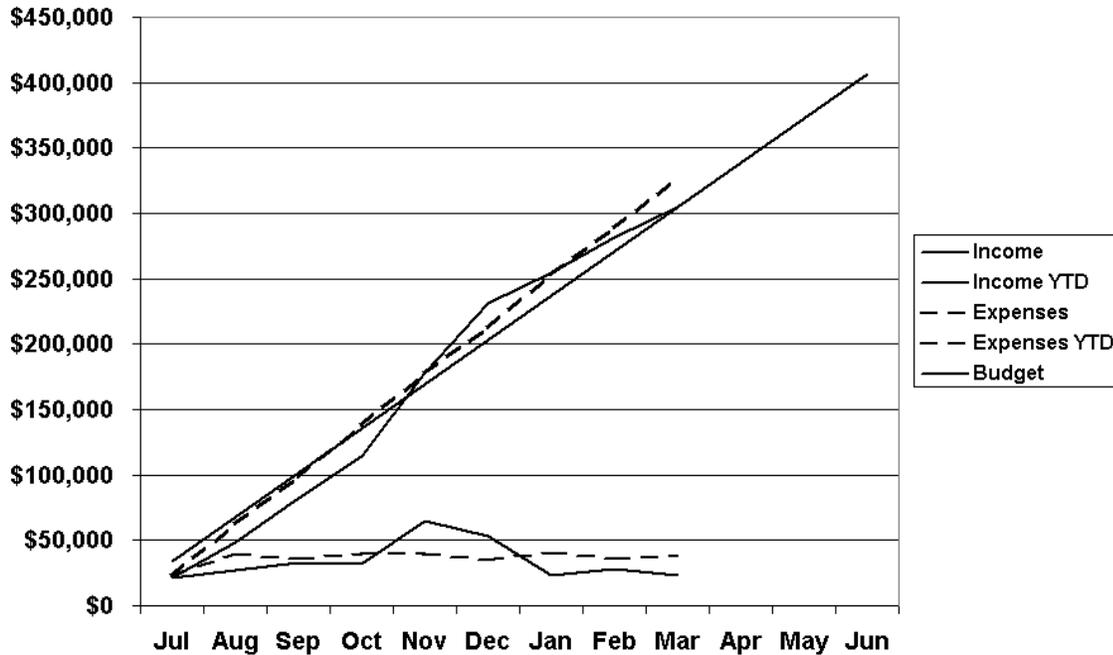
- The renovation of the building was completed
- Improvements were made in the management of the building including better tracking of building usage.
- Enhanced rentals resulted in improved fiscal status
- Improvements were made in financial tracking and reporting
- The Reserve for Replacement was funded.
- Overall improvements were made in building operations.
- Full support was given to interfaith and outreach activities.
- 

Thanks to OBIC 2004 & 2005 Board members Colleen Rathbun, Ken Rock, John Whittle, Tim Estell, Rosie Lijinsky, Mark Reese, Marjorie Seidman, Bob Fitzpatrick, Duncan McDonald and Ken Crandell.

# TREASURERS REPORT

The state of the UCC finances is fairly good with one risk area. The graph below shows the monthly income, expenses, the year to date status of both and the budget. At the end of March, the year to date income is right on budget while the expenses are above budget by \$22,675. The monthly income has consistently run below monthly expenses except for November and December, a period when pledge payments are high as Members and Friends prepare for taxes.

**UCC 2004-2005 Budget**



The table below shows the status of the budget at the end of March. The second column (Actual) shows the actual income and expenses for the year to data, the third column (Budget) is the year to data (YTD) budget. The fourth is the difference in the YTD actual and the budget and the fifth is the difference as a percentage. The final column shows the yearly budget.

For income, the greatest difference is in the Canvass and Offerings income being \$17,375 below budget with pledge payments being \$13,961 (not shown) below budget. If you have not paid your pledge in full, please do so at your earliest convenience.

In expenses, the greatest difference is in the Operations, which is over budget by \$34,150. However, this represents payments to the OBIC reserve fund at a rate greater than budgeted and an underpayment to the operating accounts from the building fund accounts. Neither of these represents a serious issue.

## TREASURERS REPORT, Continued

	Fiscal Year to Date				Yearly Budget
	Actuals	Budget	Delta (\$)	Delta (%)	
Income					
Canvass & Offering	\$253,037	\$270,412	\$(17,375)	93.6%	\$360,549
R E Income	\$7,138	\$4,950	\$2,188	144.2%	\$6,600
Music Income	\$1,710	\$3,225	\$(1,515)	53.0%	\$4,300
Fundraisers	\$35,570	\$21,837	\$13,733	162.9%	\$29,116
Misc. Income	\$2,869	\$4,088	\$(1,218)	70.2%	\$5,450
Non Budgeted Income	\$4,426	\$-	\$4,426		\$-
Total Income	\$304,750	\$304,511	\$238	100.1%	\$406,015
Expense					
Ministry & Worship	\$3,908	\$4,688	\$(779)	83.4%	\$6,250
Arts & Production	\$90	\$675	\$(586)	13.3%	\$900
Religious Education	\$2,049	\$4,538	\$(2,488)	45.2%	\$6,050
Membership	\$1,832	\$2,100	\$(268)	87.3%	\$2,800
Uncategorized Expenses	\$-	\$-	\$-		\$-
Program	\$13,838	\$19,088	\$(5,250)	72.5%	\$25,450
Communications	\$7,045	\$7,125	\$(80)	98.9%	\$9,500
Operations	\$124,665	\$90,515	\$34,150	137.7%	\$120,687
Social Action	\$1,799	\$3,116	\$(1,317)	57.7%	\$4,155
Personnel	\$172,198	\$172,667	\$(469)	99.7%	\$230,223
Total Expense	\$327,425	\$304,511	\$22,913	107.5%	\$406,015
Net	\$(22,675)		\$(22,675)		

# **Minutes of Unitarian Universalist Congregation of Columbia Annual Meeting - April 25, 2004**

**Opening:** Rich Dean, President, UUCC Board of Trustees, called the meeting to order at 6:35 p.m. Paige Getty, UUCC Minister, spoke the opening words.

**Quorum:** 310 members were entitled to vote, having been members for 60 days prior to the meeting. 62 people were required for a quorum of 20% (needed to transact ordinary business) and 93 people for a quorum of 30% (needed to transact special issues, including bylaws changes). There were 149 people present either in person or by proxy. We were thus empowered to transact all business on the agenda.

**Approval of Minutes:** Minutes of the April 27, 2003, Annual Meeting and the June 15, 2003, Special Congregational Meeting were approved unanimously.

**President's Message:** Rich Dean summarized the Congregation's major accomplishments of the past year, including the successful first year of Paige Getty's ministry: virtual completion of OBIC renovation, with kudos to the Architectural Liaison Committee and others; development of UUCC mission, vision, and covenant statements; and continued progress in instituting Policy Governance, including the creation of a Leadership Council.

**Mission, Vision, and Covenant:** Rich Dean summarized the process and outcome of the past year's efforts to develop mission, vision, and covenant statements. Rich noted the diversity of views surrounding these statements, the meaningful dialogue that ensued, and the Congregation's ownership of the product. The text of the mission, vision, and covenant statements was approved unanimously, save one abstension.

**Canvass and Budget:** John Harris reported that the canvass had brought in a total of \$322,000 in pledges to date, representing 95 percent of projected pledge income in the proposed 2004-2005 budget. Janet Ramsey presented details of the proposed budget, walking through the specific income and expense items and highlighting increases and decreases from the current year. Members of the Congregation had questions and comments regarding a variety of items, including chairs, a contingency fund, one-year vs, two-year budgeting, mortgage projections, social action funding needs, charging for adult religious education, budget implications of the OBIC bylaw review, and the use of scrip revenue.

The proposed budget was passed unanimously.

**Bylaws Revisions:** Rich Dean, assisted by John Guy and others, presented proposed bylaw revisions. These included

- Replacing the text of Article II – Purpose with the text of the mission statement approved earlier in the meeting.
- Providing for staggered terms for members of the Nominating Committee.
- Adding a new Article IX – Endowment Board, including provisions for its purpose, membership, and elections; and making conforming amendments to other articles of the bylaws.

Following questions and comments from the Congregation concerning recognition of gifts to the Endowment Fund and Endowment Board terms and policies, the proposed bylaws revisions passed unanimously.

**Election of Lay Leaders:** On behalf of the Nominating Committee, Martha Fulda presented the 2004-2005 slate of candidates for lay leadership positions:

- Officers and members of the Board of Trustees: Ken Crandell, Vice President/President-elect; Doug Miller, Secretary; and Lindsay Thompson and Brenda Wolf, Trustees at Large.
- Members of the Nominating Committee: Vickie Beck, Rich Dean, Martha Fulda, Michael Phillips, and Becky Reese.

For the initial election of Endowment Board members consistent with the approved bylaws changes, the following nominations were made from the floor: Gail Thompson, John Guy, and Eileen Henderson.

All nominations were uncontested, and the President directed the Secretary to cast a unanimous ballot for all candidates.

**Closing:** Incoming President Kathy Tillman thanked the outgoing Board members and introduced the new Board. Paige Getty provided closing words.

**Adjournment:** The meeting was adjourned at 8:50 p.m.

Respectfully submitted,

*Bill Wallace*

Secretary

## **Minutes of UUCC Special Congregational Meeting January 30, 2005**

**The Board of Trustees called this special meeting so that the congregation could see presentations on two independent initiatives: 1) a self-financing plan that would enable UUCC to decrease its mortgage payments through the sale of bonds to members, and 2) a plan to start a UUCC-affiliated preschool that would operate in the Owen Brown Interfaith Center.**

The congregation voted on whether to approve implementation of each plan, and also on whether to authorize the Board to borrow to fund the preschool initiative.

The bylaws required only a simple majority for passage of both initiatives. However, the Board agreed in advance of this meeting that implementation of the preschool plan would require a congregational mandate, set at 80 percent of votes cast.

**Attendance:** Of the 335 eligible members, 132 cast votes, either in person or by proxy. Minimum required for a quorum under the bylaws was 67. Board of Trustees President Kathy Tillman presided.

### ***Presentations***

Tom Wing presented the plan developed by the Self-Financing Committee and answered questions from the floor.

Rich Dean spoke about the preschool initiative. Anne Yenchko, director of the Judy Center at Cradlerock School, also spoke about her organization's collaboration with UUCC in the effort to serve needy families in Owen Brown as part of the preschool project.

### ***Question 1***

By voice vote, the membership approved the following: **"I authorize the Board to borrow money as proposed by the Self-Financing initiative; that is, the selling of notes to pay down the principal on our mortgage and thereby save money by reducing our interest costs. This authority is limited to the outstanding balance of our M&T Bank mortgage.**

### **Question 2**

Citing the board's requirement of an 80 percent mandate, members moved and seconded that the vote on Question 2 should be counted through the use of written ballots. The members present approved this motion by voice vote.

In the written vote on the question at hand, 124 cast ballots in favor, 8 against the following: **I approve and endorse the Early Childhood Center/Preschool initiative as proposed; that is, the establishment of (1) A UUCC-sponsored Preschool and (2) A separate non-profit corporation to operate the Preschool, with the intent of upholding the vision and mission of the Congregation.**

With 94 percent voting in favor, the measure passed.

### *Question 3*

The members approved by voice vote the following: **I authorize the Board to borrow money to fund the Early Childhood Center/Preschool initiative. This authority is limited to \$100,000.**

Respectfully submitted,  
Doug Miller, Board of Trustees secretary

**PROPOSED FY 2005/2006 BUDGET**

24 - 28

## PROPOSED BYLAWS REVISIONS

*Proposed additional language in italics*  
[Proposed deleted language within brackets]

### **Under Article IX – Endowment Board**

ARTICLE IX, Section 1, last sentence – “Funds so allocated may not be specified *by the Endowment Board* for a particular purpose, *except distributions of income from funds directed at the time of donation.*”

ARTICLE IX, Section 2, first sentence – “The Endowment Board shall consist of [three] *five* members, to be elected by the Congregation.”

## NOMINATIONS

The Nominating Committee announces the following slate of candidates:

For the UUCB Board of Trustees:

Ann Smith-Reiser, vice president/president-elect

David Silver, treasurer

Glennor Shirley, trustee at large

For the UUCB Endowment Board:

Peggy Waller

Dick Wachterman

Jim Wu

For the UUCB Nominating Committee

Kathy Tillman

Kathy Smith

Inge Hyder