



2013-2014

ANNUAL REPORT

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.

Distributed at the Annual Meeting
June 1, 2014

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UUCB Board of Officers and Trustees

Karen Walsh, President	2011-2014
Sally Ann Cooper, 1st Vice President	2012-2015
Phil Webster, 2 nd Vice President	2013-2016
Steve McGovern, Treasurer	2012-2015
Karl Branting, Secretary	2011-2014
Melissa Affolter, Trustee At-Large	2012-2015
Mike Glasgow, Trustee At-Large	2013-2016

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Unitarian Universalist Congregation of Columbia
Annual Meeting
June 1, 2014

AGENDA

1. Confirmation of Quorum
2. Call to Order
3. Opening Words and Chalice Lighting
4. Reading and Approval of the Minutes
5. Reports
 - a. President, Karen Walsh
 - b. Treasurer, Steve McGovern
 - c. Building Design Committee, Jay Paul
6. New Business
 - a. Election of Officers
 - b. Budget Approval
 - c. Other New Business
7. Announcements
8. Adjournment

SLATE OF NOMINEES

Unitarian Universalist Congregation of Columbia Proposed Slate of Officers and Members of Boards – 2014-2015

The Nominating Committee of UUCC proposes the following candidates for election at the June 2014 Annual Meeting of the congregation:

Endowment Board – 3 Year Term

TBA

Nominating Committee – 2 Year Term

Karen Walsh – Chair

Julie Boughn

Colette Gelwicks

Board of Trustees – 3 Year Term

Rae Millman – 2nd Vice President

Patrick von Schlag – Secretary

PRESIDENT'S REPORT

Submitted by Karen Vander Maas Walsh

This year has been marked by great anticipation and celebration: anticipation of a new and larger space that will allow us to grow, learn, worship and welcome more comfortably, and celebration of the Fiftieth Anniversary of the founding of the Unitarian Universalist Congregation of Columbia.

In September we passed the motion allowing for the revision to the budget for our building expansion and have worked hard to finalize the design, our mortgage, and the construction contract. We are awaiting the moment when we are able to officially break ground on this project that will allow this congregation to more fully, comfortably, and adequately serve the needs of our youth and adult members, our guests and the community at large. We look forward to being able to welcome everyone who wishes to join us with open arms and ample space.

In May we celebrated the first milestone of the founding of our congregation, marking the first organizational meeting that took place in late April 1964. Over the next 6 months we will mark other significant milestones and celebrate that which brought us together in faith.

We have used this time of anticipation to retrench, to examine our congregation from many angles, to evaluate where we stand right now and to plan where we want to go. Over the course of 6 months there were three "Communicate with Intention" Appreciative Inquiry events led by Jean Joklik in which 120 people participated. From these events we gathered information about the best that UUCC has to offer and the goals and dreams for our congregation. Already we are beginning to see real, organic projects spin off from this initiative, including the "Sharing Our Stories" event launched by the team of Jen Raffensperger and Laura Solomon. In May we launched a survey requesting individual input regarding the evaluation of the ministry here at UUCC. This feedback will help mold and steer the congregation as a whole and each of the program areas as we move forward. In a separate, but related initiative, Laurie Coltri is working diligently on restructuring the governance and leadership area of our website in order to make information about how UUCC functions more easily accessible to everyone.

In preparation for growth, UUCC has been very intentionally planning our staffing to support the programming that is required by our current members and to be able to welcome guests and new members as our anticipated growth is realized. Last year we happily increased Maureen Harris, our Executive Director, to full time. This July, the Rev. Kären Rasmussen is scheduled to go from ½ to ¾ time. We are proposing that our Youth Director position be increased from about 1/3 time to almost full time. In the fall we will be introduced as a congregation to our new Intern Minister, Anthony Jenkins.

This next year will be a tremendously exciting one. In the next few months we will break ground for the building expansion that will double the size of our worship space. We will fill and use this new space well! We will move ahead with our work to become a known and recognized force in Columbia, Howard County and beyond; much of this work has been in a holding pattern due to space constraints. We will continue to celebrate our 50th anniversary by looking back at our past and planning ahead for our future.

It has truly been a pleasure and a privilege to serve on the Board of Trustees for the past three years. I would like to recognize and thank all of the Board members who have served with me for their spirit and dedication.

Thank you!

ENDS MONITORING REPORT

Submitted by the Rev. Paige Getty, Senior Minister and Maureen Harris, Executive Director

Dear UUCC Community,

Under the Ends monitoring guidelines, the Board asks for (1) a summary of the “key and notable” means which have contributed to achieving the benefits described in the Ends, and (2) an assessment of the achievement of those benefits.

In this, our seventh semi-annual report – with input from and review by members of staff and Leadership Council – we continue our effort to highlight new progress and mostly to avoid repetition. We focus on activities and initiatives that (1) are new since our last report (October 2013); and (2) address specific short term foci from that report and/or growing edges from earlier reports. “Past Progress” summarizes highlights and trends from past reports.

A date in parentheses next to a growing edge indicates when that particular item was first included in an Ends report. Once we have taken steps to address one of those items, we have described the progress made and removed it from the short term focus or growing edge list.

Data that we report varies depending on when it is reported. This report contains data for the first part (approximately 2/3) of the 2013-14 program year. Some comments about that data:

- Several important data points demonstrate UUCC’s continued growth and health: Worship Attendance, Certified Members, and Average Pledge all continue to increase.
- Members lost for “Other” reasons is higher this year because we lost more households comprised by couples instead of singles. [This “Other” category is largely persons who have drifted away due to busy lives, children being born, children growing up, etc., as opposed to any dramatic parting-of-ways with UUCC.]
- Drop-in reflection sessions (small group ministry) obviously fill a need.
- Youth LGL attendance is lower in part due to the fact that YRUU is in transition, with a large group having graduated last year.

We would like to note that the Leadership Council derives a clear sense of ownership from participating in the compilation and review of the Ends Monitoring report. In their review of a draft of this particular report, they expressed pride and satisfaction with its representation of UUCC as a vibrant, energetic congregation.

We hope the UUCC community finds this report inspiring and informational, and we welcome your continued feedback and input.

Respectfully,
Maureen Harris & Paige Getty

1. UCC exists to provide a connected community of people where members experience a sense of home and family.

Summary of Past Progress:

- Opportunities to connect have grown—sometimes intentionally, sometimes organically: parents of UCC youth (formal & informal discussion groups and get-togethers), elders (luncheons), all ages and types of families (Wholly Family service; multigenerational potlucks), Young(ish) Adult group, and more.
- Evolution of Small Group Ministry.
- Hiring an Assistant Minister to, among other responsibilities, help us delineate the Path to Engagement.
- Hiring a new Sunday Coordinator, Amanda Bates, whose responsibilities include volunteer coordination.
- The Stepping Stones to Membership process is now well established, with classes held regularly as needed, and with materials available at each step of the process.

Progress since last report (October 2013):

- We held one “How’s it Going?” class in September. The purpose of this class is to see how we can help new members become more integrated into UCC and receive feedback on the process. Although only eight of the forty-two people invited attended the class, and most of those attending were already involved in something, Kären received feedback from many that they appreciated the invitation, but already felt connected!
- In an effort to help connect “at risk” members (those we haven’t seen or received a pledge from for a period of time), the Membership committee will reach out to those members (identified by Maureen) and invite them to events in the fall. Our hope is to bring down attrition in the “other” category that we lose members from.
- We have made a conscious effort to send email invitations to both visitors and new members for classes and events. The emails have been well received and people enjoy being invited in this non-intrusive way.
- The second annual Women’s Retreat brought together 65 UCC women in a retreat center for an overnight stay with worship, workshops, reflection group conversations, meals, and perhaps most especially, social connections.
- Jenny McAtee and Julie Mason have agreed to serve as chairs of SAC’s Welcoming Congregation committee. They are planning an active program of community-building events among UCC’s LGBT community.
- More than 80 individuals participated in one-to-one interviews as part of the “Communicate with Intention” Appreciative Inquiry project.

Short-Term Focus:

- The Executive Team and LGL leadership are hopeful that the 2014-15 budget will include funding for a nearly-full-time Youth Director. Expansion of this staff position will, among other things, increase our ability to organize more social and community-building events, especially among middle and high school youth and their families.
- In 2014-15, our Assistant Minister’s hours will increase from half-time to ¾-time, allowing for a stronger clergy presence on Sundays (greeting newcomers, etc.) and in cultivating connections through program leadership and facilitation.
- Develop a strategy, based in part on the congregational survey referenced in the October 2013 report, to use social media more effectively and deliberately as a tool for communication and community-building. (Pending conclusion of the “Communicate with Intention” Appreciative Inquiry project and likely additional strategic planning for communications.)

Ongoing Growing Edges:

- As we build and grow, let's continue to maintain a relational community, and to engage the congregation as fully as possible – newcomers and long-timers alike. – from our list of Dreams at the Living Into Abundance workshop (March 2013)
- Continue to nurture small, demographically-oriented groups. Do we need to be even more deliberate about identifying such groups' needs? And, if so, how? (April 2013)
- Continue to build connections in our community of parents, particularly the parents of young children (October 2013).

2. UUCC exists to provide members with opportunities to grow intellectually, emotionally, and spiritually throughout their lives.

Summary of Past Progress:

- We continually offer a variety of adult LGL classes in response to interests and issues that arise in the congregation.
- Growth opportunities are offered both in a traditional learning setting and an experiential one—a class on Immigration as a Moral Issue in conjunction with advocating for the DREAM Act, or a Sunday Forum on Homelessness in Howard County in conjunction with hosting the Warm Welcome Shelter.
- The Music Ministry features numerous growth opportunities for participants.
- Groups that foster growth often develop organically at UUCC, and staff and leaders do their best to support them (Creature Connection; Lesbian, Gay, Bisexual, Transgender (LGBT) and Friends; etc.).
- Many different options are available for engaging in the small group ministry program (aka Reflection Groups) – drop-in groups throughout the year, rolling start dates, etc.

Progress since last report (October 2013):

- The new “Safe Space” Reflection Group, for those who seek a group in which to discuss issues of addiction honestly and anonymously, began in Fall of 2013 and has continued to meet throughout the year.
- We are currently offering both the Kindergarten-1st grade Our Whole Lives (OWL) human sexuality class, and an Adult OWL class – each for the very first time at UUCC. Both classes have been enthusiastically embraced by the congregation and are fully enrolled.
- Our women's retreat included the spiritual practices of yoga, meditation, prayer beads, and Sacred Circle Dance.
- Dividing 6th and 7th grades into separate classes has been very effective in meeting our educational goals for this age group, as well as supporting their higher attendance rates. The 6th grade year now focuses on U.U. theology through the “Big Questions” of religion, laying the foundation for the “World Religions” year in the 7th grade.
- Our first year experiment with the “Spirit Play” model has successfully engaged our children in the Kindergarten-1st grade class with activity choices that accommodate the range of abilities and interests of this age group, while also creating a more spiritually centered environment for faith development. Expansion of “Spirit Play” to the preschool class for the coming year is still being evaluated through teacher/parent/child feedback.
- UUCC has multiple burgeoning composers, arrangers, and songwriters. Tom Monroe, Karl Branting, Jim Stivers, and Carla Gates have been supported, nurtured, and tutored by Tom Benjamin and others to work toward publishing their work. In particular, John Shea's music has

begun attracting attention from within the UU Music community, and there have been four entrants this year to UUMN's Silliman competition for new UU hymns.

- MUUSICA, the DC-area music festival at All-Souls Unitarian in Washington, DC (March 29, 2014), provides opportunities both for outreach and for personal development for choir members.
- The concept and process of small group ministry is introduced even at the "Get Connected" classes. This helps set the tone and model respect for others' opinions and beliefs as well as demonstrate what a safe place for seekers we are and how to share the space in conversation.
- The first Youth Chalice Concert (February 8, 2014) presented to an enthusiastic, standing room only crowd of congregation members, friends, and parents of eight youth musical performers who presented a program of classical works for violin, cello, saxophone, piano and guitar.
- Several notable examples of budding leadership in younger and/or newer members of the congregation: Cristin von Schlag (high school student) has assumed leadership of the Chalice Fires, and Laura Solomon and Jen Raffensperger (new members) have taken the initiative to organize UUCC more actively for Reproductive Justice.

Short-Term Focus:

- Lisa Kehle and other congregational leaders have met twice and agreed to develop an ongoing service and learning relationship with Big Creek People in Action. (We have received and reviewed tax filings from this nonprofit organization, and they pass muster as a worthy recipient of our time, energy, and money.) Initiatives so far have included: raising money needed for BCPIA's Holiday Party (the high school youth had a bake sale, and the 2nd/3rd grade LGL class made crafts to sell at coffee hour); discussions between BCPIA and Michelle Rockwell regarding grant collaborations; and yearly service trips to War, WV. The UUCC-BCPIA committee will continue to research and discuss how our communities can best partner and foster a collaborative and helpful relationship. Frank Hazzard is exploring different economic development possibilities, Michelle Rockwell is furthering her work with BCPIA's Dyann Spriggs, Carla Miller is working with Cindy Williams and Rae Millman to initiate a Hands On Service Project related to school supply donations for BCPIA families, and Lisa Kehle will continue to talk with Marsha Timpson and YRUUth around how we can learn and help best.

Ongoing Growing Edges: *none to note at this time*

3. UUCC exists to prepare our children to enter the adult world as independent thinkers with strong moral compasses grounded in the Unitarian Universalist faith tradition.

Summary of Past Progress:

- We have expanded staff positions that support this End—LGL Assistant and Youth Director.
- UUCC youth take advantage of leadership opportunities at UUCC and in the denomination. YRUU graduates continue to express their UU identity and participate in the UU faith community.
- The curricula and programs that we employ with our children and youth are periodically reviewed and assessed in order to use the most effective tools to prepare our children for the adult world.
- Chalice Lights + Chalice Fires
- SAC's monthly hands-on projects

Progress since last report (October 2013):

- Our 2nd/3rd grade children have helped to raise money for the Big Creek People in Action project.
- 4th/5th graders will be involved in the Animal Fair and fundraising for local animal shelters.
- The 6th grade has two social action projects scheduled for this spring: pulling invasive species from park land, and creating a vegetable garden for the Maryland Food Bank (which perhaps we will maintain over the summer if there is sufficient interest).
- The 8th grade class has completed Our Whole Lives (OWL) earlier this year, and are currently engaging in a social justice curriculum, "Heeding the Call", for a more well-rounded learning experience of UU values.
- In July, YRUU will go to War, WV, as part of a multi-generational group.
- Quest (9th grade) will lead our congregation's efforts with Rebuilding Together Howard County.
- The Quest curriculum includes frequent visits by a group of UCC adults who share sessions with the youth 4-5 times each year. These sessions include panel discussions, small group activities, and one-on-one youth-adult conversations around topics that deepen teens' understanding of their beliefs and how these beliefs inform their actions.
- Better communications between SAC and LGL are resulting in increased participation by children in monthly hands-on projects. They recently made cards to be included in brown bag lunches for a homeless shelter and helped pack the lunches.
- The YRUU service on March 23 demonstrated that our youth clearly are "independent thinkers with strong moral compasses grounded in the Unitarian Universalist faith tradition"!

Short-Term Focus:

- LGL has named a Social Justice Coordinator (Lisa Schlossnagle) for 2014-2015. Lisa will help to plan annual events (e.g. MLK National Service Day), coordinate participation in monthly hands-on events, and add more learning opportunities to the LGL curriculum in connection with social action projects. SAC and LGL have decided to initiate a large, annual project for National Service Day (January). "Stop Hunger Now" will be an intergenerational project to assemble 10,000 meals or more for needy recipients in Africa.
- The Youth Director and YRUU alumni are working on possible winter-break alumni service reunions with BCPIA. This would help continue our relationship with these now young-adults in a meaningful way.
- Carla Miller and the LGL Council are considering at this time the (highly likely) implementation of a new model for Children's Growth and Learning at the 11:00 AM session. The Workshop Rotation model takes a "learning center" approach to religious education, and offers greater flexibility in age groupings. Through this model we might better address the current challenges of our 11:00 classes in LGL, varying and inconsistent attendance numbers, with particularly low attendance in specific age groups. (This year we cancelled the 11:00 class for grades 4/5 in November due to extremely low attendance – a "solution" we hope to avoid repeating.)

Ongoing Growing Edges: *none to note at this time*

4. UUCC exists to provide stimulating, challenging, and inspirational worship.

Summary of Past Progress

- Sustained professional leadership from both clergy and musicians resulting in consistently high worship service quality throughout the year.
- Continually increasing worship attendance.
- Creative worship services and a diversity of perspectives—from Rev. Peter Morales to blanket-making; from Wholly Family to Recovery Ministry to Rev. Jason Shelton.

Progress since last report (October 2013):

- Carla, Paige and Kären are better integrating the Time for All Ages stories and conversations into the service as a whole and seeking to reach all ages.
- Our Children's Chapel worship this year has been based in the congregational theme of "Home" to more effectively convey this theme to the children in ways that are meaningful to them.
- Social Action Council members participated in a recent service related to National Service Day.
- Paige and Kären are offering more opportunities for members to contribute their own ideas and content for "stimulating, challenging, and inspirational" worship services – Paige sold three auction sermons this year; Kären will be collaborating with lay leaders for summer worship services; and more than half a dozen members have volunteered to lead worship in Paige's and Kären's absences in the coming year (either in the summer or during Paige's 2015 sabbatical).
- It's not uncommon to see social media traffic or other explicit responses to UUCC worship – e.g., Twitter posts during the service, Facebook conversations afterwards, and hands-on projects planned spontaneously in response to a message about hunger.
- The recent YRUU service (March 23) demonstrated well our congregation's understanding of worship, including the expectation that good worship can be produced even without professional clergy leadership. Even with neither ordained minister directly involved in planning the service, the YRUU service was very high-quality, both in format and content.

Short-Term Focus:

- Evaluate how youth experience worship. Are their needs being met at UUCC? If not, how might UUCC best meet those needs?

Ongoing Growing Edges:

- Offer different styles and types of worship services. – from our list of Dreams at the Living Into Abundance workshop (March 2013)
- As the professional staff grows, how do we continue best to nurture lay worship leadership? Rev. Paige Getty intended to develop – with the assistance of some of UUCC's experienced lay preachers – plans for enhanced training for laity who wish to write sermons and lead full worship services. This plan currently is only hold. (April 2012 / October 2012)

5. UUCC exists to minister to members in times of need and times of joy.

Summary of Past Progress:

- Continued growth and development of the Karuna care-giving team.
- With clergy setting the tone and example, UUCC paid staff offers a pastoral presence to members of the congregation.
- Many UUCC members minister to each other outside of UUCC's formal structures.
- We have expanded our ordained clergy in support of this End (as well as End #1, 4, and others).
- Ritual of sharing Joys & Sorrows in worship continues to serve as a weekly reminder that we are called to minister to one another.
- The Recovery Ministry's SMART (Self-Management And Recovery Training) Family & Friends group.
- The Rev. Kären Rasmussen has established a pastoral relationship with UUs at Vantage House.

Progress since last report (October 2013):

- Lisa Kehle and the Karuna ministry arranged for poinsettias to be delivered to congregants who needed some holiday cheer. It was very well received and will become a new tradition.
- The Karuna team started the church year meeting monthly (vice every other month) and this has led to more training opportunities, a chance to work together more closely and deepen our relationship to each other and the community. This way, if someone misses a meeting, they don't go for four months without being connected to the group. Often group sessions are also led like a reflection group with topics that are pertinent to pastoral care.
- Words (of gratitude and praise) and actions (e.g., returning to more active involvement at UUCC after years of caregiving for an ailing and dying spouse; asking for Kären or Paige to officiate at non-UUCC family members' rites of passage; etc.) demonstrate the value of our professional ministers' pastoral ministry. Much of the specific anecdotal evidence, however, must be kept in confidence.

Short-Term Focus:

- Reaching out to provide better pastoral care and community connections for families at UUCC is an ongoing goal. Conversations between Karen, Carla, the Lifespan Growth and Learning Council and Paula Nagy of Karuna took place though follow-up has been slow. Greater action toward this goal is being planned for the summer and fall.
- Kären, other staff, and the Karuna team are strategizing about how best to organize to meet needs of UUCC's senior population.

Ongoing Growing Edges: *none to note at this time*

6. UUCC exists to welcome anyone who shares our Unitarian Universalist principles.

Summary of Past Progress:

- Building expansion—fundraising, design, and planning continues, with groundbreaking expected in 2014.
- Myriad efforts to increase our welcome: hiring an Assistant Minister and new Sunday Coordinator; moving the Welcome Table downstairs; revising the website so that it is more welcoming to newcomers in general and LGBT persons in particular; and success with our new several-points-of-entry approach, including the “altar call” in June 2013.

Progress since last report (October 2013):

- The building expansion is progressing, including closing on a construction loan and hiring a general contractor. We expect to break ground in early summer 2014.
- We are making more concerted efforts to welcome and connect with new guests (aka visitors):
 - Welcome packets in green envelopes (including the “Get Connected” DVD and other information that newcomers need) have been very popular.
 - Amanda Bates (Sunday Coordinator) and members of the Membership committee are being more deliberately attentive to visitors entering through the upstairs lobby door, since they do not pass the downstairs greeters’ table.
 - Kelly Lundgren (Congregational Secretary) is sending a welcome letter to every first-time visitor within two weeks of their first visit.
- A number of other-faithed youth attend our YRUU and Quest sessions, with varying degrees of success. Their presence enriches and challenges us.
- UUCC Drum Circle has been a great success, attracting a significant proportion (1/3-1/2) of non-UUCC members as regular attendees. Regular attendance has been estimated at around 20 participants, and they are booked through November 2014.

Short-Term Focus:

- Newcomers regularly report to Kären that “coffee hour is overwhelming”. In addition to more space, what else might we do to help the experience be less overwhelming?
- The Executive Team expect that the next major staffing expansion will be to staff explicitly for Communications.
- Once we break ground on construction for the building expansion, we will begin planning for bolder marketing and outreach efforts. (Shared with End #8)

Ongoing Growing Edges:

- Making ourselves known to those who share our UU principles. (April 2011) We have long recognized this growing edge, but are not giving it direct attention until after the building expansion is complete.

7. UUCC exists to promote justice, equality and social responsibility throughout the world.

Summary of Past Progress:

- Warm Welcome Shelter
- Organizing people and organizing money (especially Second Sunday Outreach Offerings (SSOO)) for a variety of issues, organizations, and community programs.
- Efforts to make our social justice work multigenerational.
- Partnering with other faith groups – in PATH, with the Warm Welcome Shelter

Progress since last report (October 2013):

- Participated in the Bridges to Housing Stability chili cook off. About 60 persons attended the UUCC event, and we raised \$1,900 total at that event and at the county-wide event. We had the opportunity to work side by side with neighboring congregations and intend to participate again next year.
- Creature Connection sponsored a “Vegan Thanksgiving Celebration”, which was attended by 30 people and likely will be an annual event. They plan to have a second annual “Pat Fort Memorial Animal Fair”.
- Inspired by last fall’s Reproductive Justice worship service, Laura Solomon and Jen Raffensperger have begun work to establish/re-establish/invigorate the congregational engagement with these issues. They have met with Jessica Halperin from the UUA’s DC office and have reached out to Hanna Christianson about possible youth involvement and meeting to discuss at this year’s GA.
- There was a lot of great relationship-building done this year at the Women’s Retreat, and talk has begun in earnest about staging another presentation of *The Vagina Monologues*. This came up from several sources in discussion at the retreat and after.
- Strategic conversations are underway to explore how we might expand UUCC’s partnership with Big Creek People In Action (the organization with which we’ve worked in WV) to be a year-round, fully multi-generational and multi-faceted partnership. (See also End #2)
- On March 25, UUCC members and staff – including Jen Raffensperger, Debi Lattimer, and Carla Miller – attended the faith rally for reproductive justice at the U. S. Supreme Court. Jen was interviewed by a reporter and appeared on national news, expressing her support, as a person of faith, for reproductive rights.

Short-Term Focus:

- SAC leadership and the LGL Council held a joint meeting in February to plan for greater collaboration between these groups in community service and social justice activities for classes, families and congregants of all ages. We are planning for a congregational event next year during Martin Luther King Jr. Holiday weekend; most likely working with “Stop Hunger Now”.
- Hands-On: We hope to increase intergenerational participation and to involve even more people in suggesting appropriate projects.
- In October, we reported that there was new/revived energy at UUCC for anti-racism and anti-oppression work. A few leaders participated in Intercultural Competency training in October; we hosted a transgender worship speaker (and 80 people attended his Q&A afterward) in November; and about 25 people participated in the NCBI welcoming diversity workshop in January. We are hoping for some visionary leadership to emerge.
- Continue to establish regular reproductive justice awareness opportunities.
- Work on production of *The Vagina Monologues*, including as broad a range of age, experience, background, race, and gender identity as possible.
- See End #2 Short-Term Focus bullet re: UUCC-BCPIA partnership.

Ongoing Growing Edges: *none to note at this time*

8. UUCC exists to extend the reach of Unitarian Universalism.

Summary of Past Progress:

- Building expansion—fundraising, design, and planning continues, with groundbreaking expected in spring 2014.
- Continued improvements to the website and a growing social media presence.
- Partnering with local organizations to impact our community.
- Adult LGL classes help members articulate their faith.
- UUCC programs (summer camp, Chalice Concerts, etc.) attract individuals who are not already members of our community.

Progress since last report (October 2013):

- Building expansion is progressing. (See End #6.)
- Largely through word of mouth from enthusiastic parents of our Children's LGL program, newcomers are entering our congregation from the community. The von Schlag and Kehle/Nelson families in particular have each brought in a couple of new families to our children's ministry. We'll keep talking to neighbors to spread the word!
- Similarly, the Music Ministry's concert series – Chalice Series and others – continue to attract newcomers. One new member of the choir discovered UUCC by attending the Gallery Winds concert in the fall.
- Tom Benjamin has used multiple opportunities to strengthen the ties with Howard Community College's Music Department through teaching at and performing in concerts at HCC, and getting the HCC jazz concert held at UUCC.
- As one example of the ripple-effect our congregation has in the world... One of our junior high OWL teachers reports, "OWL training pays off again." With her OWL knowledge, this teacher is offering direct support – and candid information – to a young teen in her extended family who is not UU, and who is becoming increasingly sexually active, but who has minimal information about pregnancy prevention and no information about STIs (Sexually Transmitted Infections).
- Through its participation in the Bridges to Housing Stability county-wide chili cook-off, UUCC became a more visible force in the community – not only because of our participation (we took third place for total donations), but also because of our members' efforts that earned our team the prize for Best Team Spirit.
- Our professional and congregational ministry reaches well beyond the confines of UUCC. Recently our ministers have conducted memorial services and weddings for UUs from other parts of the country; Paige serves the UU Ministers' Association as a Good Offices Person and Mentor; Kären serves on the Committee on Military Ministry; and Carla works as adjunct staff for the Joseph Priestley District, conducting workshops for other congregations.

Short-Term Focus:

- Once we break ground on construction for the building expansion, we will begin planning for bolder marketing and outreach efforts. (Shared with End #6)
- During our building expansion process, we will continue to be a voice for Unitarian Universalism in relatively small venues – through our PATH work and other legislative efforts on a local and state level, and by encouraging our members to live and speak their values every day. And, of course, we will welcome newcomers in our midst.

Ongoing Growing Edges:

- We want to be well-known in the community as a vibrant, active congregation that works in the world to make it better. – from our list of Dreams at the Living Into Abundance workshop (March 2013)

- Helping members to feel comfortable talking about their religious community – explaining what Unitarian Universalism is, and what their own personal faith is – without worrying that they'll be accused of proselytizing. (April 2011)

AT WHAT COST?

The most obvious cost of achieving these Ends is a perennial cost – the cost of human resources, both volunteer and paid. Especially as we work to strengthen and deepen connections to and within UUCC, every leader must be invested in the effort.

In terms of monetary costs, the Executive Team is most focused on the costs related to the following:

1. Expanding our professional staff.

As the 2014-15 Annual Budget Drive nears completion, the Executive Team anticipates being able to fulfill our vision of expanding the Youth Director position to nearly full-time, so that our congregation can more fully meet the needs of our middle and high school youth and their families.

Our next staffing priority will address the congregation's communications needs.

2. Expanding the building.

With the anticipated funds and financing now in place, the Executive Team and Building Design Committee's top priorities are (1) value engineering (with the general contractor), such that we will get the greatest benefit for the congregation as a whole, and (2) breaking ground!

We are feeling energized by the promise of breaking ground sometime in the next few months, and we expect others' energy and excitement also to increase. At the same time, we all will feel some significant disruption in our OBIC home. The size of Sanctuary B will decrease with the installation of a temporary wall and the demolition of the east end of the existing building; our office staff will be displaced; and much of the contents of the UUCC offices will be put into storage.

In order to successfully manage transitions, the most critical elements are trust and communication among the congregation, Board of Trustees, and staff (paid and volunteer). With these two elements continuously maintained, the costs of these changes—both monetary and otherwise—will be all the more worthwhile.

ENDS MONITORING DATA

Compiled and Submitted by the Executive Team

	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14****
Worship Attendance	261	247	269	302	318	328
Average Children's LGL Attendance	43	58	62	76	61	59
Average Youth LGL Attendance	30	42	50	63	62	43
Total Children & Youth LGL Enrollment			145	170	180	177
Total Adult LGL Attendance		124	59 *	321**	348	195
Small Group Ministry Participation	85	85	56	100	89	78 reg/ 90 drop-in
Annual Mtg Attendance	156	175	109	180	132	1-Jun
Fellowship Dinner Attendance	139		130	200+	130	100
Mailchimp Subscribers			725	725	738	767
Membership Orientation Attendance	60	30	52	42	see below	see below
Get Connected Attendance					35	28
Membership Session w/Paige					24	11
Certified Members ***	415	421	432	421	432	438
New Members	51	18	45	29	42	20
New Friends	19	36	19	58	35	45
New Visitors	148	225	226	155	155	166
Pledge units	304	290	284	288	272	284
Fair Share pledges (self-reported)			87	81	100	98
Members lost due to:						
Death		3	6	2	4	2
Move		23	5	18	7	1
Other		32	10	13	14	24
Budgeted pledges	\$487,515	\$528,791	\$533,500	\$554,184	\$531,995	\$600,843
Actual pledges at end of FY	\$511,510	\$535,738	\$566,001	\$567,154	\$557,645	\$614,593
Average Pledge	\$1,683	\$1,847	\$1,993	\$1,969	\$2,050	\$2,164
Pledges collected	\$457,602	\$495,140	\$526,029	\$532,342	\$536,868	455,700
% of Pledges collected	94%	94%	99%	96%	101%	76%

*Fall 2010 Only

***# of adult members certified to the UUA as of February 1

**Including Sunday Forums (earlier years did not include them)

****Through mid-March 2014

ASSISTANT MINISTER'S REPORT

Submitted by the Rev. Kären Rasmussen

My second year at UUCC has been filled with the joy of getting to know more people, working even deeper with our programs and of course, enjoying all the celebrations of Paige's 10th Anniversary of saying "yes!"

My ministry includes Membership, Pastoral Care (Karuna), Reflection Groups (small group ministry) and participation in Worship. I've listed a few highlights below.

Membership

You might have noticed our Sunday visitors holding a green envelope that says "Welcome" on it. It can be cumbersome to "load up" a new visitor with a pile of great information, so we have created an easy to hold envelope that has a variety of UUCC information inside. If you see a visitor without a green envelope, please welcome them and give them one! There are envelopes outside the sanctuary doors.

We have held five "Get Connected" classes this year and have continued to develop the "Stepping Stones to Membership." With more opportunities to become a member, we have found that people don't need to wait long to attend a class, meet with Paige for a 1-hour membership session or sign the book. We have had 20 individuals become Members this year.

To help both our visitors and new members become engaged in UUCC, we send special emails inviting them to fellowship events throughout the year. We have had a good response to these invitations.

Pastoral Care

Our strong team of pastoral caregivers added some new members this year and we continue to provide care and attention quietly and with discretion. This year we added monthly meetings to talk, train and grow together as a group.

Reflection Groups

This fall we kicked off eight different Reflection Groups with seventy-eight participants including facilitators. It has been great to offer daytime, nighttime, and even a Saturday morning group this year.

I've continued to offer the popular daytime drop-in reflection groups. We have had several of these this year, always well attended and with lively conversation. I also visit the UUs at Vantage House retirement community quarterly and hold reflection group sessions with them.

Worship

This year I've been happy to include more lay voices in services and the occasional video clip. Combined with all the music opportunities, worship at UUCC is a joy and a blessing.

TREASURER'S REPORT

(As of April 2014)

Submitted by Stephen McGovern

The Unitarian Universalist Congregation of Columbia continues in good financial health. On the following page, I have highlighted key categories from the overall budget.

A few items of note:

- Our expenses have been carefully managed in all categories. We are projecting that we will finish close to budget for the year despite the OBIC assessment being increased mid-year, impacting our budget by \$6,250
- Income is running slightly ahead of budget. This is primarily due to pre-payment of pledges and larger than planned contributions from donations/loose offerings. We expect our prudent allowance for unpaid pledges (5%) will be significantly more than required.
- We continue to maintain prudent balances in our operating account, enabling us to manage cash flows and meet our commitments.
- The endowment account grew again this year, an 11% increase, thanks in large part to favorable markets.
- The building fund account continues to grow as members contribute to their pledges. We have received \$1,500,000 of our \$2,200,000 in pledges, ahead of schedule.
- This year we paid off our remaining mortgage with M&T in anticipation of our building expansion financing needs. However, we continue to set aside \$1,300 each month to support paying off Win-Win notes and to help fund the building expansion.

In summary, our overall financial status remains strong.

Respectfully submitted,
Stephen McGovern

				Budget	Actuals Apr '14)	Over/(Under) Budget
Income	4000 - Canvass & Offering					
		Donation		12,500	15,569	3,069
		Loose Offering		6,667	9,402	2,735
		Canvass Expense		833	(833)	
			Pledge	500,702	513,848	13,145
	Uncollectible Pledge Income			25,035	(25,035)	
	Post-Canvass Pledge Income			12,500	11,280	(1,220)
	Prior Year Pledge income			8,333	520	(7,813)
	Total Canvass & Offering			514,834	525,648	10,814
		Auction		34,167	39,572	5,405
	Total Income			572,311	599,513	27,202
Expenses						
	Operating Expenses			520,038	541,860	(21,823)
	Other Expenses			50,470	49,020	1,450
	Total Expenses			570,507	590,881	(20,373)
		Net surplus/(loss)				6,829
Asset Accounts				Apr-14		Apr-13
Operating Accounts				431,204		363,232
Building Fund Account				1,132,592		858,331
Endowment Accounts				361,107		324,035
	Total Assets			3,553,072		3,308,040
Liabilities						
Renovation Mortgage ¹				34		35,051
Self Financed Liability				373,897		373,897
	Total Long-term liabilities			373,930		408,948
Notes:	1 Renovation mortgage paid off in anticipation of refinancing					

ENDOWMENT BOARD REPORT

Submitted by Cynthia Parr, Chair, Endowment Board

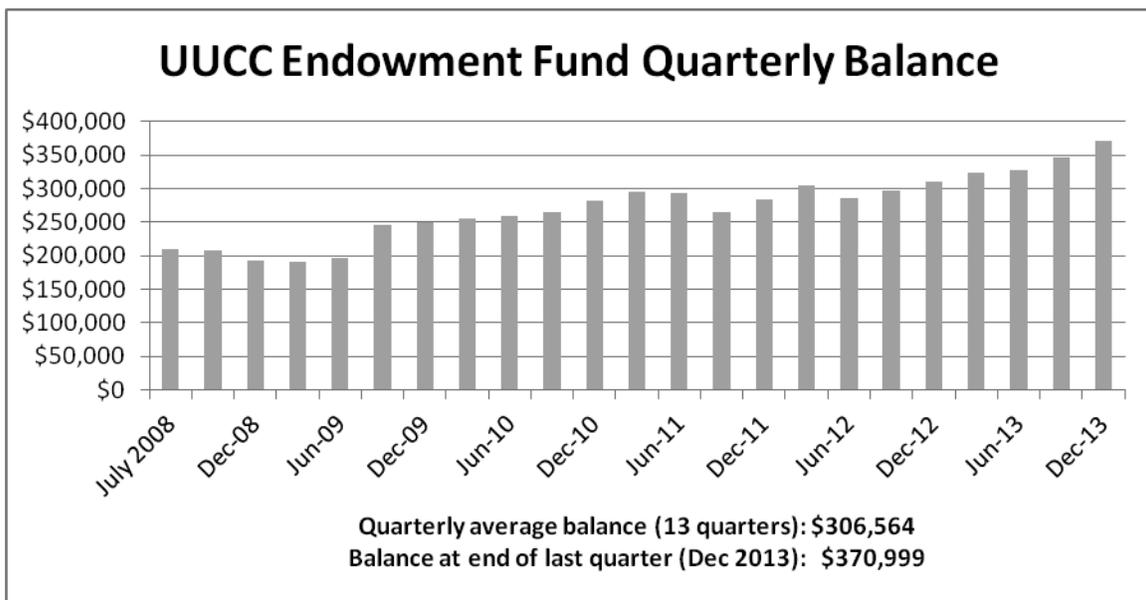
As of the quarter ending March 31, 2014, the Endowment Fund ("Fund") had a total of \$376,409. Approximately 80% of the total is invested in socially responsible mutual funds (per Endowment Board policies) and the remainder, about \$64,700 is in a money market fund. So far this fiscal year, the Fund has received gifts totaling \$3,075. The Margaret Odell Society (those who have included the UCC Endowment in their planned giving) now numbers 18 individuals or couples.

In the last fiscal year, the Endowment disbursement of \$14,000 helped fund the expansion of the Executive Director from 3/4 time to full-time and helped us move all of our paid staff to the mid-level of the UUA Fair Compensation guidelines.

This year, the Fund is making its third annual distribution for the benefit of the congregation. Following the "Harvard Model" for endowment funds, the Endowment Board has been tracking the quarterly balance of the UCC Endowment Fund since 2008. For the 13 quarters ending March 31, 2014, the average quarterly balance was just under \$306,000. This year's distribution is 5% of this average quarterly balance, or \$15,299. The Board of Trustees has supported the Executive Team's proposal to use these funds to increase the hours for the Youth Director, from about 1/3 time to almost full-time.

Even these relatively small distributions demonstrate the power that comes from a fund that is invested for long-term growth, with distributions largely occurring from accrued interest and capital gains. We hope that this distribution will help to encourage all of us to consider planned giving to the Endowment Fund as we make decisions regarding our wills and estates.

The Endowment Board worked to raise awareness of the UCC Endowment Fund through testimonials during services about giving to the Fund and informal information sessions between services in January 2014. We participate with leaders of UCC's other fundraising efforts in the Stewardship Council, and plan to continue to promote the Fund through an increased internet presence. We hope that these and other activities will lead to more planned giving and gifts to the Endowment Fund in the future.



CRADLEROCK CHILDREN'S CENTER

YEAR END REPORT

Submitted by Rich Dean, Chair, CCC Board of Directors

The Cradlerock Children's Center, now independent, began as an outreach effort of UUCC. The center provides childcare and preschool programs for children from infancy through 5 years of age in our Owen Brown Interfaith Center space. This is our 9th year of operation. Our program is built on three foundational elements:

- A quality program that prepares children for life
- Excellent staff who are paid a living wage
- Diversity, and support for disadvantaged children

Highlights of recent activities include:

Our program continues to grow and we are now near capacity. Our Infant, Toddler and 2 Year-old rooms are full, and we are at 95% of capacity in our 3 & 4 Year-old rooms. We are in the black now for two consecutive years.

CCC continues to be recognized as one of the best programs in Howard County. We are among a handful of centers with MSDE accreditation, and our preschool teachers are routinely awarded Howard County's "Top Teacher" award. Our afternoon program for 3 & 4 year-old local Latino children has grown to become our most successful outreach effort. It is unique to our center. We also continue to attain our goal of support to 25% of our children from disadvantaged families.

Our staff delivers our mission. They create our environment and our program. Our Directors, Diana Chaffee and Amanda Morton, are dedicated experts who manage the center with great care. Our Board includes 5 UUCC members, 3 parents, a member from Christ United Methodist Church, and a member of the community. Last year and this year we have moved to a subsidized health care plan for our employees, most of whom cannot afford care. This is a challenge, but the benefits to our staff are substantial.

The renovation will be a challenge as we operate in the midst of construction, but we look forward to a new preschool room and possibly a new room for 2 year olds (hopefully in a second phase of construction).

Our center has a current budget of more than \$631,000 per year. The center continues to pay off our startup debt. Several people have converted their loans to donations and we have paid down to just \$10,000 of the original \$100,000 UUCC-sponsored loans and \$97,000 of CCC loans. We have received grants from the UUA Social Justice program and the Columbia Foundation. CCC has been provided generous support from 5th Sunday collections and our upcoming Fall 2015 cruise.

As we approach our 10th anniversary we can be proud that this center truly reaches out to our neighboring community and provides an excellent program to prepare children for life. We are seen as one of the best programs in Howard County and reflect our UU values in action.

BUILDING DESIGN COMMITTEE REPORT

Submitted by the Building Design Committee

We eagerly anticipate construction of our building expansion during the next church year!

The final presentation of the Site Development Plan to the Howard County Planning Board will take place on June 19. Then, the civil engineer can submit the Mylar drawings, and finally, the architect can submit for the building permit. At the same time, we will install a new fire hydrant on OBIC property, per county fire marshal requirement.

As the Building Design Committee reported in May, the construction contract with FM Harvey totals \$2,941,013 and includes a finished sanctuary, downstairs offices and classrooms, and a shell of a new kitchen in the current Sanctuary B. After funding the design and engineering work as well as the construction contract, we will have a balance of about \$175,000 available for other items like furniture, AV equipment, the fire hydrant, and probably heavier footings.

The construction contract does not include parts of the project that we still hope to complete, such as plumbing or appliances for the kitchen, nor a renovated upstairs nursery, expanded bathrooms, choir risers, or extensive renovations in the northwest section of the basement for a second additional CCC classroom (although CCC will still gain room 116). Also, the balance of \$175,000 does not include enough for video equipment in the new sanctuary (although wiring and infrastructure will be complete).

We will have the flexibility to choose to complete any or all of these elements as late as 6 months after construction has begun, depending on savings we have realized and additional funds we have raised. The UUCC Capital Campaign team has begun meeting again in earnest to plan for additional fundraising.

Of course, we will let you know as soon as we have the building permit in hand and have set a date to break ground!