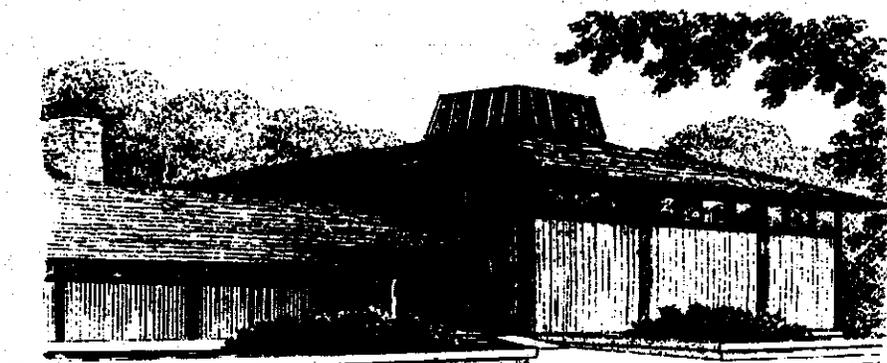


**THE 158th ANNUAL MEETING OF
MAY MEMORIAL UNITARIAN UNIVERSALIST SOCIETY**
June 2, 1996 - 12:00 noon



AGENDA

Call to Order - Roger Thielking, President, presiding

Approval of Minutes of the 1995 Annual Meeting

Elections: Officers and Trustees
 Religious Education Council
 Nominating Committee

New Business: Adoption of Budget

Presentations: Annual Awards

Installation

Adjournment

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Minutes of 1995 Annual Meeting
Proposed Operating Budget
Proposed Capital Budget
Interim Minister's Report
Minister of Religious Education's Report
Canvass Report
Council & Committee Reports

ANNUAL AWARD RECIPIENTS

| | | | |
|------|-----------------------------|------|-------------------------------|
| 1955 | Mrs. H.W. Jordan | 1971 | Prof. & Mrs. Montague Charman |
| 1956 | Miss Elizabeth Lewis | 1972 | Mr. & Mrs. Robert Burdick |
| | D. Marion Dooley | 1973 | Mrs. Albert Wertheimer |
| 1957 | Dr. & Mrs. Reginald Manwell | | Mr. Charles White |
| | Dr. William Yerington | 1974 | Mrs. Betty Moore |
| 1958 | Mr. & Mrs. Gilbert Vincent | 1975 | Mrs. Mary Margaret Kuhlen |
| | Miss Helen Jackson | 1976 | Mrs. Joyce Ball |
| 1959 | Mrs. James Tracy | 1977 | Mr. & Mrs. Carl Aronson |
| | Mr. Ernest Bowden | 1978 | Gerald Lanier |
| | Mrs. Walter Slagle | | Kathryn Lanier |
| 1960 | Mrs. Clarence Bull | 1979 | Beverly & Malcolm Clark |
| 1961 | Mrs. Lawrence Gould | 1980 | Helen Obrist |
| | Mr. Frank Macomber | 1981 | Ann & Richard Pearson |
| 1962 | Mrs. William Eager | 1982 | Jean Hoefer |
| | Mr. & Mrs. William McLennan | 1983 | Pauline Murray |
| 1963 | Mrs. Laurance Siegfried | 1984 | Eleanor Rosebrugh |
| | Mrs. Howard Viets | 1985 | Ernest Sibert |
| | Mr. & Mrs. Brainard Fancher | 1986 | Anne & Mel Shelly |
| 1964 | Dr. & Mrs. Warren Walsh | 1987 | Bob & Norma Coye |
| 1965 | Mr. & Mrs. Carlyle Ashley | 1988 | Dick & Greta Dershimer |
| 1966 | Dr. & Mrs. Ralph Kharas | 1989 | Pat & Ray Corson |
| 1967 | Mrs. Helen MacKnight | 1990 | Doug & Geri Aird |
| | Mr. & Mrs. Robert Beadel | | Mildred Capozzi |
| 1968 | Mr. & Mrs. John Chamberlin | 1991 | Janet Hiemstra |
| | Dr. Lawrence Gould | 1992 | Phil Klein |
| 1969 | Mr. & Mrs. Richard Johnson | 1993 | Charles & Dorothy Jorgensen |
| | The May Memorial Choir | 1994 | Hank Manwell |
| 1970 | Miss Mary Cooper | 1995 | Rev. Nicholas C. Cardell, Jr. |

EVELYN WHITE UNSUNG HERO Award Recipients

| | |
|------|-------------------------|
| 1978 | Alfred Obrist |
| 1979 | Harriette Robinson |
| 1980 | Betsy Fuller |
| 1981 | Hildegarde Vander Sluis |
| 1982 | Robin Sibert |
| 1983 | John Capozzi |
| 1984 | Cathy Cardell |
| 1985 | Joanne Ashley |
| 1986 | Mary-Lib Whitney |
| 1987 | Carol Lanier |
| 1988 | Don MacKay |
| 1989 | Jane McArthur |
| 1990 | Chris Shultz |
| 1991 | Bill & Lyn Coyle |
| 1992 | Jack Osborne |
| 1993 | Muriel Kirkpatrick |
| 1994 | Charlie White |
| 1995 | Alice Chico |

SAMUEL JOSEPH MAY CITATIONS for Community Action

| | |
|------|--|
| 1967 | Eleanor Rosebrugh |
| 1969 | Don & Barbara Rumsey |
| 1970 | George Michaels |
| 1974 | Sarah K. Auchincloss |
| 1983 | Charlotte & Sam Mallov |
| 1985 | Elaine Learch |
| 1986 | Ann Tiffany |
| 1987 | Lillian Reiner |
| 1988 | Dick Cressey |
| 1989 | Beth Broadway |
| 1990 | Planned Parenthood of Syracuse Religious Coalition for Abortion Rights |
| 1992 | Pat Rector |
| 1993 | Deborah Pillsbury |
| 1994 | Richard & Sarah Lucas |

**5/30/96 REPORT TO THE BOARD OF TRUSTEES AND CONGREGATION:
SUMMARY OF MMUUS CANVASS FOR 1996-1997**

GOAL from the 1996-1997 Mission Budget: **\$211,000**
 Total Pledged Amount for 1996-1997 as of 5/30/96: **\$191,414** (290 pledge units)
 1995-1996 Pledge Amount: approx. \$189,000 (283 pledge units)

TABULATION OF PLEDGES

| \$ | \$ | \$ | \$ | \$ | \$ |
|------|------|-----|-----|-----|----|
| 6000 | 1000 | 600 | 400 | 200 | 60 |
| 4000 | 1000 | 600 | 400 | 200 | 55 |
| 3500 | 1000 | 600 | 400 | 200 | 50 |
| 3420 | 1000 | 600 | 400 | 200 | 50 |
| 3300 | 1000 | 600 | 375 | 200 | 50 |
| 3200 | 1000 | 575 | 360 | 192 | 50 |
| 3000 | 1000 | 550 | 360 | 180 | 50 |
| 3000 | 1000 | 550 | 350 | 180 | 50 |
| 2700 | 1000 | 550 | 350 | 180 | 50 |
| 2600 | 1000 | 540 | 350 | 150 | 50 |
| 2500 | 1000 | 520 | 325 | 150 | 50 |
| 2400 | 1000 | 520 | 320 | 150 | 50 |
| 2350 | 1000 | 500 | 300 | 150 | 50 |
| 2280 | 1000 | 500 | 300 | 150 | 50 |
| 2100 | 1000 | 500 | 300 | 150 | 50 |
| 2050 | 1000 | 500 | 300 | 150 | 25 |
| 2000 | 1000 | 500 | 300 | 150 | 25 |
| 1900 | 960 | 500 | 300 | 125 | 25 |
| 1860 | 960 | 500 | 300 | 120 | 25 |
| 1800 | 950 | 500 | 300 | 120 | 25 |
| 1800 | 950 | 500 | 300 | 120 | 25 |
| 1800 | 920 | 500 | 300 | 120 | 20 |
| 1700 | 900 | 500 | 300 | 120 | 20 |
| 1700 | 900 | 500 | 300 | 120 | 15 |
| 1700 | 900 | 500 | 300 | 120 | 15 |
| 1600 | 900 | 500 | 300 | 120 | 10 |
| 1500 | 850 | 500 | 300 | 110 | 10 |
| 1500 | 850 | 500 | 275 | 100 | 7 |
| 1500 | 850 | 500 | 260 | 100 | |
| 1500 | 825 | 480 | 260 | 100 | |
| 1500 | 804 | 450 | 250 | 100 | |
| 1500 | 800 | 450 | 250 | 100 | |
| 1500 | 800 | 450 | 250 | 100 | |
| 1500 | 800 | 450 | 250 | 100 | |
| 1500 | 800 | 450 | 250 | 100 | |
| 1440 | 800 | 450 | 250 | 100 | |
| 1400 | 800 | 425 | 250 | 100 | |
| 1400 | 800 | 425 | 240 | 100 | |
| 1400 | 800 | 420 | 228 | 100 | |
| 1320 | 800 | 420 | 215 | 100 | |
| 1300 | 725 | 420 | 200 | 100 | |
| 1300 | 720 | 402 | 200 | 100 | |
| 1250 | 720 | 400 | 200 | 100 | |
| 1250 | 700 | 400 | 200 | 100 | |
| 1200 | 700 | 400 | 200 | 100 | |
| 1100 | 660 | 400 | 200 | 100 | |
| 1100 | 660 | 400 | 200 | 100 | |
| 1100 | 650 | 400 | 200 | 100 | |
| 1040 | 627 | 400 | 200 | 84 | |
| 1000 | 625 | 400 | 200 | 80 | |
| | 600 | 400 | 200 | 80 | |
| | 600 | 400 | 200 | 75 | |
| | 600 | 400 | 200 | 75 | |

| | |
|--------------------------------|-----------|
| TOTAL '9697 pledge': | 191414 |
| AVERAGE '9697 pledge': | 660.04828 |
| COUNT OF '9697 pledge': | 290 |
| MINIMUM '9697 pledge': | 7 |
| MAXIMUM '9697 pledge': | 6000 |
| Standard deviation | 758.96588 |

5/30/96 SUMMARY STATISTICS: MMUUS 1996-1997 CANVASS

| <u>Number of pledge units:</u> | <u>No.</u> | <u>(Total \$)</u> | |
|---|------------|-------------------|------------------------------|
| total units with nonzero pledges | 290 | (\$191,414) | |
| pledging increased amount relative to 95-96 | 170 | (\$123,755) | (ave. increase = \$167/unit) |
| pledging the same amount as 95-96 | 73 | (\$44,409) | |
| pledging decreased amount relative to 95-96 (includes 49 units who pledged in 95-96, but have not pledged for 96-97) | 97 | (\$23,250) | (ave. decrease = \$283/unit) |

Special Categories:

| | | | |
|---|----|---------------------------|--|
| new pledge units (those not pledging in 95-96) | 45 | (\$11,470) | |
| potentially lost pledge units (those who pledged in 95-95, but have not pledged for 96-97) | 49 | (-\$16,691, 95-96 pledge) | |

COMMENTS

1. 60% (170/283) of people who pledged in 95-96 increased their 96-97 pledge. A positive sign of increased financial commitment from a majority in difficult times. Comments from 2-3 people in this group indicated that they may have pledged more if current congregational issues were resolved (see comment 2).

2. 17% (49/283) of people who pledged in 95-96 have not pledged for 96-97. Several people in this group have told the Canvass Committee they are waiting for resolution of congregational issues (e.g., ministerial issues, democratic process implementation issues) before they pledge. Others in this group are moving out of the Syracuse area, or have decided not to pledge for 96-97 because of decreased participation in MMUUS or decreased financial abilities. There are still a few in this group with whom the Canvass Committee has not made contact.

3. 17% (48/283) of people who pledged in 95-96 pledged a decreased amount for 96-97.

4. 45 new pledges were received. These include pledges from new members and older members who did not pledge in 95-96.

5. **CONCLUSION:** It appears that we are approximately \$20,000 shy of our \$211,000 goal for pledge income for 1996-1997. Nevertheless, many of us increased our financial commitment to MMUUS during a difficult time when we are struggling with defining who we are and what directions we are going to take in the future. There are some troublesome financial decisions to make concerning the next few years, but the canvass committee suggests that MMUUS members regard our pledged contributions for 1996-1997 as a positive sign of our potential for strength in the future.

The co-chairs of the canvass committee want to thank all who helped with the canvass this year. We want to especially acknowledge sustained support from Carol/Kate Lanier and Liz Strong and the many hours given by Don MacKay in organizing and conducting the telephone canvass.

Submitted with respect for the worth and dignity of each of us,

Peter McClure and Dick DiMatteo
Co-chairs, Canvass Committee

1996-1997 MMUUS OPERATING BUDGET DRAFT

(last revised 5/24/96)

| 1 | LINE ITEMS | 94-95 budget | 94-95 actual | 95-96 budget | 96-97 draft 1 | 96-97 draft 2 |
|----|-------------------------------------|----------------|----------------|----------------|----------------|---------------|
| 2 | | | | | | |
| 3 | INCOME | | | | | |
| 4 | Pledges | 184,320 | 182,606 | 185,000 | 189,000 | |
| 5 | Rental | 32,000 | 33,773 | 32,000 | 28,000 | |
| 6 | Plate | 3,400 | 3,214 | 3,000 | 3,000 | |
| 7 | Contributions | 3,000 | 4,100 | 4,000 | 4,000 | |
| 8 | Investments | 8,000 | 8,760 | 8,000 | 8,000 | |
| 9 | Major Fund Raising | 9,000 | 12,540 | 13,000 | 13,000 | |
| 10 | Other Income (net) | 1,400 | 1,950 | 500 | 500 | |
| 12 | TOTAL INCOME | 241,120 | 246,943 | 245,500 | 245,500 | |
| 14 | | | | | | |
| 15 | EXPENSES | | | | | |
| 16 | I. Physical Facilities | | | | | |
| 17 | A. Taxes | 1,100 | 835 | 1,000 | 1,000 | |
| 18 | B. Utilities | 17,000 | 13,862 | 17,000 | 17,000 | |
| 19 | C. Maintenance Funding | 29,800 | 21,838 | 30,000 | 20,000 | |
| 20 | D. Housekeeping | 3,000 | 2,403 | 3,000 | 3,000 | |
| 21 | E. Insurance | 6,200 | 5,111 | 6,000 | 6,000 | |
| 23 | Physical Facilities Subtotal | 57,100 | 44,049 | 57,000 | 47,000 | |
| 25 | | | | | | |
| 26 | II. Programming | | | | | |
| 27 | A. Denominational Affairs | | | | | |
| 28 | 1. UUA/SLUUD/UUSC/SAIC | 17,620 | 18,080 | 18,850 | 19,000 | |
| 29 | 2. Delegate Expenses | 600 | 620 | 900 | 900 | |
| 30 | B. Social Responsibility | 1,000 | 632 | 1,000 | 1,000 | |
| 31 | C. Publicity | 1,950 | 1,691 | 1,900 | 1,900 | |
| 32 | D. Adult Education | 0 | -232 | 0 | 0 | |
| 33 | E. Hospitality/Social Affairs | 0 | 0 | 0 | 0 | |
| 34 | F. Finance/Canvass | 1,100 | 1,416 | 3,000 | 1,100 | |
| 35 | G. Membership/New Member | 100 | 207 | 250 | 250 | |
| 36 | H. Religious Education | 2,650 | 2,943 | 3,000 | 3,000 | |
| 37 | I. Religious Services | | | | | |
| 38 | 1. Worship | 600 | 654 | 600 | 600 | |
| 39 | 2. Music | 1,400 | 1,419 | 1,400 | 1,400 | |
| 40 | 3. Decorations & Summer Service | 250 | 298 | 250 | 250 | |
| 41 | J. Leadership | 500 | 597 | 500 | 500 | |
| 42 | K. Child Care | 750 | 796 | 800 | 800 | |
| 43 | L. General | 100 | -208 | 50 | 50 | |
| 44 | M. Rent Subsidies | | | | | |
| 46 | Programming Subtotal | 28,620 | 28,913 | 32,500 | 30,750 | |

| | | | | | | |
|----|---|---------------------|---------------------|---------------------|---------------------|----------------------|
| 48 | EXPENSES CONTINUED | 94-95 Budget | 94-95 actual | 95-96 budget | 96-97 draft1 | 96-97 draft 2 |
| 49 | III. Personnel | | | | | |
| 50 | A. Parish Minister | 54,554 | 54,667 | 9,114 | | |
| 51 | B. Interim Minister (10 mo in 95-96) | 0 | 0 | 44,512 | 53,414 | |
| 52 | C. Minister of Religious Ed | 39,100 | 39,456 | 40,392 | 40,392 | |
| 53 | D. Music Director | 12,126 | 12,322 | 12,490 | 14,490 | |
| 54 | E. Secretary | 16,167 | 17,139 | 16,652 | 19,152 | |
| 55 | F. Treasurer | 7,134 | 6,797 | 7,348 | 7,348 | |
| 56 | G. Custodian | 7,685 | 8,639 | 7,685 | 7,685 | |
| 57 | H. Pensions | 11,862 | 10,007 | 12,029 | 12,500 | |
| 58 | I. Indirect Salary | 5,590 | 11,259 | 6,400 | 6,600 | |
| 59 | J. Search/Settlement(sabbatic in 94-95) | 5,000 | 5,000 | 2,000 | 10,000 | |
| 61 | Personnel subtotal | 159,218 | 165,286 | 158,622 | 171,581 | |
| 63 | | | | | | |
| 64 | IV. General | | | | | |
| 65 | A. Operating | | | | | |
| 66 | 1. Office Supplies | 4,100 | 3,843 | 4,100 | 4,000 | |
| 67 | 2. Mail | 4,500 | 4,130 | 4,500 | 4,500 | |
| 68 | B. Reserve | | | | | |
| 69 | 1. Housing Fund | 0 | 0 | 0 | 0 | |
| 70 | 2. Commem Endowment Fund | 0 | 0 | 0 | 9 | |
| 72 | General Subtotal | 8,600 | 7,973 | 8,600 | 8,509 | |
| 74 | | | | | | |
| 76 | TOTAL EXPENSES | 253,538 | 246,221 | 256,722 | 257,840 | |

Percentage Summary

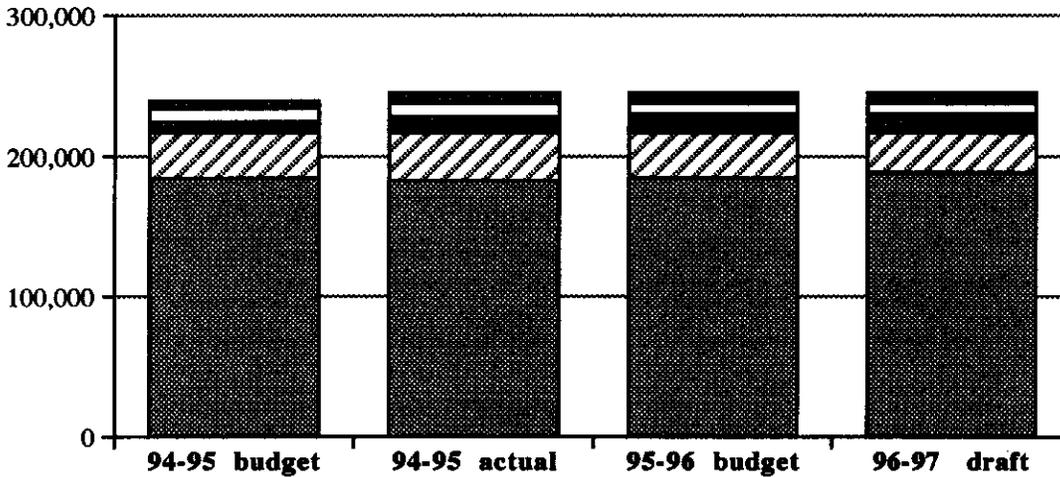
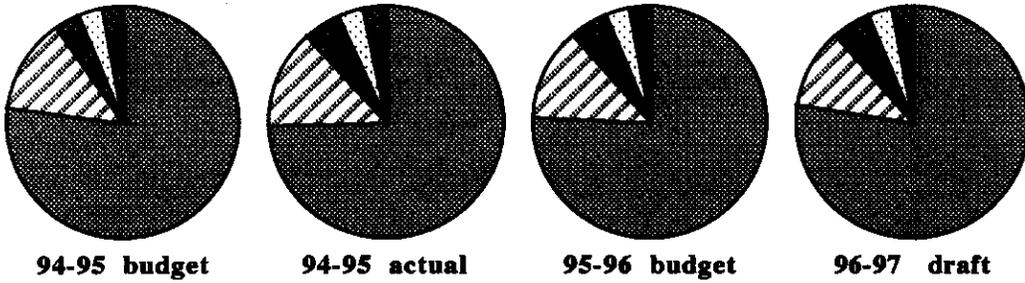
| INCOME | 94-95 budget | 94-95 actual | 95-96 budget | 96-97 draft |
|---------------------------|---------------------|---------------------|---------------------|--------------------|
| Pledges | 76.4% | 73.9% | 75.4% | 77.0% |
| Rental | 13.3% | 13.7% | 13.0% | 11.4% |
| Major Fund Raising | 3.7% | 5.1% | 5.3% | 5.3% |
| Investments | 3.3% | 3.5% | 3.3% | 3.3% |
| Contributions | 2.7% | 3.0% | 2.9% | 2.9% |

| EXPENSES | 94-95 budget | 94-95 actual | 95-96 budget | 96-97 draft |
|----------------------------|---------------------|---------------------|---------------------|--------------------|
| Personnel | 62.8% | 67.1% | 61.8% | 66.5% |
| Physical Facilities | 22.5% | 17.9% | 22.2% | 18.2% |
| Programming | 11.3% | 11.7% | 12.7% | 11.9% |
| General | 3.4% | 3.2% | 3.3% | 3.3% |

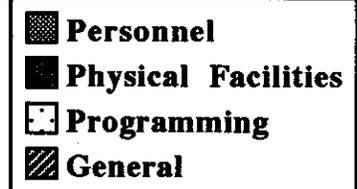
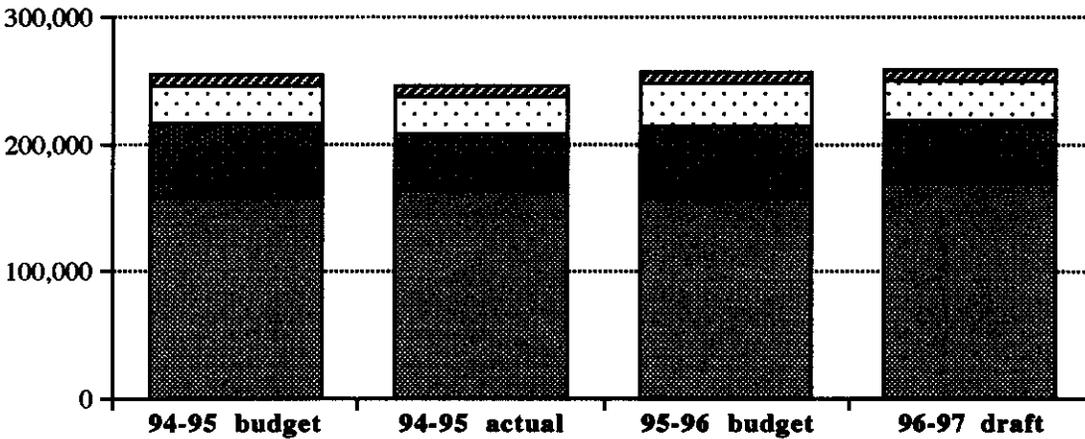
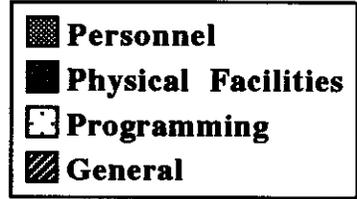
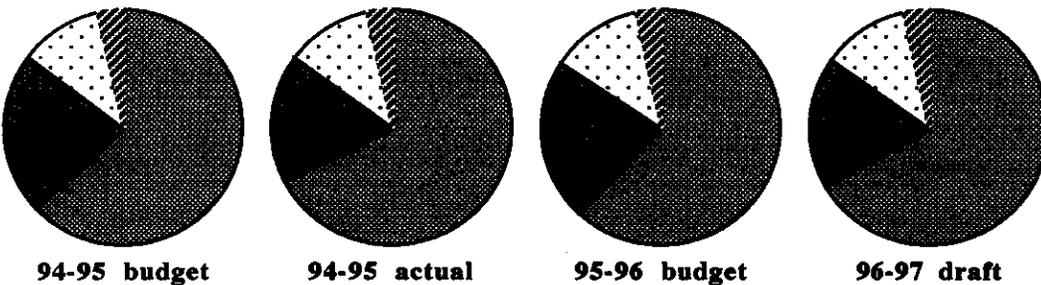
MMUUS 1996-97 PROPOSED CAPITAL BUDGET

| | 7/1/96 Est Balance | 96-97 Est Income | 96-97 Est Expense | 6/30/97 Est Balance |
|---------------------------|--------------------|------------------|-------------------|---------------------|
| UNRESTRICTED FUNDS | | | | |
| Unallocated Funds | 10,000 | 0 | 10,000 | 0 |
| Advances to Funds | 162 | 0 | 0 | 162 |
| Maintenance Fund | 18,000 | 20,000 | 20,000 | 18,000 |
| Organ Maint Fund | 0 | 0 | 0 | 0 |
| Equipment Fund | 0 | | 0 | 0 |
| Overdrawn Accounts | -162 | 0 | 0 | -162 |
| Continuing Accounts | 7000 | 1,000 | 1,000 | 7,000 |
| UNRESTRICTED TOTAL | 35,000 | 21,000 | 31,000 | 25,000 |
| | | | | |
| RESTRICTED FUNDS | | | | |
| Housing Fund | 70,044 | 0 | 2,340 | 67,704 |
| Mem Garden Fund | 3,900 | 1,000 | 1,000 | 3,900 |
| Endowment Fund | 62,040 | 1,000 | 0 | 63,040 |
| Operating Budget | 0 | 245,500 | 257,840 | 0 |
| RESTRICTED TOTAL | 135,984 | 247,500 | 261,180 | 134,644 |
| | | | | |
| GRAND TOTAL | 170,984 | 268,500 | 292,180 | 159,644 |

INCOME



EXPENSES



PRESIDENT'S REPORT

This has been a very busy, and in some ways a difficult year for both the Congregation and the Board of Trustees. The Board, in addition to its regular meetings, has had a number of special meetings: a goal-setting session with the Interim Minister, executive sessions to discuss procedures and personnel matters, and meetings with the District Consultant, the Finance and Canvass Committees and the Personnel Committee. There has been much too much to cover everything in this report, so I will touch only on the items that I consider most significant. Some of the activities are well known to all of you: the activities and report of the Study Committee, determining procedures for the search for a new minister, electing the Committee on Selection. They need no further elaboration here.

Facilities. The past year has seen some needed repairs and improvements. In the Worship Hall, the seat cushions were renewed, the platform re-finished and the shelf re-surfaced with better wood. The organ has been largely refurbished, with a new state-of-the-art electronic control system. In the rest rooms, handicap accessibility has been improved (but is still somewhat wanting). As a result of heavy pressure from the City, we have put an enclosure around the dumpster and have landscaped the road edge of the parking lot to provide attractive screening.

With regard to the parking lot, I must mention the heroic efforts of **Peter Colman**, who ran legal interference for us with the city. We had been in violation of city codes for too long. Then, when the city brought pressure to bear, our Building and Grounds Committee was being re-organized, so that decision making was very difficult for us. Peter spent great effort, working with the Board and its committees and going to court to convince the city that we should not be fined. For a while, it looked like we would have to spend about \$2,500 for a survey of our property, but Peter was able to devise an alternate solution at very little cost. These efforts comprise a very substantial contribution by Peter of his professional time and skill. Since these were "in the background", most of our members (except for the leadership) were not aware of them - and that is why I'm giving this emphasis. We really appreciate what you've done, Peter!

Committees. During this year, there has been a great improvement with many of the committees. Those that were largely inactive and/or in various stages of disarray have been revitalized with new, enthusiastic members. A **Long Range Planning Committee** has been organized, and its work is well underway. The **Canvass Committee** is now a continuing one, active all year. A **Music Committee**, recently organized, promises to be active and productive. And, we now have a committee that is working toward our being a UUA-recognized **Welcoming Congregation**.

The improvements in committees can be attributed to some degree (perhaps, to a large degree) to the activity of the re-activated **Committee on Committees**. This group, with **Barry Lentz** doing most of the detail work, is making steady progress in delineating the responsibilities and procedures of the standing committees for publication of a committees manual.

Another person that I would feel remiss in not mentioning is **Marie Lang**. She re-organized the **Building and Grounds Committee**, which was nearly defunct when our parking lot screening problem surfaced. She spent great efforts, not only in organizing that committee but also in interfacing with Peter Colman and the Board, exploiting the landscaping expertise of other congregational members, and negotiating with landscaping firms. There are, I'm sure, others (whose efforts I may not be fully cognizant of) who also should be mentioned. My apologies to them.

EAGLES(EAstern Great lakes **LE**adership School). Don MacKay went in '93. I went in '94. Last year, it was Pat Rector and Ed Wiley. This year, I'm delighted to say, we will probably have five members attending! This, I believe, will lead to a real increase in the leadership resources within the Society during a period when effective leadership will be especially needed.

In conclusion, while there have been real difficulties this year, we have coped with them. In some cases, various portions of the Congregation, and the Congregation as a whole, have, I believe, come together and become stronger as a result. The lay leadership and the Board have learned in the process and will, I'm sure, be better able to cope with the further difficulties that are sure to come later during this ministerial transition period. It is an exciting moment in our congregational life, and my perception is that, with a settled minister a year from now, we will emerge a stronger, more vital Society.

Roger Thielking

INTERIM PARISH MINISTER'S REPORT 1996

The year's regular services began on September 10, with an intergenerational celebration with many people in attendance. The service was followed by the annual homecoming potluck picnic. The service on June 9, will celebrate the year's accomplishments and will be followed by the annual spring outing. Summer services will begin on June 16, with the annual hymn sing.

This first, of two interim years has been a year filled with dramatic changes. Some of them quite painful as the congregation adjusted to the retirement of Nick Cardell, who served May Memorial for twenty one years. There will be other inevitable changes as the second year of interim ministry proceeds and preparations are made to call a new parish minister.

The deaths of long time members Andy Zatony and Charlie White in October were a great loss to the congregation of May Memorial. In their own unique ways they made many contributions to this Society over the years. They are sorely missed.

Ministry Sunday was held on October 15th. It was an effort on behalf of the Unitarian Universalist Association to raise money for ministry. MMUUS was most generous in giving to this event. 90 people in the congregation gave a total of \$4,350.00. Over \$1,000.090 was raised by the Unitarian Universalist Association. Thanks to Gary Droege for coordinating May Memorial's Ministry Sunday.

One of several major projects that was organized this year was the Welcoming Congregation with Pat Rector as the organizer. The Board of Trustees authorized the creation of the committee. It is expected to be Diagnostic (monitor progress, review congregational by-laws and make specific policy recommendations to the Board) Educational (offer programs and keep the congregation informed of its work through the newsletter and other means.) The focus of the program is on gays, lesbians and bisexuals, however the committee is directed to do its work in such a way that will make our congregation a welcoming and inclusive place for all people. There are reports of other projects elsewhere in the annual report.

Several committees were established or reorganized this year including Personnel, Building & Grounds and Publicity. The Worship Committee was opened to include more participants. New member recognition was initiated by the Membership Committee. Weekly Staff meetings were established. A Board Retreat was held September 30, at which time the Board set four goals for the year many of which have been accomplished.

A Brown Bag Lunch with the ministers was initiated on the 2nd Thursday of the month. I facilitated a bible class for liberals in the fall and I participated in the New UU sessions.

In response to requests for alternative types of worship services a Vespers program was initiated in January. After a few month's trial the decision was made to try again at a later date. An intergenerational Seder was held on April 5. Alice Chico and Sunni Buck organized the dinner and program. It was well attended and by all standards a successful event.

I wish to offer my profound thanks to the dedicated, loyal and faithful members who have given so many hours to May Memorial this year. I especially want to thank the Board of Trustees who have worked so hard and spent innumerable hours on the business of this Society. Thanks to the officers, President, Roger Thielking, Vice President Karen West and Secretary, Donna Hoffman for their steadfastness in doing the work of this congregation. Thanks also to my Committee On Ministry, Helen Ashley, Jim Napierski, Amy Walker and Fred Fiske who have been so supportive. My deep appreciation to Elizabeth Strong, a colleague who has become a friend, and to Glenn Kime whose music has provided a rich, spiritual dimension to our worship services. In addition my appreciation to CarolKate Lanier for her artistic contributions and the help she has given to me and to the congregation this year.

Reverend Carol Fincher

MINISTER OF RELIGIOUS EDUCATION'S REPORT 1996

This year 76 people served as teachers and aides in the program of religious education for our children and youth. Their volunteer hours made it possible to provide for our MMUUS children a quality experience of Unitarian Universalism. Please thank them, for without them there could be no program.

Carlene Stone
Kristin Case
Jacalyn Arnold
Mary Glick
Joy Casey
Eliza Bailey
Pat Rector
Ben Ransford
Elberta Gardner
David Begley
Fred Fiske
Carol Cowles
Mindi Hajzus
Linda Belletier
Barbara Forrstrom-Cohen
Regina Canuso
Jody Brown
Lanny Kendrick-Bowser
Virginia Kendrick-Bowser
Caroline Liquori
Rob English
Rose Miller
Amy Kahn
David Packard
Kathleen Watters
BJ Rubel

Ellyn Lentz
Jim Cahill
Michael Cremedas
Alexa Carter
Braelin Carter
Wendy Osborne
Wendy Knafelc
Lee Ann McKinney
Peter McClure
Chris Shultz
Jill Dungey
Paul Ryfun
Amy Thorna
Tony Belletier
Mardie Ninno
Anton Ninno
Bill Kates
Susan Curran
Annette Waterman
Isla Alexander
Linda Wobus
Lois Needham
Pete Haendle
Linda Mackowiak
Carol Swick

Lisa Obrist
Ranee Pffol
Sara McClure
Wendy Boyer
Suzanne Marlow-Cremedas
Rickie McClure
Peggy Ryfun
Mike McAndrew
Nancy Amsterdam
Paul Cohen
Holly Sammons
Nathan Shultz
Doreen Milcarek
Joan Applebaum
Pam June
Erwin Reiner
Sue Carlson
Lenore Holte
Julie Daniel
Kevin King
Monty Berman
Robert Spoor
Kathy Haendle
Theresa Brigandi
Liz Strong

My ministry here at MMUUS has been busy and hectic this past year. It continues to be an interactive networking of religious education, pastoral care, worship, social action, administration, denominational connection and community outreach.

The religious education program here continues to be one of dynamic interaction between a dedicated volunteer staff of teachers and energetic, creative, inquisitive children and youth. This year the curricula concentrated on Unitarian Universalist tradition, theology and history. The Religious Education Council has been responsive to the ongoing needs of the program and has worked very hard in this year of transition and change. Our May 5th Spring B was a marvelous morning of intergenerational programming and community activity. It required tremendous effort, but generated tremendous results. We will be doing it in some configuration again next year. Our curricula for this year has been:

| | |
|--------------|--|
| Nursery | TLC, paid adult supervisor and teen helper |
| Toddlers | Plenty of TLC, stories and play time |
| 3 year olds | Growing Times: Rainbows |
| 4 year olds | Growing Times: Windows |
| Kindergarten | Around The Church, Around The Year |
| First Grade | The Haunting House |
| Second Grade | Treasure Hunting |

| | |
|---------------|---|
| Third Grade | Timeless Themes: Bible Stories |
| Fourth Grade | The Stepping Stone Year |
| Fifth Grade | Travel In Time: UU History |
| Sixth Grade | In Our Hands/Keepers of the Earth |
| Seventh Grade | About Your Sexuality/Keepers of the Animals |
| Eighth Grade | About Your Sexuality/The Growing Up Year |
| Teens | Living The Interdependent Web/You The Creator |

The Religious Education Council, with Chair Paul Cohen, provided our programs of religious education with outstanding leadership this past year. I am indebted to them for the commitment they have given to May Memorial and to me. Paul Cohen, Peter Knoblock and Linda Wobus will complete their terms this year, and their leadership shall be missed.

The Adult Education programs have ranged from, "The Celestine Prophecy" to a two week music class. The response has been good and our coming fall term ideas offer theological discourse and new proposals for timing of the programs. I thank retiring chair, Rob English for his able leadership and participation.

This year my schedule of pastoral care has embraced significant losses to our congregation with the deaths of Charlie White and Andy Zatony. Due to the nature of our interim year I have been very involved with assisting people in their coping with the stresses and tensions of change. It has been a long year and we are ready for a breather this summer. I thank Care Ring members for their work, and Chair, Nan Gartner for her able and valuable leadership and ministerial assistance.

In March, Carol Fincher and I attended a denomination sponsored conference, Over The Threshold: Mid-size Church Growth. I have been working with our Long Range Planning Committee, an adult education UU Polity class and the Canvass Committee using many of the materials from this conference.

I have worked with the Board's Long Range Planning Committee as it developed a process for the congregation to create a Mission Statement and currently goals are being established for us to address in the next few years. I have worked with our Membership Committee as it metamorphosed into two sub-committees, one is now the New Member Committee and the other is the Fellowship Committee. Janet Hiemstra and Alice Chico as co-chairs have done an outstanding job in nurturing these changes in the focus and emphasis of our congregational life.

I have met with the Committee on Committees as we have worked with each committee to develop its statement of purpose and process of functioning.

My work at Meadville/Lombard Theological School is very rewarding and keeps me in contact with future ministers. I have completed my term on the St. Lawrence Theological Foundation, having served as President for the past two years. I led a workshop, "Identifying and Imparting a Sense of The Religious" at our District CNY Cluster meeting in Binghamton in November. I supervised a student for the ministry of religious education in an In-Service-Training-Visit, which included a weekend visit by me to her congregation in Denver, Co. and her ten day visit here with me last fall.

My work with the Planned Parenthood Center of Syracuse has been very demanding and rewarding. I am currently in the middle of my second year as President of the Board of Trustees at the Center. We have successfully completed a 1.8 million Capital Campaign and begun an ambitious 2.2 million building project. I have been active in the Clergy for Choice activities in response to the Catholic Bishop's marches on Planned Parenthood. I am currently participating in the community-wide Dialogue Circles working to determine the kind of community we want to provide for the children of Onondaga County.

I look forward to our next year as we complete our search for a Parish Minister. I have enjoyed working with my colleague, Carol Fincher as she has guided us through our first year of interim ministry.

Reverend Elizabeth Strong

RELIGIOUS EDUCATION COUNCIL REPORT

This has been a year of unprecedented exploration of the fundamental tenets of the religious education program. This mirrors our greater Society's self-examination of the direction of our religious community. For the RE Council this has meant long and heated discussion of: 1) intergenerational interactions at MMUUS, 2) the optimal Sunday morning format to foster greater intergenerational involvement, and 3) compromises and alternative service arrangements used in other societies, for example, Spring Bee.

We have been Salted with Fire! The RE Council having discussed the aforementioned book and video has developed a greater realization of the importance of what we teach our children. If we don't teach our children what is important to us, then other's who don't share our values will fill the void. In keeping with the above attitude, we have reemphasized the importance of curricular issues, especially, as related to spiritual and stewardship issues.

The RE Council has continued to give emphasis to process issues and stewardship. Discussion of process was involved: 1) the importance of teacher training, 2) how we teach is as important as what we teach, 3) the nature of how we involve our children in our society will determine how they grow up to feel about UUism, and 4) the importance of being an inclusive society which reaches out to all. Discussion of stewardship has emphasized how commitment is the heart of UUism and needs to be an integral part of every classroom. To this end we are glad to report progress in increasing stewardship activities with our children.

This has been a year of achievement. The Spring Bee and RE breakfast were great fun with almost unanimous praise. The money raised by the breakfast (approx. \$350) will go to an RE scholarship fund. There was one children's service this year, 4 intergenerational services, a UNICEF service and a Christmas/Hanukkah service. The RE program as a whole was judged to have been very successful by child, parent and teacher report.

The RE Council has also discussed both short-term and long-term plans for the future. The short-term plans are for three "Spring Bee" like services next year. One will be in February coinciding with the children's winter break, the other two will be consecutive weeks in May. A long-term goal debated is the establishment of two worship services on Sunday. Two services would enable individuals that want to teach in the RE program to attend a worship service themselves. An additional benefit would be that two services would help encourage the continued growth of the congregation. Long-long term is the dream of having a children's chapel build as an extension to our building. The children would then have a spiritual home to have their services, rather than in the room we currently use as a gym.

This is a year when critical decisions will be made regarding the direction of religious education at MMUUS. The need for an MRE had been questioned. The RE Council believes our children need a minister of religious education for the following reasons: 1) An MRE is a commitment as a congregation that the spiritual lives of children and their families are important. An MRE is a way to reach out to our children, it tells our children that we value their spiritual selves, 2) An MRE allows for greater teaching of spirituality including worship services especially geared for, 3) An MRE enables a programmatic curriculum with special projects such as Yanamamo, Youth conferences, Spring Bee, and stewardship projects. These programs allow our children to not only learn about UU but to also experience UU, thereby encouraging our children to "Walk the Talk," 4) An MRE is a person who can extend our ministry for children out into the community helping to improve the lives of children in our greater community, 5) An MRE is a person best suited to teach our children about UUism. Having an MRE to teach about UUism is a statement that UUism is important to teach and experience, 6) An MRE attracts new members thus ensuring the continued survival of our congregation. If we intend on surviving as a congregation, we have to grow and the part of the population that's growing are young couples with children. Hence, an MRE is a statement that we are ready to grow as a congregation and that we can handle that growth, 7) An MRE can advocate for the greater inclusiveness of children in our week -to-week religious services. Jan MRE is also best suited for understanding the special needs of children at these religious services as well as the religious needs of adults so that the generations enhance each other, 8) An MRE would allow the possibility of

2 services on Sunday and minister-led services during the summer, which would further encourage the growth of our congregation, and 9) Not only does an MRE provide leadership with children's RE but adult RE as well.

There has been a question of affordability of an MRE. Along with this is the suggestion that individuals with children who attend the RE program do not contribute. Research has shown that RE parents are sizable contributors and that a significant source of income comes from them.

Going from an MRE to a DRE would be a reactionary step not in keeping with the innovative history and spirit of MMUUS. We have a heritage of being at the forefront of issues in our community. Currently, there is a nationwide trend towards cutting governmental costs on the backs of those least able to defend themselves and most in need of support -- children and families. The Stand for Children march is an attempt to bring more attention to the plight of our children. We at MMUUS must follow our convictions and stand for the children in our congregation.

I would like to express my gratitude and appreciation to Rev. Elizabeth Strong, to the members of the RE Council, and to the many teachers and teacher's aides for their hard work and dedication. Their spirit and determination have created a first-rate religious education program for our children.

Paul Cohen, Chair

REPORT OF THE MUSIC DIRECTOR

During the 1995-96 year I provided music for 34 services, conducted 32 Thursday evening rehearsals and 32 Sunday morning services. I also participated in the 11 PM Christmas Eve service and played for the Sibert/Richardson wedding and memorial services for Andy Zatory and Charlie White. I also attended weekly staff meetings and monthly Worship Committee meetings.

Many people have helped create the music program this year. The choir donated one evening each week and their Sunday mornings to prepare 35 anthems and 2 music services. On December 10 they presented a service featuring Antonio Vivaldi's Gloria with an instrumental ensemble; and on May 19 sang the Songs of Innocence by Earl George on texts of William Blake. My thanks also to Alice Aylesworth, Bob Coye, Fred Fiske, Phil Klein, Robin Klein, Nick Liquori, Andy Ninno, Ken Pease, Nancy Pease, Anne Shelly, Ernie Sibert, John Wobus, and Megan Wobus for doing special presentations for the services. I hope I have not missed any names! My sincere appreciation to the other MMUUS staff who provided support and good humor to me throughout the season.

The organ renovation project continues because of a serious glitch in the new Solid State system, demanding contact between myself, our local organ shop, and the company who built the system. A "new" system (hopefully trouble free) will be installed at the company's expense during the summer months.

In addition to my duties at MMUUS, I also continue as Accompanist for the Syracuse Oratorio Society, and fill in for the Syracuse Children's Chorus. During this year I have played services/ceremonies at Crouse College, Hendricks Chapel, First Church Christ Scientist, Park Central Presbyterian, St. Paul's Cathedral, St. Mary's R.C., and Temple Adath. I participated in or performed full recitals in Syracuse, Massachusetts, New Hampshire, and Ohio. This summer I will perform in Philadelphia, and accompany the Syracuse Children's Chorus for a week's tour of Holland.

Glenn Kime

MEMBERSHIP COMMITTEE

Membership Committee activities included hosting the annual Friendship Dinner in November and staffing the Welcoming Table in the foyer before Sunday services and the Newcomers Corner in the social hall after each Sunday morning service. The members have worked to improve their welcoming of visitors on Sunday mornings. It was decided to include three UUA pamphlets in a "visitor's information packet;" this, plus the Religious Education Prospectus when appropriate, is given. By fall of 1996, we will have a standardized "new member" packet to give to members when they sign the membership book.

We hosted one Intergenerational Potluck and one three-session New UU in the fall. In addition, we hosted two abbreviated New UU sessions: a brunch/mini New UU in January at Pat Corson's home and a mini New UU at church in May. We also sponsored a spring lunch in March to facilitate communication and interaction among all church members.

The committee is pleased with response to "Membership Sunday," which is the second Sunday of each month. People interested in signing the membership book are invited to do so after the church service on those Sundays. This year we recognized new members in January and May during a church service.

We want to again express our appreciation to Beverly and Malcom Clark for producing the Membership Directory; one had not been produced for 2 1/2 years and was desperately needed for networking among church members and friends.

The Membership Committee spent considerable time examining our structure and ability to meet the demands of the congregation. The decision was subsequently made to divide into three subcommittees - New Members, Fellowship, and Care Ring. This will enable members on each subcommittee to focus their energies on a narrower range of responsibilities. These subcommittees will begin functioning in the fall of 1996.

Alice Chico and Janet Hiemstra, co-chairs

BUILDING AND GROUNDS

This past Fall the Building and Grounds Committee was revitalized with the help of Carol Fincher and Marie Lange. Accomplishments over the year included

- updating MMUUS sign on East Genesee Street
- parking lot tree planting and landscaping screening along East Genesee Street
- dumpster screen
- winter storm cleanup
- Building & Grounds Committee description rewrite
- routine maintenance and repairs
- continuation of several projects in planning stages

Many thanks to committee members Doug Aird, David Ashley, Joanne Ashley, Remo Bianco, Mary Burdick, Norma Coye, Gary Droege, Joyce Droege, Carol Fincher, Marie Lange and Don MacKay. With this standing committee in place, we now have the opportunity to continue the important responsibility of maintaining and improving our place of worship for all of us to enjoy.

DENOMINATIONAL AFFAIRS

The Denominational Committee had a busy year starting last July with a Summer Worship Service. We wove together stories from the St., Lawrence District Annual meeting in London, Ontario and from the General Assembly in Spokane, WA, with a worship theme of interdependence. In the Fall we held three meetings (one at First UU Society of Syracuse) to discuss the three GA resolutions to be taken up at the 1996 GA. Suggestions for changes in the resolutions which came out of the meetings were sent to the UUA. Some months later we conducted a Parish Poll on two Sundays to choose three resolutions for the GA to take up in 1997. Nine MMUUS members attended the April SLUUD Annual Meeting in Rochester, five of whom were delegates, three of these were delegates for the first time. We hope to have five delegates at the 1996 GA in Indianapolis in June. This year's Cluster Conference (Central NY churches) will be held at MMUUS in November of this year. We are starting preparations, and invite volunteers to help. We hope to see a very large contingent of MMUUSers at this conference. Members of the committee are Alexa Carter, Gary Droege, Nell & Duane Hardy, Jean Hoefler, Muriel Kirkpatrick, Pauline Murray and Dan Sage.

Pauline Murray

SOCIAL RESPONSIBILITY COMMITTEE ANNUAL REPORT 1995-1996

This report does not contain all of the activities of the SRC and does not reflect all of the efforts of each committee member. It is intended only as an overview.

Cathy Cardell again served our Chairperson. Our membership included Joyce Ball, Linda Belletier, Regina Canuso, Cathy Cardell, Doug Iglestrud, Ike Loveridge-Sabonmatsu, Dick Lucas, Laura Lynch, Jay Reiner and Mary Zimmer. This caring and motivated group guided the activities of the SRC and provided tremendous moral support to individuals working on social responsibility projects. Other members of MMUUS and the community attended our meetings from periodically throughout the year.

We started the fiscal year with a day-long retreat at Joyce Ball's house. We met at least once per month and often maintained telephone, mail, or email contact in between meetings to work on-going projects in between meetings. All members attended regularly and contributed greatly to the planning and carrying-out of the projects of the group.

SUB-COMMITTEES AND PROJECTS

Homeless and Hungry:

Mary Zimmer continued to lead the effort to raise money and donations of food. Over \$600 was raised and approximately 30 bags of food donations were collected during the past year.

Habitat For Humanity

Dick Lucas kept us in touch with the progress of the building of a Habitat for Humanity Home at 127 Cheney Street (House #94) which was completed this year. Thalie Nelson is now the proud owner and resident of House #94. Some outside work still needs completion and up to five thousand dollars may be needed to everything. The SRC sponsored two lunches at MMUUS which raised a modest sum of money donated to Habitat. We are planning to do more such fund-raising in the coming year.

UUSC:

Before moving to Washington D.C. this Spring, Laura Lynch served as our UUSC contact. In December, Laura Lynch led the "Guest At Your Table" effort which raised hundreds of dollars for the UUSC. Carol Fincher joined Cathy Cardell, Pat Rector, Laura Lynch and Linda Belletier, Jay Reiner, Dick Lucas and Pat Rector to lead a

"Guest At Your Table" worship service. Linda Belletier developed some multi-grade level materials for use by the RE classes. Pat Rector, Julie Daniel and Linda Belletier worked with some of the RE students who participated in the service. We are planning to do this project again next year.

Mary Zimmer is our new contact person with the UUSC. Since taking charge, she has led an effort to sign up more MMUUS members as members of the UUSC and will continue these efforts.

Together with Cathy Cardell and Patricia Labrador, Mary Zimmer has also began exploring ways for MMUUS members to participate in UUSC efforts to help rebuild southern African American churches which have been burned as targets of racial hatred. This endeavor will continue in the coming year.

Mary Zimmer is also staying informed about UUSC "Action Alerts" which serve to notify UUs about social justice action that needs to be taken prevent harm to children. She recently circulated a proposed letter to elected officials urging them not to vote for proposed welfare reform which would eliminate the child's entitlement to food. She will keep informed of UUSC "Action Alerts" in the coming year. The SRC will make these known to the congregation through newsletters, our bulletin board, and a SRC table after worship services in the social hall.

Child and Family Welfare Project:

Following the receipt of a \$2,000 grant from the UUSC for child advocacy, the SRC established the "Child and Family Welfare Project", with Linda Belletier as Administrator of the project. In keeping with grant requirements, the purpose of the project is to work together with other child advocates to stay informed about the status of children and legislation affecting them; to inform the public about these matters; and to take action advocating for children.

During the first year of the CFWP, the following was accomplished:

- 1) Liaisons were established with other child advocacy groups and individuals;
- 2) An E-mail network established and monthly news and action bulletins commenced;
- 3) A CFWP newsletter was established for MMUUS and community circulation;
- 4) Numerous public speaking opportunities were taken such as several presentations during the "Through the Eyes of Children" sponsored by the Syracuse Newspapers and the Interreligious Council and a presentation at the S.U. Law School and OCC;
- 5) A Syr. Newspapers column on child and family welfare was established (2 columns have appeared thus far);
- 6) With the help of Betsy Fuller, Cathy Cardell, and Mary Zimmer, MMUUS participation in the "STAND FOR CHILDREN" march in Washington and STAND follow-up activities was developed;
- 7) CFWP/UUSC Workshop provided to MMUUS 1996 Teen Conference: "BALANCE".

It is anticipated that the UUSC will extend this grant for one more year. In the event that it does, the above described activities will continue in the coming year, with a focus on further building of the child advocacy network, the e-mail network, the newsletter and the newspaper column. The CFWP will also have to focus on ways to raise money if the SRC wishes to see the project continue after a second year.

COALITIONS

Coalition for the Common Good:

Joyce Ball has served as our contact with the Coalition For the Common Good which was active this year in approaching Rep. James Walsh and candidate for Congress Marty Mack about social justice issues. The CCG also took a strong stand against CENTRO cuts which greatly effected the working poor.

CNY Labor-Religion Coalition:

Pat Rector and Joyce Ball have been connected with this group which was formed this year as the result of the efforts of Pat Rector and other community activists. At the NYS Interfaith Impact and Labor-Religion Coalition conference in April of this year, Ed Griffin-Nolan, the coordinator of CNYLRC introduced Pat Rector as something like the difference between an idea and realization. Pat Rector will sponsor a showing of "Norma Ray" on May 31, 1996 at MMUUS for a group of workers who will demonstrate against their employer's unfair labor practices the following day.

The SRC will continue to connect with the CNYLRC and support their efforts.

NYS Interfaith Impact:

Cathy Cardell, Joyce Ball, Pat Rector and Linda Belletier have been connected with this organization. This year's NYS President is Unitarian Universalist minister Dick Gilbert of Rochester.

We attended the annual conference in Albany on April 14 and 15. A report about this group and the conference appears in the May 1996 "Social Responsibility" the SRC newsletter which we have recently established to keep the congregation aware of SRC activities and projects in which they may become involved.

Citizens For a Safe Neighborhood:

Pat Rector and Monty Berman have stayed in touch with this groups of Syracuse citizens who are fighting for a safe community and against police misconduct. Pat Rector arranged for the SRC and other MMUUS members to hear Officer Balduzzi (one of two Syracuse police officers who cooperated with the Civilian Review Board) and Ella Mae Potter, a neighborhood activist.

We will continue to stay in touch with a support the efforts of this group.

OTHER INITIATIVES

Southern Churches:

Cathy Cardell, Patricia Labrador and Mary Zimmer will continue to explore ways that MMUUS members may help with efforts to rebuild the southern African American churches burned down as targets of racial hatred.

Cuban Blockade

New member Doug Igelsrud kept us informed about medical computers being withheld from Cuba as part of the Clinton administration's blockade of Cuba. He provided information for circulation including key telephone contacts to voice opposition to this blockade. A the May 1996 "Social Responsibility" containing this information was going to print, the medical computers were released.

Linda Gehron Belletier

ADULT EDUCATION COMMITTEE

This past year the Adult Education Committee offered three sessions of programming, completed our Committee description and mission for the Committee on Committees, and have set the programs for next fall.

In the Fall we offered six programs. Alternative Medicine with Phil Klein and Doug & Geri Aird, Rise Up And Call Her Name with Evelyn Ladew and Randee Pfohl, Understanding the Bible with Carol Fincher, The Celestine Prophecy with Liz Strong & Ryna Mayorga, Exploring UUism Through Story with the Sacred Stories Project members, and Journey to The Self with Pam June and Pat Corson. In the Winter the programming

included the popular courses; Drawing As a Spiritual Experience with David Ashley, Investing Now with Jerry Ackerman, Owing Your Religious Past with Liz Strong, and Unitarian Universalist History with Liz and Carol Fincher. In the Spring fewer programs were offered. 2 Evenings of Music and Anecdotes with Phil Klein and the Congregational Polity class with Liz Strong were very popular.

Liz will purchase books on Unitarian Universalism for the Library while at General Assembly this June. The committee provided funding for a book cart for Social Responsibility and paid three months of our copier maintenance contract to cover copying costs needed by the adult education programming.

Rob English has served as chair for the past two years. He is moving out of the area and has resigned from the committee. He shall be missed. Our co-chairs for next year are Diana Bellini and David Lowe.

Rob English, Chair

MMUUS FOOD CLUB

This year has brought two major changes for the Food Club. First, we were informed during the winter that the Clear Eye Wholesale, from which we have bought all the time that we have been in existence, was going out of business. This necessitated our searching for a wholesaler with which we would be able to deal. Through the hard work of Randi Archambault, we were able to arrange to place an order with the Northeast Cooperative of Vermont. This made three orders for the year. Secondly, Charlie Jorgensen and Joyce Ball, who have coordinated this group for 13 years, have turned over the leadership to Randi, and whomever she enlists to work with her. We have continued this year to make a contribution to May Memorial, and also a contribution with each order to the Homeless and Hungry basket.

157th Annual Meeting
May Memorial Unitarian Universalist Society
June 4, 1995

- I. **Call to Order:** President Roger Thielking called the 157th Annual Meeting of the May Memorial Unitarian Universalist Society to order at 7:40 PM on June 4, 1995.
- II. **Approval of Minutes of 1994 Annual Meeting:** Peter Colman moved and Charlene Kirchoff seconded the motion to approve the minutes. Motion passed unanimously.
- III. **Reports**

A. Minister of Religious Education - Elizabeth Strong

Liz submitted a comprehensive written report of her activities for the year and highlighted a few aspects. She expressed her appreciation for all of the individuals who taught in the RE program, since these volunteers make the RE program possible. She also thanked Linda Wobus, RE Council chair, and Don MacKay, who filled in for her during her 4 month sabbatical. She is pleased that the play created last year about our Unitarian Universalist women ancestors is being published by the Unitarian Universalist Women's Heritage Society. Next year's curriculum will concentrate on our UU heritage and theology, in contrast to this year's curriculum which was more broadly based.

B. Religious Education Chair - Linda Wobus

Linda mentioned some aspects of her written report. One theme of the year was "dreaming our dreams" about how RE might be different. The year also included 3 worship services for the children and 3 teacher appreciation breakfasts. Next year the fees for the RE program will be raised to \$10 for pledgers (\$30 max/ family) and \$20 for non-pledgers (\$60 max/ family). Linda expressed thanks to 3 RE Council members who are leaving the Council - Ken Pease (4 yrs), Amy Kahn (3 yrs.) and Mindi Hajzus (3 yrs.). She also thanked Nick for his years of service to the congregation and his interest in kids.

C. Parish Minister - Nick Cardell

Nick began by taking a moment to remember those members who are no longer with us. He urged us as a congregation to pay more attention to appreciating our staff and to address the issue of our low staff salaries. He reminded us that Carol Lanier spends numerous extra hours getting done whatever needs to be done and "she is the infrastructure upon which all of our programs rest". He gave us some interesting and somewhat troubling statistics. While MMUUS is very good at attracting new people to our church, we are not so good in follow through. We added 736 new members in Nick's 21 years at MMUUS (39 members last year, including 5 eighth graders), but due to losses from death and families leaving, we are experiencing negative growth. Nick ended by thanking all of us for the privilege of serving as our parish minister for 21 years and expressed difficulty in saying goodbye.

D. Treasurer - Carol Lanier

Kate summarized this year as a "year of losses" - of Nick because he is retiring, of pledging units because of relocation and lost employment, of stolen equipment (TVs,

VCRs, cassette players, phones, cash, etc.). Overall our income needs a "shot in the arm." We will come in under budget, but it was a budget with a \$12,000 deficit. On the positive side, our Goods and Services auction raised over \$7,000 and our Cupola Plus appeal raised over \$4,000. The future looks uncertain but exciting.

E. President - Roger Thielking

A major activity for the year has been planning for the transition to a new minister. An interim minister has been hired, and a timeline for the search has been established. Another major activity for the year involved dealing with various capital maintenance and small capital improvement items recommended by the Adhoc Financial Planning Committee. Roger felt that he has worked with an excellent board and excellent committees, who were able to take responsibility and worked well together.

F. Committee Reports - Written committee reports were submitted.

IV. New Business - Adoption of Budget

A. Introduction - Roger Thielking summarized the development of this year's budget. The 1995-96 proposed budget is a "bare bones" budget that is very similar to this year's budget and has a \$12,000 deficit. In actual fact, this year our expenses and income will match because we did not spend as much money as expected (due to the mild winter) and our fundraising was very successful.

B. Review - The Physical Facilities portion of the budget was reviewed by Karen West, who pointed out an item called "Transfer to Maintenance Fund." This amount (\$30,000) is being set aside for maintenance and will carry over in future years if not used this year. The rationale is to put our maintenance on a long term basis, as explained by Bill Miller. The Programming portion of the budget was reviewed by Hank Manwell, who pointed out that it contains no big surprises. Small increases for the UUA and SLUUD are due to increasing membership. The canvass expenses are increased because "we are determined to increase the level of enthusiasm for fundraising." This increase will help to pay for advice from other societies in fundraising. Hank expressed his opinion that we need to "look each other in the eye and give our fair share." The Personnel portion of the budget was reviewed by Marie Lange, who summarized this as a "continuation of business as it has been." She apologized for the 3% increase for personnel, and hopes that it can be better next year. The package for the interim minister is the same as Nick's package for this year, without a 3% increase.

C. The Board moved that the budget be adopted.

D. Discussion - There was much discussion of budget concerns. A request was made that the budget be made available 1-2 wks before next year's annual meeting. There was a concern that we should make more effort to increase pledges rather than increasing our reliance on fundraising. Pat Rector pointed out that we are at the low end of the size of congregations that are able to support 2 ministers. We need 150-200 more members to comfortably support 2 ministers so the \$250 for membership is small. A concern was expressed about the proposal of a deficit budget. A relevant statistic is that the average age of the congregation is 43 - we need to attract younger people and get them involved. At this point, the 20 min allotted for budget discussion was over.

Barry Lentz moved that debate be extended for 10 min. Motion was seconded. Defeated: 44 for, 58 opposed.

Helen Obrist moved that debate be extended for 5 min. Motion was seconded and carried: 56 for, 43 against. Barry Lentz was given the floor and asked to summarize his reasons for voting against the budget.

- E. One motion to amend the budget was carried. Duane Hardy moved that **\$300 be added to the budget for II. Programming, A. Denominational Affairs, 5. Delegate Expenses with a corresponding increase in the deficit.** The motion was seconded and carried.
- F. The following motions to amend the budget were all defeated:
1. Amy Kahn moved that \$600 be removed from *II. Programming, F. Finance/Canvass* to *G. Membership/ New Member*. Alice Chico, membership chair, pointed out that the membership committee would not be prepared to spend this extra money.
 2. Paula Murray moved that \$300 be added to *II. Programming, A. Denominational Affairs, 5. Delegate Expenses* and be removed from *II. Programming, B. Social Responsibility*. Cathy Cardell expressed opposition - Social Responsibilities Committee already has plans for this money (see their report).
 3. Chuck Lochner moved that all expense items be cut by 2.5% to create a balanced budget.
- G. The motion by the Board to **adopt the proposed budget was carried with 1 abstention** by Al Obrist.
- H. Helen Obrist made a motion that **a monthly statement of finances (consisting of 2-3 lines) be added to the newsletter.** Seconded by Judy Fancher. Kate said not a problem. Motion carried unanimously.
- V. **Elections:** Steve Ransford moved that the Secretary be instructed to cast 1 ballot in favor of all candidates for the Officers of the Board of Trustees, Board of Trustees, R. E. Council Members, and Nominating Committee. Seconded by Janet Hiemstra. The motion passed, with one vote against.
- A. **Officers of the Board of Trustees (1-year terms):** President - Roger Thielking, Vice President - Karen West, Secretary - Donna Hoffman.
- B. **Board of Trustees (3-year terms):** Anne Folger, Chuck Lochner, Jim Napierski, Randee Pfohl.
- C. **R. E. Council (3-year terms):** Barbara Forsstrom-Cohen, Peggy Kehew, Mike McAndrew, Lee Ann McKinney.
- D. **Nominating Committee (1-year terms):** Regina Canuso, Susan Curran, Kevin King, Ellyn Lentz, Hank Marwell.

- E. Study Committee:** From a slate of 16 nominees, the following 9 individuals were elected to serve on the study committee: John Chamberlin, Wyncia Clute, Bruce Coville, Julie Daniel, Charlene Kirchoff, Don MacKay, Sara McClure, Ken Pease, Scott Severance.
- VI. Presentations:**
- A. Evelyn White Unsung Hero Award:** Janet Hiemstra presented the award to Alice Chico.
- B. Annual Award:** Phil Trainor presented the award to Nick Cardell.
- VII. Installation of Officers:** Nick Cardell and Liz Strong installed the Officers, Board of Trustees, R. E. Council members and Nominating Committee members that were elected for the year 1995-1996.
- VIII. Adjournment:** The 157th Annual Meeting of May Memorial Unitarian Universalist Society was adjourned at 10:20 PM.

Respectfully submitted by
Donna Hoffman, secretary



**May Memorial Unitarian-Universalist Society
Annual Meeting
June 2, 1996**

Report of the Worship Committee

1995/96 was a very busy year for the Worship Committee as we applied ourselves to those necessary changes stimulated by a new minister in our MMUUS pulpit. We said our goodbyes to Nick and forged ahead with new resolve to examine all areas of our worshipful lives at May Memorial. We discovered that we have much to celebrate and although we knew this intuitively, we needed to honor those things that provide meaning while also exploring new ways of being together as a community.

One of our challenges continues to be the addressing of the question: "How do we celebrate our diversity as a congregation while, at the same time, responding to the worshipful needs of as many of us as we can." One of our discoveries was that the congregational response time in our service continues to hold significance for many of us and needs to continue. We also discovered that applause represents a spontaneous and heartfelt reaction that belies our past designation as 'God's Frozen People.' We also discovered that music continues to be integral to our worship and for that we thank not only Glenn and our very talented choir, but also each of us who sing with gusto from the pews.

The Worship Committee tackled its mission in a very business-like and organized way this year. For the first time ever, we operated from an agenda and recorded minutes, which has essentially created a history and an archives of this years' achievements. We reviewed our committee charge and mission which created collaborations and partnerships with our parish minister. We reviewed our methodology of enlisting membership on the committee and are currently discussing those specific duties that define us. Those fundamental questions of our being were discussed and scrutinized and whenever possible, feedback from our community was requested. It was truly a very difficult but ultimately very rewarding process.

I would like to thank Carol Fincher and Liz Strong for their suggestions and continuing flexibility as we approached the ideas of spiritual community in many and sometimes unconventional ways. Thanks also to CarolKate Lanier who patiently worked with us whenever we were charged with organizing a non-traditional service. Thanks too to all of our MMUUS sisters and brothers who provided us not only with very creative feedback on our worship services but also provided us with wonderful suggestions for future services. Thanks to all who volunteered affirmations, led announcements, ushered, greeted and created sanctuary decorations. Thank you, Fred Fiske and Barry Lentz, for providing us with wonderful worshipful moments. Thank you, Betsy Fuller, for agreeing to coordinate our summer worship. And a special thank you to our faithful committee members: Bruce Coville, Judy Fancher, Deb Pillsbury and Jane MacArthur.

We look forward to our coming year with great anticipation.

Respectfully submitted,
Judy Jerome, Chairperson