

**MAY MEMORIAL UNITARIAN UNIVERSALIST SOCIETY  
MINUTES OF THE ANNUAL MEETING  
June 1, 2003**

**Call to Order:** 7:00 by President Gary Droege

**Chalice Lighting and Opening Words:** President Gary Droege

**Adoption of Agenda:** The agenda was adopted as submitted.

**Approval of Minutes of Annual Meeting of June 3, 2002:** Approved.

**Reports:**

**President's Report:** President Droege referred to his printed report. He indicated that to save paper the reports of most committees have been published separately from the packet that all in attendance have received. 20 copies of the packet of committee reports are available and more can be run off by request. The report by the Social Justice Committee was submitted earlier today. The St. Lawrence District has adopted a Long-Range Plan. An audit of our financial records of the previous two years was submitted by Laura Glose and accepted by the Board of Trustees. Our rental policy has been updated. Committee chairs for next year have been recruited, except for the chair of the Publicity Committee and the Archivist.

**Minister's Report:** Rev. Scott Tayler referred us to his written report. Referring to the Aspirations and the Action Plan put into effect this winter, he said that we should take pride in our willingness to take risks in order to grow. He expressed his pleasure in the work he did providing worship, developing small groups, working with the Southside Housing Corporation, and providing pastoral care and support of lay leaders. He mentioned, in particular, the work of Jill Evans with the housing effort and Cindi Busic-Snyder on the newsletter. He thanked us all. Ellen Fuller pointed out that Ryna Mayorga's name should be added to the list of those who died since the last Annual Report.

**Director of Religious Education Report:** Sheila Schuh referred to her written report and spoke about goals and plans for next year. The religious education program will focus on the UU Principles and Sources, and become more experiential. There will be increased communication and interaction with the community.

**Religious Education Council Report:** Chair Julie Daniel stated that this has been a very good year in the religious education program. She made special mention of the Children's Worship Service which Sheila began this year, as well as her 7 Days of Unity family services held in November and December. The children were integrated smoothly into the Celebration of Life services. Julie said that she will continue as chair of the Council next year.

**Announcements:** President Droege reminded us of the church picnic to be held next Sunday at the home of Stephanie Cross and Dale Sherman. He directed our attention to the Statement of Aspirations and Action Plan that was adopted by the Board in January and February. He suggested that any ideas about a second service be directed to David Schuh, chair of the Multiple Service Team. Bill Snyder voiced thanks to Jeff Lamicela for his work in setting up and maintaining the church website. BJ Newsome wondered why there was no mention of the youth program in the Action Plan.

**Elections:** BJ Newsome of the Nominating Committee presented the following nominees:

**Board of Trustees:**

- President (one-year term): Gary Droege
- Vice President (one-year term): Ken Pease
- Secretary (one-year term): Don MacKay
- Trustee (three-year term): David Ashley, Paul Shepard, Bill Snyder
- Religious Education Council (three-year terms): Stephanie Cross, Carroll Grant,  
Don VanStry
- Nominating Committee (one-year term): Bob Burdick, Peter Colman, Betsy Fuller,  
Diane Hainsworth, BJ Newsome

**Jill Evans moved, and Beverly Clark seconded, that all candidates be elected. All were elected by a unanimous vote.**

## **New Business:**

### **Operating Fund Budget for 2003-2004:**

**Finance Committee Chair Dean Crawford** moved that we adopt the proposed Operating Fund budget for the year 2003-2004. Dean stated that the current year's budget was on track to end the year almost even, thanks in part to successful fundraising. As presented the proposed budget contains a deficit of \$11,762. \$9,000 of that is allocated to the Multiple Service Team for the creation and conducting of a second service. That money could be considered as an investment in the future, as the second service would be tailored to attract younger people. The topic of much of the ensuing discussion related to the need for, and proposed nature of, the second service. Other discussion related to the level of benefits we pay our staff, whether to pay our full Fair Share to the UUA and to the St. Lawrence District, and whether to fund a Youth Coordinator position. The question was called and the proposed budget passed, as presented, by a large majority.

### **Capital Fund Budget for 2003-2004:**

**Finance Committee Chair Dean Crawford** moved that we adopt the proposed Capital Fund budget for 2003-2004. He mentioned that the fund investments were currently in transition. The proposed budget was passed with no opposition.

### **Proposed Amendments to the Constitution:**

Two amendments were brought forward with the intent of establishing a Youth Adult Committee to take responsibility for providing programs for youth. The first amendment would drop the words "and youth." from the end of Article VIII, Section 1 of the Constitution. The second would add the following paragraph to that section.

**The Youth Adult Committee shall foster, maintain, and supervise programs for youth (ages 13 to 19). If the Youth Adult Committee becomes inactive, programming for youth shall be fostered, maintained and supervised by the Religious Education Council.**

After considerable discussion concerning the readiness of the youth to take on this responsibility and the need for a paid youth coordinator (no professional staff member currently has responsibility for supervision of youth advisors or programming), the question was called. The motion failed by a vote of 47 for, 25 opposed and 3 abstentions. A 2/3rds affirmative vote is required to adopt an amendment to the Constitution.

### **Awards:**

The Annual Award was presented to Diane Hainsworth by Matt Glose.

The Evelyn White Unsung Hero Award was presented to Nancy Pease by Linda Wobus.

### **Installation:**

Rev. Scott Tayler conducted the ceremony to install those people who were elected earlier in the evening.

### **Announcements:**

President Droege announced the need for a coordinator of volunteers and urged people to consider attending the EAGLES UU leadership school this summer. Julie Daniel said that the Mary Lib Whitney RE Award would be presented at the worship service next Sunday.

The meeting was adjourned at 9:35 PM.

Submitted by,

Don MacKay  
Secretary of the Board of Trustees

## President's Report – 2004

The 2004 church year has been a difficult period for May Memorial, an understatement by any measure. A conflict developed after a letter of concerns was received. Reactions to that letter were varied and divisive. What saddens me is that individual members on either side of the issue are all good people. Everyone, I am convinced, had and still has only the best interests of the church in mind and heart. For the good of the church, we need to understand that there is goodness in each of us and we need to put this phase behind us without requiring some form of expiation. The Governance Task Force was appointed to delve into and make recommendations regarding process and they have worked exceedingly hard to create guides for future behaviors that will hopefully avoid similar conflicts. However, no matter how good their solutions, people of good will need to use judgement in how they raise concerns and, of equal importance, people of good will need to use equally good judgement in how they hear and react to those concerns. My hope and prayer is that we can heal and come out of this with all members interacting honestly, speaking truth with love and hearing with understanding, and that we can go forward together working as a unified body dedicated to accomplishing good things.

The conflict has taken a heavy toll. I sincerely hope that participation in and support of the church will rebound as healing takes place and it is seen that we:

Will have a dynamic, experienced interim minister to guide us through the next period in our journey

Will have a dynamic program for our youth

Will have a church program worthy of support and one in which participation will be rewarding and exciting.

With regard to our Interim Minister, those who have spoken with The Rev. Mary Hnottavange have found her to be engaging and bright, possessing the character and vision to bring us through the next phase in our church life. Her credentials are impressive, her experience is incredibly appropriate having served many years as an interim minister to a number of congregations. Her background and education have prepared her for this unique role. I encourage everyone to get to know her and give her your support.

With regard to the matter of financial support, I encourage everyone to continue their support and where possible to increase their pledge. Not only do we have a budget crunch on our hands for this coming church year but we also need to look to the future by stepping up to a pledge level that will enable us to be successful when it comes time to call our next settled parish minister. We need to pitch in with our contributions, lend a hand in fund raising activities and help with the maintenance of our building.

In spite of the conflict encountered this past year, a lot of good things did happen. Scott initiated and conducted small groups that appealed to many. Sheila led a religious education program that has been heralded as exemplary. The Soulful Sundown Services were started. The governance task force charged into their work and produced an especially cogent final report seven months ahead of the target completion date. The music and arts committee produced an exciting array of artistic events that included the choir's rendition of Ernst Bacon's ambitious choral work "Ecclesiastes" under the direction of Glenn Kime. Please refer to the annual report prepared by the chair of each committee to get a sense of how much was accomplished by so many dedicated and effective committees. Over and above all of this, there are many members who do so much to make things work by contributing so much in their own inimitable, quiet way – thanks to all of you.

Gary Droege

## IN MEMORIAM

Every year during our annual meeting we honor and remember those members who have died during the church year. This year we have none to lift up. This is cause for joy but I suspect it also causes our memories to reach back beyond this year and beyond those who have died. We don't get over deaths in a year's time. The pain of losing them remains. We also can't help but think of those who said good bye for a new job or to be closer to family. May our memories of these treasured individuals not just remind us of the empty spaces in our life but also of all the joy and imprints they left behind.

-Scott

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## Minister's Report 2003-2004

A few weeks ago, Lee Ann McKinney reminded me of the ritual we shared at last year's Closing Sunday service; we talked about the mental scrapbook we carry in our heads and then all shared "pictures" from the past church year we wanted to include. I leave with many wonderful images: The coming of age kids standing on the Boston shoreline with their parents burning sparklers to celebrate the shift from childhood to adulthood; pounding nails with Jill Evans and Ed Hinchey on one of our housing project Saturdays; sitting underneath the balcony as the choir practiced before the service; Sheila and I telling stories together; lighting candles and holding stones of hope the evening after we invaded Iraq; helping Rick Olanoff carry the MMUUS banner at the gay pride parade; Peter Knoblock picking up can goods for the food pantry; holding hands and saying closing words after an energized small group gathering; seeing the smile on Andy Tripp, Kristen Loomis and David Schuh's faces as they greeted guests at the very first Soulful Sundown; Ginny Jones rolling the Welcome Table into the foyer; Doug Aird, Mariah Dillon and Michael Stafford-Hill handing out shovels and hammers at a Saturday workday; Liz Strong laughing; Nick and Dan in their prison uniforms; Zoe teasing me about my youth; Glenn playing a postlude with perfection; Don MacKay and I stealing cookies from the coffee hour box; picking up soup from Verah Johnson's freezer; taking Neva to visit Dorothy Jorgensen; Steve Ransford and Pat Rector crying with me in my study after I announced my divorce; Diane Hainsworth bringing us a meal after Neva's birth; the FoPa's serenading me when I first arrived.

I have treasured so much about our relationship. It is because of my love for you, that I finish my seventh year as your minister with both gratitude and sadness. It's hard to say good bye when there are such high levels of pain, confusion and dysfunction among you. However, I am heartened by the incalculable time and energy so many of you have given lately and over the years to addressing MMUUS's deeply rooted and complex challenges. Someone recently told me that they believed pain and brokenness is transformation's greatest ally. I hope that is true. I hope that, together, you can transform this wonderful community into achieving its full potential.

As I stressed in the sermon announcing my leaving, you were "my first." One's first congregation always makes the deepest mark on a minister's heart. Please know that as I leave I feel blessed to have been among you.

## PAST YEAR'S RESPONSIBILITIES

And now the business. Below is a list of the ministry areas to which I devoted my time and energy this year.

### WORSHIP

As always, worship is a group effort. Glenn, the Choir, Sheila and the worship committee contributed so many gifts of time and talent. The major challenge with our worship service is having to make hard choices about what to include. After many years of exploration and conversations with the congregation, the worship committee and I decided this year to prioritize children at the beginning, Joys & Sorrows, time for silence and meditation, and music for reflection after the sermon. This limited set of priorities has enabled us to keep the service to only 5-10 minutes over our hour goal, but does so at the cost of having to eliminate regular announcement time and weekly congregational response. To address this, the worship committee and I put in place a compromise arrangement of having periodic short announcements before closing words and occasional congregational responses supplemented by after-service sermon discussions.

In addition to addressing our weekly format, we've also organized a number of special services that are becoming important events in the life of our congregation: Sam May Sunday, the GLBT Interfaith Worship service and the CNY Spirit of Life service.

Thanks to the Worship Committee and the lay speakers who filled the pulpit during my 6 weeks of work/study leave. And finally, a special thanks to Alice Chico. She has ministered to this congregation in so many ways. Her quiet style of leadership often masks the way she is an essential part of the backbone of this congregation.

## **SECOND SERVICE**

The Action Plan called us to expand our worship ministry. To achieve this goal, I acted as consultant to the Multiple Service Team and lead numerous Soulful Sundowns. This important and exciting effort did not become the “growth engine” we had hoped, but it should never the less be considered a success as an “anchor” for a core group of approximately 15 individuals (most of whom are 20 and 30 somethings) who would not have remained connected to MMUUS otherwise. The MST and Music Coordinator Joe Cleveland deserve much gratitude for all the work they did to create and sustain this important MMUUS ministry.

## **SMALL GROUP / ADULT ED**

Our small group ministry has become one of May Memorial’s most vital programs. In the past three years it has grown from 7 groups to 20 and from approximately 70 participants to around 200. I have submitted suggestions to the Board about ways to insure that this key ministry continues to serve and keep members. I recommend that MMUUS continue to make small groups a primary ministry. Along with worship and RE, it is the major vehicle by which MMUUS retains members. Small groups offer intimacy and spiritual development, the two major reasons most people return to liberal churches these days.

## **PASTORAL CARE**

Pastoral Care continues to be a challenge. Having never addressed the gap left by moving from a full-time MRE with pastoral responsibilities to a part-time DRE with no official pastoral responsibilities, we have professional pastoral care needs that can not be met by the parish minister alone. This in no way is meant to diminish the remarkable and compassionate efforts of Hildegard VanderSluis and Peggy Ryfun (care ring coordinators) and Sheila Schuh. It is a structural problem that requires immediate attention.

## **LEADERSHIP SUPPORT AND ORGANIZATIONAL WORK**

This year was obviously a difficult year at the leadership level. The BOT and Staff differed significantly over understandings of healthy Board member behavior. The work of the Governance Task Force is a very positive step toward developing healthy and clear ways of relating to and working with one another.

## **SOCIAL JUSTICE**

In accordance with the Action Plan that stresses the creation of one-time faith-in-action opportunities, my social justice efforts this year focused on Just Sundays opportunities and the Spring GLBT Interfaith Celebration Service. While MMUUS members organized some very meaningful social justice efforts this year, MMUUS’s overall SJ ministry is one of its most unfocused ministries. Member interest in social change verses social service differs widely. While this dual interest could become the basis of an exciting and balanced Social Justice ministry, MMUUS has a culture of turning these dual interests into a source of division and tension. MMUUS would benefit from an explicit and congregational endorsed vision of what kind of social justice ministry it wants to offer the world and clearer direction from the BOT to the SJC about what it expects the committee to create and produce.

## **DISTRICT AND DENOMINATION**

I finished my work on the board of the UU humanists and I was so glad to work with the other CNY UU professionals to help organize the Spirit of Life service.

## **A WORD OF THANKS**

Finally, a few thank you’s. Let me focus first on the staff. Glenn’s talent is matched only by his good heart. Leslie’s work ethic is impressive, but her smile is my favorite. Zoe holds this church together in more ways than anyone will ever know. And Sheila is a treasure with a maturity and integrity that has taught me more about UUism than all my years in seminary. I am fortunate to have had the chance to be a part of such a great team.

My gratitude and respect also goes out to the lay leaders of our community. Being a leader of a congregation is one of the most challenging experiences one can have. The church is here because of these unique few who so willingly give their time and energy for us. A special thanks goes to the Board and the Board Exec. Although we approached numerous issues differently this year, their love for this institution and its members is evident. The Governance Task Force should also be highlighted. Their vision and dedication reflect all that is great and hopeful about MMUUS.

Yours in faith, Scott

**Annual Report of the Director of Religious Education**  
**Sheila Schuh, MA June 1, 2004**

As my second year closes, I can only say how amazing it seems to have moved so far so fast. The RE Council, parents, and children have been very positive and embracing of changes in the religious education program. Scott and the wider congregation have ushered us along with much enthusiasm and support. Though I have resigned from my ministry here, I believe that the experiences of this year for all of us will remain with some depth of influence on our spiritual growth. For this, I am proud and grateful.

**A Cohesive Experience**

This year we began a three-part structure in which liturgical themes presented in chapel worship, small group foci, and different learning environments were woven together. We also began developing a structure across the age span so as to ensure that each child would have a base of natural wonder exploration and self-in- relationship, moving toward year long studies of each of our Sources, and then progress to a three year coming of age program. Our morning schedule was 10:30-10:45: All congregation gathering in Sanctuary; 10:45-11:10: Creekside Chapel Worship; 11:10-12:00: Small Groups. The Seven Days of Unity were celebrated during the winter holiday season.

Small Groups and the Learning Environment

Small Groups focused on the following themes: Natural Wonders (3.5-5); Being at Home (5-6); Playing by Principles (7); SUUpper Heroines and Heroes (8-9); Cool Beings (10-11); BeaconQuest (12-13). We had 6 learning environments that began to develop this year: Theater, Mini-World, Nature Center, Gym, Chapel/ Movement, Art Room. Our attendance rate was high with an average of 47 of a registered 63 children, about 74%. We experienced new growth especially at the lower levels of ages.

**Just Sundays for All**

Once a month, all children participated in a project aimed to put their faith into action, according to the congregation's Aspiration and Action Plan. The vision for this venture began in RE Council with Rev. Taylor and I working toward a whole congregation model of participation. Projects focused on the following: October- Hunger; November- Gratitude for the Earth; December- Domestic Violence Outreach; January- Non-Violence; February- Petitions; March- Blood Drive; April- Earth Care; May-Homelessness

**Our Whole Lives**

Sexuality education began to be integrated into groups with a long-term vision of it being an element of all.

**Changes in Policies and Practices**

A new Childcare Policy was developed and instituted. Families began to offer a reading and do the chalice lighting in the sanctuary. A new model of intergenerational worship was experimented with on Easter Sunday.

**Professional/ District**

MMUUS was host to the UU Identity Renaissance Module. I have offered the Personnel Committee and Governance Task Force resources on better evaluation and staff supportive practices. Leading Soulful Sundown worship, especially at the first Young Adult Conference at MMUUS, were highlights.

**Relational Differences**

As stated in my letter of resignation, during the past year I have realized there are significant differences in how I understand relationships in Unitarian Universalist communal life. It has been extremely stressful to not share a common understanding of who we are and how to address concerns. Besides countless hours of discussion, I have also communicated my concerns through the Ministerial Concerns Committee recommendation report and DRE addendum, Action Plan letter, and the BOT Ad Hoc Committee report.

**Transitioning to the Future**

I will assist RE Council in a healthy transition. As I said once to President Droege, it will be hard to find a minister as supportive of RE as Scott has been. Behind the scenes, he has been an anchor. My special thanks to Julie Daniel and her tireless efforts; to Barbara Mihalas and GTF for their support; to Zoe, Glenn, and Leslie for laughter and understanding; to the RE Council for sharing the dream; to families for allowing me the privilege of being with you for these two years.



**Buildings and Grounds Committee**  
**Annual Report Fiscal Year 2004**  
May Memorial Unitarian Universalist Society  
June 3, 2004

MMUUS Buildings and Grounds Committee Members:

Doug Aird                      Mariah Dillon (Chair)                      Dale Sherman  
Remo Bianco                      Bob Rohde                      Michael Stafford-Hill

This year saw the completion of May Memorials Capital Improvement Master Plan. The plan identifies over \$100,000 of capital improvements that will improve or enhance our building and grounds. Mariah Dillon, Kenel J. Antoine, David Ashley, Malcolm Clark, and Robert Rohde conducted the effort. The plan was presented to the MMUUS Board of Trustees on March 16, 2004. Main elements of the plan include; parking lot enhancements, energy efficiency measures, a pavilion in the Memorial Garden, and a furniture upgrade for the Memorial Room.

In conjunction with the Capital Improvement Master Plan an Energy Audit of May Memorial was recently completed by NYSEERDA, the New York State Energy Research and Development Authority. The audit recommends 9 energy saving projects as well as other improvement considerations. The capital cost of all recommended projects is \$75,000 with an annual energy savings of over \$5,000. These recommendations will be incorporated into the Capital Improvement Master Plan.

The Pavilion for the Memorial Garden is scheduled to begin construction this month, please contact Randy Archambault or Dale Sherman to volunteer to help with this important effort.

**Maintenance Items Completed:**

Gutter Replacement Over Entry  
Chimney Sweep and Inspection  
Light Fixtures and other Electrical Problems  
Parking Lot Stone Distribution / Pothole Repair  
Floor Tiles/ Cove Molding Repair  
Bathroom Odor (Still needs Remediation)  
Main Sign Repair  
Garbage Closure Repair  
Catch Basin Cover Replacement  
Screens and Latches For Downstairs Windows

**Projects Underway:**

Memorial Garden Pavilion (*See Memorial Garden Report*)

**Projects Under Review:**

Leak in Teen Room  
Bridge Concrete Problems  
Front Door Refurbishment

New members of the Buildings and Grounds Committee are always welcomed, especially those who possess maintenance skills.

Respectfully Submitted,

Mariah Dillon, Building and Grounds Chair

# **MMUUS Memorial Garden Committee**

## **Annual Report, 2003-2004**

Members of the Memorial Garden Committee during this church year were Randy Archambault, Ed Blakeslee, Irene Blakeslee, Mary Burdick, and Jill Evans. *Ex officio* members were Bob Rohde and Dale Sherman.

In accordance with the Memorial Garden's goals for this year, the following was accomplished:

1. Grounds of the Memorial Garden were maintained, in conjunction with other Building and Grounds and with Religious Education 'Just Sundays' activities.
2. The text of a brochure was re-written, and is ready for formatting for completion in the 2004-2005 church year. Short articles about the Memorial Garden have appeared in the newsletter at least once a month. On occasion, the articles have drawn attention to a short write-up in the Memorial Book that profiles a former member whose ashes are interred in the Memorial Garden.
3. The committee devoted most of its work this year to developing plans for a structure for outdoor events, to be located at the west end of the church building. Funds donated in 2002 by the family and friends of Ernie Archambault will be used for the structure. The committee reported to the Board of Trustees on two occasions regarding progress of the plans, and received the Board's approval to apply for a building permit.

We are pleased, that at the end of this church year we are ready to implement the plan, with groundbreaking by the middle of June, and a completion date by the middle of July – weather permitting. Bob Rohde piloted the project through the City Engineer and the City Building Code requirements. Construction will be done by Dale Sherman, MMUUS member, with the help of volunteers. Randy Archambault agreed to be the volunteer coordinator for the project, and Jill Evans will monitor the construction schedule.

4. Sites for the interment of ashes were not requested this year, and therefore no further entries were made in the Memory Book or on the accompanying wall plaque in the Worship Hall.
5. A monetary gift from the Learch family was received and acknowledged. A notice was placed in the newsletter reminding members that along with the Endowment Fund and Capital Improvement funds, gifts can also be made to the Memorial Garden restricted fund.

Respectfully submitted by Mary P. Burdick, Chairperson, June 1, 2004

**May Memorial Unitarian Universalist Society**  
**Worship Committee**  
**Annual Report, 2003-2004**

The Worship Committee meets year round, working to create and oversee lay-led summer services, as well as collaborating with the minister to plan, create and implement regular and special worship. In practical terms, this means we serve both the "housekeeping" functions of insuring that there are decorators, greeters, and ushers each week and the creative work of crafting, and often leading, worship at MMUUS. In June, the congregation voted to support the Multiple Service Team (MST), which is an offshoot of the Worship Committee, as it explored, created and led us in a second service effort, One member of the MST continued to serve on the Worship Committee, whose main efforts go to support Sunday morning worship. This relationship should continue in the next church year as well.

At our summer '03 retreat, we wrestled with articulating the meaning and value of worship to each of us as we reviewed the ambitious Sunday worship schedule proposed for this church year by Scott, Sheila and the Social Justice Committee. It offered a variety of services, including minister-led/traditional sermons in the minister's style (our own, and guests in the pulpit), lay-led services (some of which would be experimental or alternative in style), and "anchor" services, such as the Sam May sermon, Teen-led service, and SJC Sunday. These all represent attempts to respond to those who have given feedback to the committee, ultimately allowing us to craft worship which speaks to our older, regular, committed UUs as well as visitors and newcomers.

In addition, we again spent time reviewing the content and flow of services. We have continued to have the children in the service for at least the first few minutes, from the prelude till they leave for their Sunday school experience after the chalice lighting. We adapted Nick Cardell's much loved opening words to begin each service, honored our tradition of sharing joys and sorrows, struggled with how to manage announcements, and talked a lot about having Congregational Response during the service. After much discussion, we agreed again that the service leader may decide whether or not to include CR in his/her service. There are also other chances for lay voices to be heard during some services, including Joys and Sorrows, many parts of lay led services, occasional affirmations, and after-sermon discussions. The latter were held about monthly, and were well attended. The Letter of Concern, significant portions of which pertained to areas of Worship Committee oversight, gave us the chance to discuss and articulate our role within church, and comment specifically on issues that were raised. In addition, it afforded us an opportunity to discuss how we work together, noting that it is important for us to honor dissent within the committee, without trashing the ultimate decisions about worship at MMUUS. Once again, the committee was called on to fill the pulpit while Scott was away, this time on study leave. Guests at that time included Peter Scott, Chester Freeman, Ralph Singh, a lay-led service on Grace, led by Betsy Fuller and Fred Fiske, the Music Service, with Glenn Kime, the choir and other musical guests, and Sheila Schuh

We had hoped to host well-publicized, regular meetings (perhaps monthly), at which congregants could offer feedback about all aspects of worship. Two such offerings were scheduled in March, but each turned out to have competition from lively after-sermon discussions with visiting ministers. As the year wore on, it became clear that we would only have time for informal feedback from those who sought out committee members with whom to speak. Finally, we continued to support a Maundy Thursday service and the MMUUS/FUUS joint Seder, this year at May.

***Things we hoped to get to:***

Service reviews

More congregational response time (in the service or after)

***Our plans for the coming worship year include:***

Creating and leading summer worship, including the annual hymn sing and MMUUS-FUUS joint services (July 11th at FUUS, July 18th at MMUUS).

Continuing to work with the congregation, interim minister, RE Council and the MST to articulate both our continuing and changing worship needs

Regular contributions to the newsletter about worship issues.

We look forward to working with the interim minister in creating and offering worship over the next church year.

Respectfully Submitted,  
Alice Chico, Chair, Worship Committee

## MEMBERSHIP COMMITTEE REPORT 2003-04

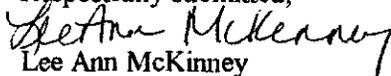
I would like to recognize our dedicated committee members; Ginny Jones, Kevin King, Peggy Ryfun, Robyn Longo and Mardie Nimmo as well as the support of our minister, Scott Tayler. Together we have "personed" the welcoming table each Sunday morning, made follow-up calls to visitors, provided UU 101 classes monthly, conducted two joining ceremonies (with a total of 15 new members), including UU 102 and receptions. We supported and coordinated efforts with the Canvass Committee. We have been in contact with members of the second service committee and will continue to explore ways we can work together and support each other.

These are our present concerns, that will have to be addressed by a group larger than or other than ourselves. They include:

- Members not seen in a while: We have addressed this periodically as long as I have been a member of this committee. Scott made many contacts. With his leaving and the fact that an interim will not know people individually, this presents an even greater concern. We find it difficult to keep track of who may be missing over a period of time. Scott and Don MacKay began working on the data base and shared their results with us. However, at this point, the list remains overwhelming, at least to me. When the list is as up to date as possible, we will review it and make a recommendation with regard to a plan of action.
- Registrar: This ties in with keeping an accurate data base, both in terms of membership and contributions of record. Don MacKay has done this job virtually single-handedly. Again, with he and Scott both unavailable, it is critical that this be addressed quickly.
- Vision of Growth: If one of our visions as a congregation is to "grow", we need a concerted and coordinated effort beyond what we few individuals can do. Certainly a strong RE program, such as we have had, is critical in attracting and maintaining participation of families. Adult programming and small groups seems to be a priority as well. I would think that the way we present ourselves as a whole as well as continued meaningful Sunday worship are other key factors in attracting new members. There have been repeated and significant concerns raised by potential new members with regard to events of this past year. This has impacted peoples' decisions with regard to joining May Memorial. I believe we should keep this in mind as we proceed in the coming months.

I enjoy the work of this committee, especially meeting new people and being able to greet them personally when they return. I find that nearly all visitors appreciate the individual phone calls we have made. UU 101 provides both newcomers, as well as ourselves, the opportunity to get to know each other a bit better. I am also grateful for the opportunity to work with such warm, caring and devoted committee members.

Respectfully submitted,

  
Lee Ann McKinney

Membership Committee Chair

## 2003-04 Canvass Report

Our approach to Canvass this year was to again offer the opportunity for a personal canvass visit to each member and friend of the congregation. To that end, 35 canvassers were recruited to implement our face-to-face approach. This represented an increase of 10 people over last year, a sign that the importance of a strong Canvass is understood as well as an indication that the personal approach resonated well with many of our members and friends.

The sum total of the events of this year have had their effect on the progress and results of this year's Canvass. A great deal of time and effort were required on the part of many people to address the Letter of Concerns received last August, and the announcement shortly after Canvass kick-off that Scott had accepted another ministry position in Rochester, NY certainly played into how the Canvass unfolded. The uncertainty about our ministerial and religious education future and the various perceptions of our congregational health were definitely on people's minds this year.

The budgeted pledge income to be presented at the annual meeting this year is \$161,500, down from \$180,500 last year. A debriefing with the Executive Board, Membership Chairperson, and Canvass Committee is envisioned so that the results of, and specific comments from, the Canvass can be reviewed and learned from.

Even with the enthusiasm with which the personal canvass approach has been received by many, it appears that equally as many people would prefer to submit their pledge card independently of a face to face meeting. It seems that people either really like, or really dislike being face-to-face canvassed. A recommendation going forward would be to consider a different approach to offering a personal canvass visit to everyone. One possibility would be to have pledge cards available / distributed on Canvass Sunday, with the alternative of having a "request for personal canvass visit card" submitted in its place. Potential benefits of this approach would be to take advantage of the enthusiasm developed during the Canvass kick-off weekend, a higher response rate much earlier in the process, and a self identified pool of canvasees who can then be assigned to our volunteer canvassers. This will leave some number of potential pledgers who neither submit pledge cards nor "request for canvass visit" cards, for whom a plan would have to be developed. Perhaps making an announcement each Sunday during Canvass that pledge (or visit request) cards are available after the service would capture most of the population, and would leave no more follow-up than is required under the current approach. In any case, a change in the approach should be considered for next year.

Respectfully Submitted,

Matt Glose  
Canvass Co-Chair

## **Hospitality Report for year ending June 2004**

We have had a wonderful season with the Folkus Concert series. The Hospitality budget line was somewhere around \$500 to the positive last I knew. I would like to ensure that these concerts continue in the coming year. I will remain active on the committee to handle this unless an enthusiastic replacement can be found.

I have had declining interest in doing community based events as often when I plan something, it seems to be covered by another committee, for instance the Harvest party in the fall became an RE event, as did the caroling party. And Canvass committee did a great community dinner in the spring. They did a great job, so I decided to let the community continue to do those kinds of things as they are inclined.

I think it will be important to have someone coordinate to assure that these events continue in the future. I do not plan to continue this in the fall as I hope to be involved in the Search Committee. I would recommend speaking with Mike Dillon as a possible replacement for Hospitality Chair.

## Annual Report of Activities of the Music and Performing Arts Committee 2003-2004

COMMITTEE MEMBERS: Nancy Pease (Committee Chair), Glenn Kime, Mary Burdick, Linda Wobus, Carolyn Pace, Betsy Fuller

COMMITTEE MEETINGS: Held on the second Thursday of the month at 7:00 at MMUUS.

In 2003-2004, the Music and Performing Arts Committee sponsored these events:

November 14: Rob Kerner in Recital. Rob Kerner, former Music Director of MMUUS returned to play a concert. This event was open to the public and attracted an audience of both May Memorial members and people from the greater community. A \$10 donation was suggested to audience members to cover Rob Kerner's artist fee. All additional proceeds were donated to the MMUUS General Fund.

December 21: Intergenerational Potluck with caroling in the MMUUS neighborhood.

This potluck followed Soulful Sundown and included folks who had attended that church service as well as people who had attended the morning service. It was, indeed, intergenerational including people of all ages. This event was primarily for the MMUUS community, family and friends, and was free of charge.

January 24: Concinnity Concert. This group of female vocalists performs music in a wide variety of styles and includes MMUUS member, Joan Colman. This event was also open to the public, and attracted audience members both from our congregation and from the greater community. A \$10 donation was suggested to cover Concinnity's fee. Any additional funds were deposited into the General Fund.

February: MMUUS Loves the Arts. This celebration of MMUUS artists and their talents took place throughout the month of February. Joan Applebaum, who coordinates our art exhibits in the Social Hall, reserved the month for MMUUS artists, and displayed their work on our walls. Various MMUUS members contributed their music in our 10:30 services throughout the month. This celebration was opened with special refreshments after the 10:30 service on February 1.

March 13: Contranella Contradance and Potluck. This Friday evening Potluck supper was followed by a contradance featuring the music of Contranella, a band featuring Megan and John Wobus. David Smukler called the dances. Attendance was intergenerational and came, primarily from the MMUUS community. It seemed to be a nice blend of folks who attend morning and afternoon Sunday services.

April 3: Rochester Folk Art Guild Concert. Musicians from the Rochester Folk Art Guild played a Saturday evening concert. Some RFG artists brought some crafts which they sold in the lobby outside the Sanctuary. This event was open to the public, and attracted people both from the congregation and from the Syracuse community. A \$10 was suggested to cover the artists' fee. Additional moneys were donated to the MMUUS General Fund.

May 1: Ernst Bacon Concert. This concert featured music written by the composer, Ernst Bacon. Bacon's wife, Ellen, a member of the MMUUS Choir, assisted in producing the concert, inviting musical artists from throughout the Syracuse area to perform music for flute, voice, and piano. The MMUUS Choir presented the oratorio Ecclesiastes during this concert, also. Audience included many folks from the greater Syracuse community as well as from our own membership. Artists' fees were paid, in part, by the MMUUS music budget, and in part by the Ernst Bacon Society. A \$10 donation was suggested, and proceeds were donated to the MMUUS General Fund.

Upcoming activity: assisting the Worship Committee by arranging for musicians to contribute their services to Summer Sunday services.

## Report of the Nominating Committee June 2, 2004

Within recent days a resignation by Joy Casey from her RE Council position which would have been completed in 2005; and a decline by BJ Newsome from her nomination as candidate for RE Council have left some holes in the planned slate to be presented to the congregation at the annual meeting in June. The slots may be left open for nominations from the floor; or may be left open for the work of next year's Nominations Committee.

This is the revised slate as of June 2, 2004.

The Nominations Committee has prepared a slate of candidates to lead the Society beginning next year. The officers have one-year appointments; Board of Trustee and Religious Education Council candidates have agreed to serve for the terms indicated; Nominating Committee members will have one-year appointments. The slate will be presented to the Congregation for a vote of acceptance at the annual meeting in June. At that meeting nominations from the floor can be considered before final selections are made. The following slate is recommended:

### Officers of the Society:

President Barbara Mihalas  
Vice President Michael Stafford-Hill  
Secretary Diane Hainsworth

### Board of Trustees:

For 3-year terms, to be completed in 2007: Therese Hogle, Alexa Carter, Mary Fulton  
For 2-year term, ending in 2006: Linda Wobus  
For 1-year term, ending in 2005: (Youth) Larkin Kimmerer

### RE Council:

For 3-year terms, to be completed in 2007: Ricki McClure, Rob Neimeier, Annagret Schubert, \_\_\_\_\_  
For 1-year term, to be completed in 2005: (Youth) Jessica Bellini  
For 1-year term, to be completed in 2005: \_\_\_\_\_.

**Nominations Committee** for 2005: Peter Colman, Mardie Ninno, Ken Pease, Steve Ransford, Chris Shultz.

Respectfully submitted by the 2004 Nominations Committee: Bob Burdick Peter Colman, Betsy Fuller, Diane Hainsworth, BJ Newsome.

### Addendum to the Nominations Committee report

In addition to its usual duties, in May the Nominations Committee was asked by the Board to invite interested MMUUS members to self-nominate for possible assignment to a search team for selecting a new parish minister. The following persons submitted resumes for that purpose:

David Ashley, Peter Black, Jody Brown, Mary Burdick, Mary Louise Edwards, Ellen Fuller, Mary Fulton, Sonja Lamicela, Steve Reiter, Dan Sage, Scott Severance, Andrew Tripp

These members, as well as others who may be interested in serving on the search team will be elected in the Fall or Winter by the Congregation to constitute a nine-member selection committee to undertake this important work. While the search for a permanent minister is in progress, MMUUS will be served by an interim minister.

## **Publicity Report 2003-2004**

The Publicity Committee has as its purpose to assure that MMUUS events and activities are well publicized both in-house and in the community. The Committee has prepared and placed public service announcements for MMUUS music events in the Syracuse newspapers and radio, and has assisted in producing a fine digital print of Samuel Joseph May, copied from an original portrait painted by George K. Knapp, 1871, which is located in the Onondaga County Library.

Robert E. Burdick, co-chairperson

## **Personnel Committee Report 2003 - 04**

The Personnel Committee is in transition and needs to rebuild its structure. The committee was represented on Sheila's support committee, participated in the process of recruiting a child care supervisor, in conjunction with Sheila and RE committee reviewed and updated the duties and the qualifications for childcare, created in conjunction with Sheila a performance evaluation tool, participated in the Board's evaluation process of our staff members and proposed salary action for them for inclusion in the budget for next year.

Kent Lindstrom

## **Denominational Affairs Annual Report 2003 – 2004**

The Denominational Affairs Committee was not very active this past year. We half-heartedly publicized the Fair Share Fund, with very limited success. Most of our energy this past year was directed toward other programs of our society. We commend our society for hosting the first St Lawrence District Young Adult Conference, and we thank all those who gave their time and talents to make it happen. We've heard that the Young Adults are planning another conference in the fall, and we give them our full support.

Respectfully submitted,

David Schuh  
Denominational Affairs Chair

## **Care Ring Annual Report 2003-2004**

The Care Ring coordinators, Hildegarde and Peggy met monthly with Scott and reported to each other the needs and concerns of our members and friends. Most of these concerns were private only to Scott, but we did coordinate to provide meals and rides, plus Hildegarde made many hospital and home visits after Scott made the initial visit. These up coming years will mean more communication to us from everyone as to fulfill these needs and to be able to help our new interim minister with pastoral care. We believe pastoral care is extremely important to our community here at MMUUS and we have been, and always will be grateful for the guidance Scott has given us these past 7 years

## **MULTIPLE SERVICE TEAM ANNUAL REPORT 2003-04**

We believe this past year's 5pm Soulful Sundown has been a success. Our average attendance has been in the low 20's, and we've attracted ~25 new people who attend fairly regularly (at least once or twice per month). We've presented quality services in a very different model from the morning service, and we're reaching out to young adults and couples without children. We've learned not to hold services on certain Sundays (Easter Sunday attracted only 7 people), and we learned the power of using higher profile musicians for wider attraction (Los Blancos drew 105 people – most of whom were newcomers). We have not spent our \$3,000 grant from the New York State Convention of Universalists, and look forward to using that money to continue high quality services and broaden our advertising in the next church year.

Please forgive us if our recent questionnaire seemed polarizing. We were trying to sum up the research that we had communicated last year, which was based on the experiences of mainstream Christian churches. We believe that this research also applies to us regarding who is attracted to different worship styles.

We still believe that in order to attract more young families, we must offer a morning contemporary service with Religious Education programming. We feel our proposed morning schedule offered the best possibility for that, but with our DRE's departure, we will not consider starting this new service in the fall. Thank you for completing the questionnaire. The information will be useful in the future when we can again consider additional morning services.

Respectfully submitted,

David Schuh  
Chair, Multiple Worship Team