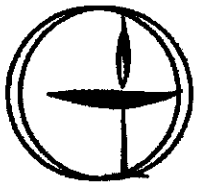

Motto

(A phrase chosen to show the goals of the organization)

Here, Let No One Be A Stranger

Vision

(Our plan for the future)

MMUUS strives to build an inclusive, religious community that seeks social justice, protection of the environment, celebration of the arts, and personal growth.

Mission

(How we want to be known in the community)

We are committed to being an inclusive, respectful, caring community of faith that reaches out in welcome while coming together for mutual inspiration, empowerment and lifelong learning.

Mission Vision Committee Members

Alexa Carter	Ana Knoblock
Kevin King	Randy Case
Julie Darmody Latham	Carrollyn Case
Jennifer Newman	

Adopted June and December 2009

MAY MEMORIAL UNITARIAN UNIVERSALIST SOCIETY

Congregational Covenant of Right Relations

We, members of the May Memorial Unitarian Universalist Society, adopt this Covenant to guide our interactions. We come together in community and fellowship from a common belief in the inherent worth and dignity of every person. In light of this shared value we covenant to work together in creating an atmosphere of equality, trust, and compassion within our congregation and the larger community.

As a religious community that promotes and uses the democratic process, we know the well-being of our congregation rests upon each member's willingness to participate actively in this process and to respect the outcomes of the collective wisdom that results.

As individuals, members and friends, we pledge to dwell together in the spirit of these guidelines. We aspire that this Covenant will strengthen our relationships and enlarge our sense of community. We commit to living and working with this covenant, revisiting it as needed. In this spirit, we covenant as follows:

To foster hospitality, extending a warm welcome to all our members, friends and visitors, and work intentionally to insure that here no one is a stranger.

To foster a community that embraces diversity in all of its manifestations within a safe, positive, and nurturing environment.

To move beyond simple tolerance toward genuine understanding. To recognize that all people are free to make choices regarding their own personal and spiritual journeys.

To listen attentively, seek others' opinions, and understand that differing values do exist within our religious community.

To deal with disagreements constructively, communicating with others in a direct, caring, and responsible manner.

To recognize that youth are an integral part of our community and welcome them in all facets of church life.

To express gratitude and support to the staff, church members and friends who volunteer their time and talents in support of the programs and governance activities of the church.

Although this document expresses our written promise, our true covenant exists in our actions. In times of harmony, may it deepen our bonds with one another and in times of conflict, may it guide us in working through our differences.

May Memorial Unitarian Universalist Society
172nd ANNUAL MEETING
June 7, 2009

Call to Order: 7:00 PM – Joyce Leonard, President
Opening words/Chalice lighting – Rev. Jean Wahlstrom
Adoption of Agenda: as printed on the meeting packet (written copy on file)
Minutes of 2008 Annual Meeting: Approved as presented (written copy on file)

FOLKUS Presentation: Dana Cooke and Joe Cleveland thanked MMUUS for providing space for folk concerts and presented the Society with a check for $750.00 in addition to the proceeds from the concessions sold at the concerts.

Reports: committee reports are printed for this meeting. (written copies on file)

Elections: no nominations from the floor. **Slate approved UNANIMOUSLY**

Board of Trustees

President: Alexa Carter
Vice President: Rob Neimeier
Secretary: Annegret Schubert
Board of Trustees:
Randy Case - 1 year
Erwin Reiner - 3 year term

Nominating Committee

Kenel Antoine
Alice Chico
Fred Fiske
Mary Fulton
Jennifer Newman

Adoption of Budgets:

1. **Operating Budget** - Joan Weiser (written copy on file)

The staff was thanked for voluntarily reducing their professional expenses for one year. Due to the amount of pledges made for 2009-10 no raises were given and the health stipend has ended. The office managers hours will change to 10 hours for 10 weeks over the summer then go from 32 to 30 hours weekly when the summer is over. The teen advisers hours will also be reduced since there will be no conference at MMUUS in 2009-10. Childcare will be maintained at the same level as this year in response to congregational feedback. Lawn care and snow removal will cost more but work by a new contractor should provide greater safety. Fair share contributions to the UUA and the St. Lawrence District will be reduced so that MMUUS will no longer be considered a fair share congregation. Reductions were made in every program area except the Green Sanctuary because they need to provide composting equipment. The anticipated deficit

will be made by withdrawals from the Capital Fund, which has a current balance of $83,348.61. Joan thanked Joyce Leonard for her assistance in preparing the budget and announced that Joyce will be appointed treasurer at the June 16, 2009 Board Meeting. Bill Haynes will be the Capital Fund treasurer.
MOTION: to accept the budget as presented
PASSED: unanimously

2. Capital Budget – Peter Colman (written copy on file) $8500.00 for electrical system safety and energy-saving upgrades, signs for the parking lot and a pushbutton opener for the front door. A land donation was explained to the congregation. All expenses for acquiring the property will be covered by the Capital Fund and all proceeds from the future sale of the land will be put in the Capital Fund.
MOTION: to accept the budget as presented
PASSED unanimously.

New Business:

1. **Proposed change to the constitution** – Alice Chico (written copy on file). The change would allow ministers to be ex-officio non-voting members of all Society organizations and committees. The change will require a congregational vote in the fall.
2. **Mission and Vision Statement** – Alexa Carter (written copy on file)

MOTION: Accept motto as presented:
PASSED: 3 opposed
MOTION: Accept vision as presented:
PASSED: 3 opposed, 2 abstained
Motion: Accept mission statement as presented
Defeated

Awards: - Diane Hainsworth
Samuel J. May Citation for Community Action to Green Sanctuary Committee (ceramic wall sculpture by Margie Hughto accepted by Geri Aird)
Evelyn White Unsung Hero to Vickie Schipper
May Memorial Annual Award to Harsey Leonard

Installation of Officers: Joyce Leonard

Closing remarks: Joyce Leonard

Adjournment: 9:20 PM

Respectfully submitted,
Mary Fulton, Secretary

Congregational Meeting Minutes
December 6, 2009

Called for the purpose of amending Article VII of the constitution and adopting a Mission statement.

Discussion began in the Sanctuary at 12:30 P.M. to clarify and consider the items on the agenda.

It was determined that a quorum was present. The meeting was officially called to order by Alexa Carter, current president, at 12:45 P.M.

ITEM 1 - New wording in the constitution concerning Article VII.

Alice Chico moved that the wording for Article VII shall read as:

"The Society may engage the services of a minister or ministers as the members from time- to-time deem advisable for the conduct of services, religious instruction, personal guidance and counseling, and the performance of such duties as usually pertain to the office. The minister(s) shall be non-voting ex-officio members of all Society organizations and committees."

The motion passed with a vote of 36 "Yes" and 11 "No"

ITEM 2 - Mission Statement for May Memorial

Roger Hiemstra noted that the term "life-long" should not be hyphenated and proposed an amended spelling. Remo Bianco seconded. The amended form passed unanimously.

Alexa Carter moved that the Mission Statement for May Memorial read as follows:

"We are committed to being an inclusive, respectful, caring community of faith that reaches out in welcome while coming together for mutual inspiration, empowerment and lifelong learning."

The motion passed unanimously as amended.

The meeting was adjourned at 1:10 P.M.

Respectfully submitted,
Alexa Carter

President's Report
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The church year of 2009-2010 has been an active one for the May Memorial Community. The Board of Trustees, Program Council, Committees, Music and RE programs have been functioning well. Brian Betz, our new office administrator, has settled in and has proved a quick study. Rev. Jean has completed another year of service and has come to know many of us better.

May Memorial provides a rich environment for many congregants, friends and community members through the activities and groups that are part of our life here. Whether an individual gains strength and growth from Sunday services, women's and men's groups, discussion and book groups, music, social action projects and events, committee work and fund raisers, children's activities, meditation or movement groups, district conferences and offerings or sharing our thoughts over endless cups of coffee, we all agree that May Memorial is a very important part of our lives. I have seen the vibrant interactions and fellowship that sustain our beloved community on ordinary days and on the special days that mark the passages in our lives. It is clear that May Memorial holds great meaning for us.

The general economic situation in the country has had an impact on our community and we are facing some serious challenges. Many have worked hard this year to address our financial needs. The Stewardship Committee, Finance Committee and Board of Trustees have wrestled with matching our income to our expenses. Working together, our community will continue to make responsible decisions to take May Memorial into the future.

We have committed to a long term program to promote growth and vitality in our congregation. 'The Trailblazers' team, consisting of Andrea Wandersee, Pete Shambo, Rev. Jean Wahlstrom, Rev. Jennifer Hamlin Navias , Harsey Leonard and Alexa Carter will be bringing us ideas and plans to strengthen our health in all areas of church life. They will be traveling to meetings with leaders from other churches at six month intervals for the next three years. Look for their communications in months to come and offer to help in any way you can.

This year has seen the creation of a Pre Capital Campaign Committee whose members include Randy Case, Erwin Reiner, Vicky Schipper, David Ashley and John Allen. The charge for this committee is to prioritize the physical needs of the building and propose a method of paying for the needed repairs and remodeling. This committee will deliver its report and recommendations in October.

May Memorial has taken an active role in many events of the St. Lawrence District this church year. We hosted part of the District Assembly in April and we will host a Social Justice

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Conference in October. Interaction among UUs from the larger community is always a growth promoting experience. This summer, two of our members, Felicia Otero and Jennifer Newman, will be attending the UULTI leadership training offered by the St. Lawrence District.

On May 1, 2010, representatives of First Unitarian Universalist and May Memorial met with Tom Chulak, our outgoing district executive, to discuss ways in which our two religious communities might work together. The meeting was lively and generated a great deal of excitement about the possibility of future collaborative efforts. As both communities struggle with financial and other challenges, it would be wise for us to gain strength and support from each other. Many ideas were shared at the meeting and we hope to continue contact with our sister church.

I have enjoyed serving as president this past year. I have learned a great deal and had the opportunity to work with many members of our community. May Memorial has become an even more important part of my life. I look forward to a long and healthy future for my religious home.

Thank you,
Alexa Carter

Parish Minister's Annual Report

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May Memorial Unitarian Universalist Society

This has been a relatively quiet year at May Memorial. We have affected and been affected by the world around us. Our nation's deepening recession and individual families' financial struggles have mirrored our Society's troubled budget. The ongoing wars in Iraq and Afghanistan have spurred Unitarian Universalists to draft and revise a Statement of Conscience on Creating Peace available on the UUA website *www.uua.org).* We have felt a pull of connection to disasters beyond CNY – the earthquake which struck Haiti, and the recent oil rig explosion still ravaging the Gulf of Mexico. Congress did pass a long-awaited health care reform bill. As Unitarian Universalists *Standing on the Side of Love,* we must now turn our attention to immigration reform.

At last year's annual meeting and at a special meeting last fall, we adopted a new articulation of our vision and mission. They are printed at the beginning of this annual report. Building on these, the Committee on Ministry led the congregation in an assessment of our shared ministry. I have had a number of very valuable one-on-one conversations sparked by this process. Most helpful has been the discussions we have had in the Committee on Ministry. In the upcoming year, one priority for me is to apportion more of my time to sermon preparation, relative to some other responsibilities.

Our Office Administrator of the past several years, Karen Love, resigned early in the fall. We received scores of resumes for this 30-hour a week position. Janet Hiemstra, Joyce Leonard, Alexa Carter and I read through them and interviewed the most promising applicants. Our first choice candidate took the position, but did not stay long. Harsey Leonard filled in covering many office responsibilities while we went for another round of interviews. Brian Betz joined us in early December, and has integrated very smoothly into life around May Memorial. His training in graphic arts has given our newsletter and order of service a crisp and appealing look, and his standard response continues to be – amazingly – "no problem".

This fall I was able to take an Alban Institute course on church staff supervision, which I have had my eye on for some time. The three-day program was excellent and the lessons and materials are ones I will refer back to many times in years to come. Other programs I have attended include the UUA General Assembly last June in Salt Lake City, the UU Ministers Assn. convocation in Ottawa, the 50th Anniversary "It Happened in Syracuse" conference when the Unitarians and the Universalists voted to approve merger.

The small DeWitt clergy group has not been meeting this year, but I have attended some other local clergy gatherings, such as the ACTS clergy caucus. Rev. Holly Baylies, consulting minister at FUUS, and I have kept up our friendship, which blossomed this spring in a meeting of the leadership of both our congregations. We were fortunate to have the meeting facilitated by outgoing St. Lawrence District Executive Tom Chulak. We shared our recent histories, our perceptions of each other's congregation, our strengths and weaknesses. That led us to a wealth of ideas for areas in which we can work together to maximize our voice and impact in the Syracuse area.

The statistics we reported to the UUA this January are down some from last year. We

Parish Minister's Annual Report

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reported **230 adult (voting) members, 71 children and youth** (registered for RE), and **154 pledging households.** We are recording attendance in a more precise and comprehensive way now, which matches what the UUA asks us to report. This includes those in RE (which increase the figure) and numbers for summer services (which lower the average). Our **average Sunday attendance,** thus calculated, has been about **125.** Three new members will be joining May Memorial this Sunday.

At Alexa Carter's initiative, we have joined a project "Planning for Growth and Vitality in Midsize UU Congregations." This is a 3-year program with teams of leaders from 6-8 mid-sized congregations meeting twice yearly with UU regional Director for Growth Mark Bernstein. We have named our group Trailblazers for Growth, and have set short-term objectives for our participation in the program.

This year has been "bookended" by the death of two beloved members of our Society – *Hildegarde Vander Sluis* and *Joyce Ball.* Very different individuals, they each loved May Memorial and gave to our Society in countless acts of kindness and generosity. We also marked the deaths of *Charles Jorgensen* and *Guy Martin,* who had been members until recently. Vicky Schipper and the other women of Evenings Beyond Eve led a wonderful celebration of the life of *Paula Murray,* who died last spring. With much jubilation, we celebrated the marriage (at May Memorial) of Andrea Wandersee and Pete Shambo, and (outside New York, unfortunately) of Kate Kearney and Rachael Whitney.

This year I took on the role of Supervising Pastor for a student in her first year at Meadville Lombard Theological School. *Kelly Kilmer Hall* and I have met monthly, reflecting on her studies and her current community-based field work. In the fall, Kelly will be with us as a part-time ministerial intern. Her two year, 20 hours a week position is unfunded as we go into the 2010-11 budget year. We hope to find some ways to compensate her financially for her time with us. Kelly will also need an Intern Committee to work with her in her formation as a minister. Please let me know if this might interest you. Kelly is scheduled to lead our last Summer service, on September 5.

I am certain that having Kelly with us will be energizing for us all. Her presence may also ease one difficult hurdle we face next year – living within a considerably tighter budget. The Board and Finance committee realize that the economic downturn and other factors will make it more difficult for us to go forward as an institution without some significant budget cuts, at least in the short term. We must stop using our dwindling capital reserves, and budget our expenses to not exceed our income. One major effect of this will be cutbacks of approximately 10% to most program areas and staff compensation, and a severe cutback to what we will pay of our UUA and District Fair Share. Obviously, the UUA and SLD are also struggling to adjust to reduced revenue.

It has been a very gratifying experience serving as your minister this year, and I am eager for what we will accomplish in the years to come. We will free ourselves from the fetters financial insecurity, gain a stronger voice and visibility in the Syracuse community, and become known as agents of transformation to a true Community of Earth.

~ Blessings, Jean

Director of Religious Ministries / Religious Educaton Committee

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DREM Professional Development:

I was able to attend several professional development events during the past year. In the fall I attended the LREDA (Liberal Religious Educators Association conference in October 2009). The Tapestry of Faith curriculum was discussed as was Multi-generational community topics. UU theologian Thandeka was the keynote speaker. It was a great opportunity for me to gather with colleagues and gather some new ideas for our RE work here.

I was also able to attend the UU ministers convocation in November. Thomas Moore was the keynote speaker for that conference. It was a wonderful opportunity for me to meet more UU ministers from the US and from Canada.

Denominational Activities

I was a small part of the planning committee for the conference that happened in October that celebrated the 50th anniversary of the vote to consolidate the Unitarians and the Universalists. In the Spring I coordinated the childcare at our District Assembly. I also attended the Assembly itself and went to workshops on building multigenerational communities and a workshop on multicultural communities. Both were great workshops and it was great to gather with UUs from across the state.

I was honored to be asked to sit with the UUA Ministerial Fellowship Committee. This is the committee which authorizes ministers for Fellowship in the UUA. For each of their meetings they ask two recently fellowshipped ministers to sit in as Liaison to the Candidates. It was an amazing experience. Those volunteers who give their time to work on this committee are committed caring and exceedingly well trained. And the caliber of ministers who were approved for Fellowship was very high.

I was also able to go to a conference for UUA ministers who are in their first year of Fellowship. The UUA through a generous private donation is able to underwrite half of the cost of this conference thereby allowing ministers who are at the beginning of their careers the opportunity to gather with their cohorts in order to build skills and a collegial network.

RE Community We had the Unirondack weekend in September, 2009. Although it is not technically an RE event, it was a great start to the year for the RE community! We are planning on having another Unirondack weekend this fall.

This was the first year of using the entire **Tapestry of Faith** curriculum from the UUA and it was basically well received by the children and guides. We had an average attendance on regular Sundays of somewhere between 45 -50. We have had around 85 children registered for RE this year.

There is no way that we could do RE here at May without the countless hours for volunteer commitment from our guides. I list here our regular guides who gave love and attention to your children and who made the RE program shine: Jerry Ackerman, Lillian Ackerman, Judy Antoine, Kenel Antoine, Nuriyah Bone-Owens, Alice Chico, Jackie Clarke, Stephanie Cross, Julie Daniel, Julie Darmody-Latham, Mike Dillon, Chris Fiske,

Director of Religious Ministries / Religious Educaton Committee

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Therese Hogle, Helen Jacoby, Perrin Kaftan, Karin Kirnie, Laura Kreidler, Brian Leonard, Svenja Mayer, Jennifer Newman, Eric Olson, Carey Pitzrick, Ilene Puente, Rick Puente, Steve Reiter, Vicky Schipper, Annegret Schubert, Marianne Stanton, Robin Valentino, Andrea Wandersee, Joan Weiser, Amanda Winkler, Ruth Yanai, Sharon Zuis.

If I have inadvertently left anyone off the list my apologies it says nothing about your value which is great and everything about my memory which is flawed.

We had several intergenerational worship services this year, Water Celebration, Memory Tree Service, Thanksgiving, Christmas Eve, Earth Day and Flower Celebration.

Middle School OWL – This year we had 10 youth, 7th and 8th graders who experienced the Our Whole Lives curriculum. This is a 27 week curriculum on human sexuality and UU faith. Six guides worked with this group all year. The feedback from the students was that it was a wonderful experience. Along with the student sessions Jennifer had two meetings with OWL parents to orient them and have a feedback session.

Teen Group - Our teen group has been very active this year. They were able to go to many of the Cons that the district hosted. Also some Sr. High Youth went to a chaplain training sponsored by the district in November. Our Teenz also hosted a month of coffee hours for our community. Our teen group did a wonderful job creating and leading the Teen worship service in May. The group is looking forward to their service trip this summer to Boston.

RE and Social Justice

We continued our focus in RE on social Justice. Last summer four teens from May went to New Orleans for a week long service trip in July with Jennifer and Plymouth youth group. We were able to do this trip at a cost of about 350.00 per person. We did fundraising and each of the students was asked to pay 100.00. The cost of the trip was as low as it was because we worked with the Unitarian Universalist Service Committee. This is one place that you Guest at Your Table contributions went to!

Crop Walk in October – about 15 people participated to raise money and awareness of Church World Services fight to end world hunger. Two weeks before the CROP walk the RE classes had a Sunday that focused on World hunger and CROP so that children understood better what was going on. An unexpected Justice activity that we had was gathering health kit supplies for Haiti and money for Haiti. We had a presentation in chapel by Kenel Antoine about Haiti and then the children had some learning in their classes about Haiti. Some of the classes put together health kits and some of the children had a bake sale to raise money for the relief effort.

Green Sanctuary

RE continued its commitment to our Green Sanctuary certification. We have started using re-usable washable plates and cups. This has cut down on the amount of paper waste in the program. We also continue our work of the Butterfly Garden. This Monarch way station was established to help Monarch butterflies and to further the how our RE children live out the seventh principle. We have been blessed to work with Memorial Garden

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Committee on the planning and implementing of the Butterfly Garden. Thank you! In April the Green Sanctuary Committee and Jennifer Hamlin-Navias planned and led an intergenerational worship service in honor of Earth Day. Two weeks before this service, the children in RE had lessons focused on Earth Day and were able to produce some artwork that was used as decoration during the service.

Budget

In order to be able to pay our youth advisor this year the RE programming budget took a large reduction. This meant that we had to get very creative. At the beginning of the year we had a giving tree poster to help provide supplies due to our programming budget cut. People responded generously by supplying much but not all of the requested items. By April we had spent our programming line item and we then used the supplies that we had and did not do activities in RE that called for buying new supplies.

Jennifer Hamlin-Navias, Director
Religious Education

Music Director's Report

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As my eighteenth season comes to a close, I extend my thanks to the choir, and to friends and members of the congregation who shared their musical talent. My thanks also to the rest of the May Memorial staff, who made the year run smoothly through their cooperative teamwork.

Our Music Services were held December 13, 2009, with guest singers from the Syracuse Gay and Lesbian Chorus joining our choir; and on May 2, 2010, featuring the music of Earl George and Ernst Bacon. Individuals who participated in services throughout the year include Nancy Pease, Chris Dranchek, Jody Brown, Fred Fiske, Wade Gaynor, Emily Busch, Ken Pease, and Linda Wollowitz. My apologies to anyone I may have forgotten.

Special music events included a memorial concert for Hildegarde VanderSluis created by Ellen Bacon, the annual Bach Bash thanks to Anne Shelly and Ernie Sibert; the May Memorial Talent Show hosted by the Music Committee, and the "Quattro Pianisti" Sunday Serenade on March 21, 2010.

This season I have played memorial services for Hildegarde VanderSluis, Patricia Rowley, Charlie Jorgensen, and Joyce Ball. On a happier day, I played for the wedding of Andrea Wandersee and Pete Shambo.

Looking to the future, the Holkamp organ will be disassembled and cleaned by Kerner & Merchant Organ Builders. We were given a cost break in the promise of providing volunteer labor. If you are interested, please contact me.

Also, my 20th year at May is 2012 - 2013. I would love to perform Handel's "Messiah" once more, but the choir will need help! Despite the time commitment, choir singing gives many rewards: singing "Messiah" is one of the biggest rewards. Start thinking about joining the choir!

Glenn Kime
Music Director

Adult Education Committee
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General Overview: The Adult Education Committee began the year with $100 in its budget for childcare expenses. Although we did not use any of these funds in the 2009-10 year, we would like to maintain the same budget level for 2010-11. As a welcoming community, we need these resources available so parents without childcare have the ability to participate in programs.

We are beginning our programming for the upcoming year with a goal to refresh programs, establish a regular committee meeting time, provide more timely communications with the May Memorial Community, and collaborate with 1st UU when possible.

During the year several existing groups continued and some new ones began. Below is a list of the various adult education programs/groups.

Spanophiles, a conversational Spanish group, met the first and third Sundays of each month in the Teen Room after the service - 11:45 am to noon. We gather for about an hour. It's a fun group and a great way to not only practice your Spanish but get to know members of May Memorial. The number of people varies from week to week. You need to know that it is NOT a class. People who come have varied abilities and the focus is COMMUNICATION. We want to create a fluency in the language. We break into groups of 3 or 4 people and talk about the selected topic within that group. After a half an hour, we all meet up again as a large group and each of us talks about someone else who was in our group. Some people have also chosen to come the first few times and simply listen until they feel comfortable speaking. Contact Judy Antoine at *jantoine@twcny.rr.com.*

Bookenders:
Discussion of fiction and nonfiction books; meets 4th Thursday of the month, 1:30 pm - 3:00 pm. Contact Vicky Schipper at *victoria@twcny.rr.com.*

Meditation (Sunday):
Gather for 30 minutes of silence; everyone welcome any time; Sundays, 9:40 am. Contact Doug Igelsrud at *digelsrud@twcny.rr.com.*

T'ai Chi Chih:
A gentle movement group which meets weekly during the day with Ann Pia.

Adult Education Committee
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Independent Movie Series:
Friday November 13th – Little Buddha

Cabin Fever Night:
Saturday January 16th was our combination Family Games Night and Movie Night. We started with a potluck dinner at 6:00 pm followed by games in the Social Hall.

The Central New York Chapter of CUUPS (Covenant of UU Pagans)
Anyone with an interest in Paganism is encouraged to check out this affiliate group. We meet the second Friday of the month at 7:00 pm for a business meeting and to plan Rituals for the eight Sabbats on the Wheel of the Year with members from the four area UU congregations. Contact Jody Brown at *jfb523@gmail.com* for more information. (see separate end-of –year report).

"What in the World" Discussions:
Articles in the UU World, publication of our national association, are the basis for monthly discussions. Normally held the 3rd Tuesdays, at 10:00 am. Copies of articles are available in the foyer. Contact Alice Aylesworth at *aliceaylesworth@gmail.com*.

Building Your Own Theology:
Explore your own spirituality. We use the Richard Gilbert series of books. We have one group continuing from last year continuing to explore Book Two. Be on the lookout for the sign up sheet on the Adult Education bulletin board. When there are enough people interested, Amanda Winkler (*awinkler@syr.edu*) will facilitate putting together a group.

Chautauqua Circle:
An open discussion group facilitated by May Memorial members who have attended the Chautauqua Institute lectures during the summer 2009 season. Watch for announcements in the church newsletter and at www.mmuus.org. At the church website, members can check out the Forum/Discussion section for additional information about lectures, books and CD's. Contact Geri Aird at *geriaird@aird.us*.

Adult Education Committee
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Men's Fellowship group: Meet newcomers and get to know other men in the congregation. We meet the third Wednesday at 6:00 pm in the Social Hall. All men are welcome. Contact Pete Shambo at *peteshambo@gmail.com.*

UU Vegetarians: Celebrate this life choice over a vegetarian potluck meal and discussions. Check our newsletter for the next gathering. Contact Julie Daniel at *jdaniel4@twcny.rr.com.*

Twisted Sisters: We are a once a month gathering for women of all ages, with childcare provided. We will survey the congregation to find the best time to meet. Please contact Andrea Wandersee at *andreawandersee@gmail.com* if you are interested.

Respectfully submitted,
The Adult Education Committee

Building and Grounds Committee
Annual Report Fiscal Year 2010
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Major accomplishments:

Installation of self-powered electric front door opener.

Painting of kitchen and pantry.

Installation of modern efficient lighting in kitchen and teen room.

Other items:

Ongoing repairs to parking lot and driveway, plumbing and heating systems, and door adjustments.

Painted the railing outside the main church entrance.

Applied protective coating to new sidewalk.

Contracted for professional snow removal to keep the entire lot open and to minimize ice and slippery conditions.

Repairs to stabilize our oriental rugs.

B&G even erects and removes the foyer's Christmas tree each year.

Determined and reported to the Board that the roof leaks in the Teen Room and Memorial Room are not due to repairable damage.

Removed trees which were rubbing against the east end of our building.

The proposed '10 – '11 church budget includes a major reduction in energy use. We plan to achieve the required savings by adding insulation to the creek-side walls in the lower level and by locking our air conditioning in the off position. Please be sure you close the windows when you leave.

The active members of this committee are (alphabetically) Doug Aird, Remo Bianco, Mariah Dillon, Charlie Hannah, Bruce Macbeth, Don MacKay, Erwin Reiner, Bob Rohde, Pete Shambo, and Dale Sherman. Additional thanks go to Adele Toney and Donna Rohde. Please take time to thank them personally for their extraordinary dedication and service. They have all spent many hours working to keep May Memorial's tangible assets in good condition.

The Building & Grounds committee needs more members. We meet the third Monday of every month at 7, and at all sorts of times we fix stuff, not just on work party days. If you don't know how, join us and learn with us.

Peter Colman, Chair
Building and Grounds Committee

Care Ring Committee
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This year, the Care Ring and congregation mourned the death of its long time leader in the provision of caring, Hildegarde VanderSluis. Her warmth and interest in people will be hard to match.

The Care Ring now consists of Peggy Ryfun, Carol Bickart, and new member Remo Bianco. We meet with the minister when needed and keep her apprised of our activities, just as she informs us of unmet needs among the congregants. We also provide the information that individuals would like others to know through Sunday morning announcements and a column in the MUUSletter recently renamed "Care Ring News and Notes."

We continue the practice of sending hand crafted greeting cards to sick members and friends and to those who are bereaved. We visit people in hospitals and rehabilitation centers. We refer to a list of people willing to help with various short-term needs that come up in the lives of our people and suggest someone they can call, or we broker the arrangement. We also see that receptions for memorial services are held and we help with the implementation, but they would not be possible without a lot of effort from others. This year, we held receptions for Hildegarde, Charles Jorgensen, and Joyce Ball.

The Care Ring is initiating a new service for people of the congregation who live alone or with a dependent spouse and who feel vulnerable to sudden accident or illness. We have called many of the people whom we guess to be in this situation. Virtually all of those we have contacted have told us that they worry or think about their vulnerability often. The plan is to collect any pertinent information that they want to give us so that we can all feel free from the fear of *unnoticed* physical collapse. The minister will keep the information, such as names and contact information of adult children or others to contact in an emergency and how to enter the members' homes, e.g., the name of the trusted friend with a key. The information will not be kept in a computer. The Care Ring will have access to it. Other facts, perhaps relating to death and memorial service preferences, may be submitted. We are in the process of developing a form to guide people who want us to have their information. If there is a wish for it, we will help people to find a telephone "buddy" among others similarly situated so that they can feel confident that they can make or receive a daily call, thus assuring that someone will miss them if they are hurt or ill.

We will be publicizing this plan as it comes together in our MUUSletter column.

Carol Bickart,
for the Care Ring

CNY CUUPS
Annual Report Fiscal Year 2010
May Memorial Unitarian Universalist Society

The Central New York Chapter of CUUPS (Covenant of UU Pagans) was approved by the May Memorial Board of Trustees as an affiliate group of the congregation in 2006. We are submitting our first annual report this year because we have been active enough to have something to report.

Our Summer Solstice service last June had 42 people in attendance. That was the beginning of the revitalization of the chapter. Our monthly meetings have averaged around eight members in attendance with our April meeting drawing enough people to outgrow the members' home where we had been holding our meetings and necessitating the move to scheduling our meetings at May Memorial.

Over the past year our activities have included:

1) The aforementioned Summer Solstice service on June 21, 2009.

2) A Winter Solstice service held in collaboration with Rev. Jean on December 21, 2009.

3) A "Dessert & Divination" Fundraiser held on February 14, 2009 in conjunction with two other groups from the larger Pagan Community which raised over $600 for the Haiti Relief Fund through the Red Cross. Additionally, the leftover desserts brought in another $135 from a bake sale held the next morning after the service.

4) The Vernal Equinox service held on March 21, 2010.

We will be holding another Summer Solstice service on June 20, 2010. Additionally, we are working on plans for a Labyrinth in the Memorial Garden for which we would be responsible for installation and maintenance.

Our meetings are held on the second Friday of the month in the Memorial Room. Anyone interested is welcome to attend.

Jody Brown
CUUPS Moderator/Scribe

Committee on Ministry
Annual Report Fiscal Year 2010
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Between late January and April 15, 2010, the COM began exploring the health of the ministries of MMUUS. We met with more than 40 people, beginning with the Program Council, and including such committees and groups as the Board, Social Justice, Finance, Adult Education, Building and Grounds, Choir and SisterCircle. In addition, we met with several folks at each of two open meetings, and few parents during a lunch after Sunday services. Additionally, several people communicated with us by e-mail or in person. In each instance, we tried to communicate that our mission was to begin this discussion, not specifically evaluate any one person, committee or group and that we would report to the Board at its May meeting and include a report at the Annual meeting. We noted that we would recommend that some form of review of the congregation's health and progress be ongoing.

Generally, folks were glad that we were undertaking this process. A few were put off by the positive tone of our questions, concerned that we didn't want to hear any criticism; others had no problem articulating either positive or negative observations. There were a variety of specific positive and negative observations about Worship and Religious Education, which have been shared with Rev. Jean and Jennifer Hamlin-Navias.

Among the positive comments, noted by at least a few folks, were:

1. Attempts to be calm and positive in our communications are paying off
2. B&G is "on top of its stuff"
3. Sunday services are better coordinated (i.e. children's' story and hymns are well-integrated with the theme of the day).
4. Worship committee is more organized
5. We're a welcoming and friendly place, have good music, and do a good job of celebrating the Arts
6. We provide a spiritual home.

Among the negative comments, noted by a few folks, were:

1. Financial worries and poor stewardship of the building.
2. Poor public relations and outreach into the community
3. Shrinking membership
4. Worship services are too long, not spiritual enough, and/or not intellectually challenging.
5. We need to project our positive values more clearly.
6. We no longer provide a friendly, social, inspirational home.

Many people, noting our difficult financial situation, worry about our ability to survive as a congregation. A few asked if talk of merger with First UU is in the works.

Committee on Ministry
Annual Report Fiscal Year 2010
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Other observations made by the COM include

1. Communication is essential to a cohesive community. The more different ways we can let people know what's going on at MMUUS the better
2. The improved web site is getting some notice.
3. There is an interesting divide, only partly explained by generational differences, between the folks who are yearning for more intellectual challenges in the worship services, and folks who need more spirituality. Both of those terms are hard to define.
4. Several people had trouble connecting their feelings (both positive and negative) specifically to the mission and vision statements, to which they don't yet feel very connected.

Our plans for the future include continuing to support all the ministries of May Memorial in the following ways.

1. Over the next year, we hope to review materials offered by the UUMA (Unitarian Universalist Ministers' Association) for this purpose, and to make recommendations to the Board for continuing evaluations. This will include suggestions for ways to evaluate ministry. Please note that we used a modification of one of these tools to guide our discussions this year.
2. Continuing to communicate with all committees as information becomes available to us.
3. Continuing to act as a support committee for Jennifer Hamlin-Navias, as she pursues final fellowship in the UU ministry.
4. Communicating as is appropriate with the congregation.

The Committee on Ministry

(Nuriyah Bone-Owens, Jackie Clarke, Alice Chico, Harsey Leonard, Eric Olson, Rev. Jean Wahlstrom, Jennifer Hamlin-Navias)

Denominational Affairs Committee
Annual Report Fiscal Year 2010
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- Due to a shortage in operating funds, May Memorial was unable to contribute its Fair Share to the UUA and SLD this fiscal year. Many churches are experiencing difficulty in this regard. We hope to return to our full contribution as soon as we are able.

- Pete Shambo and Jody Brown attended UULTI training at Canandaigua in July. This district level program provides training for church leaders.

- May Memorial hosted the Friday night portion of the District Assembly on April 23rd. The evening included a pasta dinner, entertainment by Fred Fiske, the Gould Lecture and a reception for conference goers. Many people from our congregation participated in the effort and several attended the conference workshops at the Renaissance Hotel on Saturday, April 24.

- On May 1, 2010, representatives of First Unitarian Universalist and May Memorial met with our outgoing district executive, Tom Chulak. Lunch was shared in the meeting room at First and the group discussed ways in which the two congregations might work together in the future.

- May Memorial continues to be designated as an Honor Congregation due to the large number of our members who take part in the Chalice Lighters program.

Mary Fulton, Chair
Alexa Carter, Recorder
Denominational Affairs Committee

Fundraising Committee
Annual Report Fiscal Year 2010
May Memorial Unitarian Universalist Society

The Fundraising Committee is in its second year of operation. Only one of the four people who were on the committee last year remained and a new member came on board, bringing the membership down to two.

Although we needed to continue to raise money from means other than pledges, we eliminated some of the events that did not bring in significant income last year. They were the perennial plant sale, May Memorial Loves the Arts evening, and the tailgate sale. The first Sunday lunches were retained, as they are always a meaningful way to bring in some money, and the congregation has the opportunity to socialize over a good meal.

The successful Fine Crafts Show and the Goods and Services Auction brought in good money, as usual, and the Primero de Mayo Goods and Services Auction was a smashing success.

We made $13,181 several thousand dollars lower than the previous year. We would like to increase the size of the committee and continue experimenting with fundraising ideas. Input from the congregation will be gladly welcomed.

Randy Archambault and Jennifer Newman, Co-Chairs
Fundraising Committee

Green Sanctuary Committee
Annual Report Fiscal Year 2010
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The Green Sanctuary Committee submitted an Action Plan to the UUA that proposes to complete twelve actions by the end of calendar year 2010. That means that at this time we have a little more than seven months to substantially complete the plan.

As is no doubt true with many committees much of the work so far has been done by a small group of people and two in particular have been extremely active – Alice Aylesworth with respect to our property outside and Geri Aird with respect to our advocacy initiatives. In addition, David Ashley and Kenel Antoine put a good deal of time and effort into preparing a report on insulating and re-roofing the "lower roof" of the building – that is, the part that does not include the sanctuary. That report was forwarded to the Board of Trustees for their consideration.

Several of the twelve actions have been completed and others are substantially done.

At the Earth Sunday service on April 18th, I asked for some participation to help fill in some of the actions that were a little "underweight" and the response was quite good.

Sometime before the end of the year the congregation needs to vote as to whether we will seek certification as a Green Sanctuary. If we do, then our application will be submitted near the end of the year.

John Allen, Chair
Green Sanctuary Committee

History Committee
Annual Report Fiscal Year 2010
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Committee Members: George Adams, Alexa Carter, Mary Louise Edwards, Roger Hiemstra (Chair), Brian Leonard, and Harsey Leonard

1. *Marvelous History Corner* articles were published in the monthly newsletter. This included one article contributed by the Onondaga Historical Association. Another article served as the basis for a story in the *Post Standard* by Dick Case about the Tiffany stained glass window that was part of our former James Street church and that now hangs in the Everson. Information on that article and its recent journey to three countries can be seen at http://history.mmuus.org/NewJerusalem.htm. We continue to receive positive comments on the articles. Past articles are now archived on the web page.

2. Brian Leonard has interviewed several long term members of the church during the past year. We currently have recorded interview information from 24 people, providing a wonderful portrayal of memories.

3. Various preservation activities have continued throughout the year:
    a. Several boxes of Rev. Nick Cardell's church-related material have been received and are being scanned for long term preservation as volunteer time allows.
    b. George Adams continues his efforts to inventory the archival collection.
    c. Roger Hiemstra has scanned several past annual meeting materials (these are archived on the web page).

4. Two bibles originally owned by Rev. Samuel May were received into our archival collection. They were donated by his family members and will be portrayed in the Memorial Room in the near future.

5. Information continues to be added to the web page. This material can be viewed at http://history.mmuus.org/.

Roger Hiemstra, Chair
History Committee

Hospitality Committee
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I agreed to chair the Hospitality Committee (herein abbreviated as HC) sometime in October, without really understanding what the duties of the chair, or even the HC were. So the past few months have been quite the learning experience!

My other committee member, Peggy Droz, and I met with Janet Allen from the Green Sanctuary Committee in January with the purpose of trying to determine how the HC could collaborate with the GSC in educating the congregation about ethical eating.

In March, Randy Archambault came on to the committee. Also in March, I attended a Radical Hospitality Workshop offered at First Universalist of Rochester.

When budget requests came due, I learned that Don MacKay and Adele Toney, as Coffee Hour liaisons, were also really part of the HC and I would be remiss if I neglected to thank them IMMENSELY for the work they do for coffee hour and keeping the kitchen (specifically the pantry and refrigerator) in tip top condition.

In preparation for hosting District Assembly (DA) in April, the Building & Grounds Committee did a complete makeover of the kitchen, including painting and installing new lights, among other things. Don, Adele and others of us reorganized the kitchen supplies, dishes, etc. following the makeover and the kitchen is in really fine shape right now.

Although not technically part of the HC, I think it falls under our umbrella to thank Don MacKay and Gary Carter co-chairs of the Dinner Committee for DA, as well as the myriad of helpers who made our DA dinner such a delectable success. Many thanks as well to all of those who contributed the myriad of desserts for the reception following the DA Gould Lecture.

The week after DA we held our Goods & Services Auction and, once again, members of the congregation contributed food along our Mexican theme which hopefully made the Auction more palatable!

As is always part of our duties, we helped out with Memorial Services for Charlie Jorgensen in January and Joyce Ball in May. We are excited that our end of year picnic will once again be hosted by the Sherman-Cross household.

The committee is small and could use more members so please feel free to contact me (Jody Brown: *jfb523@gmail.com* or 476-0447) if you have an interest in joining us.

Jody Brown, Chair
Hospitality Committee

Membership Committee
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Committee Members:
Lee Ann McKinney and Mary Fulton (Co-chairs)
Kevin King, Janet Hiemstra, Peggy Ryfun, Vicky Schipper, Ken Pease, Mardie Ninno, Felicia Otero

The Membership Committee again focused its efforts this year on welcoming and helping to integrate newcomers into the May Memorial community in order to promote our continued growth.

Specific tasks that have been accomplished include the following:

Updated the MMUUS membership database and developed a new directory that accurately reflects active members and friends. Thank you, Janet Hiemstra;

Staffed the Welcoming Table each Sunday, with personal follow up calls to visitors;

Continued an Angel Greeter program to facilitate hospitality and a more welcoming atmosphere to first-time and returning visitors in our Social Hall. This has been a very successful program, and we have received feedback from our visitors that they have been warmly greeted and welcomed by our congregation;

Participated in most Program Council meetings. At these meetings we encouraged other committee chairs to invite new members and visitors who are attending regularly to assist with needed tasks;

Offered UU 101, an informational meeting for visitors, every four to six weeks;

We did not have any new members for our planned fall or spring joining ceremonies. We did offer UU 102 this spring with two participants;

We spent our January meeting going through the directory with the intent of identifying those we may not be seeing on a regular basis and attempted to make contact with those people. We felt there were two other significant categories of people who may need to be contacted and this information was shared with the Committee on Ministries as well as the Board and Program Council;

Membership Committee
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We met with Board Members in February to discuss how growth fit into the Board's goals. They had already committed our congregation to the Growth and Vitality program. We did have four people attend the first conference (Rev. Jean, Jennifer Hamlin-Navias, Pete Shambo and Andrea Wandersee);

In March, we met with the Committee on Ministries to take part in that process;

Jean provided us with an exercise in April similar to what is done in the spiritual enrichment groups, so we might better discuss it with visitors/newcomers.

The Membership Committee hopes to continue to explore the mission of growth for our entire congregation next year and coordinate with those who are attending the Growth and Vitality conferences. It is felt that this will likely be a church-wide dialogue.

Lee Ann McKinney and Mary Fulton, Co-Chairs
Membership Committee

Memorial Garden Committee
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This annual report follows the outline of our goals **(in bold letters)** for the current fiscal year.

Maintain the grounds of the Memorial Garden (MG): Determine areas to the left natural; avoid the plantings of invasive or non-native plants.

These guidelines have been observed. The presence of the deer population (ticks/Lyme disease) and the need for mosquito control are concerns. A number of new shrubs have been planted. New plantings remain the responsibility of the Memorial Garden Committee.

Container plants on the patio were placed and maintained by the MG.

Plans for cleaning the stone surface of the patio have been made.

Inform the congregation of the purpose and use of the Memorial Garden.

Materials in the packet handouts related to placement of cremains were updated.

Maintain the pavilion for outdoor events.
This includes the completion of the fourth split railing: the last of the railings was not completed. That project will be added to the 2010-11 goals. Plans have been made which include cleaning and refinishing the floor of the pavilion in this budget year.

The Committee follows up on minister's contacts for use of the MG for placement.

- This year, one placement took place.

The Memorial Book and Plaque, housed in the Sanctuary, are kept up-to-date.

Recruitment of new committee members

- Recruitment of new committee members has not been successful. However, several members of the congregation have assisted with planting and cleanup.

Mary Burdick and Jill Evans, Co-Chairs
Memorial Garden Committee

Music and Arts Committee

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The Music and Arts Committee sponsored several very successful Sunday Serenades during the past church year. Glenn Kime gave an organ demonstration/mini-recital, Nancy Pease's group Quattro Pianisti graced us with a performance, and most recently the CNY Flute Choir played repertory ranging from Rossini to Ravel. We had a very successful talent show in February as part of our May Memorial Loves the Arts celebration; many May Memorial members sang, played instruments, and shared their considerable and diverse talents during this event. We look forward to an equally vibrant season of performances next year and as always welcome suggestions.

Amanda Eubanks Winkler, Chair
Music and Arts Committee

Social Justice Committee
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Committee Members:

Amanda Acquard	Taylor Longo	Doris Sage
Julie C. Evans	Jennifer Newman	Daniel Sage
Doug Igelsrud	Felicia Otero	Barbara Weingart
Kate Kearney	Vicky Schipper	Rachael Whitney
Harsey Leonard		Mary Zimmer

LOCAL COMMUNITY ACTION PROGRAMS:

The Samaritan Center meal preparation organized by Julie Daniel and Linda Wobus continued this year and members not only contributed of their time and talents in food preparation but generously contributed money to support the program. At the close of the church year there were adequate funds carried forward to support the program throughout the summer season and into the fall.

Jill Evans faithfully distributed food from the basket collection to the South Beach Baptist Church on Beech Street and the food pantry.

Vicky Schipper purchased and distributed toiletries and personal care items not covered by food stamps to Plymouth Church for their ongoing program of assistance.

ANNUAL CROP WALK:

Vicky Shipper organized and led members and friends of MMUUS in the annual CROP Walk on October 18. Thanks to Dan and Doris for providing soup for those participating in the event. Several individuals and families participated and raised $750.00.

PEACEMAKING:

Responding to the UUA's call for comments, on the Commission on Social Witness' draft of their Statement of Conscience on Peacemaking, the committee studied and discussed the document in several meetings. Members of the committee then opened debate with several individuals as well as the "What in the World" discussion group. The committee's efforts culminated in a Sunday service with the worship committee on January 25th. The Social Justice Committee Chair filed a report with the commission outlining the results of our inquiry.

Social Justice Committee
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SOCIAL JUSTICE SUNDAY SERVICES:

July 5th (Summer Service) - Harsey Leonard and Doug Iglesrud spoke of "Cuba, Then and Now."

November 17th - This special service in honor of Veterans Day featured guest speaker Francis McMillan-Parks. Ms Parks spoke of the famous "Buffalo Soldiers."

January 17th - Social Justice Sunday featured guest speaker Ms Jacqui Williams. The title of Ms William's remarks was "Filling in the Gaps in American History."

January 25th - The Social Justice Committee teamed with the Worship Committee to present the service titled "Imagine Peace."

April 11th (Annual Sam May Day Service) - This year's featured speaker was Professor Gustav Niebuhr. The topic of Professor Niebuhr's remarks was, "Tolerance is Not Enough."

OTHER SPECIAL EVENTS:

November 4th - The Syracuse Peace Council and the Social Justice Committee worked together to sponsor and present an evening with Anna Baltzer, Jewish American Activist speaking on life in occupied Palestine.

GAY PRIDE PARADE:

Saturday June 20th at 10 a.m. members and friends of May Memorial joined with several hundred other central New Yorkers as the rainbow flag was hoisted over City Hall opening the annual Gay Pride Day celebrations. Following opening ceremonies everyone marched in solidarity to the Everson Museum where festivities continued through the afternoon. Marching behind the church's banner, representatives from May demonstrated the societies' commitment to support and ally with the GLBT community and their supporters. Many thanks to Kate Kearney, Rachael Whitney and Vicky Schipper for organizing this event.

Social Justice Committee
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PASTORS FOR PEACE CARAVAN TO CUBA:
Through the continuing efforts of Doug Iglesrud and the MMUUS Social Justice committee we once again welcomed the Pastors for Peace Caravan to Syracuse on July 7th for a pot luck and informational presentation by members of the project. In preparation for this event Doug sponsored a fund raiser on June 26th. Thanks to Doug's efforts we will host an event this year for the Pastors for Peace.

MAY MEMORIAL IRAQI REFUGE RESETTLEMENT PROJECT:
Through the considerable efforts of Vicky Schipper and several other members of the MMUUS congregation, support of the Awad family has continued. Our thanks go out to these dedicated volunteers who have given so much of their time, talents and love to this family.

The MMUUS Social Justice Committee is exploring many new ways to be involved in our community. With an ever increasing membership in the committee we look forward to continuing to facilitate the good works of this congregation.

Harsey Leonard,
Chair, Social Justice Committee

Stewardship Committee
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Committee Members: Remo Bianco, Alexa Carter, Gary Droege (Co-Chair), Fred Fiske, Joyce Leonard, Jennifer Newman (Co-Chair), Jane Rice, Bob Schulz, Scott Severance

This year's stewardship theme, "It All Adds Up" was, again, represented in a brilliantly colorful and symbolically rich brochure designed by Bob Schulz, and included contributions by Jean Wahlstrom, Jennifer Hamlin-Navias, and Fred Fiske. The theme attempted to capture the idea that each member of May connects to May in their own unique way, and that woven together, the whole is greater than the sum of its parts.

In keeping with last year's efforts to require fewer canvassers, but still allow for personal canvass experiences, we decided to hold in-home canvass dinners throughout March and the beginning of April. A general invitation went out in both the newsletter and in the all member/friend mailing sent out with the brochure in early March. Personal phone calls were made to continue inviting people to attend. About a dozen individuals volunteered to open up their homes for these dinners, and a modest number of members made their pledges through this venue.

On March 7, after weekly meetings, much planning and even a Saturday morning rehearsal, the Stewardship Campaign kicked off the canvass during the Sunday morning service with an interactive NPR-type "pledge drive", complete with music unique to the theme, emcees, "interruptions" of the "regularly scheduled programming", visual aids and volunteers to collect the "Add a Dollar a Day for May" forms distributed with the orders of service. That same Sunday, prior to the service, the Stewardship Committee hosted a light breakfast, and, were present after the service (and in subsequent Sundays after the service) at the First Sunday Lunch for providing members with information regarding prior year's pledges, and to continue taking the Dollar a Day forms.

Instead of the traditional "barometer" to measure pledges received, a simple wooden loom was created and ribbons of varying colors were woven through the loom throughout the ensuing months. This was updated almost weekly and inched ever closer to the $256,000 goal of the campaign.

Stewardship testimonials were given on 6 Sundays beginning in mid-February; attempts were made to invite some of the less visible/less public members of May to share their experiences, as well as several members who have been in the forefront through committee work, etc. for many years. Some of the testimonials were published in subsequent newsletters, so that members not in attendance upon their delivery might still have a chance to experience the unique perspectives offered in these testimonials.

Starting in April, committee members began contacting everyone who had not attended an in-home dinner or turned in a pledge form at church or utilized the online pledge form.

Stewardship Committee
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Slowly but surely the pledges continued to come in. When it became apparent in early May that the goal would not be reached, the Board of Trustees sent a letter to all friends and members of May asking for increased pledges, and letting everyone know that in order to have a balanced budget, serious changes would have to be proposed if the goal of $256,000 were not reached. As of this printing the total pledged is $226,185, and difficult decisions have been made to reach a balanced budget for the upcoming fiscal year.

While there is a sense of regret that the goal was not reached, the Stewardship Committee is proud of its efforts; proud of the generous response of so many of May's members and friends, and proud that a balanced budget is being proposed that, for the first time in many years, does not include withdrawing funds from the capital fund. We did our best.

Gary Droege and Jennifer Newman, Co-Chairs
Stewardship Committee

Worship Committee
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The following is a summary of the activities and achievements for the 2009-10:

Committee growth: The number of Worship Committee (WC) members grew to 10 this year to include: Jody Brown (retiring co-chair), Felicia Otero (new co-chair), Doris Sage (continuing co-chair), Jim Napierski, Randy Archambault, Gary Droege, Judy Antoine, Catherine Knowles, Rev. Jean Wahlstrom and Rev. Jennifer Hamlin-Navias.

Greater Congregational Involvement: Using new strategies for recruiting volunteers and the Volunteer Survey conducted by the Program council, the WC "grew" the number of congregants participating with Sunday service volunteer duties. A new volunteer role of "Assistant Coordinator" allowed opportunity for "grooming" individuals interested in becoming more active on the committee. In addition, the Board of Trustees and Committee chairs were introduced, as part of the Welcome and Announcements segment of services.

Increased Communication: Volunteer duties and calendar sign-ups were standardized, including: a more productive use of email to keep volunteers and committee members informed, the Order of Service up-to-date, and communication with the MMUUS office more efficient. A WC manual has been started, as well.

Continuing and Improved Partnerships: The WC continues to work with the Green Sanctuary Committee and the Social Justice Committee to co-sponsor speakers and lay-led services. Integrating the work of the WC and the work of the Revs. Wahlstrom and Hamlin-Navias remains a priority.

Lay-led Services Included: In addition to working with the minister to provide guests in the pulpit, the WC organized and conducted the following Sunday Services in the minister's absence.

October:	Building Your Legacy
November:	Buffalo Soldiers: Francis Parks & Rev. Wahlstrom
December:	Burning Your Boo Boos
January:	Imagine Peace
March:	Equinox w/ CUUPS
April:	Sam May speaker Gustav Niebuhr "Tolerance Is Not Enough"
May	Margaret Fuller Anniversary

Summer Services: The WC conducted the following summer services: A Summer Solstice, Annual Hymn Sing, Cuba and the Changing Reality of Latin America, Freedom Not Slavery, The Song of the Sea, Gardening For Life, Social Justice-Inner Transformation, Joe Cleveland's "Learnings", Spiritual Enrichment Group of MMUUS, Potpourri Sunday Service, Balance, Bless The Beasts.

Doris Sage and Felicia Otero, Co-Chairs
Worship Committee

CHANGES TO THE CONSTITUTION AND OPERATING MANUAL DURING THE 2009/10 CHURCH YEAR

a) Article VII of the Constitution was changed at the Congregational Meeting on December 6, 2010 (see minutes included in this packet)

b) The Capital and Endowment fund policy was simplified so as to make it more transparent to potential donors. Only changed portions are included in the document below. The complete policy is available in the operating manual and upon request.

CAPITAL AND ENDOWMENT FUND POLICY
revised December 15, 2009

This policy was adopted by the Board of Trustees of May Memorial Unitarian Universalist Society on December 15, 2009 and supersedes all previous versions.

II. Management and Administration

Henceforth, any unrestricted gifts to the Society made by living persons or by termination of a trust, or by Last Will and Testament, will automatically be added to the Commemorative Endowment Fund under the donor's name. Gifts of personal or real property which were intended by the donor to be used by the Society as is, not as investment property, shall be treated as restricted gifts and shall not become part of this Fund.

The Commemorative Endowment Fund shall be administered by the Trustees as property belonging to the Society and not as a trust. Additions to the Fund shall be commingled with existing Commemorative Endowment Fund totals: permanent or separate accounting by personal name will not be required.

The Trustees shall have the sole discretion to invest, and reinvest the Commemorative Endowment Fund, to accumulate or withdraw income except that any income not withdrawn within 6 months after the end of the Fund's current fiscal year shall be merged with and become a part of the principal of the Fund.

The President shall send written acknowledgment of all gifts to the donor, or his or her legal representative, and, when gifts in memoriam are received from third parties, a suitable notice of the donation shall be sent to the family of the person commemorated.

At the annual meeting of the Society, or at such other time as seems appropriate, but at least annually, the Finance Chair shall make a report to the Society, listing the names of donors and of individuals or events commemorated since the time of the last report. The amount of each gift shall not be made public, but the Finance Chair shall report to the Society the total amount of the Commemorative Endowment Fund and the total additions made each year.

The principal of the Commemorative Endowment Fund shall not be used for current expenses or maintenance, but shall be retained for the purpose of producing income. There can be two exceptions to this rule:

1. If the Society faces a need for unbudgeted capital funds for a purpose that the Trustees consider an emergency, the Trustees are authorized, in any one fiscal year, to spend or commit up to five percent (5%) of the annual budget in effect at that time, as a withdrawal from the Commemorative Endowment Fund. A two-thirds vote of the Board is required to authorize such a withdrawal, which shall be treated as a loan.

2. If the Society needs funds for major additions, improvements, or replacement of major building systems, it may, with approval of a majority of the members of the Society present at any duly called congregational meeting, borrow these funds from the Commemorative Endowment Fund, as a loan.

3. A loan made under paragraph 1 or 2 above must be repaid, with interest at 1% under the prime rate. The repayment term for any such loan must be set by the Board with advice from the Finance Council, in consideration of the sum of money involved, and the purpose for which the funds will be spent; the repayment term shall not be inconsistent with sound bank lending practices. Repayment of a loan made under paragraph 1 or 2 above must be included as a line item in the budget of the Society.

These rules may be amended from time to time by a two-thirds vote of the Trustees however any change which would violate the concept of a permanent endowment fund would only apply to future additions to the fund, unless in addition, the membership of the Society, acting at a duly called congregational meeting, approves the rule change by a two-thirds vote of the members present. All rules and amendments thereto shall be published at the Annual Meeting of the Society.=

III. Fund Policy / Instructions

The Endowment and Capital Funds consist of accumulated MMUUS savings and invested assets, and shall be administered in accordance with this policy.

A. Endowment Fund

1. Fund Structure and Operational Procedures

a. The Finance Committee shall invest the assets of the Endowment Fund in mutual funds with the objective of long term (five to ten years) growth.

b. On an annual basis, the Finance Committee, and its subcommittees as appropriate, shall review the performance of the Endowment Fund, and shall update the investment plan, to be presented to the Board of Trustee for review and approval no later than the Board's June meeting.

2. Accounting, Reporting, and Record Keeping

a. The Endowment Fund shall be accounted for in accordance with recognized standard accounting practices and in a consistent manner from year to year, with the fiscal year beginning July 1st, and ending June 30th each year. Changes in accounting practices shall be brought to the attention of the Board of Trustees, and shall be clearly identified on any reports generated.

b. The status of the Endowment Fund shall be reported in writing to the Board of Trustees at least quarterly, and to the congregation at least annually.

c. Sufficient records shall be maintained to facilitate an audit, and shall provide sufficient documentation for all authorities granted and transactions conducted on behalf of the Endowment Fund.

c) The sections titled "Congregational Health Assessment" and "Ministerial Performance Review" were changed to create a policy that is amenable to assessing all aspects of ministry at May Memorial, to foster meaningful avenues of feedback from the congregation, and to have a policy that the Board, the staff, and the Committee on Ministry feel can be implemented.

Congregational Health Assessment

Every 2-3 years – or sooner if the Board deems necessary – the Board will insure that there is a comprehensive assessment of congregational health, including (but not limited to):

- concerns, unmet needs, strengths and weaknesses in the relationship between the Society and
    1. its minister(s).
    2. its lay leadership.
- an evaluation of the quality of
    1. our life together, congregational relationships and affiliations.
    2. our ministry together.

Ministry and Leadership Review

At least once a year the Board of Trustees will elicit feedback from the Committee on Ministry, staff, and congregation regarding our shared ministry – its strengths, weaknesses, and plans for improvement. Expectations for ministry should be tied to the goals set at the Board summer retreat and reviewed during the year. The target month for this review is February of each year.

d) The section on "Calendaring" was changed to allow greater opportunity for collaboration amongst church leaders who are involved in the process.

MMUUS Calendar

The Program Council will conduct a calendaring meeting in the spring or summer to discuss and coordinate events planned for the church year. The Program Council will update the church calendar at its September meeting and as needed throughout the year.

RESOLUTION FOR GREEN SANCTUARY APPLICATION

The next step in the process of achieving Green Sanctuary Accreditation is to conduct a congregational vote toward that end.

The proposed resolution is as follows:

Be it RESOLVED that May Memorial Unitarian Universalist Society, having authorized the establishment of a Green Sanctuary Committee, and having approved a Green Sanctuary Action Plan as a working document, and having worked toward substantial completion of the Action Plan, HEREBY approves that the congregation apply for Green Sanctuary Accreditation.

John Allen
Chair, Green Sanctuary Committee